



Australian Academy of
Technological Sciences
& Engineering

INNOVATE

Innovate Reconciliation Action Plan

July 2025 - June 2027





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Acknowledgement of Country

The Australian Academy of Technological Sciences and Engineering acknowledges the Traditional Owners of the lands and waters across Australia upon which our Fellows and staff work, live, and apply science, technology and engineering.

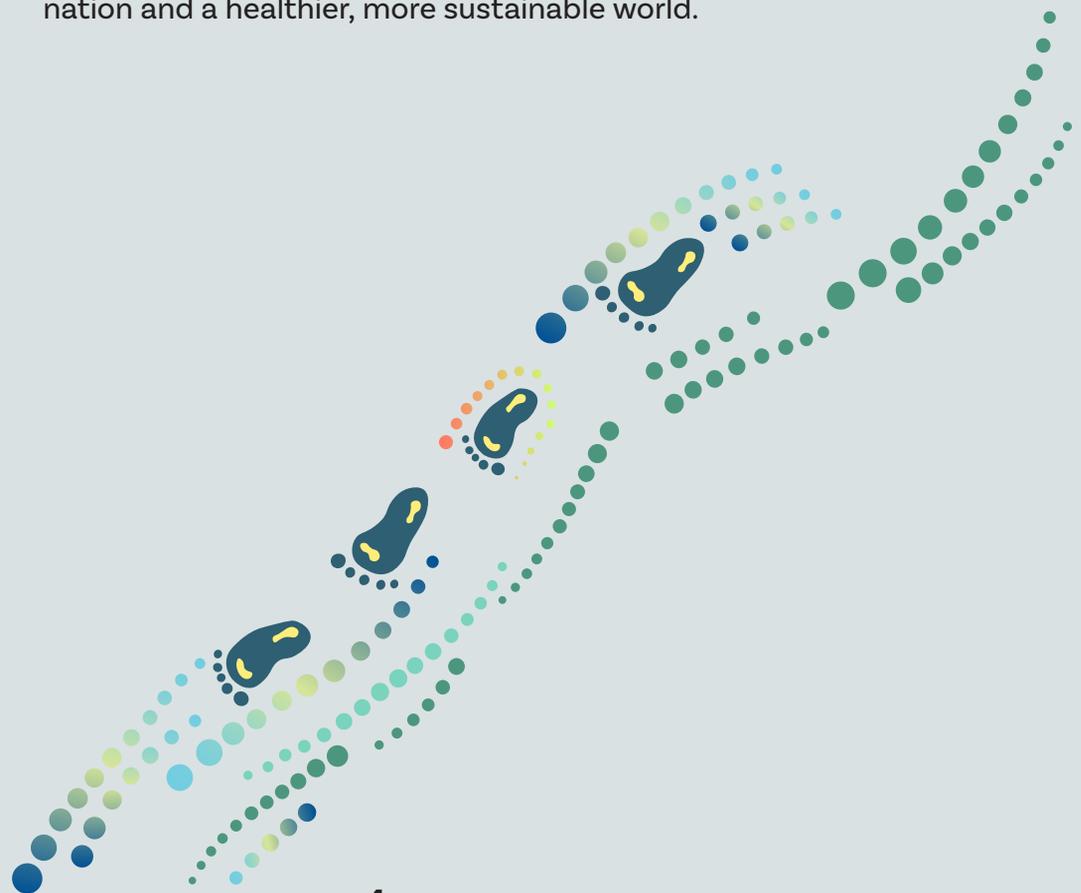
We recognise Aboriginal and Torres Strait Islander People's ongoing connections to Country, and pay respect to their Elders past and present.

We also acknowledge Aboriginal and Torres Strait Islander peoples' Traditional Knowledge, with the deep history of innovation it embodies.



Our vision for reconciliation

ATSE's vision for reconciliation is that all Australians recognise and value the custodianship of Aboriginal and Torres Strait Islander Peoples as one of the oldest knowledge systems on the planet. Through respectfully working with, listening and learning from current Traditional Knowledge holders and practitioners in science and engineering we will build a better nation and a healthier, more sustainable world.





A message from Reconciliation Australia CEO

Reconciliation Australia commends Australian Academy Of Technological Sciences and Engineering (ATSE) on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

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

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

This Innovate RAP is both an opportunity and an invitation for ATSE to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, ATSE will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With over 5.5 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. ATSE is part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals ATSE's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations ATSE on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



A message from the President, 2023-2025

The work of the Australian Academy of Technological Sciences and Engineering in implementing its initial Reflect Reconciliation Action Plan (RAP) has shown us all the profound potential of what we can achieve. ATSE has learnt how much we can do, how many people we can support, and how many opportunities there are to act to uplift our work through learning from and working with Aboriginal and Torres Strait Islander people around the country.

Our initial RAP in 2022 helped ATSE think in new ways about our role in the Australian science, technology, engineering and innovation sector. We have a responsibility and an opportunity to lead in our space. The creation of the Traditional Knowledge Innovation Award, and the steady growth of Aboriginal and Torres Strait Islander STEM leaders amongst our Fellowship are some of the proudest achievements of our past few years.

The Traditional Knowledge Innovation Award – having now awarded 3 phenomenal winners in 2023, 2024 and 2025 – stands out nationally for the way it has reframed the conversation around the inherent value and worth of Traditional Knowledge. With similar awards being created at federal and state levels, this clear outcome from our initial reconciliation efforts is worthy of celebration.

Nevertheless, the environmental and social challenges facing Australia right now point us towards further valuing and fostering Traditional Knowledge within national STEM discussions, and improving access to educational and economic opportunities for Aboriginal and Torres Strait Islander people. The innovation ecosystem we are growing requires diverse voices to create the impact and benefits for people that we know are out there.

As we look ahead to implementing our new Innovate Reconciliation Action Plan over the coming years, we remain committed to recognising and amplifying the work of Aboriginal and Torres Strait Islander peoples achieving in applied science and technology. Along with continuing to increase the Aboriginal and Torres Strait Islander representation within the Academy Fellowship, we are excited by the opportunities to continue acting in collaboration with Australia's original and continuing innovators.

Dr Katherine Woodthorpe AO FTSE FAICD
Past President (2023-2025)
Australian Academy of Technological Sciences & Engineering (ATSE)



A message from the CEO

The Australian Academy of Technological Sciences and Engineering (ATSE) enters the second phase of our reconciliation journey with deeper connections, understanding, and sense of responsibility and possibility.

Working with Aboriginal and Torres Strait Islander leaders from across our science-, technology- and engineering-powered sectors – and learning from senior custodians of Traditional Knowledge across the nation – we’re clearer than ever on the work of respect and reconciliation still to be done, and the exciting opportunity that genuine reconciliation brings for a resilient, sustainable, and empowered future.

We understand that science and technology have exploited and disempowered Aboriginal and Torres Strait Islander peoples in the past. We’re aware of our Academy’s and sector’s responsibilities – to ensure that research and rapidly evolving digital technologies are respectful, empowering and collaborative; to protect and respect Traditional Owners’ rights to keep, apply and benefit from their own knowledge; to empower Aboriginal and Torres Strait Islander people and communities to participate fully in research and development as innovators, leaders, guides and partners.

We have an opportunity to role model reconciliation across the sectors we work with, and to support and nurture Aboriginal and Torres Strait Islander people through STEM learning and careers at every turn, from school through to seniority.

This Reconciliation Action Plan sets our ambitions and goals to support Aboriginal and Torres Strait Islander self-determination and opportunity in the innovation setting, against a backdrop of humility, respect, and continuous learning from Australia’s original knowledge makers, innovators and teachers – and the world’s oldest continuous culture.

I am proud to commend it to you, and to call on all ATSE Fellows and staff to support its actions and principles.

Professor Kylie Walker AM

CEO

Australian Academy of Technological Sciences & Engineering (ATSE)

Our business

The Australian Academy of Technological Sciences and Engineering (ATSE) is one of five Australian learned Academies. Created in 1976, it brings together more than 900 Fellows who are senior leaders and experts in engineering, applied science, and technology. Our mission is to help Australians understand and use technology to solve complex problems.

We achieve our mission through combining advocacy to leadership and the public, and program delivery to make a difference and foster inclusive and skilled leadership in the next generation of Australia's STEM leaders.

We advocate to political, business and community leadership to support evidence-based decision-making, and thriving collaborative STEM sectors in which Australian innovation is supported to reach its full potential.

Our secondary school education program – STELR – takes a practical, hands-on approach to teaching sustainability-focused engineering, aligned with the national curriculum, and world-class education supporting Australian students from all walks of life to be digital technology literate.

Our STEM career pathways programs – the IMNIS initiative and Elevate: Boosting Diversity in STEM – support undergraduate and graduate STEM students with scholarships, mentoring and internships, providing practical career strategies, introducing diverse career pathways and establishing genuine connections at senior levels throughout the STEM-engaged sectors.

ATSE's public communications, events, workshops, and other activities inform, engage and educate a broad public audience throughout Australia and the world.

Our awards for high achievement and excellence in the application and commercialisation of science, technology and engineering provide recognition and connections, fuelling future career success and recognising lifetime achievement.

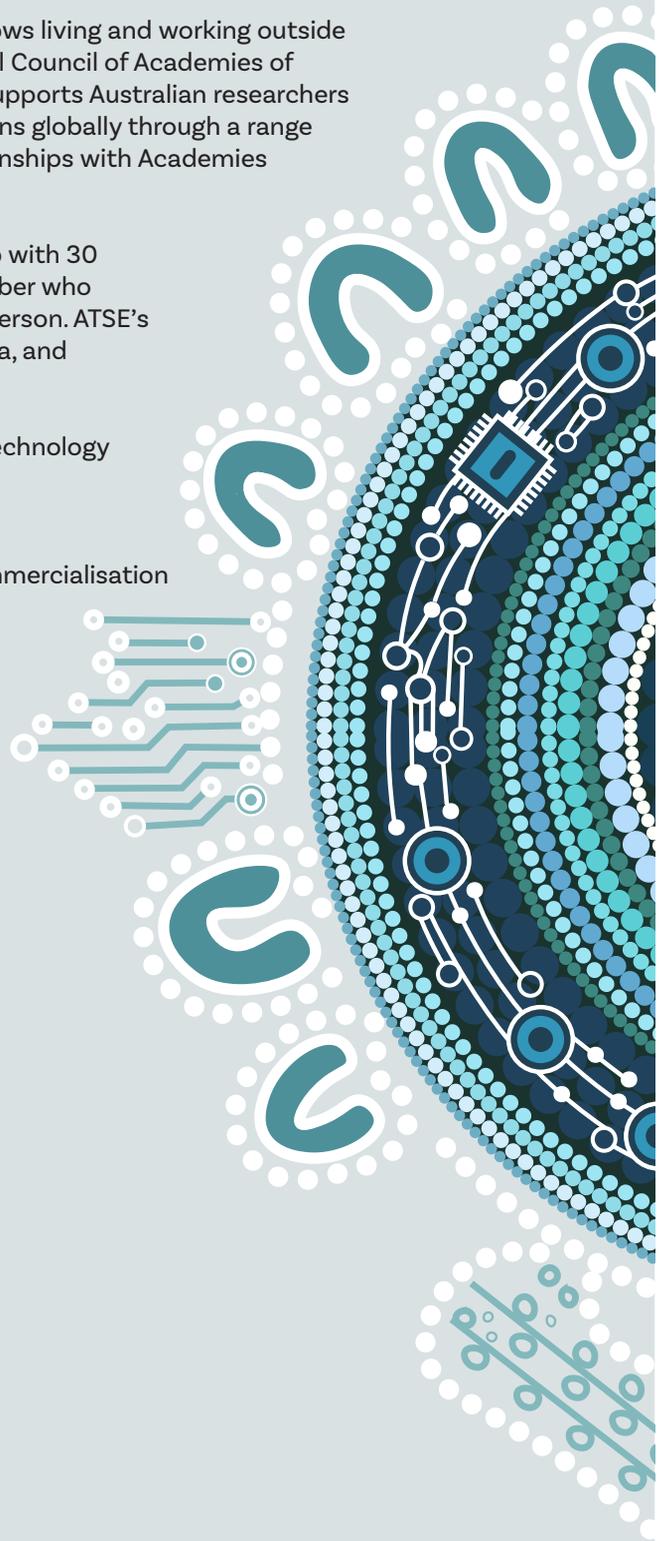
ATSE is a national organisation with 945 Fellows who are drawn from every state and territory. At the start of 2025, ATSE has seven Fellows who identify as an Aboriginal and/or Torres Strait Islander person, representing 0.74% of Fellowship.

We have international reach, with around 5% of our Fellows living and working outside Australia, and as a founding member of the International Council of Academies of Engineering and Technological Sciences (CAETS). ATSE supports Australian researchers and innovators to form enduring professional connections globally through a range of practical programs, and enjoys strong bilateral relationships with Academies around the world.

The Fellowship is supported by and works in partnership with 30 professional staff, and currently we have one staff member who identifies as an Aboriginal and/or Torres Strait Islander person. ATSE's head office is located on Ngunnawal Country in Canberra, and Fellows and staff are located across the nation.

Our mission is to help Australians understand and use technology to solve complex problems, and our priority issues are:

- Mitigating and adapting to climate change
- Enhancing research collaboration, translation and commercialisation
- Exciting and educating young people in STEM.



Our Reconciliation Journey

ATSE's Reflect Reconciliation Action Plan was launched in May 2023, and the RAP framework has guided our efforts to build strong foundations for embedding reconciliation within our activities.

Since beginning our journey in support of reconciliation, we are pleased to have welcomed seven Aboriginal and Torres Strait Islander Fellows as part of the Academy. We have also focused on strengthening relationships within our sphere of influence, demonstrating respect through observation of cultural protocols and supporting cultural learning, and providing opportunities for engagement with and celebration of Aboriginal and Torres Strait Islander peoples in STEM.

We celebrate Aboriginal and Torres Strait Islander peoples across career stages as part of our STEM careers workshops, have held workshops on Traditional Knowledge, and actively feature Aboriginal and Torres Strait Islander STEM professionals and their work across our social media platforms. We have provided STEM resources to schools with high proportions of Aboriginal and Torres Strait Islander students. We are excited to be able to support women and non-binary people who identify as Aboriginal and/or Torres Strait Islander people to engage with STEM education through the national Elevate: Boosting Diversity in STEM scholarship program.

The most significant of our achievements has been the establishment of the ATSE Traditional Knowledge Innovation Award, which has now celebrated two impactful winners. The award celebrates STEM research and development by Aboriginal and Torres Strait Islander peoples or communities which is based on, or significantly incorporates or builds on, Traditional Knowledge.



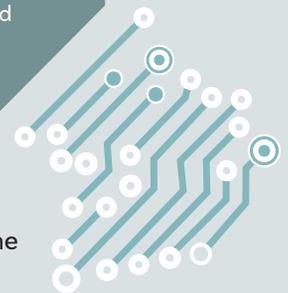
Winners of 2023

The inaugural ATSE Traditional Knowledge Innovation Award was awarded in Oct 2023 to John Watson & Professor Ron Quinn AM FTSE. Watson & Quinn's project combines thousands of years of Traditional Knowledge with western science to reveal a novel, natural remedy for the treatment of severe pain. The project is powerful not only for its outcomes, but also its approach in retaining traditional ownership and respect for the integrity of traditional knowledge.



Winners of 2024

The 2024 Traditional Knowledge Innovation Award was awarded to Kanyirninpa Jukurrpa, a community organisation of the Martu people of the Eastern Pilbara, and Dr Fiona Walsh for uncovering the mystery of Linyji or 'fairy circles' in Australia's desert grasslands. The long-term collaboration blended Indigenous knowledge with scientific research, showing that huge amounts of climate and ecosystem data about Australia's desert regions are maintained within Indigenous communities.

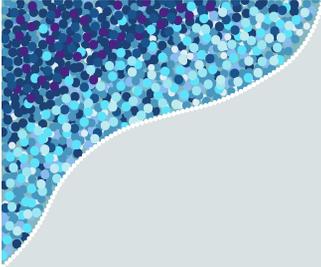


Through this award, and collaborative activities with other organisations, we remain committed to advancing recognition and respect for Traditional Knowledges within the STEM sector.

Undertaking our Reflect RAP has highlighted the importance of engagement and collaboration in working with Aboriginal and Torres Strait Islander peoples and organisations to ensure we are attending appropriately to Aboriginal and Torres Strait Islander matters across our work in applied science, technology and engineering. We recognise the unique perspectives that Aboriginal and Torres Strait Islander experts in STEM contribute to our activities and strategic objectives. We are conscious of the impost and expectation often placed upon Aboriginal and Torres Strait Islander peoples to represent their cultures and communities, and to provide information and advice from this perspective, and have established guidelines for ensuring that Aboriginal and Torres Strait Islander peoples are appropriately compensated for the provision of such information and expertise.

ATSE staff participated in the 2024 RAP Workplace Barometer, revealing high levels of engagement with and support for reconciliation. Our organisational reflection on reconciliation has also been supported by cultural learning activities. A Smoking Ceremony was held at the ATSE office in Canberra in July 2023 and in March 2024 professional staff learnt how to deliver an Acknowledgment of Country in Ngunnawal language. These events and activities sparked further conversations internally about how ATSE's engages appropriately and consistently with cultural protocols. In December 2024, staff learnt more about the histories and experiences of Aboriginal and Torres Strait Islander people and the importance of connection to Country through traditional artforms. Some staff have furthered their own cultural learning journeys through private participation in activities such as the Yeribee Indigenous Experiences of Parliament House First Nations Experience of Democracy Tour, and the Bush Tucker Unearthed talk as part of ACT Heritage Festival, and by seeking out Aboriginal and Torres Strait Islander suppliers for consumables (such as tea and cosmetics).

Almost all (89%) of our Reflect RAP actions have been achieved or are embedded. The intent of outstanding items with a long-term focus are carried across to this Innovate RAP. Following the outcome of the 2023 referendum and divisions that have emerged through the public debate, ATSE reiterates our commitment to reconciliation, and to building awareness of and respect for Traditional Knowledge.



Our RAP

Our Innovate RAP was developed by the Academy's Reconciliation Action Plan Working Group, consisting of:

- David Hind, OAM FTSE (Co-Chair)
- Professor Katrina Falkner, FTSE (Co-Chair)
- Professor Darren Martin, FTSE
- Professor Vivian Tam, FTSE
- Professor Ron Quinn, AM FTSE
- Katherine Woodthorpe, AO FTSE FAICD (ATSE President)
- Kylie Walker (ATSE CEO)

FTSE stands for Fellow of the Australian Academy of Technological Sciences and Engineering.

We also invited Aboriginal and Torres Strait Islander Fellows to provide feedback, and had conversations on ATSE's reconciliation efforts with experts and key stakeholders within the applied science and technology sectors. Individuals who have provided advice and input to inform our Innovate RAP are:

- Professor Misty Jenkins AO FTSE
- Professor Bradley Moggridge FTSE, Kamilaroi Water Scientist living on Ngunnawal Country; Associate Dean (Indigenous Leadership and Engagement) Faculty of Science, University of Technology Sydney
- Dr Chris Bourke; Director - Indigenous Science and Engagement, CSIRO
- Adam Lees, Meriam and Yadhagana man; New Moon Consulting

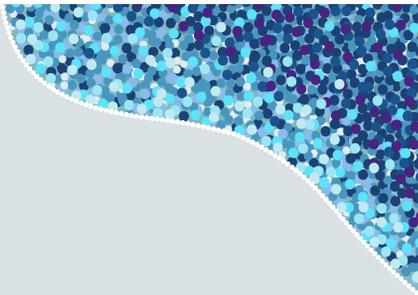
Professional staff were also consulted and supported the Working Group in the development of the RAP.

ATSE will work towards establishing a forum to ensure Aboriginal and Torres Strait Islander voices are heard, providing expert advice and guidance to our efforts to elevate Aboriginal and Torres Strait Islander knowledge systems.

Reflecting the importance of reconciliation amongst the Fellowship, ATSE's RAP Champion is the President. ATSE's RAP Champion will work to raise the profile of reconciliation as an organisational priority internally and externally, and lead by example by actioning the commitments in the RAP.

ATSE acknowledges that the lands and waters on which we work and live are ancient, and have been continuously managed by Aboriginal and Torres Strait Islander peoples for 60,000 or more years. We acknowledge that western applied science, technology and engineering have historically caused damage to Aboriginal and Torres Strait Islander Peoples, cultures and Country, with some harms continuing to this day. ATSE commits to learning how to recognise these harms that are embedded within science institutions, research and structures and will work to reduce, eliminate and prevent perpetuating injustice. We seek to resolve long-standing exclusion of Aboriginal and Torres Strait Islander people and knowledge through establishing and growing relationships premised upon recognition and rights.

The Academy commits to fostering and working for an empowering, respectful and collaborative relationship with Aboriginal and Torres Strait Islander people, communities and their Traditional Knowledge. ATSE's leaders recognise that mutual collaboration and respect hold deep benefits to all Australians.



ATSE believes it cannot fully achieve its mission around our three key policy priority issues of climate change, inspiring and nurturing young people in STEM, and commercialising great Australian research, without genuinely hearing, including and providing opportunities for Aboriginal and Torres Strait Islander people, and learning from, respecting, recognising, valuing and raising awareness of Aboriginal and Torres Strait Islander knowledge as the oldest continuing knowledge system on the planet.

As well as reviewing our own practices and policies and improving our cultural capability, we will facilitate genuine inclusion of, and opportunities for, Aboriginal and Torres Strait Islander people and Traditional Knowledge. Our network of leaders and our capacity to engage with decision-makers hold real opportunities to influence Australia's research and innovation communities to understand the benefits of respectfully engaging with Traditional Knowledge.

Scientific and technological research and its application have always benefited most from diverse perspectives and ideas – this has never been more true than today, in the age of machine learning and climate emergency. We understand there are rich benefits to be drawn from respectfully working with, listening to and learning from Traditional Knowledge in science and engineering – from environmental management, to medicine, to nutrition and food security.

As more Australian research organisations seek to collaborate with Traditional Owners and translate and apply Traditional Knowledge, ATSE's Board, Fellows and professional staff aim to support and participate in respectful and impactful collaborations. We will use our networks of influence to guide decision-makers in research organisations to improve cultural capability and bring awareness to Indigenous Cultural Intellectual Property matters, including emphasising the role of Indigenous leadership, co-design, genuine partnership and benefit sharing with Aboriginal and Torres Strait Islander knowledge holders and researchers as it applies in the R&D space.

ATSE's school education and career pathways programs are specifically designed to empower and equip under-served and diverse communities to strive and succeed in applied science, technology, engineering and innovation. Our programs, and Australia's future STEM-enabled workforce, will grow stronger through proactively providing opportunities and support for Aboriginal and Torres Strait Islander people, and embedding cultural awareness, understanding and respect within each program.

As measured by currently available instruments, inequitable outcomes for Aboriginal and Torres Strait Islander students and their non-Indigenous peers have remained constant for more than 20 years. If ATSE is genuine in its mission to improve Australian student engagement in STEM, we must proactively support improvement in culturally appropriate and well-resourced engagement and success for Aboriginal and Torres Strait Islander children and education staff.

ATSE also has an opportunity, through its Fellowship and Awards programs, to build visibility and respect for Aboriginal and Torres Strait Islander people who are high achievers in STEM, building platforms for inspiring role models, immersing award-winners in networks of influence, and enabling awardees to achieve growing success in their future careers.

ATSE commits to all the actions outlined in this plan. We particularly commit to urgently prioritise:

1. Continue celebrating and providing opportunity for Aboriginal and Torres Strait Islander innovation and innovators through our communications, awards, and programs.
2. Influencing sector practice through proactively supporting development, and encourage use of, culturally appropriate resources to guide effective partnership with Aboriginal and Torres Strait Islander Knowledge holders, and when translating and applying Traditional Knowledge.

Relationships

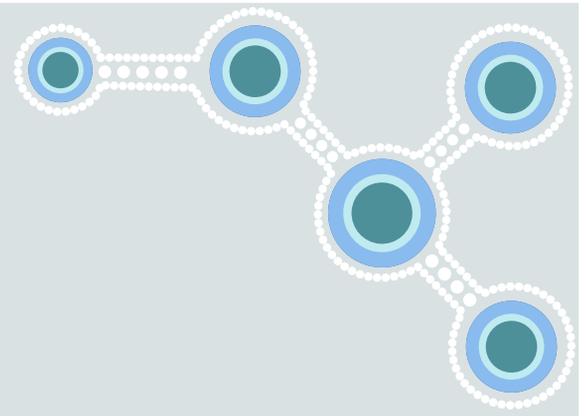
Providing opportunities to develop and strengthen Aboriginal and Torres Strait Islander peoples connections within and across the science, technology, engineering and maths spheres is key to creating a collective knowledge system where difference is valued and considered a strength. Strong connections are fundamental to a collective knowledge system built on respectful relationships, diversity and reciprocal opportunities to engage. This provides the platform for collaboration and a shared journey and understanding.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1 Meet annually with Aboriginal and Torres Strait Islander stakeholders and organisations within the science, technology, engineering and mathematics (STEM) sector to develop guiding principles for future engagement	March 2026, 2027	CEO
	1.2 Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations within STEM sector	Dec-25	Director, Strategic Engagement
	1.3 Offer in-kind, practical assistance to, and where appropriate develop MOUs with at least four Aboriginal and Torres Strait Islander-led organisations and/or academics supporting the success of Aboriginal and Torres Strait Islander people in STEM	March 2026	CEO

Action	Deliverable	Timeline	Responsibility
2. Build relationships through celebrating National Reconciliation Week (NRW).	2.1 Circulate Reconciliation Australia's NRW resources and reconciliation materials to professional staff.	May 2026, 2027	CEO
	2.2 RAP Working Group members to participate in an external NRW event.	May 2026, 2027	CEO
	2.3 Encourage and support ATSE Fellows and professional staff to participate in at least one event to recognise and celebrate NRW.	27 May- 3 June, 2026, 2027	RAP WG Co-Chairs (for Fellows), CEO (for staff)
	2.4 Organise at least one NRW event each year, to promote to the Fellowship the work of Aboriginal and Torres Strait Islander STEM organisations and professionals	27 May- 3 June, 2026, 2027	Director, Strategic Engagement
	2.5 Register all our NRW events on Reconciliation Australia's NRW website	27 May- 3 June, 2026, 2027	Director, Strategic Engagement
3. Promote reconciliation through our sphere of influence.	3.1 Develop and implement an engagement strategy to raise awareness of reconciliation across the professional staff.	Mar-26	CEO
	3.2 Publicly communicate our commitment to reconciliation, Aboriginal and Torres Strait Islander peoples and organisations achieving in STEM, and Traditional Knowledge, including through social media, publications and annual public reporting on our RAP	Dec 2025, 2026	Director, Strategic Engagement
	3.3 Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	Mar-26	Director, Policy and International Affairs
	3.4 Collaborate with at least two RAP organisations or other like-minded organisations to develop innovative approaches to advance reconciliation	Jun-26	CEO

Action	Deliverable	Timeline	Responsibility
4. Promote positive race relations through anti-discrimination strategies.	4.1 Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Jan-26	Director, People and Partnerships
	4.2 Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	Jul-26	Director, People and Partnerships
	4.3 Develop, implement, and communicate an anti-discrimination policy for our organisation.	Oct-26	Director, People and Partnerships
	4.4 Provide training for the Board, Committee/Division Chairs, and senior leaders of the professional staff to learn about the effects of racism.	March 2026, 2027	CEO





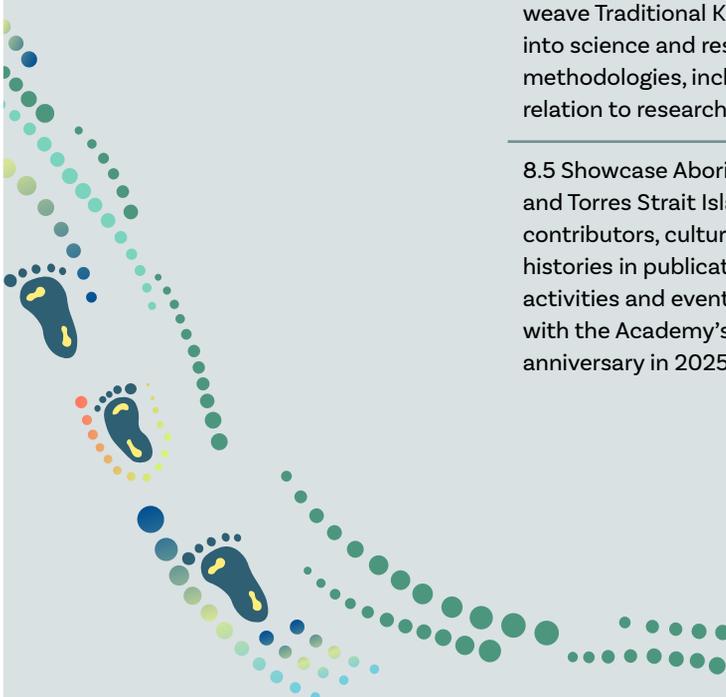
Respect

Through the guidance and support of Traditional Knowledge holders, we learn ways of caring for each other and our environment, and how science, technology, engineering and maths can be used to help us to solve new and emerging challenges. We are committed to the elevation of Aboriginal and Torres Strait Islander Knowledge systems within the applied scientific and technological sectors. We seek to recognise and respect this long tradition of cultures and knowing across the breadth of our activities, from supporting cultural protocols, to including and amplifying the perspectives of Aboriginal and Torres Strait Islander Fellows and other STEM professionals in our policy and project work.

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	5.1 Conduct a review of cultural learning needs within our organisation.	Nov-25	Director, People and Partnerships
	5.2 Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	Dec-25	Director, People and Partnerships
	5.3 Develop, implement, and communicate a cultural learning strategy document for our staff.	Jun-25	Director, People and Partnerships
	5.4 Provide opportunities for RAP Working Group members and professional staff to participate in formal and structured cultural learning.	March 2026, 2027	CEO
	5.5 Provide opportunities for awards and fellowship selection committees to learn about Aboriginal and Torres Strait Islander histories and cultures	March 2026, 2027	Director, Strategic Engagement

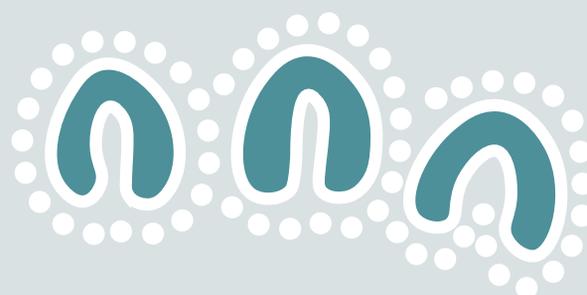
Action	Deliverable	Timeline	Responsibility
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	6.1 Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	Oct 2026, 2027	Director, Strategic Engagement
	6.2 Develop, implement and communicate a cultural protocol document for ATSE activities, including protocols for Welcome to Country and Acknowledgement of Country.	Sep-25	Director, Strategic Engagement
	6.3 Ensure new staff induction includes information on the purpose and significance behind the RAP, cultural protocols, including Acknowledgement of Country and Welcome to Country protocols and the Traditional Knowledge Innovation Award.	Sep-25	Director, People and Partnerships
	6.4 Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	Review Sept 2025, 2026	CEO
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	7.1 RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2025, 2026	RAP WG Co-Chairs
	7.2 Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	Jan-26	Director, People and Partnerships
	7.3 Promote and encourage participation in external NAIDOC events amongst Fellows and professional staff	First week in July, 2025, 2026	CEO
	7.4 Promote the work of ATSE's Aboriginal and Torres Strait Islander Fellows, program participants, and collaborators during Reconciliation and NAIDOC weeks via our social media channels	27 May- 3 June 2026, 2027 and First week in July, 2025, 2026	Director, Strategic Engagement

Action	Deliverable	Timeline	Responsibility
8. Elevate Aboriginal and Torres Strait Islander knowledge systems	8.1 Educate professional staff about, and how to apply in relevant work, guidance and frameworks for working with Traditional Knowledge and Traditional Knowledge holders (such as the Guidelines for Ethical Research in Australian Indigenous Studies developed by AIATSIS, and Our Knowledge, Our Way guidelines developed by CSIRO)	Mar-26	Director, Policy and International Affairs
	8.2 In collaboration with Traditional Knowledge holders, facilitate one public event on the intersection of Traditional Knowledges and the broader scientific and technological knowledge systems	Sep-25	Director, Strategic Engagement
	8.3 In collaboration with the Australian Academy of Science seek to work with Aboriginal and Torres Strait Islander Knowledge holders to develop a paper on the intersection of Traditional Knowledges and the broader scientific and technological knowledge systems	Sep-25	Director, Policy and International Affairs
	8.4 Work with the academic community and Traditional Knowledge holders to build respect, awareness and better practices to respectfully weave Traditional Knowledges into science and research methodologies, including in relation to research translation.	Sep-25	Director, Policy and International Affairs
	8.5 Showcase Aboriginal and Torres Strait Islander contributors, cultures and histories in publications, activities and events associated with the Academy's 50th anniversary in 2025.	Dec-25	Director, Strategic Engagement



Action	Deliverable	Timeline	Responsibility
	8.6 Research, and where appropriate model use of, Indigenous Cultural and Intellectual Property (ICIP) clauses within organisational contracts	Sep-26	Director, Business Operations
9. Recognise and amplify the work of Aboriginal and Torres Strait Islander peoples achieving in applied science and technology	9.1 Continue to offer a National Award to recognise respectful and successful application or commercialisation of Traditional Knowledge by Aboriginal or Torres Strait Islander people or communities.	Oct 2025, 2026	Director, Strategic Engagement
	9.2 Develop guidance to support Fellows to seek out and nominate Aboriginal and Torres Strait Islander experts in applied science, technology and engineering across the ATSE Awards	May 2025, 2026	RAP WG Co-Chairs
	9.3 Maintain strong Aboriginal and Torres Strait Islander content in flagship events, and provide opportunities for Aboriginal and Torres Strait Islander people to speak across event programs.	Oct 2025, 2026	Director, Strategic Engagement
	9.4 Continue to feature Aboriginal and Torres Strait Islander innovation and innovators in ATSE publications, media campaigns, and channels.	Sep-25	Director, Strategic Engagement
	9.5 Include and acknowledge the perspectives of Aboriginal and Torres Strait Islander Fellows and other STEM professionals in ATSE's policy and project work.	Sept 25, ongoing	Director, Policy and International Affairs





Opportunities

ATSE is committed to supporting participation and achievement by Aboriginal and Torres Strait Islander peoples across the STEM career spectrum, inspiring the next generation and recognising those who have achieved in their chosen careers. Our STEM Careers programs provide a variety of pathways for students and young adults to engage with STEM, and opportunity to profile Aboriginal and Torres Strait Islander peoples who are undertaking their own STEM journeys. We understand change cannot be achieved through goodwill alone, and will continue to support review of structures and process, and maintain measures, to accelerate the inclusion of Aboriginal and Torres Strait Islander professionals within the Fellowship.

Action	Deliverable	Timeline	Responsibility
10. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	10.1 Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Jun-26	Director, People and Partnerships
	10.2 Engage with Aboriginal and Torres Strait Islander staff and/or expert advisers to consult on our recruitment, retention and professional development strategy.	Sep-26	Director, People and Partnerships
	10.3 Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	Dec-26	Director, People and Partnerships
	10.4 Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	Sept 2025, ongoing	Director, People and Partnerships
	10.5 Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	Mar-26	Director, People and Partnerships

Action	Deliverable	Timeline	Responsibility
11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	11.1 Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	Mar-26	Director, Business Operations
	11.2 Investigate Supply Nation membership.	Jun-26	Director, Business Operations
	11.3 Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	Sep-26	Director, Business Operations
	11.4 Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	Sep-26	Director, Business Operations
	11.5 Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	Sep-25	Director, Business Operations
12. Increase Aboriginal and Torres Strait Islander representation within the Academy Fellowship	12.1 Develop guidance for Divisions to identify and nominate Aboriginal and Torres Strait Islander experts in applied science, technology and engineering for Fellowship each year, striving to achieve population parity	Dec 2026, 2027	RAP WG Co-Chairs
	12.2 Maintain interventions that permit additional Aboriginal and Torres Strait Islander Fellows to be elected each year	Sep 2025, 2026	President
	12.3 Review nominations processes for implicit or structural bias which may inhibit nominations of Aboriginal and Torres Strait Islander people for Fellowship.	Dec-26	Director, Strategic Engagement
	12.4 Report on the proportion of Aboriginal and Torres Strait Islander Fellows in the Fellowship annually, within the Annual Review	Oct 2025, 2026	Director, Strategic Engagement

Action	Deliverable	Timeline	Responsibility
	12.5 Engage with Aboriginal and Torres Strait Islander Fellows to identify mechanisms to support engagement and progression within the Fellowship	Jun-26	CEO
13. Support the engagement of Aboriginal and Torres Strait Islander peoples in STEM career pathways and programs	13.1 Continue to feature Aboriginal and Torres Strait Islander STEM experts and Traditional Knowledge experts and content in educational resource material wherever possible.	Sep 2025, ongoing	Director, STEM Careers
	13.2 Consult with Aboriginal and Torres Strait Islander education organisations to ensure inclusion of appropriate learning strategies into curricula when developing and reviewing educational resources	Jun-26	Director, STEM Careers
	13.3 When appropriate, engage with Aboriginal and Torres Strait Islander communities and/or STEM organisations to identify locations for donation of STEM education kits by Fellows and/or other philanthropists	Mar-26	Director, STEM Careers
	13.4 Continue to encourage Aboriginal and Torres Strait Islander people to apply for STEM Careers program opportunities, including Elevate, IMNIS. Propel and Emerging Leaders	Aug 2025, 2026	Director, STEM Careers
	13.5 Achieve and maintain at least 5% Aboriginal or Torres Strait Islander representation across the Elevate program and alumni	March 2026, ongoing	Director, STEM Careers
	13.6 Ensure Aboriginal and Torres Strait Islander perspectives are represented on panels assessing applications for STEM Career Program opportunities	Sep 2026, 2027	Director, STEM Careers

Action	Deliverable	Timeline	Responsibility
	13.7 Continue to support small-to-medium STEM employers to recruit and retain Aboriginal and Torres Strait Islander staff through the Diversity and Inclusion toolkit	Oct 2025, 2026	Director, STEM Careers
	13.8 Provide scholarships for Aboriginal and Torres Strait Islander people to attend ATSE flagship events	Oct 2025, 2026	Director, Strategic Engagement
	13.9 Explore culturally appropriate approaches to demonstrating impact for STEM Careers programs by using frameworks such as AIATSIS Code of Ethics (AIATSIS) and First Nations Cultural Safety Framework (Australian Evaluation Society), and through engagement with sector experts.	Sep-25	Director, STEM Careers



Governance

Action	Deliverable	Timeline	Responsibility
14. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	14.1 Maintain Aboriginal and Torres Strait Islander representation on the RWG.	March 2026, 2027	RAP WG Co-Chairs
	14.2 Review Terms of Reference for the RWG.	Mar-27	CEO
	14.3 Meet at least four times per year to drive and monitor RAP implementation.	Feb, May, Aug, Nov, 2026, 2027	CEO
15. Provide appropriate support for effective implementation of RAP commitments.	15.1 Define and allocate resources required for RAP implementation.	April 2026, 2027	CEO
	15.2 Engage a diverse group of Fellows and senior leaders across the Academy in the delivery of RAP commitments	March 2026, 2027	CEO
	15.3 Define and maintain appropriate systems to track, measure and report on RAP commitments.	Sep-25	CEO
	15.4 Appoint and maintain RAP Champions from the Fellowship and professional staff	Jul-25	RAP WG Co-Chairs (for Fellows), CEO (for staff)

Action	Deliverable	Timeline	Responsibility
16. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	16.1 Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June annually	CEO
	16.2 Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August annually	CEO
	16.3 Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, annually	CEO
	16.4 Report RAP progress to all staff and senior leaders quarterly.	Feb, May, Aug, Nov, 2026, 2027	CEO
	16.5 Publicly report our RAP achievements, challenges and learnings, annually.	Oct 2026, 2027	Director, Strategic Engagement
	16.6 Participate in Reconciliation Australia's biennial Workplace RAP Barometer.	Jul-26	CEO
	16.7 Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	Jun-27	CEO
17. Continue our reconciliation journey by developing our next RAP.	17.1 Register via Reconciliation Australia's website to begin developing our next RAP.	Mar-27	CEO

Our RAP artwork



This artwork is a visual narrative celebrating the continuing power of Traditional Knowledges and their essential role in the modern era. The central motif addresses the fundamental human need for Belonging and Connection. It begins with self and community, represented by the traditional “U” shapes gathered in a communal space. Encircling this core is the circuit board pattern, the new pathway of technology and science. This arrangement showcases the belief that a strong culture is the core operating system for advanced innovation.

Moving outward, the artwork addresses the advancement of knowledge and the journey of future generations. The molecular-like structures within the corners represent the complex scientific frontiers.

Alongside this, the footprints walking along the pathways symbolise the continuous journey of learning and the need for representation. These tracks connect the path of our ancestors to the paths of future generations. It calls on the next generation to walk proudly in these footsteps to learn, innovate, and lead with the strength of culture and the curiosity of science.

Artwork Title: “Ripples of Memory, Pathways of Tomorrow”

Artist and Designer Bio: Robbie Beresford is a Wiradjuri artist born in Perth, whose work draws on cultural knowledge and contemporary design. His practice celebrates identity, connection, and the strength of community.

