



RECONCILIATION
ACTION PLAN

INNOVATE



Australian Government

Australian Research Council

Australian Research Council Innovate Reconciliation Action Plan

May 2022 to April 2024



Message from Aunty Violet, Ngunnawal Elder

I am very pleased to endorse the *Australian Research Council's Reconciliation Action Plan 2022-2024*.

Reconciliation is an ongoing journey; an essential process to strengthen relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples. That is why I find it encouraging that a small, diverse agency like the Australian Research Council (ARC) is active in reconciliation and that this includes everyone from the CEO through to the Indigenous trainees.

The ARC has an important role in ensuring that Aboriginal and Torres Strait Islander peoples and communities are supported, and that research to address challenges and opportunities for our peoples is undertaken. I encourage the ARC to continue supporting Aboriginal and Torres Strait Islander research projects and researchers – they are so important, many sharing and preserving our stories and knowledges – I really enjoyed reading about the researchers and projects featured in this Reconciliation Action Plan (RAP).

It was a pleasure to deliver the Welcome to Country, as part of the ARC's National Reconciliation Week celebrations, including the launch of this RAP. National Reconciliation Week provides an opportunity for all Australians to celebrate our unique histories, cultures and to learn from one another. It is a time for all Australians to consider how we can contribute to achieving reconciliation in Australia.



Congratulations to the ARC on the publication of your RAP. It is an important way to show your commitment to reconciliation and your support and respect for the Ngunnawal people, here in Canberra, and the traditional owners of the lands throughout Australia. I hope all ARC staff, and their families can continue to participate in reconciliation. Be Brave. Make Change.

Aunty Violet
Ngunnawal Elder

Acknowledgement of Country

The Australian Research Council acknowledges the Traditional Owners of Country throughout Australia and their continuing connection to lands, waters, and communities.

We pay our respects to Aboriginal and Torres Strait Islander cultures and to Elders past, present and emerging.



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CEO Introduction

Yamalundi! Welcome to the Australian Research Council's (ARC) *Innovate Reconciliation Action Plan (RAP) 2022-2024*. This is the ARC's second Innovate RAP, and our fourth RAP overall. It is an integral component of the ARC's commitment to reconciliation, and to supporting and working with Aboriginal and Torres Strait Islander peoples.

During the period of this RAP, we will progress the ARC's reconciliation agenda by strengthening the areas in which we excel, including supporting Aboriginal and Torres Strait Islander researchers, and supporting research in collaboration with and for the benefit of First Nations peoples and communities. The ARC will continue our trainee program, in collaboration with AFL SportsReady. We will also focus on the areas where we would like to improve our performance, including recruitment of Aboriginal and Torres Strait Islanders to the ARC, and extending our engagement with Aboriginal and Torres Strait Islander stakeholders.

The ARC supports projects across Australia that are recognising and preserving Indigenous knowledges, including languages, and heritage; incorporating traditional practices into ecological and environmental preservation and sustainability; improving educational outcomes for Aboriginal and Torres Strait Islander children; and advancing reconciliation. These projects are being undertaken by Indigenous and non-Indigenous researchers bringing diverse and collaborative approaches to achieve innovative and transformative solutions to a range of issues with the aim of improving opportunities and outcomes for Aboriginal and Torres Strait Islander peoples and communities.



I am particularly pleased that the 20 new fields of research for Indigenous studies included in the revised Australian and New Zealand Standard Research Classification (ANZSRC 2020), will be incorporated into future rounds of the National Competitive Grants Program, Excellence in Research for Australia (ERA) and the Engagement and Impact (EI) assessment. These fields of research will improve the classification of Indigenous research.

Reconciliation is an ongoing process, and as the new CEO of the ARC, I am committed to working with the ARC's Indigenous Champion, Julija Deleva, the Diversity Working Group, and all our people to continue, and extend, the ARC's commitment to reconciliation. Together we will continue to progress our reconciliation goals and we will embrace this year's National Reconciliation Week theme: Be Brave. Make Change!

Judi Zielke
Chief Executive Officer



Indigenous Champion's message

Reconciliation is an important part of the culture of the ARC and our staff are committed to advancing our reconciliation goals, both within the agency and with our stakeholders. I am honoured to be able to have a leadership role in advancing that commitment as the ARC's Indigenous Champion.

I am the co-Chair of our Diversity Working Group, which also comprises the Reconciliation Working Group; a member of the Australian Public Service (APS) Indigenous Champions Network where we are committed to leading and driving initiatives aimed at increasing the workplace experience for all APS Indigenous Australians. It is such a rewarding opportunity to work with colleagues, both here at the ARC and more broadly who are passionate about reconciliation and are working together to improve support and outcomes for Aboriginal and Torres Strait Islander peoples and communities.



Julija Deleva

Branch Manager, Corporate Services
Indigenous Champion

I share my own commitment to reconciliation and to support our staff through a range of activities. All staff, including the senior executive, have participated in cultural awareness training, and take part in the ARC seminar series featuring ARC funded researchers, a regular feature of ARC celebrations of significant cultural events. All ARC staff are demonstrating respect for the Traditional Owners of Country and cultures through all our activities, using the *ARC Protocol for Respecting Country and Culture* to guide our commitment. I believe it is important that, as the Indigenous Champion, I show commitment to reconciliation at the highest levels, both within the ARC and as an active role model, participating in reconciliation events with our stakeholders and the broader community.

One of the activities, that has been a true highlight of our reconciliation journey is the ARC traineeship program. Since being implemented at the ARC in 2017, 11 trainees have graduated from the program, run in conjunction with AFL SportsReady. Our graduates are now working in a range of positions, building upon their training and experiences at the ARC.

ARC staff are actively involved in our reconciliation program and support our important activities that value and show respect for the rich culture of Australia's First Nations peoples. As we embark on our next RAP, I am confident that we can work together, building on our commitment to reconciliation and strengthening our collaborations to benefit Aboriginal and Torres Strait Islander peoples and communities.



Message from Reconciliation Australia

Reconciliation Australia commends Australian Research Council on the formal endorsement of its second Innovate Reconciliation Action Plan (RAP).

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

With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Australian Research Council continues to be part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

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

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

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

These learnings extend to Australian Research Council using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on *relationships*, *respect*, and *opportunities* gives organisations

a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

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

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

Congratulations Australian Research Council on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.



Karen Mundine

Chief Executive Officer
Reconciliation Australia



Vision for Reconciliation

The ARC's vision for reconciliation reflects our key activities and overall commitment to reconciliation individually, and as an agency. It focuses, not only on the immediate impact of our activities, but also on contributing to broader goals for community benefit and reconciliation.

*Research for a creative, innovative, and productive Australia
– featuring research by Aboriginal and Torres Strait Islander
researchers and research students and for the benefit of Aboriginal and
Torres Strait Islander communities and peoples.*

The ARC's commitment to reconciliation seeks to support and promote the research undertaken by Aboriginal and Torres Strait Islander researchers across a diverse range of disciplines. Aboriginal and Torres Strait Islander and non-Indigenous researchers are also achieving impacts that will benefit Aboriginal and Torres Strait Islander peoples and communities and help to protect the history, culture, and knowledges of Australia's First Peoples.

Through implementing our vision, we aim to achieve the following outcomes and benefits:

Outcomes

- Support outstanding Aboriginal and Torres Strait Islander researchers and research.
- Understand the impacts of Aboriginal and Torres Strait Islander research and examine national benefits.
- Support a strong and engaged Aboriginal and Torres Strait Islander research workforce.
- Enable national and international collaboration across disciplines, between Aboriginal and Torres Strait Islander and non-Indigenous researchers to address complex issues and priorities.
- Promote outcomes of Aboriginal and Torres Strait Islander research and researchers.
- Ensure stakeholders and staff are informed, understand, and value our reconciliation program and the ARC's commitment to reconciliation.

Benefits

- Support for Aboriginal and Torres Strait Islander researchers, research students, communities, and peoples.
- Expertise, within and beyond Aboriginal and Torres Strait Islander communities, to meet the expectations and needs of Aboriginal and Torres Strait Islander peoples and respond to existing and emerging priorities.
- Australia benefits from the research conducted by Aboriginal and Torres Strait Islander researchers, in all disciplines and from the outcomes of research for Aboriginal and Torres Strait Islander peoples, communities and priorities.

The Australian Research Council – growing knowledge and innovation for the benefit of the Australian community.

The ARC has been supporting Aboriginal and Torres Strait Islander researchers and research since its inception in 2001. Since 2016, when we started collecting data for all NCGP schemes, the ARC has supported 241 Aboriginal and Torres Strait Islander researchers, and 843 projects supporting Aboriginal and Torres Strait Islander communities and peoples and seeking to protect and preserve Aboriginal and Torres Strait Islander cultures, knowledges, and histories.

The ARC's operational framework centres on 3 key activities: funding the highest quality research through the National Competitive Grants Program (NCGP); assessing the quality, engagement, and impact of research through Excellence in Research for Australia (ERA) and the Engagement and Impact assessment (EI); and providing advice on research matters. To achieve our aims the ARC works closely with Australian universities, peak bodies, Government agencies and stakeholders to support researchers, research, and research evaluation across Australia.

The ARC is a non-corporate Commonwealth entity within the Australian Government's Education portfolio and reports to the Minister for Education. The ARC offices are located in Canberra, on Ngunnawal Country, however our activities directly extend across all states and territories of Australia. The ARC has 141 employees, including 5 Aboriginal and Torres Strait Islander employees. Through our funding and evaluation processes, and support for Aboriginal and Torres Strait Islander researchers and research, the ARC is also privileged to work with Aboriginal and Torres Strait Islander people who are essential to our peer review and evaluation processes.





Our Reconciliation Action Plan

The ARC has developed this Reconciliation Action Plan (RAP), our second Innovate RAP, and our fourth RAP overall, to demonstrate and embed our commitment to reconciliation through our workplace culture and key activities.

The RAP has been developed by the Policy and Strategy Branch, in consultation with the ARC's CEO, the Indigenous Champion, our Executive Directors, the Diversity Working Group, incorporating the RAP Working Group and ARC employees. The RAP is championed by our Indigenous Champion, Corporate Branch Manager, Julija Deleva, a member of the ARC's senior executive who is committed to supporting and advancing reconciliation across the agency and with our external stakeholders.

Our Diversity Working Group (DWG), incorporating the RAP Working Group, comprising a subset of DWG members, was established in 2015 and comprises a team of committed and passionate members, including our Indigenous Champion and Diversity Champion. Members represent all areas of the ARC and are committed to advancing reconciliation and providing leadership in

promoting and integrating diversity and equity principles in our workplace. Our DWG incorporates members across staffing levels, including two First Nations members, and all members are active in pursuing our reconciliation goals and demonstrating our respect for Aboriginal and Torres Strait Islander peoples and cultures. New members are invited to join the DWG each year, and participate in regular meetings and activities, including promoting and taking part in cultural events to share our vision for reconciliation.

The RAP Working Group includes 2 SES members, the ARC's Branch Manager Corporate Services, who is also our Indigenous Champion, and the Branch Manager Policy and Strategy. Four Directors: ICT Applications, Parliamentary and Ministerial, Information Management and Grant Opportunities; 7 Assistant Directors: Policy and Strategy, Corporate Services, Research Grant Services, Research Excellence and Programs, and 12 staff members ranging from APS levels 4 to 6 who are all integral to supporting and implementing the ARC's commitment to reconciliation.



Representatives from the Diversity Working Group



The National Competitive Grants Program

The ARC's National Competitive Grants Program (NCGP) supports fundamental and applied research and research training leading to the discovery of new ideas and the advancement of knowledge, across science, technology, engineering, and mathematics (STEM) and humanities, arts, and social sciences (HASS) disciplines.

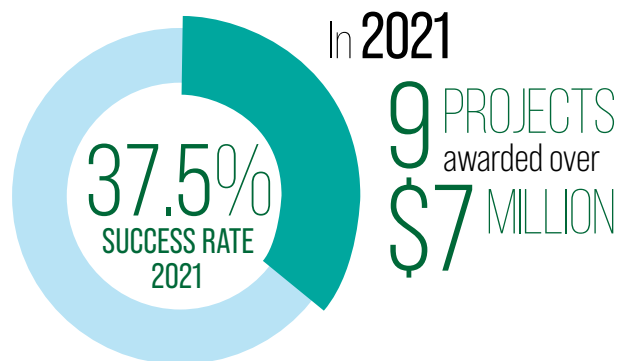
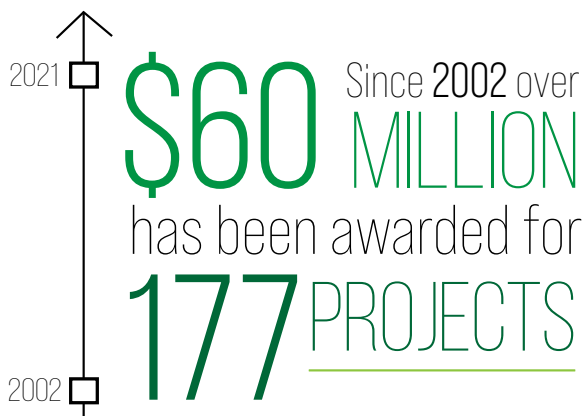
Supporting research undertaken by Aboriginal and Torres Strait Islander researchers and research students, and research with Aboriginal and Torres Strait Islander peoples and communities is an essential component of the NCGP. NCGP funding is administered primarily through Australian universities, which play a fundamental role in extending support for Aboriginal and Torres Strait Islander researchers and research projects.

Funding is available under two Programs - the Discovery Program, with a primary focus on

supporting individuals and small teams - and the Linkage Program, which links university researchers to industry, government, and other partners, including Indigenous stakeholders. Aboriginal and Torres Strait Islander researchers at all career stages can be funded under the schemes of both Programs, individually and as participants and leaders in research teams.

Under the Discovery Program, the *Discovery Indigenous* scheme specifically funds research projects in any discipline, led by an Indigenous Australian researcher, independently or in collaboration with others, including non-Indigenous researchers. Under the scheme, the Discovery Australian Aboriginal and Torres Strait Islander Award provides a salary and project funding for Aboriginal and Torres Strait Islander researchers ranging from early career through to research leaders.

DISCOVERY INDIGENOUS SCHEME



Since 2002, x5 disciplines have the highest success rates and funding



Medical and Health Sciences



Education



Studies in Human Society



History and Archaeology



Language Communication and Culture



Researcher Profiles

Dr Shino Konishi

Dr Shino Konishi, a Yawuru woman and researcher jointly appointed at both The Australian Catholic University and The University of Western Australia is leading a project with Dr Malcolm Allbrook and Professor Tom Griffiths—both from the Australian National University under the *Discovery Indigenous* scheme to double the number of Indigenous biographies within the online Australian Dictionary of Biography (ADB).

First published in 1966, the ADB is the pre-eminent dictionary of national biography, telling the stories of more than 13,000 Australians. Dr Konishi analysed the ADB entries, noting that prior to her project only 210 biographies included in the ADB were of Aboriginal or Torres Strait Islander people, representing only 1.5% of all entries. Through this project 190 new entries on Aboriginal and Torres Strait Islander people will be published, in addition to a stand-alone volume of Indigenous short biographies.

Dr Konishi and her team have focussed on how and why Indigenous biography is distinctive, adding new biographies that are more representative of the demographic makeup of past and present Indigenous communities. This includes increasing the proportion of Indigenous women, ensuring more language groups and communities from across Australia are represented, and considering which types of peoples and roles are important to Indigenous people. New biographies include, for example, [Mungo Lady and Mungo Man](#), who lived 42,000 years ago on the traditional lands of the Paakantji, Ngyiampaa and Mutthi Mutthi peoples, in far west New South Wales.

The ADB project has also provided the opportunity for descendants to contribute to and author the biographies of important women in their communities, including the little-known [Woretemoetyenner](#) (c. 1795-1847), a Palawa



Dr Shino Konishi

woman, who is an ancestor of many of today's Tasmanian Aboriginal people and [Annie Brice](#) (c. 1849-1931), a Boandik woman from South Australia.

What does reconciliation mean to you?

The original reconciliation roadmap designed in the early 1990s outlined the importance of recognising our “shared histories” as a crucial step towards achieving reconciliation. This entailed understanding the past and how it continues to impact on people's lives today. It is about recognising that we continue to accrue benefits from not only Indigenous lands and territory, but also from Indigenous people's knowledges about Country and labour (both voluntary and coerced), particularly in the early agricultural and pearling industries, and the longer history of pastoralism. It is also about understanding how colonisation and its oppressive and exploitative policies and practices contributed to the marginalisation and alienation that many Aboriginal and Torres Strait Islander people continue to experience.

Understanding and coming to terms with this complex history and its legacies has evidently been more difficult than was first envisaged. It is sometimes easy to be pessimistic about reconciliation when this important first step sometimes still seem remote, particularly when debates about the past are fractious. So it is important to reflect on how far we have come

in terms of the histories that we tell and the way in which we share these stories now compared to past decades. This is especially the case when we look at the innovative cross-disciplinary and often collaborative research being done between researchers and Aboriginal and Torres Strait Islander communities and knowledge-holders. It is also encouraging to see the public's engagement with more nuanced histories through museums, television and film, and particularly online resources.

How will your research impact Aboriginal and Torres Strait Islander peoples and communities? What wider impact do you expect?

I hope that our project contributes to Aboriginal and Torres Strait Islander readers knowing more about individuals who made remarkable lives for themselves, and to feeling more connected to our histories. Many of us know the stories of our own families, but it can be so emotionally powerful to recognise that sometimes the difficult circumstances our own family may have faced were not unique, and not of their own making, but part of a broader, shared experience of colonialism, marginalisation and racism. I hope our readers are also moved by the sometimes little-known stories of individuals who were

extraordinary, who had incredible talents in diverse arena. Or those who had strength of character and worked hard to keep their families together, or to maintain their languages, practices and cultures which either remained strong, or in some cases, can now be revitalised through information that person shared. I also hope that the short biographies we produce will be important and useful resources for teachers, journalists, general readers and so on, to help deepen understandings of our histories.

Have there been any unique opportunities and/or challenges you have faced as an Indigenous researcher?

Yes, being an Indigenous researcher has certainly afforded me terrific opportunities, especially invitations to collaborate with amazing scholars. I have particularly enjoyed working with other Indigenous researchers in Australia and, on occasion, overseas. Being a researcher also gives me a voice and reach that many other Aboriginal or Torres Strait Islander individuals don't have, which is an incredible privilege. But I also worry that my words are taken as representing a singular Aboriginal position, rather than just reflecting my own views and research, and that can make me second-guess myself.



Jack Dale, 'History painting', 2003

Courtesy of Malcolm Allbrook and the family of Jack Dale

Associate Professor Michael-Shawn Fletcher

Associate Professor Michael-Shawn Fletcher is a Wiradjuri man, based at The University of Melbourne, whose research tracks the long-term interactions between humans, climate, disturbance and vegetation. In doing so, he is recovering a more nuanced story than is typically told, of Indigenous interaction and management of the Australian landscape for the past 40,000 years or more.

Dr Fletcher found that one of the most profound changes in landscape history dates from the time that Aboriginal people were removed from landscapes. South-eastern Australian landscapes were, surprisingly, less densely forested in pre-European times, a direct result of management by Aboriginal people.

Catastrophic bushfires, in the last few decades, are at least in part due to changing management, according to ecological records, resulting in more wood in the landscape. This research has shown that some highly dense forests that may be perceived as natural lands that are thousands of years old, are, in fact, a product of the last century or two.

One of the questions the research seeks to answer is whether Indigenous cultural burning is a way of mitigating against climate-driven catastrophic bushfires. It has been argued that returning an Indigenous style fire regime will keep landscape fuel loads low, thus reducing the frequency and intensity of bushfires and mitigating against large catastrophic bushfires. Dr Fletcher is also examining the degree to which climate change is exacerbating the problem, and making forests a lot more flammable, against the explanation for extreme fire being a result of their mismanagement.

Dr Fletcher is trying to bring a different perspective and ask different questions. 'I want to contribute to the discourse in that regard, to bring the data to the table and say, look, these forests will test this notion that

forests burning all the time now have always been like that.'

'I'm Aboriginal and I talk to Aboriginal people... the oral and the traditional knowledge is there and strong. But what I do is rooted in the idea that in order to make effective policy, we need data to speak to power.'

'My research is helping people to think differently about Australian landscapes and its management by Aboriginal people, and I think that dynamic also applies to helping people understand the diversity of reconciliation and the different approaches that can drive change. The *Reconciliation Bill (2001)* was monumental in getting action, and forcing people to think differently, but now we must come at it from a different side.'

'I think we need reconciliation, it's a good thing, it has helped in times when conversations about Aboriginal agency and sovereignty were not possible; it's like the word wilderness, I don't like it, but it's helped saved landscapes. Reconciliation is about bringing together 2 disparate things, and for too long, it's Aboriginal people who have been required to do the legwork to make reconciliation happen. I think that's changing, reconciliation isn't about us, it's something that should predominantly come from non-Indigenous people.'



**Associate Professor
Michael-Shawn Fletcher**

Professor Cressida Fforde

Professor Cressida Fforde is leading a series of projects under the *Linkage Program* and *Discovery Projects* scheme to support the community-led return of Indigenous Ancestral Remains to Australia and their traditional country.

The *Return, Reconcile, Renew* (RRR) website and digital archive are major outputs from the Linkage Projects, which focus on raising awareness and understanding about repatriation and assisting people in their efforts to bring Old People home. A major publication arising out of the Linkage Projects is *The Routledge Companion to Indigenous Repatriation* (2020); a recent review in *Antiquity* demonstrates its role as a force for change in relevant academic disciplines.



Professor Cressida Fforde

Having these narratives and all of this experience in Indigenous repatriation in one place – a Herculean task of organisation and communication – should spur us to look up from our excavations, laboratory tables and lecture and report writing and consider that repatriation is the future of archaeology. There is no ethical, meaningful or useful archaeology without it. This book can serve as an essential reference for our path forward.

– *Antiquity*, Ann M. Kakaliouras, Whittier College

Ancestral remains were stolen from wherever the deceased can be found. The majority were taken from funerary sites, but some were removed from morgues and hospitals and others were those of people who died violently. In the long nineteenth century, scientific interest within the race paradigm fuelled this activity. Ancestral remains were taken and donated to collecting institutions overseas by a range of people interested in contributing to science (museum collectors, expedition personnel, doctors, missionaries, amateur naturalists etc). The scientific market also fuelled global commercial trade and gaining greater understanding of this little known aspect is the subject of one of the Discovery Projects. Understanding the relationship between repatriation and reconciliation is the subject of another.

Despite successful campaigns from Indigenous peoples from the 1970s leading to a significant change in policies, many museums around the globe still refuse to repatriate ancestral remains and First Nations peoples face very significant challenges in locating their Ancestral Remains held overseas. Developed in partnership with Indigenous community organisations, the Return, Reconcile, Renew (RRR) website and digital archive provides a centralised resource of information, within a tiered access system, that will help communities to locate and return their Ancestral Remains.

As stated Dr Lyndon Ormond-Parker, a key member of the RRR team “This is an important project; we want to pay respect to those elders and those ancestors that have passed and gone before and respectfully lay them to rest.”

Self-determination and equity for First Nations Australians both contributes to and is facilitated by a meaningful process of peace-building. Reconciliation (as a mode of peace-building) is essential to the future of this country. Fundamental to building just and equitable

relationships that are no longer colonising in nature requires truth-telling and acting on past injustice. Part of truth-telling is raising awareness of the history of the removal and scientific use of Ancestral Remains, and the ways in which Indigenous people have fought for their return. Repatriation, if done successfully and led by impacted communities, is a healing process essential for reconciliation. The theft and scientific use of the deceased was a violent act. Best practice repatriation processes contribute to addressing this past wrong, help to build new, just, and equitable relationships with previously colonising institutions, and support healing, wellbeing and reconciliation.





National Research Evaluations

Excellence in Research for Australia (ERA) and the Engagement and Impact Assessment (EI) are the ARC's 2 national evaluation programs that examine the quality, engagement and impact of research of all disciplines in Australia's universities. With 4 rounds conducted between 2010 and 2018, ERA evaluates the quality of research that is produced by Australia's universities. EI commenced in 2018 and assesses how universities are translating research into economic, environmental, social, cultural, and other benefits for Australia and how well universities are engaging with the end users of their research such as industry and community sectors.

EI 2018 included impact studies identifying benefits arising from research that relates to Aboriginal and/or Torres Strait Islander peoples, nations, communities, language, place, culture, or knowledges. A dedicated panel, comprising Aboriginal and Torres Strait Islander leaders in research, business, and community, assessed the impact studies along with impact studies in other disciplines that included significant Indigenous content. Studies with a 'high' impact rating, which illustrate best practice, were published on the ARC website. These projects include:

[*Cross-cultural biodiversity surveys in eastern Arnhem Land*](#)

Macquarie University, in collaboration with the remote community of Ngukurr in South East Arnhem Land, has integrated regional biodiversity data through a two-way relationship with the Atlas of Living Australia. Indigenous knowledge of regional biodiversity has realised cross-cultural impacts on the ways of knowing and managing biodiversity through the Atlas of Living Australia. Macquarie University employed over 50 people from Ngukurr who were previously unemployed and in 2016 established a young peoples (Yangbala) empowerment project which continues today. 50 young people aged 18-35 were paid to work

on the project while mentoring senior school children. Three young people have gone on to study at Macquarie University and they are the first people from Ngukurr community to attend University in over 30 years.

[*Re-writing and re-telling the narrative on Aboriginal history in Australia*](#)

Professor Gary Foley and his associates at Victoria University are drawing on Foley's personal research archive and experience as an activist to re-write, re-tell, and balance out the colonial bias in the Australian story. In bringing greater visibility to the Aboriginal narrative, this work has benefited Aboriginal and non-Aboriginal Australians, educators, students, historians and activists. It has uncovered significant 'hidden chapters' in Aboriginal political history and is creating the only digital archive on Australia's Black Power movement and the 1972 Aboriginal Embassy. It has influenced school curriculum and cultural practices, and challenged ignorant and racist mindsets through provocative performances, documentaries, publications, curriculum materials and public education.

[*Aboriginal and Torres Strait Islander communities: health, wellbeing and suicide*](#)

Indigenous suicide is a significant population health challenge for Australia. Suicide is a major cause of Indigenous premature mortality and is a contributor to Indigenous health and life expectancy gaps. Two national projects undertaken by University of Western Australia (UWA) researchers – the National Empowerment Project (NEP) and the Aboriginal and Torres Strait Islander Suicide Prevention Evaluation Project (ATSISPEP) have contributed significantly to the knowledge base on how to address this health challenge and have influenced Government policy. These projects have increased awareness in community based and Indigenous led solutions, as well as informing policy changes at the Federal level.

Indigenous studies in ERA 2023 and EI 2024

In 2020-21, the ARC conducted a major review of the ERA and EI programs which included how best to incorporate the new ANZSRC 2020 Indigenous Studies research discipline. A range of consultation and advice was sought throughout the review including an Indigenous person appointed to the Advisory Committee which provided strategic advice, an Indigenous Working Group appointed for technical advice and feedback received through public consultation and targeted workshops that included Indigenous and non-Indigenous people from a variety of roles at universities.

The ARC has accepted all 22 recommendations from the ERA EI Advisory Committee, 2 of which directly relate to Indigenous studies:

- To include Indigenous studies in ERA 2023 and EI 2024 using the same overall methodology of each program with a review to follow.
- For the ARC to work with universities on leadership in implementing Indigenous studies in both programs.

The changes will enable Indigenous studies to be assessed as a separate research discipline for the first time in ERA, which will provide data and insights on Indigenous research that were not previously available. For EI, Indigenous studies will be incorporated fully into the assessment.

The ARC is working with Indigenous research leaders and researchers as well as university research leaders and managers to ensure a smooth transition that engages and is co designed with Indigenous stakeholders. In addition, the ARC will be seeking Indigenous assessors from a wide variety of disciplines for the ERA and EI evaluations.

The ARC is grateful for the engagement and advice of Indigenous research leaders and researchers who participated in the ERA EI review and who continue to generously share their time and knowledge as we prepare for the next rounds in 2023 and 2024.

The ERA EI Review Report can be found on the [ARC website](#).

“Reconciliation is an important path we must all take together and to be meaningful it requires action, as detailed in our RAP. The RAP helps us drive our agency’s contribution to reconciliation internally and externally to create meaningful opportunities for Aboriginal and Torres Strait Islander peoples, to continue to grow through learning and cultural awareness, and to share invaluable and ongoing relationships of trust and respect with Aboriginal and Torres Strait Islander peoples, networks and communities.”

Tanya Tepes, Diversity Working Group member



Our Learnings

Our greatest strength is our people and their commitment to reconciliation.

Since implementing our first RAP, the ARC has focused on identifying our strengths, building upon our successes, and the lessons we have learned in implementing our RAPs. We know that our people, and their commitment to reconciliation, are the foundation that ensures the ARC can continue to build relationships with and support Aboriginal and Torres Strait Islander peoples and communities, and celebrate and respect the knowledge, cultures, and achievements of Australia's First Nations peoples.

The ARC is proud to acknowledge the ongoing commitment of our staff to reconciliation through our 3 previous RAPs. 2020-21 was a challenging and demanding time for everyone, which necessitated creative and flexible engagement with our reconciliation efforts. Our DWG and RAP Working Group meetings continued throughout the pandemic, and internal communications enabled staff to participate in events for National Reconciliation Week and NAIDOC Week, including engaging with seminar speakers. We will be able to review these communication methods moving forward to maintain effective approaches to engagement and reconciliation.

We will continue to focus on areas where we are best placed to support reconciliation:

- providing support for Aboriginal and Torres Strait Islander researchers, research students and research projects, in a diverse range of disciplines, which result in economic, environmental, social, and cultural benefits for Australia, through the NCGP
- engaging with Indigenous researchers as we prepare for the next rounds of ERA

and EI, which provide data and insights on the quality, engagement and impact of all disciplines nationally and from 2023 and 2024 will recognise the contribution of Indigenous studies as a separate discipline

- featuring the outstanding research being undertaken by Aboriginal and Torres Strait Islander researchers, and research on Indigenous topics in ARC media, including the [Making a Difference: outcomes of ARC supported research](#), the [ARChway newsletter](#), and the [ARC data portal](#) featuring grant outcomes and impact studies.

During the period of this RAP, we will also focus on ways we can further engage our workforce in reconciliation, including through ongoing cultural training. We will aim to learn from, and draw together, the diverse experiences of our employees, including our Indigenous trainees and employees in workplace initiatives. We will continue the Indigenous Trainee Program and seek to increase the number of Aboriginal and Torres Strait employees at the ARC utilising *The Commonwealth Aboriginal & Torres Strait Islander Workforce Strategy 2020–2024*.

The 20 new fields of research for Indigenous studies included in the revised ANZSRC 2020, will be incorporated into future rounds of NCGP, ERA and EI. Improving the classification of Indigenous research was a focus for the 2020 review, recognising that Indigenous research was not adequately captured in the previous classification. The review was undertaken by the ARC, Australian Bureau of Statistics, Stats NZ, and the New Zealand Ministry of Business, Innovation and Employment, with extensive engagement with Indigenous research communities across Australia and New Zealand.

We will also continue to work closely with Indigenous researchers, advisors and stakeholders including AIATSIS, Universities Australia Deputy Vice-Chancellors Indigenous/ Pro Vice -Chancellors Indigenous Network and the Australian research sector on policies and best practice to support Aboriginal and Torres

Strait Islander researchers and research. As part of this engagement, we will continue to ensure that the highest ethical standards and practices are required for all ARC supported research involving Aboriginal and/or Torres Strait Islander peoples and communities.

ARC Trainee Program

The ARC trainee program, in conjunction with the AFL SportsReady Foundation, is an integral component of the ARC’s commitment to reconciliation. The AFL SportsReady Foundation was established to fund programs that deliver young Australians essential life skills and the confidence to create successful career pathways through education and employment.

Aboriginal and Torres Strait Islander trainees spend a year working at the ARC, in a range of positions. The Aboriginal and Torres Strait Islander trainees who have worked with the ARC, have brought a wealth of knowledge to

the agency and it has been a pleasure to work with all of them and share in their learning and development journeys. Feedback from the trainees about the program has been very positive. Graduates have been successful in obtaining positions within the ARC, across the APS, including in the Graduate Program, in private enterprise and have continued their education at University. We congratulate all the Aboriginal and Torres Strait Islander trainees who have participated in the program, and we look forward to hearing about their continuing journeys.



ARC trainees

“By implementing a Reconciliation Action Plan, the ARC demonstrates that we take actions to drive change, show respects and strengthen relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples.”

Chen Liu, Diversity Working Group member



Relationships

The ARC recognises how important meaningful and respectful relationships are to ensuring that, through our engagement and key activities, positive outcomes can be achieved to support Aboriginal and Torres Strait Islander researchers, peoples, organisations, and communities

Action	Deliverable	Timeline	Responsibility
1	Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	September 2022	Lead - Branch Manager: Policy and Strategy Indigenous Champion Branch Manager: Programs Branch Manager: Research Excellence
	Develop an engagement strategy in collaboration with Aboriginal and Torres Strait Islander advisors and stakeholders.	July 2023	Lead - Branch Manager: Policy and Strategy Indigenous Champion Branch Manager: Programs Branch Manager: Research Excellence
	Implement the engagement strategy across all ARC key activity areas.	July 2023	Lead - Branch Manager: Policy and Strategy Indigenous Champion Branch Manager: Programs Branch Manager: Research Excellence
	Continue to engage Aboriginal and Torres Strait Islander researchers and end-users of research through ARC programs, policies and processes, including the NCGP and the ERA and EI assessments.	April 2023	Lead - Branch Manager: Programs Lead - Branch Manager: Research Excellence
2	Build relationships through celebrating National Reconciliation Week (NRW).	27 May – 3 June 2022, 2023	Lead - Indigenous Champion Chief Executive Officer
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country at the event.	May 2022, 2023	Lead - Diversity Working Group Indigenous Champion



Action	Deliverable	Timeline	Responsibility
	Register ARC NRW events on Reconciliation Australia's website.	May 2022, 2023	Diversity Working Group
	Continue to promote NRW to all staff through a range of internal communications, including circulating Reconciliation Australia's NRW resources.	May 2022, 2023	Lead - Diversity Working Group Indigenous Champion
	Encourage all staff, including senior leaders to participate in at least one external event to recognise and celebrate NRW. To support participation, incorporate attendance at an NRW event into our cultural training program.	May 2022, 2023	Lead - Indigenous Champion Chief Executive Officer Diversity Working Group
	Ensure DWG members participate in at least 2 external NRW events.	May 2022, 2023	Diversity Working Group
	Invite Aboriginal and/or Torres Strait Islander researchers and research students to share their research and experiences with the ARC that relate to each year's NRW theme.	May 2022, 2023	Lead - Director: External Communications and Events Indigenous Champion
3	Promote reconciliation through our sphere of influence.		
	Promote the RAP and the ARC's commitment to reconciliation, including employee roles and responsibilities, through communications and by featuring the RAP on the ARC website.	May 2022	Lead - Indigenous Champion Directors: Stakeholder Relations
	Promote the positive impacts of reconciliation and cultural awareness to staff by hosting a range of internal events throughout the year, including seminar series, film screenings, and resource sharing.	May 2022, 2023	Lead - Diversity Working Group Indigenous Champion Branch Manager: Executive
	Include RAP commitments, as appropriate, in the ARC's policies, including the <i>ARC Aboriginal and Torres Strait Islander Researchers and Research Statement</i> .	November 2022	Director: Access, International and Integrity

Action	Deliverable	Timeline	Responsibility
	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	August 2022	Lead – Director: People and Services Indigenous Champion
	Explore opportunities to share knowledge, and extend engagement, with our stakeholders regarding ongoing funding, engagement and impact for Aboriginal and Torres Strait Islander researchers, research students and research to encourage further research engagement that will benefit Aboriginal and Torres Strait Islander peoples and communities.	March 2023	Lead - Branch Manager: Policy and Strategy Branch Manager: Programs Branch Manager: Research Excellence
	Build a resource hub as part of the ARC website to extend ARC engagement with Aboriginal and Torres Strait Islander stakeholders, and to promote reconciliation.	April 2023	Lead – Branch Manager: Executive Indigenous Champion Director: Access, International and Integrity
	Investigate opportunities to engage with stakeholders, including ARC funded organisations and other RAP organisations to develop a cooperative approach, to drive reconciliation outcomes.	November 2022	Lead - Branch Manager: Policy and Strategy Indigenous Champion
	Investigate commissioning an artwork for the precinct space to demonstrate a shared commitment to reconciliation.	October 2022	Lead - Diversity Working Group Indigenous Champion
4	Promote positive race relations through anti-discrimination strategies.	Review the <i>ARC Respectful Workplace Policy</i> , which commits to providing a respectful, safe, healthy, and fair workplace where everyone is responsible for promoting an environment free from bullying, harassment, and discrimination.	October 2022 Director: People and Services

Action	Deliverable	Timeline	Responsibility
	Empower employees to prevent and eliminate bullying, harassment, and discrimination by promoting the ARC's accountability and responsibility requirements, including the availability of Harassment Contact Officers and employee assistance programs.	September 2022	Lead - Indigenous Champion Director: People and Services
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our reconciliation, diversity, and anti-discrimination policies.	September 2023	Lead - Branch Manager: Policy and Strategy Indigenous Champion Director: People and Services
	Enable all staff, including senior leaders, through education and training to champion anti-racist and anti-discriminatory behaviours and raise awareness of the effects of racism.	March 2023	Lead - Indigenous Champion Director: People and Services
	Promote positive race relations by utilising our communications network to share resources, including film screenings, senior leader statements and staff training.	October 2022, 2023	Lead - Diversity Working Group Indigenous Champion
	Promote the ARC's Diversity Framework, outlining the ARC's commitment to a diverse workforce.	September 2022	Lead - Diversity Champion Director: People and Services
	Promote positive race relations by developing cultural safety practices for Aboriginal and Torres Strait Islander stakeholders and assessors.	November 2023	Branch Manager: Research Excellence

“The ARC’s Reconciliation Action Plan allows our organisation to turn good intentions into positive actions that join the collective action for reconciliation. Everyone works together to achieve respect, equality and trust whilst acknowledging the past, present and future.”

Amy Tepes, Diversity Working Group member



Respect

ARC employees are actively engaged in our reconciliation agenda and the benefits from their participation in cultural learning, demonstrating respect for cultural protocols, and celebrating important Aboriginal and Torres Strait Islander events are evident in policy and program development and a diverse and respectful workplace.

Action	Deliverable	Timeline	Responsibility
1 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	Conduct a review of cultural learning needs, as part of the ARC's overall training program, for all staff.	March 2023	Lead - Director: People and Services Indigenous Champion
	Review the <i>ARC Learning and Development Strategy</i> , which focuses on ensuring ARC staff have the appropriate skills and knowledge to meet the ARC's strategic and operational objectives.	September 2022	Director: People and Services
	Review the cultural learning strategy, in consultation with Aboriginal and Torres Strait Islander advisors, for our staff that aligns with the Australian Government's Aboriginal and Torres Strait Islander Cultural Capability Framework.	March 2023	Lead - Director: People and Services Branch Manager: Policy and Strategy
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on cultural awareness needs and training to advance our reconciliation actions.	October 2022	Lead - Indigenous Champion Branch Manager: Policy and Strategy Director: People and Services
	Provide opportunities for all staff, including DWG members and senior leaders to participate in formal and structured cultural learning.	September 2022	Lead - Director: People and Services Indigenous Champion
	Publish an on-line resource featuring the research highlights and articles that feature ARC supported Aboriginal and Torres Strait Islander researchers and research.	November 2022, 2023	Lead - Branch Manager: Executive Director: Access, International and Integrity
	Support staff members to participate in external cultural development programs, such as the Jawun APS Secondment Program.	October 2022, 2023	Lead - Director: People and Services Indigenous Champion

Action	Deliverable	Timeline	Responsibility
2 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff understanding of the purpose and significance behind cultural protocols, including the Acknowledgement of Country and Welcome to Country.	May 2022	Lead – Diversity Working Group Indigenous Champion
	Review the <i>ARC Protocol for Respecting Country and Cultures of Aboriginal and Torres Strait Islander Peoples</i> , to assist all staff to demonstrate respect for Country and build respectful relationships.	June 2022	Director: Access, International and Integrity
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	May 2022, 2023	Lead – Diversity Working Group Indigenous Champion
	Ensure an Acknowledgement of Country or other appropriate protocols are held at the commencement of important meetings.	May 2022	Indigenous Champion
	Ensure all ARC communications and publications meet cultural protocols.	September 2022, 2023	Directors: Stakeholder Relations
	Feature an Acknowledgment of Aboriginal and Torres Strait Islander peoples and their continuing connection to lands, waters, and communities on the ARC website and on individual staff email signatures.	May 2022	Lead - Indigenous Champion Directors: Stakeholder Relations
	Establish a communications program to promote and share with staff the importance of significant Aboriginal and Torres Strait Islander cultural events throughout the year.	June 2022, 2023	Lead - Branch Manager: Executive Indigenous Champion Diversity Working Group
	Integrate cultural protocols into ARC assessment processes and training for ARC assessors.	November 2022	Lead – Branch Manager: Programs Lead – Branch Manager: Research Excellence

Action	Deliverable	Timeline	Responsibility	
3	Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Host at least one internal NAIDOC Week event each year, which is made accessible to all staff to celebrate the history, culture and achievements of Aboriginal and Torres Strait Islander peoples.	7-14 July 2022, 2023	Lead - Indigenous Champion Chief Executive Officer Diversity Working Group
		Continue to promote NAIDOC Week to all staff through a range of internal communications.	June 2022, 2023	Diversity Working Group
		Encourage all staff, including senior leaders, and DWG members to participate in at least one external event to recognise and celebrate NAIDOC Week. Incorporate attendance at a NAIDOC Week event into our cultural training program.	June 2022, 2023	Lead - Indigenous Champion Diversity Working Group
		Invite Aboriginal and/or Torres Strait Islander researchers and research students to share their research and experiences with the ARC that relate to each year's NAIDOC Week theme.	May 2022, 2023	Lead - Director: External Communications and Events Indigenous Champion
		Utilise the precinct forum for local agencies to facilitate shared celebrations and activities.	June 2022, 2023	Lead - Diversity Working Group Indigenous Champion
4	Require all ARC funded research to meet cultural, legal, and ethical protocols.	Through ARC Grant Agreements, ensure compliance with the <i>Australian Code for the Responsible Conduct of Research (the Code)</i> , which requires all research to be conducted responsibly, ethically and with integrity.	November 2022, 2023	Lead - Branch Manager: Policy and Strategy Branch Manager: Programs
		Investigate any potential breaches of the Code in accordance with ARC policies and procedures.	November 2022, 2023	Branch Manager: Policy and Strategy

Action	Deliverable	Timeline	Responsibility
	<p>Promote the principles of research integrity and responsible conduct that:</p> <ul style="list-style-type: none"> • Recognise the right of Aboriginal and Torres Strait Islander peoples to be engaged in research that affects or is of particular significance to them • Recognise the value and respect the diversity, heritage, knowledge, cultural property, and connection to land of Aboriginal and Torres Strait Islander peoples • Engage with Aboriginal and Torres Strait Islander peoples prior to research being undertaken, so that they freely make decisions about their involvement • Report to Aboriginal and Torres Strait Islander peoples the outcomes of research in which they have engaged. 	September 2022, 2023	Branch Manager: Policy and Strategy
	<p>Through ARC Grant Agreements, ensure all ARC supported research, as applicable, meets the:</p> <ul style="list-style-type: none"> • <i>Ethical conduct in research with Aboriginal and Torres Strait Islander Peoples and communities: Guidelines for researchers and stakeholders</i> • <i>Keeping Research on Track II (2018)</i> • <i>Australian Institute of Aboriginal and Torres Strait Islander Studies Code of Ethics for Aboriginal and Torres Strait Islander Research (2020)</i> • <i>Australia Council for the Arts Protocols for using First Nations Cultural and Intellectual Property in the Arts (2020).</i> 	November 2022, 2023	Lead - Branch Manager: Policy and Strategy Branch Manager: Programs



Opportunities

The ARC supports Aboriginal and Torres Strait Islander peoples, communities, and organisations across the scope of our activities: in building an engaged and effective research workforce addressing significant issues, promoting traineeship and employment opportunities and through inclusive programs and policies. We are committed to continuing and expanding our support for and building the capacity of Aboriginal and Torres Strait Islander peoples within our spheres of influence.

Action	Deliverable	Timeline	Responsibility
1 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build an understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	March 2023	Director: People and Services
	Increase engagement and consultation with Aboriginal and Torres Strait Islander advisors on our recruitment, retention, and professional development strategy.	September 2022	Director: People and Services
	Review the <i>Aboriginal and Torres Strait Islander Employment Strategy 2017-2019</i> .	May 2022	Director: People and Services
	Continue to implement the requirements and objectives under the <i>Commonwealth Aboriginal and Torres Strait Islander Workforce Strategy 2020-2024</i> .	May 2022	Director: People and Services
	Advertise job vacancies to effectively reach Aboriginal and/or Torres Strait Islander stakeholders.	September 2022, 2023	Director: People and Services
	Engage with Aboriginal and Torres Strait Islander employment providers and staff to inform future employment and development opportunities.	September 2022, 2023	Director: People and Services
	Continue the ARC Trainee Program to support and engage with Aboriginal and Torres Strait Islander youth, and to foster recruitment and employment opportunities.	July 2022	Director: People and Services
	Evaluate the ARC Trainee Program to ensure best practice implementation, including induction processes and career planning.	September 2023	Director: People and Services
	Support Aboriginal and Torres Strait Islander staff to participate in a mentoring program to share two-way learning.	September 2023	Director: People and Services

Action	Deliverable	Timeline	Responsibility
	Implement an annual, senior leaders mentoring day for Aboriginal and/or Torres Strait Islander staff.	October 2022, 2023	Director: People and Services
	Introduce an annual ARC Graduation Ceremony to celebrate the achievements of ARC Trainees.	November 2022, 2023	Lead - Diversity Working Group Indigenous Champion
	Aim to increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	March 2023	Director: People and Services
2	Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.		
	Review the <i>ARC Indigenous Procurement Strategy</i> .	October 2022	Chief Financial Officer
	Investigate Supply Nation membership.	July 2022, 2023	Chief Financial Officer
	Utilise Supply Nation resources to expand procurement from Aboriginal and Torres Strait Islander owned businesses.	July 2022, 2023	Chief Financial Officer
	Continue to promote and communicate best practice for procurement of goods and services from Aboriginal and/or Torres Strait Islander businesses to staff.	June 2022, 2023	Chief Financial Officer
	Review and update procurement practices to remove barriers to procuring goods and services, and to build commercial relationships, where appropriate with Aboriginal and/or Torres Strait Islander businesses.	June 2022, 2023	Chief Financial Officer
3	Support and raise the profile of Aboriginal and Torres Strait Islander researchers, research students and research.		
	Fund <i>Discovery Indigenous</i> scheme projects and awards led by an Australian Aboriginal and/or Torres Strait Islander researcher.	November 2022, 2023	Lead - Branch Manager: Programs Chief Executive Officer
	Fund Aboriginal and Torres Strait Islander higher degree research students through the NCGP, and specifically under the <i>Discovery Indigenous</i> scheme, honours students.	November 2022, 2023	Lead - Branch Manager: Programs Chief Executive Officer
	Fund research on Aboriginal and Torres Strait Islander peoples, nations, communities, language, place, culture and knowledges through the NCGP to achieve economic, social, cultural and environmental benefits.	November 2022, 2023	Lead - Branch Manager: Programs Chief Executive Officer

Action	Deliverable	Timeline	Responsibility
	Feature Aboriginal and Torres Strait Islander research outcomes and achievements in ARC internal and external publications including the annual publication: <i>Making a Difference: Outcomes of ARC Supported Research</i> .	November 2022, 2023	Directors: Stakeholder Relations
	Work with universities and Indigenous researchers to raise awareness of the new Indigenous studies fields of research in ERA and EI to ensure meaningful reporting based on robust data.	November 2023	Branch Manager: Research Excellence
	Publish outcome reports on Aboriginal and Torres Strait Islander participation and success rates across NCGP schemes on the ARC website.	November 2022, 2023	Branch Manager: Policy and Strategy



Governance

Action	Deliverable	Timeline	Responsibility	
1	Maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Continue to ensure Aboriginal and Torres Strait Islander representation on the RWG.	Every two months, 2022, 2023	Indigenous Champion
		Review the RWG Terms of Reference.	September 2022	Lead - Diversity Working Group Indigenous Champion
		RWG to meet regularly to support the implementation of the RAP.	Every two months, 2022, 2023	Indigenous Champion
2	Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	June 2022	Lead - Diversity Working Group Indigenous Champion
		Maintain senior leadership and other staff engagement in the implementation of the RAP.	May 2022, 2023	Lead - Indigenous Champion Chief Executive Officer Diversity Working Group

Action	Deliverable	Timeline	Responsibility	
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	September 2022, 2023	Lead - Director: Access, International and Integrity Indigenous Champion	
	Maintain an internal RAP Champion from senior management.	May 2022, 2023	Branch Manager: Strategy and Governance	
3	Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September 2022, 2023	Director: Access, International and Integrity
		Actively monitor RAP development, implementation, progress, and reporting of RAP actions.	May, July, September, January 2022, 2023	Lead - Director: Access, International and Integrity Indigenous Champion
		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	Director: Access, International and Integrity
		Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement.	1 August, annually	Director: Access, International and Integrity
		Publicly report our RAP achievements, challenges, and learnings.	September 2022, 2023	Indigenous Champion
4	Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	July 2023	Director: Access, International and Integrity

“A commitment to reconciliation and the Reconciliation Action Plan (RAP) plays a vital role at the Australian Research Council. The implementation of the ARC’s RAP has seen a higher awareness of the importance of reconciliation and greater participation of Aboriginal and Torres Strait Islander employees through the traineeship program.”

Genevieve Nicoll, Diversity Working Group member



RAP Artworks

The artworks in the ARC's RAP were created by Mr Greg Joseph, of the Yidinji people from Northern Queensland who now lives in Canberra. Mr Joseph's style of art has been passed down by his Elders; he uses bright colours to depict traditional Aboriginal stories in his own contemporary way.

These artworks depict the diversity of ARC employees, who took part in workshops with

Mr Joseph to help create these 2 artworks. The artworks commemorate the launch of the ARC's first RAP, in 2015. Aunty Agnes Shea, Ngunnawal Elder and traditional custodian of the ACT and surrounding region conducted a Welcome to Country at the event, and Mr Joseph and his son Matthew played the didgeridoo. The artworks are the basis for our RAP design and are displayed in the ARC meeting rooms.



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