



Australian Government



Reconciliation Action Plan

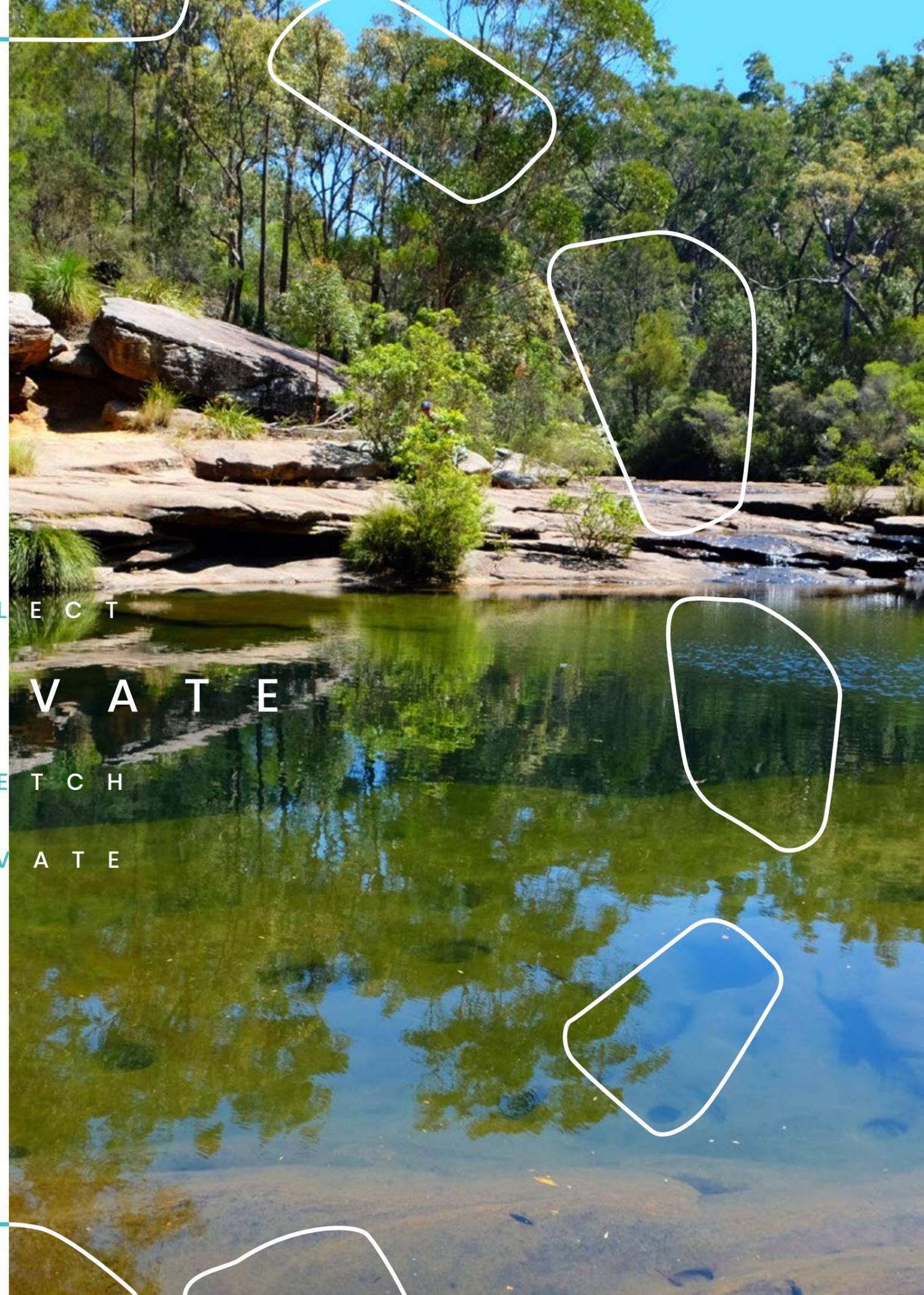
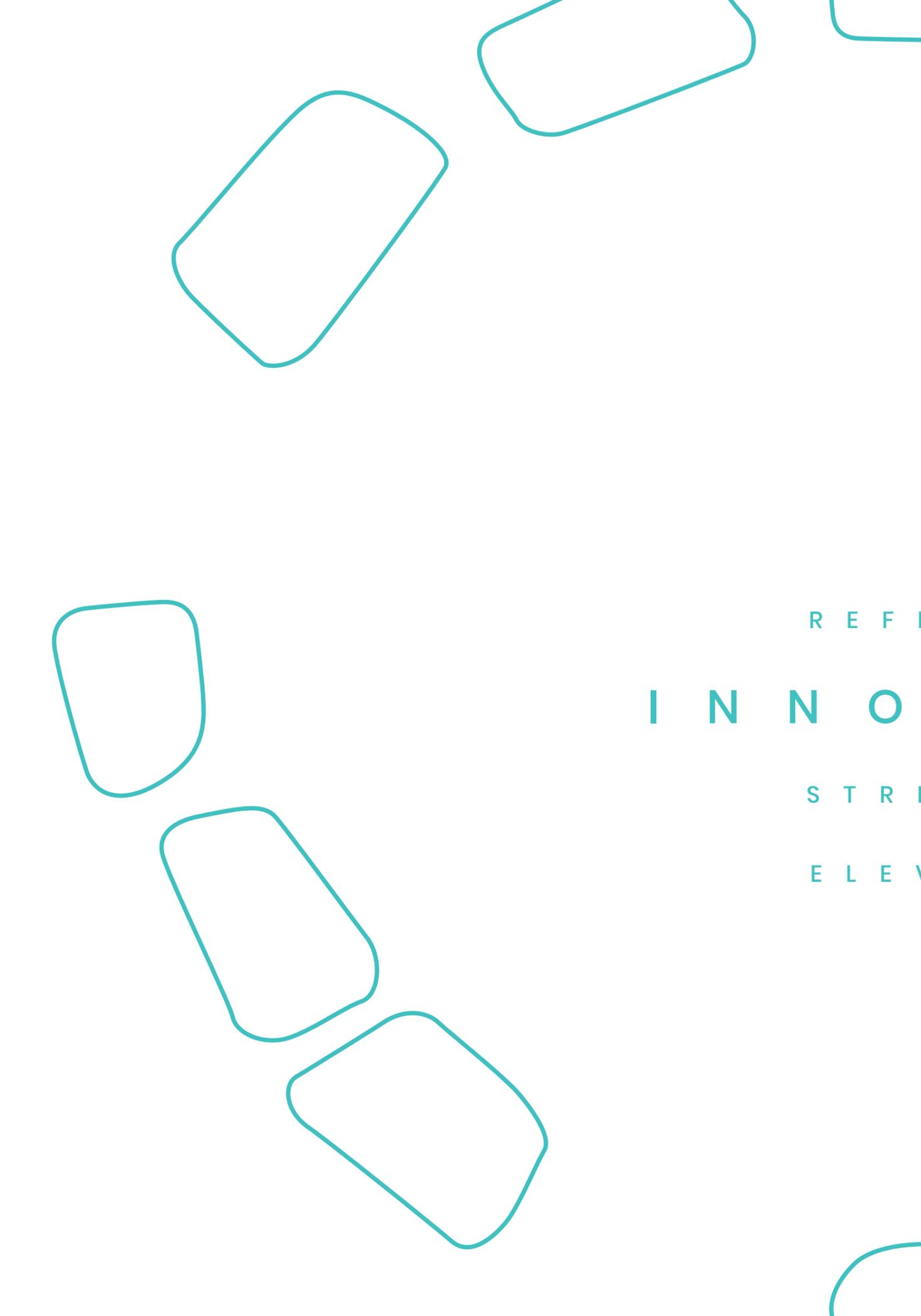
May 2023 – May 2025



RECONCILIATION
ACTION PLAN

INNOVATE





REFLECT
I N N O V A T E
STRETCH
ELEVATE

Our vision for Reconciliation

ANSTO's vision for Reconciliation is become an organisation that embodies the ideals of true Aboriginal Reconciliation.

In the area of Respect, this encompasses maintaining mutually beneficial relationships with Aboriginal and Torres Strait Islander people, demonstrating respect for Aboriginal country and culture in all local and national activities, and fostering Aboriginal employment and business opportunities.

We want activities and practices in place that ensure we have a workforce that has a basic understanding and appreciation of Aboriginal people and culture through cross cultural awareness training and culturally appropriate events and activities. We want to move from superficial recognition to a more profound understanding for the greater benefit of ANSTO and its workforce.

To the extent that it is practical and appropriate, we will share our values and commitment with a wide range of stakeholders, including clients, collaborators, partners, and government organisations.

In terms of relationships, ANSTO is committed to maintaining respectful relationships with Aboriginal and Torres Strait Islander people in all professional interactions from the local level to national engagement on collaborative research. It is important for ANSTO to have a strong relationship with representatives of the Dharawal community at Lucas Heights and the Boonwurrung people at Clayton. We want to be sure we are doing things 'the right way' in all our activities. At the local level, this means consultation on Reconciliation activities and cultural recognition.

In the area of Respect, this encompasses appropriate recognition of Dharawal and Boonwurrung Country, where our campuses are located. This recognition extends to physical manifestations of suitable cultural material, appropriate behaviour and protocols of acknowledgement at all events, sharing cultural information with staff at annual activities to support National Reconciliation Week and NAIDOC Week. Respect for ANSTO involves a collaborative approach to research projects, in which traditional Aboriginal knowledge combines with Western Science to bring benefit to Australia. ANSTO is committed to projects which bring deep collaboration to fruition.

In the area of Opportunities, ANSTO would like to reach a place where there are opportunities for Aboriginal and Torres Strait Islander people to work at ANSTO. It is also important to have a retention strategy as well as scholarships for students and post graduate fellows, Fellowships in our facilities, and ultimately, an Aboriginal academic to guide our research activities. We want to have policies and practices in place that enable us to achieve these goals.

Opportunities can take the form of sponsorships and projects that align with Reconciliation activities.

Ultimately, we want to create an environment where Aboriginal and Torres Strait Islander people feel welcome and valued. It may involve a shift in perspective to doing some things the blackfella way and not the bureaucratic way.

ANSTO is committed to maintaining respectful relationships with Aboriginal and Torres Strait Islander people in all professional interactions from the local level to national engagement on collaborative research.

There are opportunities for ANSTO to grow and be a stronger, better organisation.

ANSTO has developed the emu totem in association with the Australian Institute of Nuclear Science and Engineering (AINSE) to capture its Reconciliation vision.

Our Vision narrative has been developed by Guri Ngai man and environmental chemist Brett Rowling, along with his 'extended' Aboriginal family from engineering, science and communication.

The Emu in the Sky is a collection of stars representing one celestial group applied across all of Australia.

Aboriginal and Torres Strait Islander peoples have a holistic understanding of the connection between people, land, sea, and sky. Collectively this is called Country.

Each country has its own unique language. For example, marriang (Dharawal), yawirr (Kulin), kalthi (Barkindji) and barebare (Guri Ngai) - or emu in English.

Each country has a specific dreaming associated with the emu reflecting its individual environment.

These Dreamings are cleverly composed of three components – a message, a moral and a secret. The message and moral are easy to grasp. However, the secret is something that each, individual must work out from personal observations and experiences.

ANSTO understands that these stories are custodial and shared across different Aboriginal and Torres Strait Islander clans and families.

As a matter of respect, we do not challenge conflicting claims and value all oral histories.

Although many different languages were and are spoken, knowledge was shared to benefit all.

ANSTO collaborates with universities and industries across Australia to continue this tradition.

Applying ANSTO's unique techniques, the advanced science and engineering abilities of Aboriginal and Torres Strait Islander people can be validated.

In the context of the RAP, the emu signifies this change in attitude towards Aboriginal and Torres Strait Islander science and engineering and its potential for engagement into the future at the national level.

In this way, the emu provides a platform for everyone at ANSTO to generate their own individual stories about 'country.'

Our business

The Australian Nuclear Science and Technology organisation, ANSTO, uses nuclear science and technology to deliver knowledge, value and trust to Australia and supports activities to confirm the great antiquity and importance of Aboriginal and Torres Strait Islander cultures, that continues to thrive today despite the challenges of the past.

ANSTO operates a comprehensive suite of landmark infrastructure, shares its capabilities and undertakes and enables research to benefit people, industry and the environment.

As the source of Australia's nuclear expertise, ANSTO operates the Open Pool Australian Light water reactor OPAL multi-purpose reactor to facilitate scientific research, produce nuclear medicine in Australia and irradiate high-end materials for industry.

Other facilities are included at its two campuses at Lucas Heights in NSW and Clayton in Victoria.

Every year, hundreds of ANSTO scientists and thousands of visiting national and international researchers and industry clients use the Australian Synchrotron, the Centre for Accelerator Science (CAS), the Australian Centre for Neutron Scattering (ACNS) and the National Deuterium Facility (NDF), in research investigations.

There are many strategic, international collaborations with some of the world's leading research institutes and universities, some of which relate to Aboriginal cultural heritage.

With nuclear and accelerator capabilities that can be used to analyse artefacts non-destructively, date rock art and identify origin. ANSTO supports major research projects in Australia at Kakadu, the Kimberley and South Australia in collaboration with Aboriginal communities. ANSTO helped to verify the antiquity of the aquaculture of the Budj Bim Cultural Landscape. More recently, ANSTO has provided a chronology for some of the earliest sites of occupation in Australia.

Through ANSTO, Australia has a strong international role in providing nuclear science and technology expertise. As a member of the International Atomic Energy Agency (IAEA) Board of Governors, Australia is committed to the peaceful application of nuclear science and technology. ANSTO's long-term partnership with the IAEA has important global responsibilities.

ANSTO provides science educational opportunities at all levels, as well as community outreach programs.



Our RAP

Statement from RAP Working Group Chair and Vice Chair

ANSTO is undertaking a second Innovate RAP, because it is committed to the goals of Reconciliation.

Reconciliation efforts at ANSTO are guided by a small core group of dedicated individuals. Among these, the Chair of the Group, Dale Codling is a Barkindji man and Co-Chair Brett Rowling is a Guri Ngai man.

The Board, CEO and the Senior Leadership team fully support the activities of the RAP Working Group to achieve its objectives.



Dale CODLING
Chair



Brett ROWLING
Vice Chair



Susan BOGLE

Relationships



Brett ROWLING

Respect



Laura DASCOLIAS

Opportunities



Jessica HAMILTON

Governance



Karen WOLFE

Special Advisor

Each area is led by a Working Group member and they are supported by a small team of volunteers, who help progress activities.

Reflecting on our two and a half year reconciliation journey, we can report that there has been significant progress in achieving what was set out in our inaugural Innovate Reconciliation Action Plan.

This has been accomplished with the commitment, interest and support of staff across the organisation.

Overall, we have completed more than 80 per cent of the actions outlined in our deliverables as outlined in the Plan. In using a dashboard to monitor our activities, we have tracked progress in the four respective areas Respect, Relationships, Opportunities and Governance. The specific level of progress is captured in this updated plan.

In the area of Respect, we have attained slightly more than 80 per cent of our targets. The organisation has developed the resources to appropriately acknowledge Country and ensure other protocols are in place, including Acknowledgement of Country plaques and flying the Aboriginal and Torres Strait Islander flags.

ANSTO has broadened the representation of Aboriginal cultural heritage at the Lucas Heights campus with pictorial depictions, reproductions and photographs of heritage and an Indigenous garden at both campuses.

National Reconciliation Week and NAIDOC week are routinely celebrated annually with engaging activities and events. Our interpretation of Respect extends to research collaborations that combine traditional Aboriginal knowledge and Western science in partnership with local Aboriginal communities and individuals. This is a sphere we expect to expand significantly. ANSTO undertakes and supports research projects and promotes the findings. A recently developed digital map captures the great variety of these activities across Australia.

We have also supported a number of local activities celebrating Dharawal language and culture.

In-person cross cultural training has been commenced for staff who have interactions with Aboriginal and Torres Strait Islander peoples and there are online training resources for staff. Most interactions occur through cultural heritage research projects. However, there is also contact when local Community members present a Welcome to Country and in dealings with Aboriginal and Torres Strait Islander businesses and service providers, ANSTO has education outreach activities aimed at Indigenous students.

In the area of Relationships, we have had challenges because of some of the complexities of establishing relationships with the appropriate groups but reached nearly 80 per cent of our goal. However, more recently there has been progress formulating these relationships at our two campuses.

We fully expect to see this progress further. At Lucas Heights, we have initiated relationships with the Dharawal people of the Illawarra Aboriginal Corporation in Wollongong and Dharawal members of the Sutherland Shire Reconciliation Group. At Clayton Victoria, there is now a link to a Boonwurrung cultural group of the Kulin Nation.

As a highly regulated government organisation, it has been more challenging to provide opportunities to Aboriginal businesses but we have commenced using Aboriginal businesses in some sectors, such as catering, cross cultural training and facilities management.

ANSTO has an Aboriginal employment strategy and has ramped up efforts to improve opportunities for Aboriginal and Torres Strait Islander persons to be employed by us.

The introduction of two Nuclear Safety Technician trainee positions was made possible with the support of the Tyree Foundation and the two roles have been filled.

As the number of employees who identify as Indigenous is still relatively small in relation to the size of the workforce, we intend to amplify our efforts.

We would like to thank our RAP champions and working group members for their hard work that has helped us make the progress we have.

ANSTO is close to reaching the next level of RAP but want to ensure the groundwork is complete, activities are undertaken as business as usual before a further expansion of activities.

We are proud of our achievements and feel confident this momentum will be maintained with the guidance of our Aboriginal and Torres Strait Islander employees, advisors and partners.

Dale Codling
Barkindji
Chair
Reconciliation Working Group

Brett Rowling
Guri Ngai
Vice Chair
Reconciliation Working Group

Our RAP journey so far

With over 1200 employees, approximately 8 employees or 0.5% of ANSTO's workforce identify as Aboriginal and/or Torres Strait Islander people.

ANSTO continues to make significant progress on its Innovate RAP. A commitment to Reconciliation as part of a greater strategy to acknowledge diversity has been embraced by the Board, CEO Shaun Jenkinson, the Executive Committee and ANSTO staff.

Our RAP activities have been championed by a small group from within our Aboriginal outreach committee led by a Chair and Vice Chair who are Aboriginal men, Dale Codling of the Barkindji people and Brett Rowling of the Guri Ngai people.

Since the launch of the Innovate RAP in 2020, ANSTO has achieved different levels of success in the areas of Relationships, Respect and Opportunities. Overall, a great deal has been accomplished and we are heartened by what we have done.

Our reconciliation

Story

These greetings in language represent different ways to say hello across the countries of our campuses. Two greetings came from ANSTO's aboriginal fellows, Chair and Vice Chair. The other greetings were provided by cultural advisors.

We acknowledge Aboriginal and Torres Strait Islander Peoples as the Traditional Custodians of this land and we pay our respects to Elders past, present and future.

ANSTO's two main campuses are located on the traditional lands of the Aboriginal nations of Dharawal at Lucas Heights, and the Boonwurrung clan of the Kulin nation at Clayton.

Going further, ANSTO's extensive collaborations with universities and industry partners naturally connect with other Aboriginal and Torres Strait Islander cultural groups on the national scale.

We also recognise these peoples as Australia's first scientists, navigators, mathematicians and engineers. Their knowledge and skills are an integral part for the future growth of Australia and understanding its unique attributes.

wedaeo

dharawal

ngayi

barkindji

alla

guri ngai

hello

Our vision

for reconciliation

ANSTO has developed the emu totem in association with the Australian Institute of Nuclear Science and Engineering (AINSE) to capture its reconciliation vision.



The emu totem has been adapted to a flag which now flies proudly next to the Aboriginal and Torres Strait Islander flag at ANSTO's Lucas Heights Campus.

The Emu in the Sky is a collection of stars representing one celestial group applied across all of Australia.

Aboriginal and Torres Strait Islander peoples have a holistic understanding of the connection between people, land, sea, and sky. Collectively this is called Country.

Each Country has its own unique language. For example, manjirng (Dharawal), yawiñi (Kulin), kathi (Barkindji) and barebare (Guri Ngai) - or emu in English.

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These dreamings are cleverly composed of three components – a message, a moral and a secret. The message and moral are easy to grasp. However, the secret is something that each, individual must work out from personal observations and experiences.



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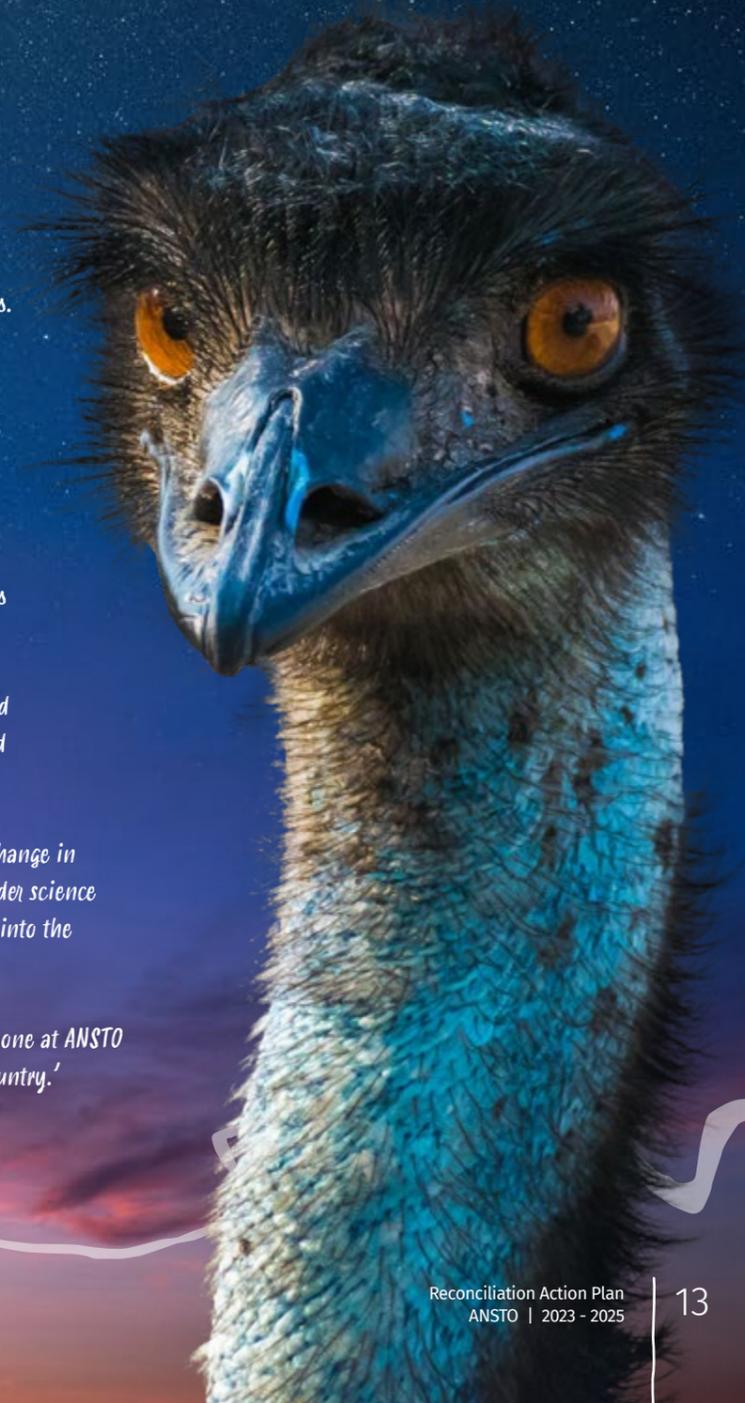
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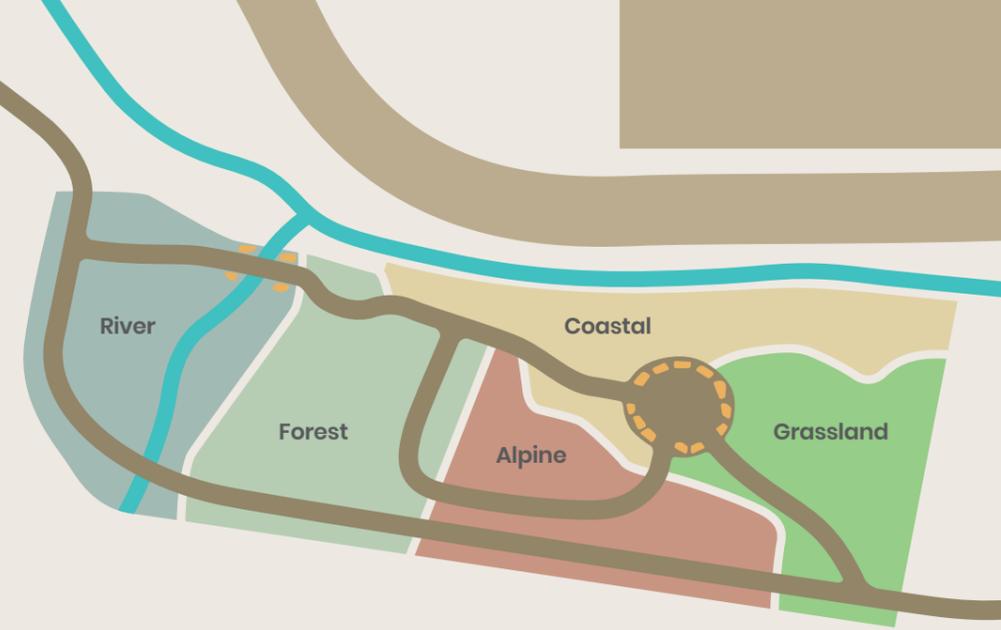
Respecting Culture

At the very core of Aboriginal and Torres Strait Islander identity is culture - it is an intrinsic part of every person and every person is part of it.

Western science is less holistic and uses analytical methods to separate things within nature.

Culture is unique to a Country. ANSTO has tried to capture this relationship in reproductions of Dharawal culture at the Lucas Heights campus in the form of murals, photographs and engravings.

Two murals at the Lucas Heights campus are 'picture paintings' of engravings and stencils from the local area by the Strong Sisters and Strong Brothers group at Endeavour Sports High under the guidance of Aboriginal artist and teacher Rick O'Brien with the assistance of Bruce Howell.



An extensive garden that captures plants traditionally used in Kulin Country has been cultivated at the Clayton campus. The garden has sections with unique plants from each of the five clans around Nandim nandim - Melbourne, walkways and a meeting circle.

A new garden at Lucas Heights has been developed using local plants. They are useful as potential bush foods and expected to lead to research activities in collaboration with Aunty Fran Bodkin of Bidiagal (bitter waters peoples) of Dharawal.

The nandin innovation and technology hub was given the name from a Dharawal word meaning to 'look ahead'. It was chosen in cooperation with a Dharawal cultural advisor. The charcoal exterior suggests the many charcoal stencils in the local area. Photographs on display in the building capture beautiful sites on Dharawal Country in close proximity to ANSTO.

In 2022 the Lucas Heights garden and mural were linked to the nandin building by a series of sandstone pavers embossed with a traditional kangaroo track design.

The focus has been on Aboriginal Country of the present-day Sydney and Melbourne regions, rather than focussing on the culture of people from other areas.

Our aim going forward is to further showcase culture beyond local history, stories, paintings/engravings and antiquity.

An interactive map was developed to capture all the research collaboration across Australia supported by ANSTO.

Numerous sponsorships of cultural projects to support the re-introduction of the Dharawal language have been supported.

The layout of the indigenous garden at ANSTO's Clayton campus in Victoria has five habitats represented from around the Kulin Nation including rivers, forests, alpine, grassland and coastal.

A series of sandstone pavers featuring the aboriginal symbol for kangaroo prints link the indigenous garden and murals with nandin, ANSTO's Innovation Centre.



Respect and respectful Relationships

ANSTO recognises that it is important for Aboriginal and Torres Strait Islander staff continue their connection to Country and to be involved with other communities.

This support has allowed the flourishing of a reciprocal relationship to share and showcase culture, teachings and learnings – a collaboration of Indigenous and Western sciences for mutual benefit.

There are many examples of how ANSTO is strengthening this commitment.

Work undertaken in the Kimberley region in collaboration with the Kimberley Foundation/ Rock Art Australia, ANSTO and the University of Wollongong developed a technique using drones to non-destructively capture images of Kimberley rock art. The data can be subsequently converted into 3D blocks to allow further investigation of the site and potentially identify features that are otherwise difficult to discern with the naked eye.



Rick O'Brien (Ngarigo man) and Bruce Howell (Wiradjuri man) with a reproduction of Dharawal rock art in the foyer of ANSTO's nandin Innovation Centre.



ANSTO believes in the self-determination of Aboriginal and Torres Strait Islanders people to tell their own scientific and engineering stories on their own terms as equal partners in research projects.

We have supported the Gunitj Mining Traditional Owners Aboriginal Corporation in highlighting the long-term engineering stability of their structures at Budj Bim, and assisted with evidence of some of the earliest occupations at sites across Australia and much more.

Dharawal people showed their knowledge of annual cycles over the current 12-month calendar, developed by Auntie Fran Bodkin.

Broadly all these activities encompass the breadth and depth of Aboriginal and Torres Strait Islander peoples' culture beyond antiquity and history – but rather living continual cultural practices.

What this demonstrates is bringing people together as one, or captured more succinctly in Guri Ngai language as 'barley ki gibarlee ya dung'.

ANSTO also tells stories. We share information about these collaborations on our website and provide external organisations, such as Elimatta in NSW, with highlights of our activities.

Taking Opportunities

ANSTO recognises that it has an obligation to take up and look for opportunities to engage in activities that directly benefit Aboriginal and Torres Strait Islander people and businesses.

In the area of recruitment, two new positions in nuclear safety traineeships were available and filled in collaboration with the Sir William Tyree Foundation. Fittingly, one of the key cornerstones of 'welcome to country' is ensure a safe arrival and stay on country.

We have begun to engage Aboriginal suppliers for on-site work.

Some of our business contacts have been with Aboriginal caterers, such as Goanna Hut for indigenous food flavours.

ANSTO's long term vision is that demonstrating commitment and integrity will lead to future partnerships.



Lore

Aboriginal and Torres Strait Islander peoples represent the world's longest living culture.

Collectively their knowledge and experience is known as lore

Over 3,000 generations, they built up an intrinsic understanding of their country.

Custodial management of natural resources was carefully governed so that they would be there for the future generations.

The entire country was used and thus land was worked more efficiently than with current farming practices.

When excess was available, it was shared.

Trade links and trackways allowed access to resources that were not available.

Passing into and through other peoples' country required you to be 'welcomed to country'.

Although there were conflicts, no one mob was any higher than any other.

Overall, it was a system which any western country would be proud of today – a truly sustainable culture.

uru

dharawal

yerrabi

barkindji

yanu

guri ngai

good bye

Australian Synchrotron Indigenous Garden: a tribute to Kulin Country



The Indigenous Garden at ANSTO's Australian Synchrotron was conceived by the Diversity and Inclusion Committee, and, in particular, Stephanie Xoueisomphong in 2019. Support and funding from the management team at the Synchrotron enabled the group to purchase plants and materials for the project.

The garden is a place where Synchrotron staff and visitors from across Australia and, internationally, can acknowledge Boonwurrung, part of Kulin Nation, as the Traditional Owners of the land and be 'on Country', at least for a short time.

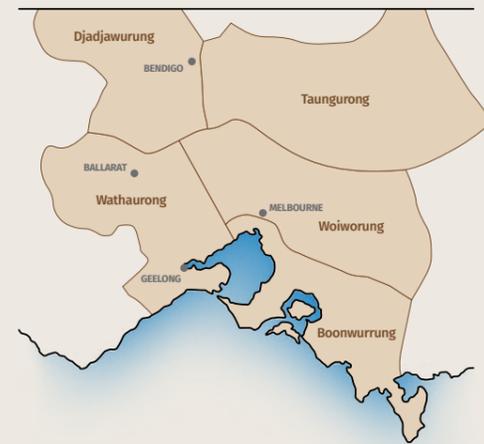
It is a welcoming space for people to reflect, connect with each other and the land, and to promote regeneration and restoration of native wildlife.

The Synchrotron is built on Boonwurrung land, but staff live and travel from across Kulin Country, which spans greater Melbourne from the coasts to the Alpine mountains, the gold fields region, and western plains.

With advice from the Monash Gardens for Wildlife program at Monash Council, a selection of more than 100 plant species were sourced from the wider geographical area of the Kulin Country, and arranged to reflect these diverse landscapes and vegetation types.

Many of the endemic trees and plants have cultural significance for Kulin people, and have uses from weaving to bread making and other edibles.

Kulin Country language groups



The five language groups are Boonwurrung, Woiwurrung, Taungwurrung, Djadjawurrung and Wadawurrung. A recent agreement between the Boonwurrung and Woiwurrung clans has clarified borders between the two and has clarified that the Synchrotron is on Boonwurrung land.



Stage 1

The garden was completed in September 2020, which involved installation of the new footpaths, creek crossing, and meeting circle area.



The Meeting Circle can be used by staff as a meeting space.

Stage 2

This stage involved about 35 staff volunteers, who put in almost 3000 plants on a planting day held in April 2020.

Paths lead from the National Centre for Synchrotron Science Centre building to a bridge across a waterway, then meander through the garden area to a stone Meeting Circle symbolising the coming together of five different clans of Kulin Country.



PLANTS

An example of some of the plants to be found in the garden include:



INDIGENOUS NAME
morr
Woiwurrung language

COMMON NAME
Prickly currant bush

SCIENTIFIC NAME
Coprosma quadrifida

An edible intricate shrub with spectacular sweet orange berries.



INDIGENOUS NAME
taaruuk
Djadjawurrung language

COMMON NAME
Pink bindweed

SCIENTIFIC NAME
Convolvulus angustissimus

An edible low creeper with pink flowers.



INDIGENOUS NAME
puewan
Djadjawurrung language

COMMON NAME
Bulbine lily

SCIENTIFIC NAME
Bulbine bulbosa

Fragrant flowering plant whose plump, round corms were traditionally eaten.



INDIGENOUS NAME
karawun
Woiwurrung language

COMMON NAME
Spiny-headed mat-rush

SCIENTIFIC NAME
Lomandra longifolia

A plant used for weaving cultural items, food and medicinal purposes.



INDIGENOUS NAME
bobat
Woiwurrung language

COMMON NAME
Common Tussock grass

SCIENTIFIC NAME
Poa labillardieri

The grass is used for weaving nets and bags, baskets and mats.

Hollow-rich logs have been added to provide valuable habitat to house local insects and small wildlife.

Rare boomerangs used by ancestors of the Yandruwandha Yawarrarrka people dated at ANSTO

A rare collection of traditional Aboriginal wooden objects in varying degrees of preservation found along a dry creek bed in South Australia were dated to a period spanning 1650 to 1830 at the Centre for Accelerator Science at ANSTO.

Small samples of the throwing objects were sent to ANSTO and the originals were brought to Lucas Heights in 2020 by representatives of the Yandruwandha Yawarrarrka community.

Four mostly complete, non-returning boomerangs and one fragment found on Yandruwandha Yawarrarrka Country by Traditional Owners and national park staff would have been used in an era from 200 years before European invasion up to the time of the Burke and Wills exploration.

The implements, made by scraping with a stone tool, provide valuable insights into the tool-making ability of Aboriginal people and their diverse cultural activities and daily lives.

The undecorated objects were found in December 2017 and January 2018 along a stretch of the then dry sections of the main channel of the Kinipapa bed.

Dr Vladimir Levchenko used a technique at ANSTO to obtain radiocarbon measurements, which were converted into dates.

“ANSTO proudly supports verifying the antiquity and cultural heritage of Aboriginal Australia, whether it was up to 50,000 years ago, when you get more definitive dates or in the relatively modern period, which is more challenging,” said Dr Levchenko.

Age estimates from this period of time can contribute to understanding the production of rock art and the occupation of sites.

The Yandruwandha and Yawarrarrka Traditional Owners stressed that they are keenly aware of the potential effects of climate change in their region and seek to understand its effects in order to protect their heritage and Country in a way that enables the flora and fauna to flourish.



Putting Aboriginal and Torres Strait Islander research on the map

The Reconciliation Working Mob at ANSTO has supported efforts to capture the breadth of its commitment to use nuclear and accelerator techniques to confirm the great antiquity of Aboriginal and Torres Strait Islander culture and other initiatives that benefit Indigenous people.

The development of the digital map was the brainchild of committee Vice Chair Brett Rowling and Synchrotron operator Cameron Rodda.

The online map captures specific projects supported by ANSTO and links them to traditional Country using a system of geographical coordinates.

To date more than 30 projects, which date back more than 10 years, have been featured with links to further information on the ANSTO website or research publications.

When someone clicks on a pin, a window opens with details about the project. The use of nuclear and accelerator techniques, combined with traditional knowledge and involvement, is showcased.

Many of the most notable findings in traditional areas have been featured on the map, as ANSTO helped with dating.

Some of the projects are related to support for Aboriginal industries such as the provenance work on the Kakadu plum with cooperative members from the northwest of Australia. ANSTO has great expertise in determining the origin of foods and other products.

Another effort highlighted the work that environmental scientists do in monitoring the quality of water in NSW Aboriginal communities.

“This map is a great resource that will allow us to continue to add more data of both historical and future engagements with Indigenous people on country,” said committee Chair Dale Codling.

Cameron Rodda received the annual staff Acknowledgement AWARD for his work on the map, which he completed in his own time.





ANSTO has supported the Engineering Aid Australia (EAA) initiative for more than a decade

This program provides Aboriginal and Torres Strait Islander students with an opportunity to experience science and engineering first - hand by contact with working scientists and engineers.

Brett Rowling has been involved with EAA activities to share his experiences and encourage others to explore science and engineering.

"This is one of the best ways to engage with Indigenous Australians who might be thinking about the profession," said Brett.

"Speaking with someone like me who has a foot in both worlds, who can provide practical examples about the challenges and the benefits, it has real impact."

Some of the activities that EAA has organised included a week-long camp hosted by The University of Sydney and Curtin University in Western Australia.

Site visits take students to many engineering firms, such as TFNSW, Aurecon and ARUP among others.

It is a unique opportunity to see what the working world is really like, when students are considering career options.

"The aspiration is for students to be able to bring their practical knowledge of science through culture, share cultural stories and embed that knowledge into Western research projects.



ANSTO partners with Sir William Tyree Foundation to support careers in science for indigenous students

ANSTO signed a strategic three-year agreement with the Tyree Foundation supporting a Development Program for Indigenous Australian students and an Engineering Scholarship for Graduate students with a Bachelor's Degree.

Two Indigenous students, Waylon King and Caitlin Etheridge, are now working at ANSTO. The Tyree Foundation Nuclear Safety Development Program is groundbreaking in that it provides two young Indigenous Australians with the opportunity to gain multiple skills and qualifications in specialised areas of Health Physics Surveying, WH&S, Occupational Hygiene and Commercial and Regulatory Awareness.

The Tyree Foundation funding provides for a range of scholarships in nuclear science and engineering that complement other opportunities at ANSTO.

The Sir William Tyree Engineering Scholarship is ANSTO-led to deliver research opportunities that continue Australia's proud history in developing nuclear technologies. CEO Shaun Jenkinson said the programs are unique and offered a range of interesting career options.





Relationships

As in Aboriginal and Torres Strait Islander culture, relationships are at the crux of mutual understanding. It is essential that ANSTO representatives have appropriate relationships with Aboriginal and Torres Strait Islander people. These people from both blackfella and whitefella worlds to move to a position of mutual trust. It is about embedding honest and genuine interactions into ANSTO culture, which will help the organisation to thrive.

ACTION

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

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

3 **Promote reconciliation through our sphere of influence.**

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

DELIVERABLE

RESPONSIBILITY

TIMELINE

<ul style="list-style-type: none"> Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement. 	John Edge Chief Operating Officer	May 2023 - May 2025
<ul style="list-style-type: none"> Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations. 	John Edge Chief Operating Officer	May 2023 - May 2025
<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	John Edge Chief Operating Officer	May 2023 - May 2025
<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	Dale Codling Chair RAP Committee	May 2023 - May 2025
<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. Dharawal and Boonwurrung cultural events. 	Shaun Jenkinson CEO	May 2023 - May 2025
<ul style="list-style-type: none"> Organise at least one NRW event at Lucas Heights and Clayton each year. 	John Edge Chief Operating Officer	May 2023 - May 2025
<ul style="list-style-type: none"> Register all our NRW events on Reconciliation Australia's NRW website. (reconciliation.org.au) 	John Edge Chief Operating Officer	May 2023 - May 2025
<ul style="list-style-type: none"> Implement strategies to engage our staff in reconciliation. This includes celebrations of National Reconciliation Week with in-person and online events and activities. Encourage staff to commit to Reconciliation pledge/action online. Maintain reconciliation news on the intranet. Provide incentives as appropriate 	John Edge Chief Operating Officer	May 2023 - May 2025
<ul style="list-style-type: none"> Communicate our commitment to reconciliation publicly. RAP on website and reporting of events 	John Edge Chief Operating Officer	May 2023 - May 2025
<ul style="list-style-type: none"> Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes. Share RAP with research stakeholders/invite to cultural events 	Andrew Peele Group Executive NST	May 2023 - May 2025
<ul style="list-style-type: none"> Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation. Some collaborations already in place AINSE/ EAA/Universities on recruitment targets/ Clayton to contact Monash/Macquarie University/UNSW/RAP sub group (Curtin) 	John Edge Chief Operating Officer	May 2023 - May 2025
<ul style="list-style-type: none"> Interactive map to record research in which part of country and with which nation 	Andrew Peele Group Executive NST Marianne Morton Chief Information and Digital Officer Michelle Durant Managing Director AINSE	May 2023 - May 2025
<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	John Edge Chief Operating Officer	May 2023 - May 2025
<ul style="list-style-type: none"> Develop, implement and communicate an anti-discrimination policy for our organisation. 	John Edge Chief Operating Officer	May 2023 - May 2025
<ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy. 	John Edge Chief Operating Officer	May 2023 - May 2025
<ul style="list-style-type: none"> Educate senior leaders on the effects of racism. 	John Edge Chief Operating Officer	May 2023 - May 2025

■ Business as usual or considerable progress
 ■ Still to be achieved



Respect

Appropriate acknowledgment of Aboriginal and Torres Strait Islander people and culture is crucial to the reconciliation process. The dissemination of appropriate cultural information from Aboriginal and Torres Strait Islander people, communities and organisations is a good starting point. This encompasses generic cross cultural protocols for behaviour, an adequate representation and celebration of culture/Country as appropriate at ANSTO campuses. Resources and guidance on Welcome to Country and Acknowledgement of Country are essential.

ANSTO's responsibilities in the area of Respect extent to appropriate involvement of Aboriginal and Torres Strait Islander people in any research collaborations and inclusion in science publications. ANSTO can enhance respect by making science resources available to verify the great antiquity of culture/Country. Research includes initiatives to protect important areas, secure clean water and environment and support initiatives to protect Indigenous businesses/products. At the philosophical level, it means combining traditional knowledge with Western Science for the benefit of all.

ACTION

- 5 **Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.**
- 6 **Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.**
- 7 **Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.**

DELIVERABLE	RESPONSIBILITY	TIMELINE
● Conduct a review of cultural learning needs within our organisation.	John Edge Chief Operating Officer	May 2023 - May 2025
● Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	John Edge Chief Operating Officer	May 2023 - May 2025
● Develop, implement and communicate a cultural learning strategy for our staff.	John Edge Chief Operating Officer	May 2023 - May 2025
● Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	John Edge Chief Operating Officer	May 2023 - May 2025
● Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Shaun Jenkinson CEO	May 2023 - May 2025
● Implement and communicate a cultural protocol document (tailored for all local communities we operate in), including protocols for Welcome to Country and Acknowledgement of Country.	Marianne Morton Chief Information and Digital Officer	May 2023 - May 2025
● Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year	John Edge Chief Operating Officer	May 2023 - May 2025
● Staff and senior leaders provide an Acknowledgement of Country or other appropriate protocols at all public events.	John Edge Chief Operating Officer	May 2023 - May 2025
● Display Acknowledgment of Country plaques in our office/s or on our buildings.	Con Lyras Group Executive Capital Programs & Chief Engineer	May 2023 - May 2025
● Establish Indigenous naming for buildings on site that align with scientific purpose. Create cultural walking path across campus with signage and information. QR codes in place.	Marianne Morton Chief Information and Digital Officer	May 2023 - May 2025
● RAP Working Group to participate in an external NAIDOC Week event.	Dale Codling Chair RAP	May 2023 - May 2025
● Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	John Edge Chief Operating Officer	May 2023 - May 2025
● Support all staff to participate in NAIDOC Week events at ANSTO and in our local area.	John Edge Chief Operating Officer	May 2023 - May 2025
● Install appropriate cultural representations in our facilities and spaces	Con Lyras Group Executive Capital Programs & Chief Engineer	May 2023 - May 2025

● Business as usual or considerable progress
 ● Still to be achieved



Opportunities

ACTION

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

DELIVERABLE

RESPONSIBILITY

TIMELINE

Implement and evaluate Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	John Edge Chief Operating Officer	May 2023 - May 2025
Consult with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	John Edge Chief Operating Officer	May 2023 - May 2025
Implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	John Edge Chief Operating Officer	May 2023 - May 2025
Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	John Edge Chief Operating Officer	May 2023 - May 2025
Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	John Edge Chief Operating Officer	May 2023 - May 2025
Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	John Edge Chief Operating Officer	May 2023 - May 2025
Security and clearance – maintain appropriate risk appetite for security clearances based on challenges in background of indigenous applicants	Miles Apperley Group Executive Nuclear Safety, Security and Stewardship	May 2023 - May 2025
Build entry level pipelines	John Edge Chief Operating Officer Con Lyras Group Executive Capital Programs & Chief Engineer Miles Apperley Group Executive Nuclear Safety, Security and Stewardship Marianne Morton Chief Information and Digital Officer Oleh Nakone Group Executive Commercial Products and Services	May 2023 - May 2025
Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	John Edge Chief Operating Officer	May 2023 - May 2025
Investigate Supply Nation membership.	John Edge Chief Operating Officer	May 2023 - May 2025
Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	John Edge Chief Operating Officer	May 2023 - May 2025
Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	John Edge Chief Operating Officer	May 2023 - May 2025
Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	John Edge Chief Operating Officer	May 2023 - May 2025
Targeted opportunity for indigenous researchers re projects and access to infrastructure	Andrew Peele Group Executive NST	May 2023 - May 2025
Establish AINSE strategy engagement to connect and bring in indigenous researcher through universities	Michelle Durant Managing Director AINSE	May 2023 - May 2025

■ Business as usual or considerable progress ■ Still to be achieved

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

10 **Research projects/scholarships/grants**



Governance

ANSTO' Working Group has been highly effective in achieving the deliverables of the RAP. The group will continue to oversee activities but has received commitments from Group Executives to be responsible for unfinished or new deliverables.

The core group has so far assumed most of the responsibilities. These tasks are above and beyond their primary role at ANSTO. Despite interest from staff, the same people do most of the

work. We would like to move to model, whereby the Executive of ANSTO have ultimate responsibility with the support of the working group. But is important that activities are shared more broadly.

The review, refresh and update of our RAP is the perfect opportunity to make this transition.

ACTION

- 11 **Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.**
- 12 **Provide appropriate support for effective implementation of RAP commitments.**
- 13 **Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.**
- 14 **Continue our reconciliation journey by implementing our 2nd Innovate RAP.**

DELIVERABLE	RESPONSIBILITY	TIMELINE
<ul style="list-style-type: none"> ◆ Maintain Aboriginal and Torres Strait Islander representation on the RWG. 	Shaun Jenkinson CEO	May 2023 - May 2025
<ul style="list-style-type: none"> ◆ Annual review of Terms of Reference for the RWG. 	Shaun Jenkinson CEO	May 2023 - May 2025
<ul style="list-style-type: none"> ◆ Meet at least four times per year to drive and monitor RAP implementation. 	Shaun Jenkinson CEO	May 2023 - May 2025
<ul style="list-style-type: none"> ◆ Define resource needs for RAP implementation. 	Pamela Naidoo-Ameglio Group Executive Nuclear Operations and Nuclear Medicine	May 2023 - May 2025
<ul style="list-style-type: none"> ◆ Engage our senior leaders and other staff in the delivery of RAP commitments. 	Shaun Jenkinson CEO	May 2023 - May 2025
<ul style="list-style-type: none"> ◆ Define and maintain appropriate systems to track, measure and report on RAP commitments. 	Pamela Naidoo-Ameglio Group Executive Nuclear Operations and Nuclear Medicine	May 2023 - May 2025
<ul style="list-style-type: none"> ◆ Appoint and maintain an internal RAP Champion from senior management. 	Miles Apperley Group Executive Nuclear Safety, Security and Stewardship	May 2023 - May 2025
<ul style="list-style-type: none"> ◆ Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	John Edge Chief Operating Officer	June 2024
<ul style="list-style-type: none"> ◆ Report RAP progress to all staff and senior leaders quarterly. 	John Edge Chief Operating Officer	May 2023 - May 2025
<ul style="list-style-type: none"> ◆ Publicly report our RAP achievements, challenges and learnings, annually. 	John Edge Chief Operating Officer	May 2023 - May 2025
<ul style="list-style-type: none"> ◆ Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer. 	John Edge Chief Operating Officer	May 2023 - May 2025
<ul style="list-style-type: none"> ◆ Register via Reconciliation Australia's website to begin developing our next RAP. 	John Edge Chief Operating Officer	May 2025

◆ Business as usual or considerable progress
 ◆ Still to be achieved

Gallery



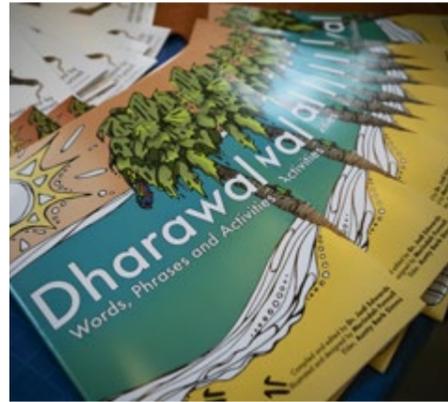
Planting at Indigenous garden Lucas Heights.



Laurie Bimson and Brett Rowling near kangaroo carving.



The team from Dharwal publishing with Aboriginal Minister for Indigenous Australia Linda Burney (2nd from right) and ANSTO CEO Shaun Jenkinson (right) at launch event



New Dharawal language learning resource by Dr Jodi Edwards, Merindah Funnell and Aunty Barb Simms. It is available from the ANSTO Shop.



NAIDOC Staff Acknowledgement Award Shaun Jenkinson and Vladimir Levchenko.



Staff acknowledgement award 2021.



Traditional song and dance by Gumaraa at launch of Dharawal learning resource.



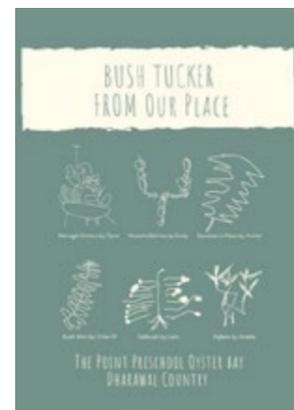
Cairns-based Gondwana choir sang the national anthem in Dharawal at the launch event.



Aboriginal students from Endeavour Sports High School visit.



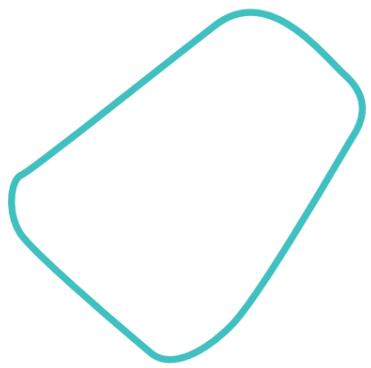
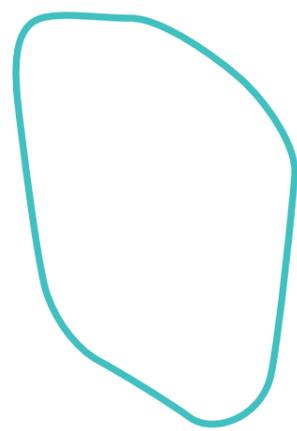
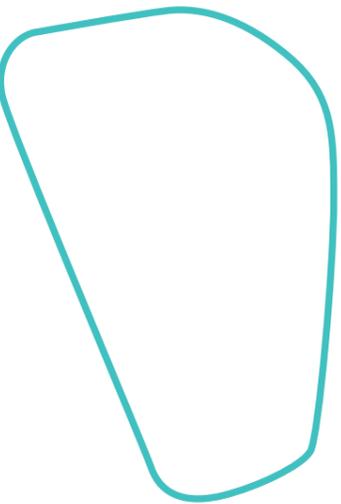
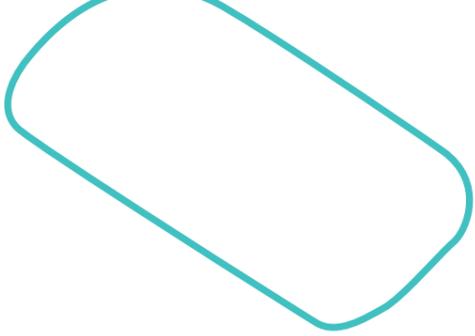
nandin innovation centre with Dharawal name and representation.



Bush tucker cookbook.



Cross cultural training session with Tom Kirk.





Australian Government

