



Reconciliation Action Plan

January 2020 - January 2022



RECONCILIATION
ACTION PLAN

INNOVATE





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The motifs used with the photographs in this plan are depictions from Dharawal rock art sites in proximity to ANSTO's Lucan Heights campus.

Acknowledgment of Country

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 three main campuses are located on the traditional lands of the Aboriginal nations of Dharawal at Lucas Heights, Eora at Camperdown and Kulin at Clayton. Furthermore, ANSTO's extensive collaborations with universities and industry partners naturally connect with other Aboriginal and Torres Strait Islander nations on the national scale. Therefore 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.

WARNING: Aboriginal and Torres Strait Islander peoples are warned that the following document contains Names and images of deceased persons.

Sydney | New South Wales



Melbourne | Victoria



Spatial relationships for the Aboriginal nations which surround the Lucas Heights (Dharawal) and Camperdown (Eora) campuses in NSW and the five clans of the Kulin Nation which Clayton Campus in Victoria sits upon.

Our vision

ANSTO's inaugural Reconciliation Action Plan (RAP) has been developed with a vision consistent with ANSTO's purpose of providing nuclear science benefiting all Australians. In the context of the RAP, ANSTO's vision is:

'To foster relationships between Australian Aboriginal and Torres Strait Islander peoples and other Australians in the organisations with whom we partner; and to create opportunities for Aboriginal and Torres Strait Islander peoples to showcase their own abilities which leads them towards self-determination'



Our plan and actions will be guided by this vision and also by our core values of:

- Curiosity
- Excellence
- Trust and Respect
- Leadership
- Working Together
- Safe, Secure and Sustainable

ANSTO is committed to advancing reconciliation through sharing cultural connections with all Australians.

Our business

The Australian Nuclear Science and Technology organisation, ANSTO, home of Australia's expertise in nuclear science and technology, plays a leadership role in transformative science and innovation in Australia.

ANSTO operates a comprehensive array of landmark research infrastructure, including the Open Pool Australian Light-water (OPAL) multi-purpose reactor, the Australian Synchrotron, the Centre for Accelerator Science (CAS), the Australian Centre for Neutron Scattering (ACNS) the National Deuterium Facility (NDF), and the National Research Cyclotron at three campuses including Lucas Heights and Camperdown in NSW, and Clayton in Victoria.

Every year, hundreds of ANSTO scientists and about 6000 visiting national and international researchers and industry clients use these facilities. There are many strategic, international collaborations with some of the world's leading research institutes and universities.

ANSTO research focuses on investigations to support a more sustainable environment. Strategic priorities include water resources, response to environmental change, and characterising the behaviour of contaminants.

Health research priorities include understanding biological processes and environmental factors that lead to disease, enhanced imaging techniques, optimising food for better health, understanding the beneficial biological response to radiation and the provision of radioisotopes and radiopharmaceuticals for diagnosis and treatment. X-ray technologies support a great diversity of health research, including protein mapping and CT imaging.

ANSTO maintains national capabilities in radionuclide metrology, the measurement and detection of ionising radiation, radioanalytical chemistry and nuclear forensics to support industry, government and scientific users.

The OPAL reactor and the cyclotron produce radioisotopes for health research and clinical trials.

Research into the nuclear fuel cycle includes studies of fuels for nuclear reactors, understanding materials under extreme conditions, as well as managing spent fuel and waste.

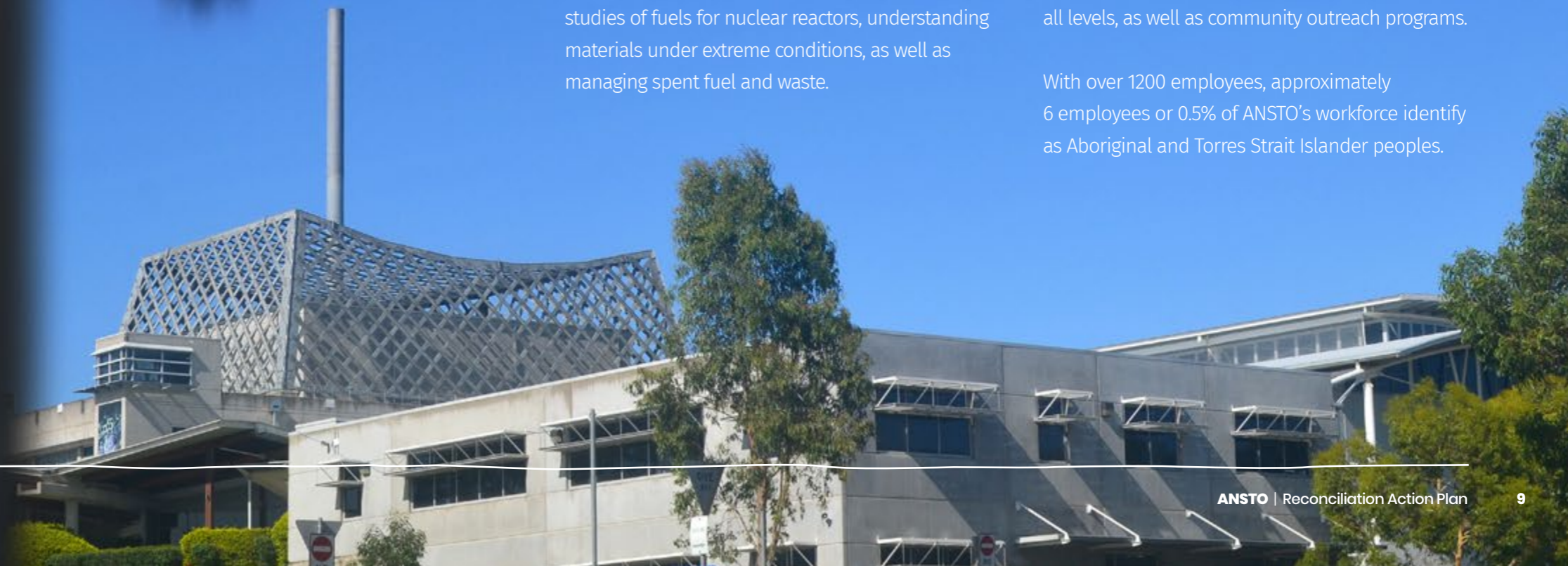
An Innovation Precinct with a community of users, deep technology incubator and graduate nexus is under development.

ANSTO is central to Australia's nuclear medicine manufacturing capabilities. ANSTO provides molybdenum-99, the parent isotope of technetium-99m, to Australia and the region as well as some bulk molybdenum-99 globally and a range of other health products.

Australia has a strong international role in nuclear science and technology through ANSTO. 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.

In addition we provide education opportunities at all levels, as well as community outreach programs.

With over 1200 employees, approximately 6 employees or 0.5% of ANSTO's workforce identify as Aboriginal and Torres Strait Islander peoples.



A message from our CEO

It gives me great pleasure to share ANSTO's inaugural Reconciliation Action Plan (RAP). ANSTO is conscious of the responsibility and the privilege it has in caretaking the unique cultures of the Traditional Owners from all Nations at its campuses.

The organisation can build on its long history of research on Aboriginal and Torres Strait Islander cultural heritage, local recognition and consultation, monitoring and remediation activities on Aboriginal and Torres Strait Islander lands contaminated by British nuclear testing, as well as other activities that support Aboriginal and Torres Strait Islander peoples.

I am personally committed to progressing reconciliation with the Dharawal, Eora and Kulin nations on behalf of ANSTO.

To begin this process of outreach I established contact with the now deceased Dharawal Elder Les Bursill and facilitated his participation in ANSTO activities. This connection has continued through his son, John Bursill, as well as other endorsed Dharawal members.

In 2017, I established the Indigenous Australian Outreach Committee which consisted of Aboriginal and Torres Strait Islander and non-Indigenous staff who share my commitment to identify ways ANSTO could progress reconciliation. Membership of this committee has now been extended to staff at Clayton. We expect to initiate outreach activities with representatives from the Kulin nation.

ANSTO is committed to ensuring this RAP is a meaningful and living document that guides and informs our organisational governance and processes that support Aboriginal and Torres Strait Islander peoples. It also provides a strategic, clear and measurable framework for translating our commitment into action.

I acknowledge and thank the members of the Indigenous Australian Outreach Committee who have coordinated the development of this RAP and the Dharawal Elders and representatives who have guided us on this journey. Together we will find textures and the resilience of histories will re-emerge. ANSTO can contribute the science to amplify knowledge to Honour Aboriginal and Torres Strait Islander peoples and acknowledge the deeper value system of Aboriginal and Torres Strait Islander peoples.

We look forward to continuing to be guided by our Aboriginal and Torres Strait Islander employees, volunteers, partners and stakeholders as we continue our reconciliation journey.



Dr Adi Paterson
Chief Executive Officer



Our reconciliation working group

Drawing on the membership of our Indigenous Australian Outreach Committee, including two Aboriginal and Torres Strait Islander peoples, we have the following employees, representing all areas of our organisation, who make up our Reconciliation Working Group:

Chair



Dale Codling

Barkindji nation

Manager,
Active Facilities and Processing

Vice Chair



Brett Rowling

Descendent of Bungoree and Matora of the Wannungine (Guringai) nation

Analytical Experiment Officer

Reconciliation Action Plan Champions

ANSTO's Reconciliation Action Plan Champions who actively promote our increasing awareness of Aboriginal and Torres Strait Islander cultures include Adi Paterson, Brett Rowling, Susan Bogle and Laura Dascolias.



Adi Paterson

Chief Executive Officer



Brett Rowling

Analytical Experiment Officer



Susan Bogle

Senior Communications
Science Writer



Laura Dascolias

Resourcing Projects Coordinator

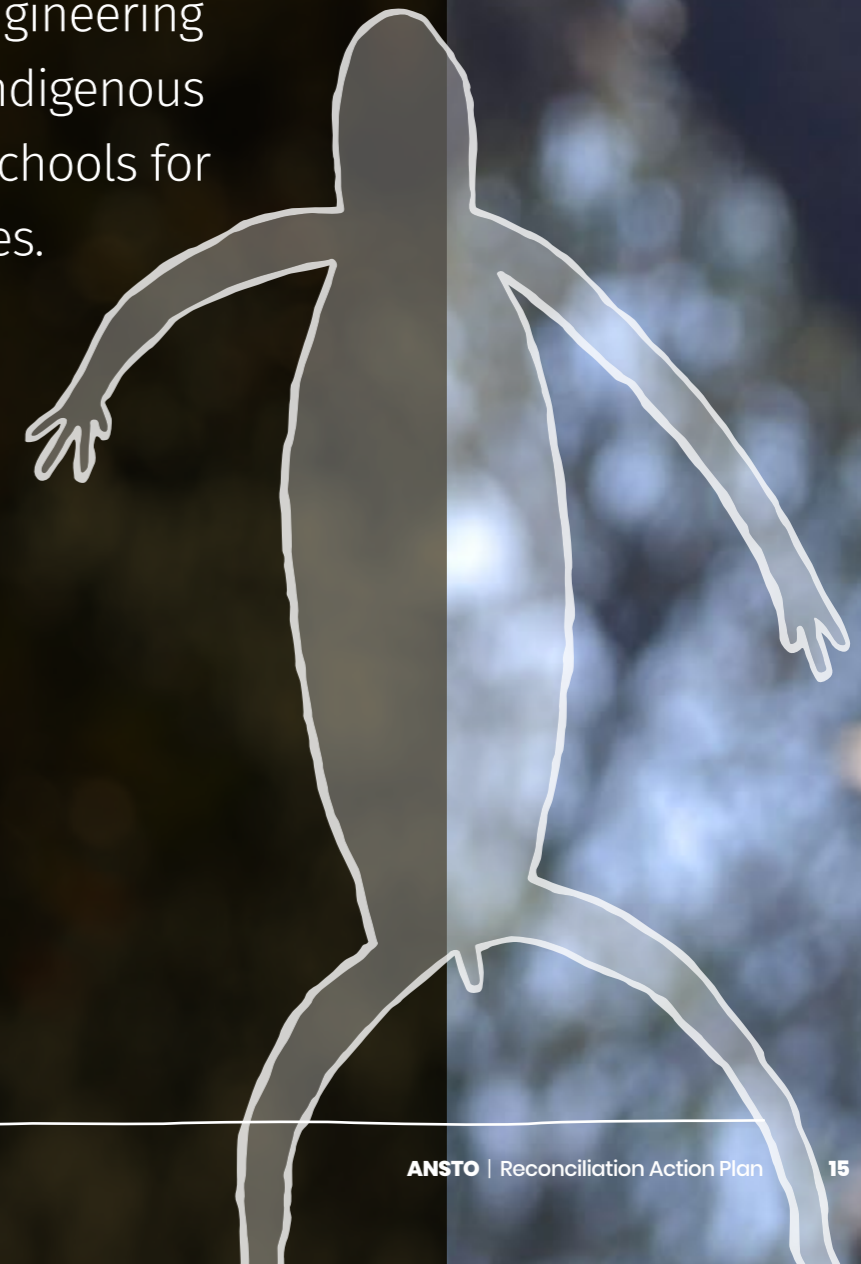
Working group members

Maggie Aulsebrook		Radiochemist
Jo Bartley		Principal Culture and Change
Regan Beckinsale		Early Career Talent and Development Leader
Susan Bogle	Champion	Senior Communications Science Writer
Dale Codling	Chair	Manager, Active Facilities and Processing
Laura Dascolias	Champion	Resourcing Projects Coordinator
Rod Dowler		Discovery Centre Leader
Michelle Durant		Managing Director Australian Institute of Nuclear Science and Engineering (AINSE)
Chris Hall		Senior Scientist, Australian Synchrotron
Anne Hellstedt		Director, ANSTO Innovation Precinct
Geraldine Jacobsen		Leader, Centre for Accelerator Science
Susan Mackay		Senior Project Manager
Geoff Malone*		Senior Engineer
Graham Miller		Infrastructure Facilities Spatial Planning Manager <i>New South Wales and Victoria</i>
Brad Mountford		Head of Engineering
Tien Pham		Radiochemist Task Leader
Mark Peterson		NSTLI Environment, Geoscientist / Hydrogeologist
Jason Price		Beamline Scientist
Cameron Rodda		Senior Accelerator Operator
Brett Rowling	Vice Chair, Champion	Analytical Experiment Officer
Katie Sizeland		Research Program Manager
Ben Storer		ANSTO Graduate
Edward Wan		Cyclotron Operations Manager
Andrew Winthorpe		Cyclotron Operations Officer
Karen Wolfe		General Manager High Reliability
Stephanie Xoueisomphong		Plant Engineer

* Retired. Working group term ended 2019.

Our reconciliation journey

ANSTO informally began involvement with Reconciliation activities in 2013 through the work of its Aboriginal and Torres Strait Islander employees. This has included the long established outreach programs of Engineering Aid Australia and their Indigenous Australian Engineering Schools for educational opportunities.



We have supported NAIDOC Week celebrations as well as providing an Acknowledgement of Country at our Staff Forums and corporate partner events. Overall this has raised awareness and interest in Aboriginal and Torres Strait Islander cultures at the local scale.

In 2017, ANSTO began a formal process towards developing a RAP with the establishment of an Indigenous Australian Outreach Committee, across ANSTO's three campuses. The group currently includes two Aboriginal and Torres Strait Islander members.

In addition, this committee liaises with external Elders, which is important as our research extends beyond the three campuses through industry and university partnerships nationally.

The main aims of this committee are to guide and further develop connections with Aboriginal and Torres Strait Islander peoples as well as increase the organisation's awareness of Aboriginal and Torres Strait Islander cultures both locally and across Australia.

In the time leading to the present, ANSTO has implemented a number of strategies. At all major events a Welcome to Country or Acknowledgment of Country is performed combining language as well as reference to Aboriginal and Torres Strait Islander ideologies relating to current scientific practices.



ANSTO is collaborating on a large project to elevate the importance of the world-wide unique collection of Kimberley rock art by enhancing an understanding of the geo-biochemical character of rock art pigment, a more accurate dating of the rock art using advanced analytical techniques and to provide the first comprehensive study of landscape and climate change of the region over the past 100,000 years.



Two murals representing Dharawal engravings located upon ANSTO's Lucas Heights lands were designed and brought to life by local Aboriginal and Torres Strait Islander artists and students in the Strong Sisters and Strong Brothers program at Endeavour High School.



The second section of the Dharawal mural was completed in December 2019.

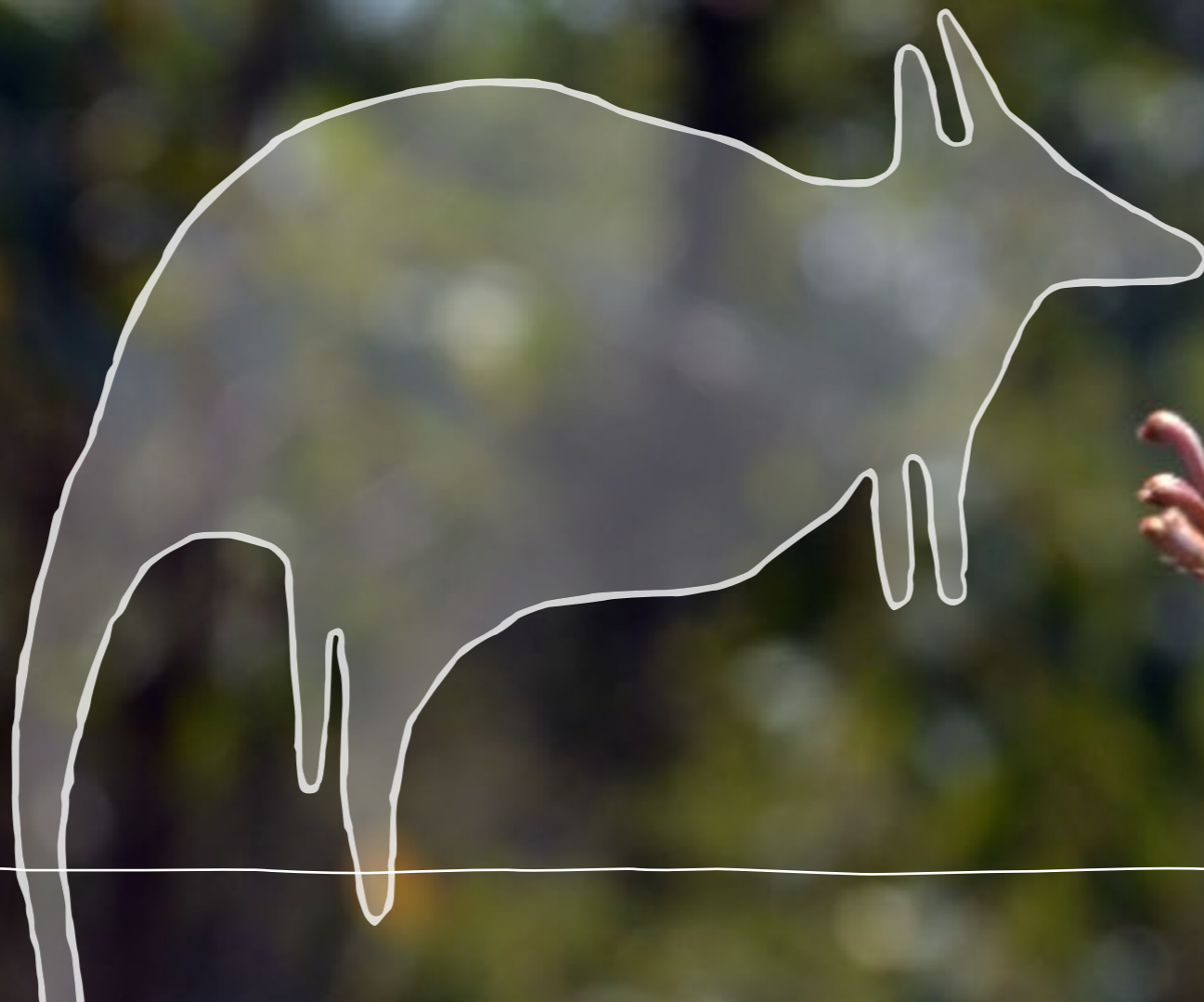
The use of appropriate Aboriginal and Torres Strait Islander words on the campuses has been undertaken through endorsement of the local Elders of both the Wannungine and Dharawal Nations. This includes naming of our meditation rooms Kulnurra, a Wannungine word meaning into the clouds, as well as naming ANSTO's technology park nandin, Dharawal for look ahead.

ANSTO's scientific researchers have conducted projects in the field for over 40 years. Much of this research has been enabled and enhanced through interactions with local Aboriginal and Torres Strait Islander communities. To formally recognise these significant contributions and reinforce these collaborations, a prospectus outlining our activities in this area has been produced and an interactive online resource is being developed to capture this information.

ANSTO is exploring ways in which it can better support Aboriginal and Torres Strait Islander participation in both research projects and the scientific workforce. For instance, ANSTO has been using its scientific expertise to assist with

understanding Australia's Aboriginal history through its work with The Kimberly Foundation in dating rock art. In future ANSTO aspires to have the local peoples undertake and interpret their own research.

All of these strategies provide exposure to Aboriginal and Torres Strait Islander cultures, directly and indirectly, to employees from ANSTO's diverse backgrounds and encourages them to participate in our reconciliation journey.





Relationships

ANSTO has been a part of the broader Australian community for more than 60 years. Our research is performed nationwide and so it engages with many different Aboriginal and Torres Strait Islander communities who have connections to Country spanning back thousands of years. ANSTO is proud to continue to build and strengthen our relationships with these first nation communities.

Through their intrinsic understanding and scientific approach Aboriginal and Torres Strait Islander peoples understanding of the Australian environment is important to ANSTO as it provides the potential to develop new sustainable solutions.

It is important for people from these Aboriginal and Torres Strait Islander communities to be an integral part of these research activities ANSTO undertakes when on Country. Furthermore through the combined application of modern techniques, their continued connection to Country is ensured.

ANSTO recognises the importance of enabling Aboriginal and Torres Strait Islander peoples themselves, as part of their self-determination, to impart their knowledge, skills and history directly.

Demonstrating ANSTO's commitment to building and strengthening these relationships, ANSTO's own environmental researcher Brett Rowling is able to perform groundwater sampling at Kulnurra, on the western end of his ancestral lands, in order to continue take care of country, which in his language is **Maniau oo millyan goori**.





Relationships

ACTION	DELIVERABLE	RESPONSIBILITY	TIMELINE
<p>1 The ANSTO Reconciliation Working Group (RWG) actively monitors development, implementation, progress and reporting of our reconciliation efforts</p>	<p>Develop, endorse and launch RAP.</p> <p>Ensure Aboriginal and Torres Strait Islander peoples are represented on RWG.</p> <p>Draft and review RWG terms of reference and obtain approval from Chief Executive Officer.</p> <p>RWG to meet quarterly per year to monitor and report on RAP implementation.</p>	<p>Analytical Experiment Officer with key input from First Nations RWG Members</p> <p>General Manager High Reliability</p> <p>General Manager High Reliability</p> <p>General Manager High Reliability</p>	<p>January 2020</p> <p>January 2020, 2021</p> <p>January 2020</p> <p>January, April, July and October 2020, 2021</p>
<p>2 Provide opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians through celebrating and participating in National Reconciliation Week (NRW)</p>	<p>Circulate Reconciliation Australia's NRW resources and reconciliation materials to our employees.</p> <p>Ensure our RWG participates in an external event to recognise and celebrate NRW.</p> <p>Organise at least one NRW event each year and encourage ANSTO employees to participate.</p> <p>Register ANSTO's NRW event via Reconciliation Australia's NRW website.</p>	<p>Senior Communications Science Writer</p> <p>Facility Officer with key input from First Nations RWG Members</p> <p>Facility Officer with key input from First Nations RWG Members</p> <p>Principal Culture and Change</p>	<p>May 2020, 2021</p> <p>May 2020, 2021</p> <p>May 2020, 2021</p> <p>May 2020, 2021</p>
<p>3 Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander peoples, internally and externally</p>	<p>Liaise with our RWG to identify key stakeholders to involve in the development of the engagement plan.</p> <p>Seek internal and external advice from Aboriginal and Torres Strait Islander peoples to assist in the development of guidelines for ANSTO's Aboriginal and Torres Strait Islander engagement plan.</p>	<p>Manager Australian Institute of Nuclear Science and Engineering</p> <p>Facility Officer with key input from First Nations RWG Members</p>	<p>March 2020</p> <p>August 2020</p>
<p>4 Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes</p>	<p>Identify our current Aboriginal and Torres Strait Islander research collaborators.</p> <p>Include contact details of Aboriginal and Torres Strait Islander peoples in our online database to maintain connections with our current and future collaborations on Country.</p> <p>Liaise with existing collaborators who work with Aboriginal and Torres Strait Islander peoples and communities to understand these relationships, and any potential synergies.</p> <p>Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement.</p>	<p>Environment Geoscientist / Hydrogeologist</p> <p>Senior Communications Science Writer</p> <p>Environment Geoscientist / Hydrogeologist</p> <p>Facility Officer with key input from First Nations RWG Members</p>	<p>February 2020</p> <p>February 2020</p> <p>March 2020</p> <p>September 2020, 2021</p>
<p>5 Identify and implement ways to engage internal and external stakeholders and all ANSTO employees in our reconciliation journey</p>	<p>Develop and implement a strategy to communicate our RAP to internal and external stakeholders.</p> <p>Promote reconciliation through ongoing active engagement with stakeholders, including invitation to relevant meetings and events.</p> <p>Include an overview of the RAP as part of employee induction process.</p>	<p>Senior Communications Science Writer</p> <p>General Manager High Reliability</p> <p>Early Career Talent and Development Leader</p>	<p>January 2020</p> <p>March, July, September 2020, 2021</p> <p>February 2020</p>
<p>6 Promote positive race relations through anti-discrimination strategies</p>	<p>Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.</p> <p>Develop, implement and communicate an anti-discrimination policy for our organisation.</p> <p>Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.</p> <p>Educate senior leaders on the effects of racism.</p>	<p>Resourcing Projects Coordinator</p> <p>Discovery Centre Leader</p> <p>Facility Officer with key input from First Nations RWG Members</p> <p>Principal Culture and Change</p>	<p>April 2020</p> <p>May 2020</p> <p>May 2020, 2021</p> <p>March 2020, 2021</p>



Respect

Through increasing awareness of Aboriginal and Torres Strait Islander cultures, ANSTO employees will have an improved understanding of principles such as Lore customs and knowledge.

At ANSTO, we want to recognise and embrace the sacred relationship between Aboriginal and Torres Strait Islander peoples and their lands. We have a responsibility to engage with the local communities to ensure our research activities of ANSTO and associated partners respect the cultural significance of sites, objects and places we may encounter.

ANSTO intends to introduce cross cultural awareness training to our Reconciliation Working Group. This training should be delivered by Aboriginal and Torres Strait Islander peoples, as they are the appropriate Custodians of cultural information.

When there is contact with a specific group, additional cultural information about that group will be shared and training offered (if available). For example, discussions over the proposed National Nuclear Waste Repository in South Australia, have involved the Adnyamathanha people.

As resources allow, a longer term plan to make cross cultural information available to all staff will be explored and added as a learning resource.





Respect

ACTION

	ACTION	DELIVERABLE	RESPONSIBILITY	TIMELINE
7	Build employee understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements	<p>Develop and implement an Aboriginal and Torres Strait Islander cultural awareness training strategy for our people that defines cultural learning needs in all areas of our business and considers various ways cultural learning can be provided, including immersion experiences.</p> <p>Investigate local cultural experiences and immersion opportunities.</p> <p>Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural awareness training.</p> <p>Provide opportunities for Reconciliation Working Group members, RAP champions, HR managers and other key leadership staff to participate in cultural training.</p>	<p><i>Early Career Talent and Development Leader</i></p> <p><i>Early Career Talent and Development Leader</i></p> <p><i>Early Career Talent and Development Leader</i></p> <p><i>Early Career Talent and Development Leader</i></p>	<p>March 2020</p> <p>March 2020</p> <p>April 2020</p> <p>August 2020, 2021</p>
8	Build employee understanding of Aboriginal and Torres Strait Islander cultural protocols	<p>Implement and communicate guidelines for Welcome to Country, Acknowledgement of Country and other cultural protocols.</p> <p>Develop a list of key contacts for organising a Welcome to Country.</p> <p>Invite a Traditional Owner to provide a Welcome to Country at significant events such as NAIDOC Week.</p> <p>Ensure a Welcome to Country or Acknowledgement of Country is provided at the commencement of important internal and external events.</p> <p>Display an Acknowledgement of Country plaque within our office buildings.</p>	<p><i>Analytical Experiment Officer</i> with key input from <i>First Nations RWG Members</i></p> <p><i>Analytical Experiment Officer</i> with key input from <i>First Nations RWG Members</i></p> <p><i>Analytical Experiment Officer</i> with key input from <i>First Nations RWG Members</i></p> <p><i>Infrastructure Facilities Spatial Planning Manager NSW and Vic</i></p> <p><i>Senior Communications Science Writer</i></p>	<p>March 2020</p> <p>January 2020</p> <p>June 2020, 2021</p> <p>January 2020, 2021</p> <p>May 2020</p>
9	Recognise and respect Aboriginal and Torres Strait Islander Cultural Heritage	<p>Maintain strong and operationally integrated Cultural Heritage Guidelines to respect places and sites of significance for Aboriginal and Torres Strait Islander peoples.</p>	<p><i>Infrastructure Facilities Spatial Planning Manager NSW and Vic</i></p>	<p>September 2020, 2021</p>
10	Provide opportunities for Aboriginal and Torres Strait Islander employees to engage with their cultures and communities by celebrating NAIDOC Week	<p>Provide opportunities for all Aboriginal and Torres Strait Islander employees to participate with their cultures and communities during NAIDOC Week.</p> <p>In consultation with Aboriginal and Torres Strait Islander stakeholders, hold an internal NAIDOC Week event.</p> <p>Provide opportunities for all employees to participate in NAIDOC Week activities.</p> <p>Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week.</p>	<p><i>Facility Officer</i> with key input from <i>First Nations RWG Members</i></p> <p><i>Facility Officer</i> with key input from <i>First Nations RWG Members</i></p> <p><i>Principal Culture and Change</i></p> <p><i>Resourcing Projects Coordinator</i></p>	<p>July 2020, 2021</p> <p>July 2020, 2021</p> <p>July 2020, 2021</p> <p>March 2020</p>
11	Host a screening from the Reconciliation Film Club to encourage employees to develop a deeper understanding of Aboriginal and Torres Strait Islander peoples' perspectives and histories	<p>Promote and invite all ANSTO employees to a screening of Aboriginal and Torres Strait Islander documentaries.</p>	<p><i>Senior Communications Science Writer</i></p>	<p>July 2020, 2021</p>



Opportunities

ANSTO has a number of well-established partnerships with Aboriginal and Torres Strait Islander Peoples with research activities specific to their Country. These provide unique research avenues to validate the linguistic transfer of knowledge and skills of Aboriginal and Torres Strait Islander Peoples by connecting with ANSTO's nuclear measurement based techniques.

In the longer term, ANSTO recognises that showcasing our respect of Country will encourage future research projects to be self-driven by Local Aboriginal and Torres Strait Islander peoples.





Opportunities

ACTION

12 Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes

13 Build employee understanding of Aboriginal and Torres Strait Islander supplier diversity

DELIVERABLE	RESPONSIBILITY	TIMELINE
Collect information on our current Aboriginal and Torres Strait Islander employees to inform of future employment opportunities.	<i>Resourcing Projects Coordinator</i>	February and July 2020, 2021
Develop and implement an Aboriginal and Torres Strait Islander employment pathways cadetship or traineeship in partnership with an external provider.	<i>Early Career Talent and Development Leader</i>	April 2020, 2021
Advertise employment vacancies in Aboriginal and Torres Strait Islander media for current and future employees participating in our workplace.	<i>Resourcing Projects Coordinator</i>	April 2020, 2021
Develop and implement an Aboriginal and Torres Strait Islander Employment and Retention strategy.	<i>Resourcing Projects Coordinator</i>	April 2020, 2021
Engage with existing Aboriginal and Torres Strait Islander employees to consult on employment strategies, including professional development.	<i>Resourcing Projects Coordinator</i>	May 2020, 2021
Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace.	<i>Resourcing Projects Coordinator</i>	October 2020, 2021
Support and encourage Aboriginal and Torres Strait Islander employees to take on leadership positions.	<i>Principal, Culture and Change</i>	February 2020, 2021
Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses.	<i>Infrastructure Facilities Spatial Planning Manger NSW and Vic</i>	February 2020
Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services.	<i>Infrastructure Facilities Spatial Planning Manger NSW and Vic</i>	June 2020
Develop at least one additional commercial relationship with an Aboriginal and/or Torres Strait Islander-owned business.	<i>Infrastructure Facilities Spatial Planning Manger NSW and Vic</i>	July 2020, 2021
Review and update ANSTO's Indigenous Australian Procurement Plan.	<i>Infrastructure Facilities Spatial Planning Manger NSW and Vic</i>	July 2020, 2021





Governance, tracking progress and reporting





Governance, tracking progress and reporting

ACTION	DELIVERABLE	RESPONSIBILITY	TIMELINE
14 <i>Provide appropriate support for effective implementation of RAP commitments</i>	Define resource needs for RAP implementation. Engage our senior leaders and other staff in the delivery of RAP commitments. Define and maintain appropriate systems to track, measure and report on RAP commitments. Appoint and maintain an internal RAP Champion from senior management.	<i>Principal, Culture and Change</i> <i>Principal, Culture and Change</i> <i>Principal, Culture and Change</i> <i>Principal, Culture and Change</i>	February 2020, 2021 March, September 2020, 2021 July 2020, 2021 January 2020, 2021
15 <i>Report RAP learnings, challenges and achievements internally and externally</i>	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. Report RAP progress to all staff and senior leaders. Publically report our RAP learnings, challenges and achievements. Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	<i>Principal, Culture and Change</i> <i>Principal, Culture and Change</i> <i>Principal, Culture and Change</i> <i>Principal, Culture and Change</i>	30 September 2020 2021 April and September 2020, 2021 October 2020, 2021 May 2020
16 <i>Review, refresh and update RAP</i>	Register via Reconciliation Australia's website to begin developing our next RAP based on our learnings, challenges and achievements.	<i>Resourcing Projects Coordinator</i>	June 2021

Contact

For more details on ANSTO's Indigenous Australian Working Group and the RAP, contact **Brett Rowling** and **Dale Codling** at indigenoussupport@ansto.gov.au.



Australian Government



Lucas Heights | Clayton | Camperdown

www.ansto.gov.au

Printed January 2020