



Reconciliation Action Plan

December 2021 – December 2023

CSIRO's latest Reconciliation Action Plan (RAP) outlines the actions we will take to build stronger relationships with Aboriginal and Torres Strait Islander peoples through scientific knowledge sharing, education, employment opportunities and mutually beneficial partnerships that can deliver a positive impact for the benefit of all Australians.

RAPs emphasise relationships, respect, and opportunities and give organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples, rooted in mutual collaboration and trust. By enabling and empowering staff to contribute to this process, CSIRO will ensure shared and cooperative success in the long-term.

Embedding consideration for Aboriginal and Torres Strait Islander peoples in everything we do at CSIRO ensures we not only avoid repeating the mistakes of the past, we will also improve future outcomes.

All CSIRO staff have a role to play in our journey towards reconciliation, most especially through our work towards achieving the 90 deliverables outlined in the RAP.

Our RAP is sponsored by CSIRO's Chief Scientist, Prof Bronwyn Fox.

Our vision towards reconciliation

Our support for Indigenous-led research and the application of the principles of self-determination across our research and programs commits CSIRO to collaborating with Aboriginal and Torres Strait Islander stakeholders in transforming the science landscape. This will spark innovative approaches to successfully tackle Australia's biggest challenges.

We will recognise and respect Aboriginal and Torres Strait Islander peoples' rights, culture, customs, knowledge systems and practices. This includes recognising Indigenous Cultural and Intellectual Property and working respectfully with Aboriginal and Torres Strait Islander collaborators to support the strengthening of Indigenous knowledge and knowledge systems in ways that recognise the integrity, validity and context of each different knowledge system.

Using scale and our extensive cross-organisational capability, we will partner with Aboriginal and Torres Strait Islander stakeholders to develop technologies, methods and information that will support Indigenous-led entrepreneurship, new industries, sustainable land, water and sea Country-based enterprises, and successful enterprise models.

Our third Innovate RAP aims to build on our models of success with a key focus on embedding the following priority areas across CSIRO:

- Partnering with Aboriginal and Torres Strait Islander communities to support Indigenous-led science solutions.
- Developing a new Indigenous Engagement Strategy to ensure appropriate engagement and collaboration aligns to the rights and interests of Aboriginal and Torres Strait Islander peoples across all lines of our business.
- Developing key foundational Indigenous strategies across all of CSIRO that can support us to achieve our vision towards reconciliation. This includes protecting Indigenous Cultural and Intellectual Property and respectfully managing the collection, interpretation and use of Indigenous data.
- Building our capability to develop, cultivate and sustain respectful relationships with Indigenous peoples.
- Positioning CSIRO as an employer of choice to attract and retain highly skilled Aboriginal and Torres Strait Islander peoples across our scientific, research, technical, fieldwork and support services.
- Strengthening our governance arrangements, including tracking and reporting mechanisms.

CSIRO's RAP is structured around the following priority areas:

Relationships

FOCUS AREA: Engagement – Capability – Governance – Collaboration



This theme focuses on developing and implementing engagement protocols, strengthening the voices of Aboriginal and Torres Strait Islander peoples, building our capability, and connecting with people.

This commitment involves strengthening the ways we work to continually improve our engagement and to foster collaborative partnerships with Aboriginal and Torres Strait Islander communities.

Additionally, we recognise our engagement and collaboration must be conducted appropriately in accordance with the aim of the research, along with the priorities and interests of Indigenous communities.

Respect

FOCUS AREA: Protocols – Capability – Languages – Knowledge



This theme focuses on pride in cultures and histories, understanding cultural protocols, engaging ethically, recognising the rights of Aboriginal and Torres Strait Islander peoples, building our cultural capabilities, promoting Indigenous languages, and valuing Indigenous knowledge systems.

We will celebrate the success of Aboriginal and Torres Strait Islander peoples and the sharing of their customs, cultures, knowledge, and languages to improve CSIRO's work for the benefit of the Australian community.

Additionally, we are committed to developing, implementing and maintaining practices that ensure we respect and encourage Aboriginal and Torres Strait Islander peoples' rights to maintain, control, protect and develop their intellectual property over their cultural heritage, traditional knowledge, and traditional cultural expressions, and be engaged in research that affects or is of particular significance to them.

Opportunities

FOCUS AREA: Research – Leadership – Economic Development – Capability Building – Education



Through this theme we recognise the rights of Aboriginal and Torres Strait Islander peoples to make decisions in matters that affect their rights, and to control the development and transmission of their culture and heritage and the use of their lands and resources.

Additionally, we acknowledge Aboriginal and Torres Strait Islander research should respond to priorities determined by Aboriginal and Torres Strait Islander peoples and have key objectives that demonstrate intended beneficial impacts and outcomes, either at a local level or more broadly.

We are committed to achieving the Commonwealth government employment target of 3% of our total workforce identifying as Aboriginal and/or Torres Strait Islander by December 2023. We recognise the need to retain skilled Aboriginal and/or Torres Strait Islander staff and we are reviewing the Aboriginal and Torres Strait Islander Employment Strategy to deliver sustainable employment outcomes.

We will develop our own Indigenous Procurement Strategy to scope, identify and embed systems and procedures to increase our expenditure with Indigenous-owned enterprises. We will also seek to increase the participation of Indigenous-owned enterprises through our business capability development programs.

Additionally, through the delivery of our education and outreach programs, we will build the capacity and opportunities in education and employment for future generations of Aboriginal and Torres Strait Islander peoples to take up science-related careers.

Read the full-length version of CSIRO's RAP online.

As Australia's national science agency and innovation catalyst, CSIRO is solving the greatest challenges through innovative science and technology.

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