

JULY 2024 - JUNE 2025

CSIRO Stretch RAP Report

Employment



2.5% of CSIRO's workforce identify as an Aboriginal and/or Torres Strait Islander person (150)

Indigenous Leadership

- 16** Indigenous staff completed a Leadership Program
- 1** Board position

- 27** Indigenous staff in senior executive roles
- 14** Indigenous staff in other senior and middle management roles
- 108** Indigenous staff in entry or junior roles

Procurement

\$22.6 M spent with Aboriginal and Torres Strait Islander businesses

A 16% increase from the 23-24 FY

\$15.3 M spent with businesses certified by Supply Nation

490 transactions procured from

163 Aboriginal and Torres Strait Islander businesses

Events



27 Events hosted for National Reconciliation Week (1353 Internal & 166 external attendees)

Partnerships



179 Formal partnerships
& **63** Informal partnerships

were formed or maintained with Aboriginal and Torres Strait Islander organisations

Capability



99% of staff completed the online Cultural Awareness Training

330 staff have undertaken face-to-face cultural learning opportunities

5 Pathways to Success for Indigenous Engagement workshops delivered

20 staff attended Garma in 2024

19 Welcome to Country Ceremonies organised for CSIRO events

Indigenous Science



18 projects funded through round 4 of the Indigenous Research Grants Program



107 Indigenous research projects during the period

9 Indigenous-led research priorities designed or delivered during the period (6 active, 3 delivered)

11 Co-led Indigenous research priorities designed or delivered during the period (7 active, 4 delivered)

Student Pathways



12 Indigenous STEM scholarships with 11 universities

13 Indigenous staff participated in an Early Career Pathways Program

17 Indigenous students undertook a studentship across CSIRO research units

23 Indigenous Graduate Program participants. 7 supported to pursue an honours degree, 2 commenced a master's degree

14 Indigenous Pre-Doctoral Fellowship Program participants. 8 are undertaking a PhD, 6 are completing a master's degree by research or coursework

694 Indigenous students participated in STEM Education Programs

ARTWORK: 'Eternal Wisdom, Infinite Innovation' by Rachel Sarra

Stretch RAP Deliverable Status

132 Deliverables

CSIRO will continue to monitor these deliverables and develop strategies to address implementation barriers.

Achieved Deliverables:

Relationships: 1.3, 2.7, 2.8, 2.9, 2.10, 3.17, 5.29 & 5.31

Respect: 7.49, 7.50, 7.51, 9.65, 9.68, 10.71, 10.74 & 12.78

Opportunities: 14.106

Governance: 17.116, 18.120 & 18.121

Deliverables to Monitor:

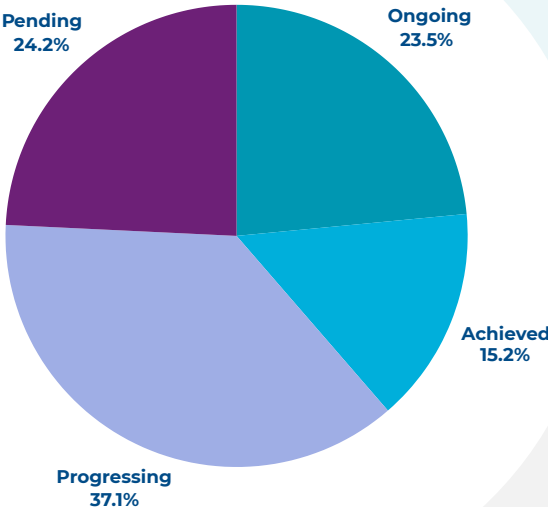
Partially Achieved (4.2%): 5.32, 9.67, 13.85, 13.86 & 19.127

Not Achieved (3%): 2.11, 6.44, 9.69 & 13.89

Action Required (17%): 3.15, 4.21, 4.22, 4.23, 4.24, 4.25, 6.35, 6.36, 6.37, 6.38, 6.42, 6.48, 8.60, 9.64, 10.72, 12.79, 12.80, 12.81, 12.82, 12.83, 12.84, 18.119 & 19.128

Notable Achievements:

- External independent evaluation of CSIRO's Indigenous Research Grants Program highlights that the grants demonstrate best practice in responding to the needs and priorities of Indigenous partners.
- CSIRO was a key sponsor of the Global Indigenous Data Sovereignty Conference in April 2025.



- CSIRO continues to deliver on its commitment to protection of Indigenous Cultural and Intellectual Property.
- CSIRO engaged Maïam nayri Wingara to deliver an Indigenous Data Sovereignty workshop to CSIRO staff in April 2025.
- The Indigenous Engagement Map was launched in February 2025.