

Reflect Reconciliation **Action Plan**

February 2021 – May 2022





Acknowledgement of Country

The Academy of the Social Sciences in Australia (the Academy) acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of the land on which we live and work each day, throughout Australia. We acknowledge the Ngunnawal and Ngambri peoples on whose ancestral lands our National Office stands. The Academy recognises Aboriginal and Torres Strait Islander peoples continuing connection to land, waters and culture. We pay our respect to the past and current Elders and to all Aboriginal and Torres Strait Islander peoples.

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PRESIDENT'S FOREWORD



I am pleased to present the Academy's inaugural Reflect Reconciliation Action Plan. With this Plan, the Academy is beginning a journey that we intend to take with deep commitment to change, and in partnership with Aboriginal and Torres Strait Islander people and with likeminded stakeholder organisations.

Within the social sciences as in many other disciplines there is an urgent need for a change in policies and programs to encourage and support more Aboriginal and Torres Strait Islander people to study, to undertake their own research and teaching, and to gain promotion and advancement within academic structures.

There is an equally urgent need for change in attitudes and cultures within our institutions to encourage more frequent and more meaningful interaction with Aboriginal and Torres Strait Islander people and communities, and a greater engagement with

and understanding of their knowledge, wisdom and perspectives on our social world.

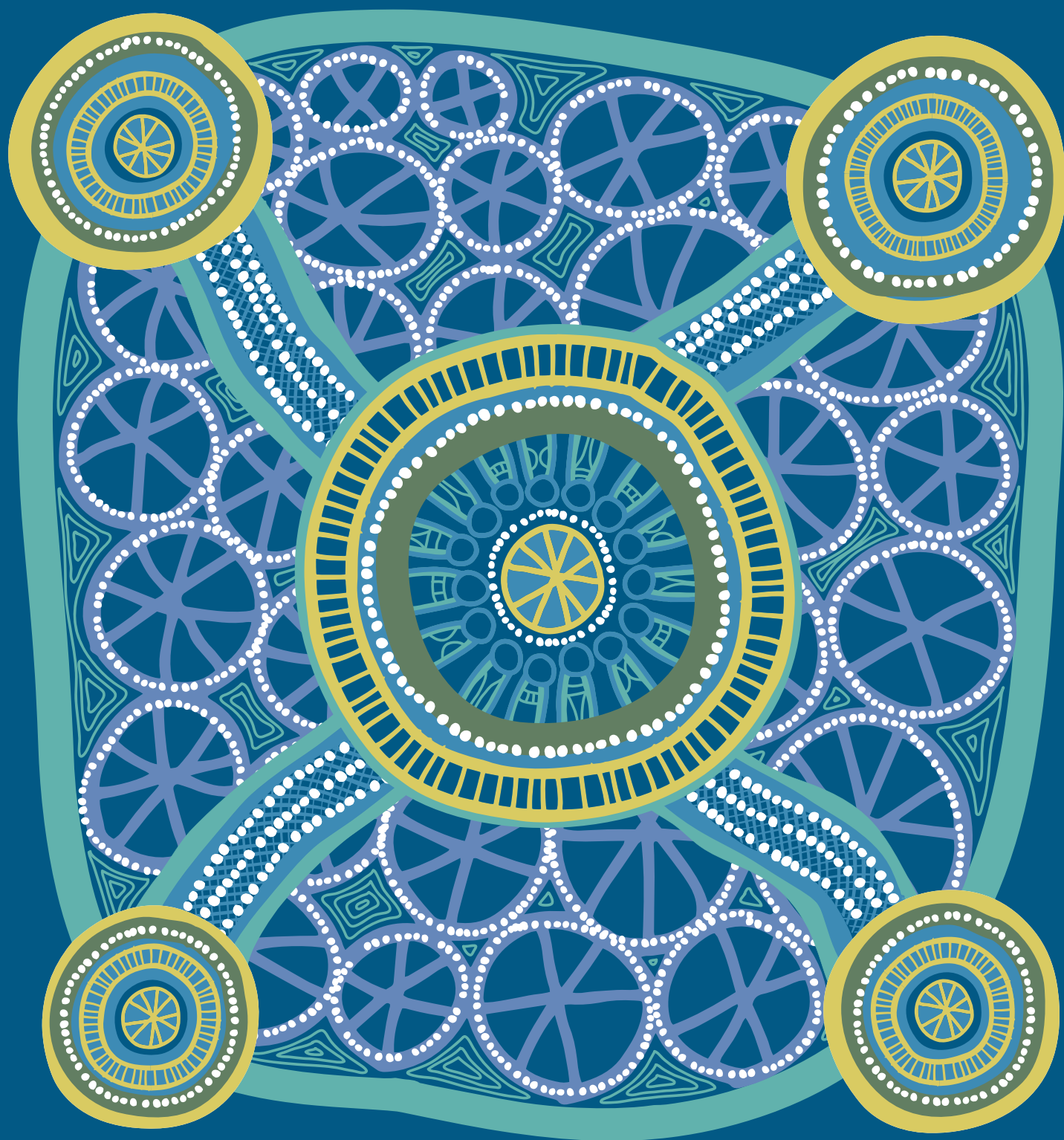
The Academy sees a responsibility both to improve representation of Aboriginal and Torres Strait Islander people within our own organisation and to advocate for change across the wider network of institutions and stakeholders with whom the Academy and its Fellows interact.

We will do this in many ways – some of which we have commenced prior to this Reconciliation Action Plan – and many more of which will follow.

Reconciliation with Australia's First Peoples forms a central part of the Academy's Strategic Plan – as one of our core principles, and as a key strategic focus area. As President I will chair our Reconciliation Action Plan Working Group and with our CEO, will champion the Plan and its actions across all of our programs and activities.

I would like to thank and acknowledge those Fellows and staff who have been involved in and informed the development of this Reconciliation Action Plan, and to thank in advance those who will join me on the Reconciliation Action Plan working group to oversee its implementation.

Professor Jane Hall FASSA FAHMS
President



MESSAGE FROM THE CEO



Australia is home to the world's oldest continuing culture, and Aboriginal and Torres Strait Islander leaders and Elders hold knowledge and understanding that stretches back unbroken for tens of thousands of years.

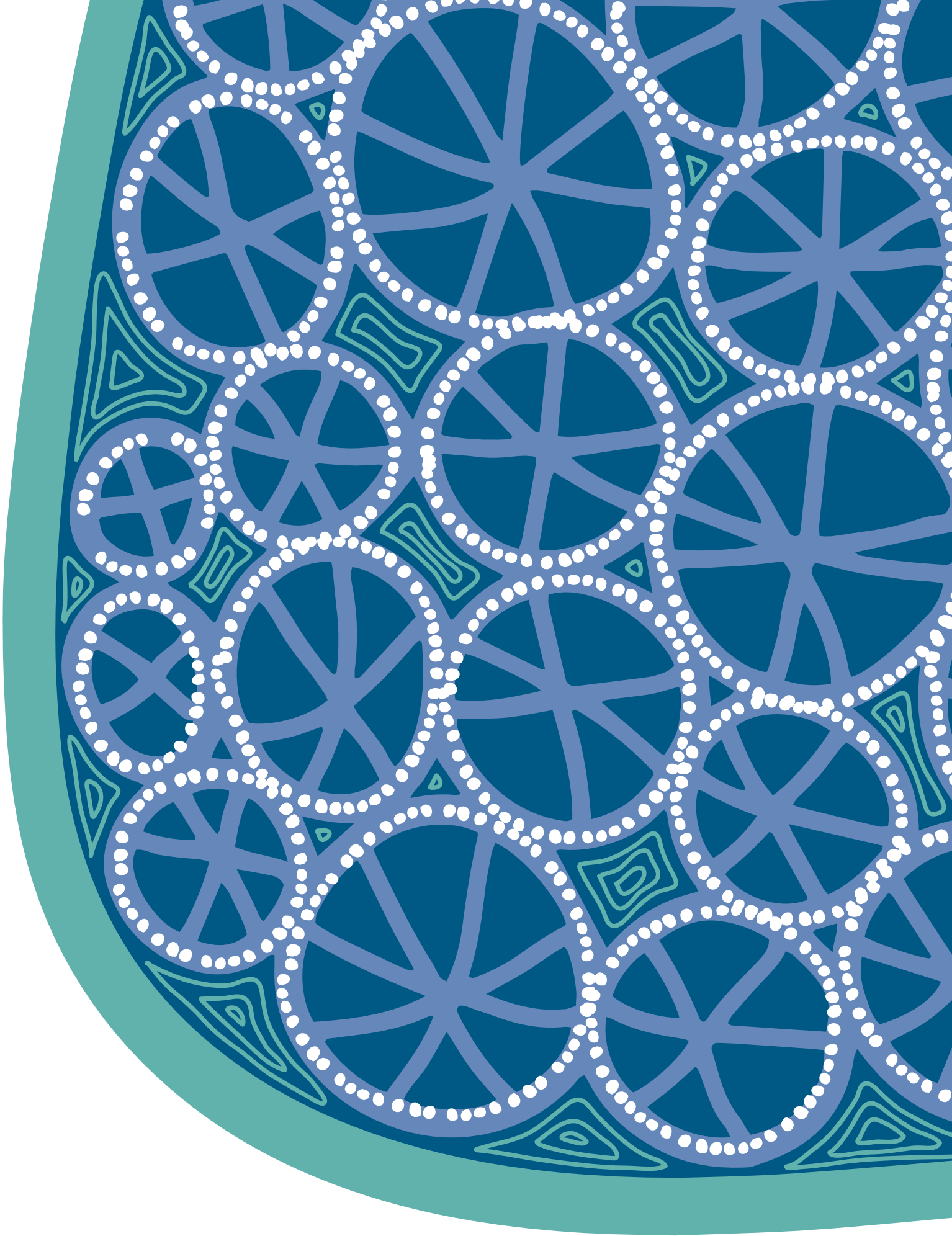
There is and always has been an enormous opportunity for settler Australians to learn from and work with the Traditional Owners and Custodians to chart the future of this nation; perhaps never more apparent than in 2020 when drought, fires, floods and other crises are reminding us of the unsustainability of our trajectory.

There is also a moral imperative to ensure that the many harms and abuses against Aboriginal and Torres Strait Islander people over the past centuries are redressed in a way that moves everyone forward.

The Academy of the Social Sciences in Australia has a strong commitment to reconciliation both in general and in relation to our Academy and our disciplines.

We are proud to have a number of Australia's leading Aboriginal academics as Fellows of the Academy, and anticipate that number will increase further over the duration of this Reconciliation Action Plan.

Dr Chris Hatherly
Chief Executive Officer



OUR BUSINESS

The Academy of the Social Sciences in Australia comprises of an elected body of over 700 leading researchers and professionals across the social science disciplines.

The Academy is an independent, not-for-profit organisation that draws on the expertise of its Fellowship to provide practical, evidence-based advice to Australian governments, businesses and communities on important social policy issues. It actively promotes understanding of the social sciences and champions excellence across its many fields of learning, and since it was established in 1971 the Academy's Fellows have contributed significantly to dialogue on issues impacting human society, our social relationships and the systems that govern our daily lives.

The Academy's national office is based in Canberra on the lands of the Ngunnawal and Ngambri people, but the Academy's Fellows and its operations cover all Australia, and extend internationally as well.

The Academy is committed to equity, diversity and inclusion in the social sciences and in particular the involvement and recognition of Aboriginal and Torres Strait Islander people. We are proud to count nine Aboriginal scholars among our Fellowship, and have a commitment to increasing this number. The Academy does not yet employ any Aboriginal and/or Torres Strait Islander people on our staff of eight, but will look for opportunities to do so in the future.





Dr Matilda House at the Academy sponsored book launch of Indigenous Self-determination in Australia: History and Historiography, on Ngunnawal Country.

OUR RAP

The Academy of the Social Sciences in Australia has a long history of working with Aboriginal and Torres Strait Islander people and knowledge to help advance and promote understanding, recognition, equity and policy development both within and beyond our disciplines.

One of the Academy's first major research projects starting in the 1960s focused on Indigenous Australia and was published by ANU Press between 1970 and 1975. The 12-volume series covers topics that are still relevant today, ranging from Indigenous demography and history; the highlights and lowlights

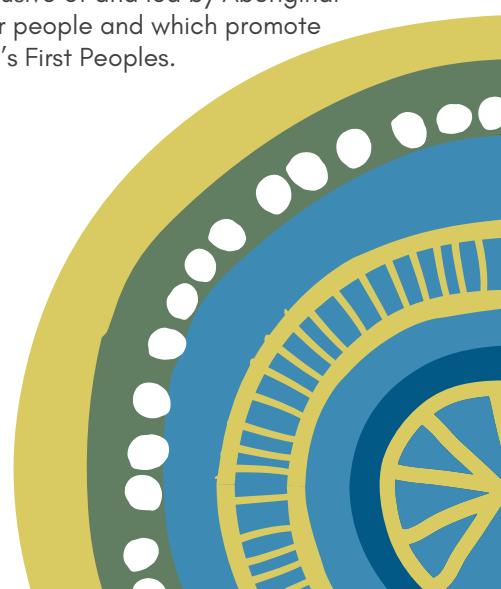


Academy Fellows Professor Marcia Langton AO, Professor Leon Mann AO, Emeritus Professor Bob Tonkinson, Dr Nancy Williams and Professor Larisa Behrendt AO at the first Indigenous Postgraduate Summer School held at University of Melbourne in 2002.

of employment relations in urban and agricultural settings, and ongoing disparity and challenges faced by Aboriginal and Torres Strait Islander peoples in the health and legal systems and legal rights and culture. Another highlight was the establishment in 2002 of a Summer School for Indigenous Postgraduate Students. This initiative was led by Academy Fellow Professor Marcia Langton AO and then President Professor Leon Mann AO who were successful in securing significant government and philanthropic funding to support around 30 Aboriginal and Torres Strait Islander students to attend a two-week workshop in Melbourne each year. This successful program continues today under the leadership of the University of Melbourne.

The Academy is also proud to include among its Fellowship several distinguished Aboriginal and Torres Strait Islander scholars in the social sciences. We benefit greatly from their advice and guidance, and are working closely with these and other Fellows in the development of our Reconciliation Action Plan and in our efforts to highlight and bring into our organisation more of Australia's outstanding Aboriginal and Torres Strait Islander social science researchers.

The Academy recognises that social science research has not always operated in the interests of Aboriginal and Torres Strait Islander people, and that harm has been done by deficit-focused research and by researchers who failed to understand Indigenous worldviews and perspectives. The Academy is encouraged that progress is being made and through this and subsequent RAPs will work to promote research projects, paradigms and governance frameworks that are inclusive of and led by Aboriginal and Torres Strait Islander people and which promote the interests of Australia's First Peoples.



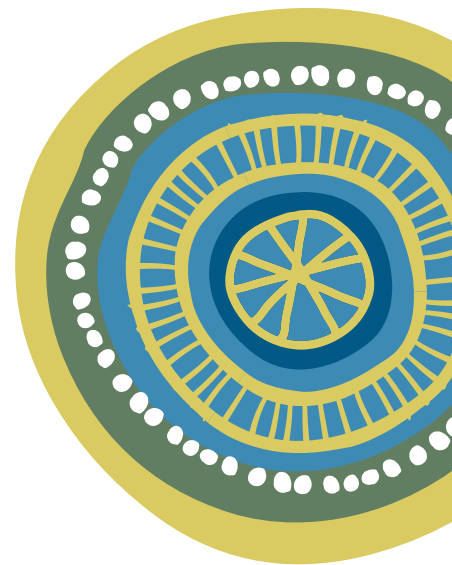
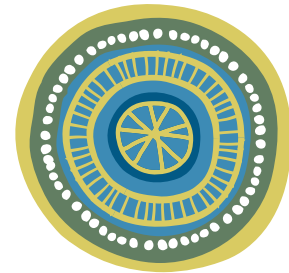
OUR VISION FOR RECONCILIATION

The Academy of the Social Sciences in Australia has a vision for a society in which Aboriginal and Torres Strait Islander people and their continuing knowledge, including their languages, and their ongoing ownership and custody of lands and waters is more fully recognised, understood and celebrated.

This includes recognising Aboriginal and Torres Strait Islander peoples in the Constitution and including them in the processes of all three levels of government, guided by the principles of the United Nations Declaration of the Rights of Indigenous Peoples. We envision a future in which well-resourced and evidence-based policies and programs have eliminated the structural disadvantages faced by so many Aboriginal and Torres Strait Islander people, and in which Aboriginal and Torres Strait Islander people enjoy every opportunity to pursue and develop their life aspirations in all their diversity.

We envisage a future in which our own and other research and teaching disciplines include a much greater representation of Aboriginal and Torres Strait Islander researchers and knowledge custodians, with an increasing number of eminent Aboriginal and Torres Strait Islander scholars elected to our own Academy. We acknowledge the truth of the past and recognise that building awareness of Aboriginal and Torres Strait Islander cultures, customs and differences plays a critical role in our path to reconciliation.

Through this and subsequent RAPs the Academy will recognise our role and take action to achieve this future for all Australians.



OUR APPROACH TO IMPLEMENTING OUR RAP

The Academy has embedded acknowledgement and respect for Aboriginal and Torres Strait Islander People as a core principle that underpins all of the activities of our latest Strategic Plan, and we have linked the actions in this RAP to our strategy so that it is embedded in the Academy's core operations.

We will establish a RAP Working Group to oversee the implementation of this RAP. The RAP Working Group will be chaired by our President and will include our CEO, demonstrating and ensuring our top-level commitment to our Reconciliation journey. The group will include several Aboriginal and Torres Strait Islander Fellows who can bring a unique perspective and lived experiences to the group.

Our RAP is championed by our CEO (Dr Chris Hatherly) at an organisation operational level and by our President (Professor Jane Hall) who is the key connection to the Academy Executive Committee for this initiative.


OUR PARTNERSHIPS & CURRENT ACTIVITIES

The Academy is at the beginning of its Reconciliation Journey and will use the framework of this RAP to begin establishing new partnerships and reconciliation activities with Aboriginal and Torres Strait Islander people.

Of note, in July 2020 we worked with Academy Fellows to produce an [Acknowledgement of Country video](#) that we have shown at the beginning of a number of online events and meetings. This video was produced by Indigenous-owned studio Wolf Lab and has received positive feedback.

We have met with the Australian Institute for Aboriginal and Torres Strait Islander Studies – natural partners across a range of social science issues – to discuss potential partnership opportunities, and we are working closely with the Australian Council of Learned Academies to scope a cross-Academy statement of support for the Voice, Treaty, Truth reform proposals.

And we are supporting our Policy Manager to complete a Graduate Certificate in Indigenous policy and development at the ANU Centre for Aboriginal Economic Policy Research; training that will enhance and extend our capacity to leverage the expertise of our Fellows to contribute to Indigenous Policy development and ensure a focus on Aboriginal and Torres Strait Islander knowledge in other policy work.



Academy Fellow Professor Ian Anderson AO at the the Academy sponsored book launch of Indigenous Self-determination in Australia: History and Historiography, on Ngunnawal Country.



RELATIONSHIPS

1

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

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none">Develop and maintain a list of Aboriginal and Torres Strait Islander stakeholders and organisations within our local area and spheres of influence and their areas of strategic importance to which we can make meaningful contribution.	April 2021	Policy Manager
<ul style="list-style-type: none">Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	April 2021	Policy Manager
<ul style="list-style-type: none">Meet with identified Aboriginal and Torres Strait Islander stakeholders and organisations to explore potential partnerships opportunities.	December 2021	Policy Manager

2

Participate in and celebrate National Reconciliation Week (NRW).

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none">Raise awareness and understanding of reconciliation and NRW amongst Academy Fellows and staff including the significance of key dates (27 May and 3 June).	May 2021	Communications Manager
<ul style="list-style-type: none">Circulate Reconciliation Australia's NRW resources and reconciliation materials to Academy Fellows and staff.	May 2021	Communications Manager
<ul style="list-style-type: none">Host or partner with relevant RAP and other like-minded organisations on a NRW event for Academy Fellows and staff.	27 May- 3 June, 2021	CEO
<ul style="list-style-type: none">RAP Working Group members to participate in an external NRW event.	27 May- 3 June, 2021	Chair, RAP Working Group
<ul style="list-style-type: none">Encourage Executive Committee members, Fellows and staff to participate in at least one NRW event.	27 May- 3 June, 2021	Chair, RAP Working Group
<ul style="list-style-type: none">Communicate our commitment to reconciliation to all Academy Fellows and staff.	May 2021	Chair, RAP Working Group

3

Promote reconciliation through our sphere of influence.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none">Identify external stakeholders that our organisation can engage with on our reconciliation journey.	June 2021	Policy Manager
<ul style="list-style-type: none">Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	June 2021	Policy Manager
<ul style="list-style-type: none">Leverage our external communications platforms to share our vision for reconciliation and commitment to action.	April 2021	Communications Manager
<ul style="list-style-type: none">Leverage our annual lectures and external communications platforms to recognise, champion and support Aboriginal and Torres Strait Islander peoples and causes.	November 2021	CEO
<ul style="list-style-type: none">Raise awareness of and explore opportunities to support constitutional recognition of Aboriginal and Torres Strait Islander peoples and the substantive reform proposals outlined in the Uluru Statement from the Heart.	February 2021	CEO

4

Promote positive race relations through anti-discrimination strategies.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none">Research best practice and policies in areas of race relations and anti-discrimination.	March 2021	CEO
<ul style="list-style-type: none">Conduct a review of our HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	June 2021	CEO



5 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none">Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	April 2021	CEO
<ul style="list-style-type: none">Conduct a review of cultural learning needs across Academy staff and committee members, including face-to-face and online training.	May 2021	Business Manager
<ul style="list-style-type: none">Promote the AIATSIS map of Indigenous Australia by displaying it in a prominent place in the Academy National Office.	April 2021	Business Manager
<ul style="list-style-type: none">Investigate opportunities to support initiatives which progress the preservation of Aboriginal and Torres Strait Islander languages and the recognition and integration of the linguistic rights of First Nations people.	April 2022	Policy Manager

6 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none">Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our National Office location.	February 2021	Policy Manager
<ul style="list-style-type: none">Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	February 2021	Policy Manager
<ul style="list-style-type: none">Encourage Academy Fellows to use our national Acknowledgement of Country video for online events and forums.	April 2021	Policy Manager
<ul style="list-style-type: none">Raise awareness amongst Fellows and staff of the Guidelines for Ethical Research in Australian Indigenous studies (AIATSIS).	June 2021	CEO

7 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none">Raise awareness and share information amongst Academy Fellows and staff about the meaning of NAIDOC Week.	July 2021	Communications Manager
<ul style="list-style-type: none">Host or partner with Aboriginal and Torres Strait Islander organisations on a NAIDOC Week event for Academy Fellows and staff.	July 2021	Policy Manager
<ul style="list-style-type: none">RAP Working Group to participate in an external NAIDOC Week event.	July 2021	CEO
<ul style="list-style-type: none">Promote external NAIDOC Week events with Academy Fellows and staff.	First week in July, 2021	CEO



OPPORTUNITIES

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

Deliverable	Timeline	Responsibility
• Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	June 2021	CEO
• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June 2021	CEO
• Encourage applications from Aboriginal and Torres Strait Islander peoples for all advertised positions.	December 2021	CEO
• Explore opportunities to develop an internship program for Aboriginal and Torres Strait Islander students studying in social science disciplines.	June 2021	CEO

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

Deliverable	Timeline	Responsibility
• Implement a procurement policy that prioritises procurement from Aboriginal and Torres Strait Islander owned businesses for reconciliation activities, and ensures quotes and proposals are sought from Aboriginal and Torres Strait Islander owned businesses for other relevant procurements.	May 2021	Business Manager
• Investigate Supply Nation membership.	May 2021	Business Manager

10 Investigate how the Academy's national influence can support the involvement of Aboriginal and Torres Strait Islander people in the social sciences.

Deliverable	Timeline	Responsibility
• Capture and report baseline data on Aboriginal and Torres Strait Islander participation in the social sciences through the State of the Social Sciences publication.	December 2021	Policy Manager
• Pursue opportunities to increase representation of Aboriginal and Torres Strait Islander peoples within the Academy Fellowship and governance structures.	November 2021	Fellowship Manager
• Identify any existing Aboriginal and Torres Strait Islander research networks and investigate opportunities to support these groups.	April 2021	Policy Manager
• Investigate opportunities to re-engage with and support the Indigenous Summer School program that was initially established by the Academy.	September 2021	CEO
• Investigate opportunities to develop a program of scholarships or other support for Aboriginal and Torres Strait Islander students interested in undertaking social science degrees.	May 2022	CEO
• Explore potential programs or initiatives to foster and develop leadership capabilities with early to mid-career Aboriginal and Torres Strait Islander researchers, including mentoring programs.	March 2022	Policy Manager
• Leverage the Academy Workshop Program funding to identify and support workshops aimed at progressing Aboriginal and Torres Strait Islander research and policy priorities including increasing the number of Indigenous participants and Indigenous-led workshops.	May 2022	Workshop Committee Chair
• Create an online space on the Academy website and social media channels where resources, opportunities and case studies of Aboriginal and Torres Strait Islander knowledge, including current activities and achievements can be shared with Fellows, Executive Committee members, employees and the wider community.	September 2021	Communications Manager



GOVERNANCE AND TRACKING

11 Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.

Deliverable	Timeline	Responsibility
• Form a RWG to govern RAP implementation.	April 2021	President
• Ensure the Academy Executive Committee includes a member from the RWG.	May 2021	CEO
• Draft a Terms of Reference for the RWG.	April 2021	Policy Manager
• Establish and maintain Aboriginal and Torres Strait Islander representation on the RWG.	April 2021	Policy Manager
• Identify external Aboriginal and Torres Strait Islander peoples, communities and organisations to advise the RWG.	April 2021	Policy Manager

12 Provide appropriate support for effective implementation of RAP commitments.

Deliverable	Timeline	Responsibility
• Ensure adequate resourcing for effective RAP implementation.	March 2021	CEO
• Engage Executive Committee in the delivery of RAP commitments.	June 2021	President
• Define appropriate systems and capability to track, measure, report on and adaptively reform RAP commitments.	March 2021	Policy Manager
• Ensure RAP outcomes are aligned with the Academy's Strategic Plan 2019 – 2022.	May 2021	CEO

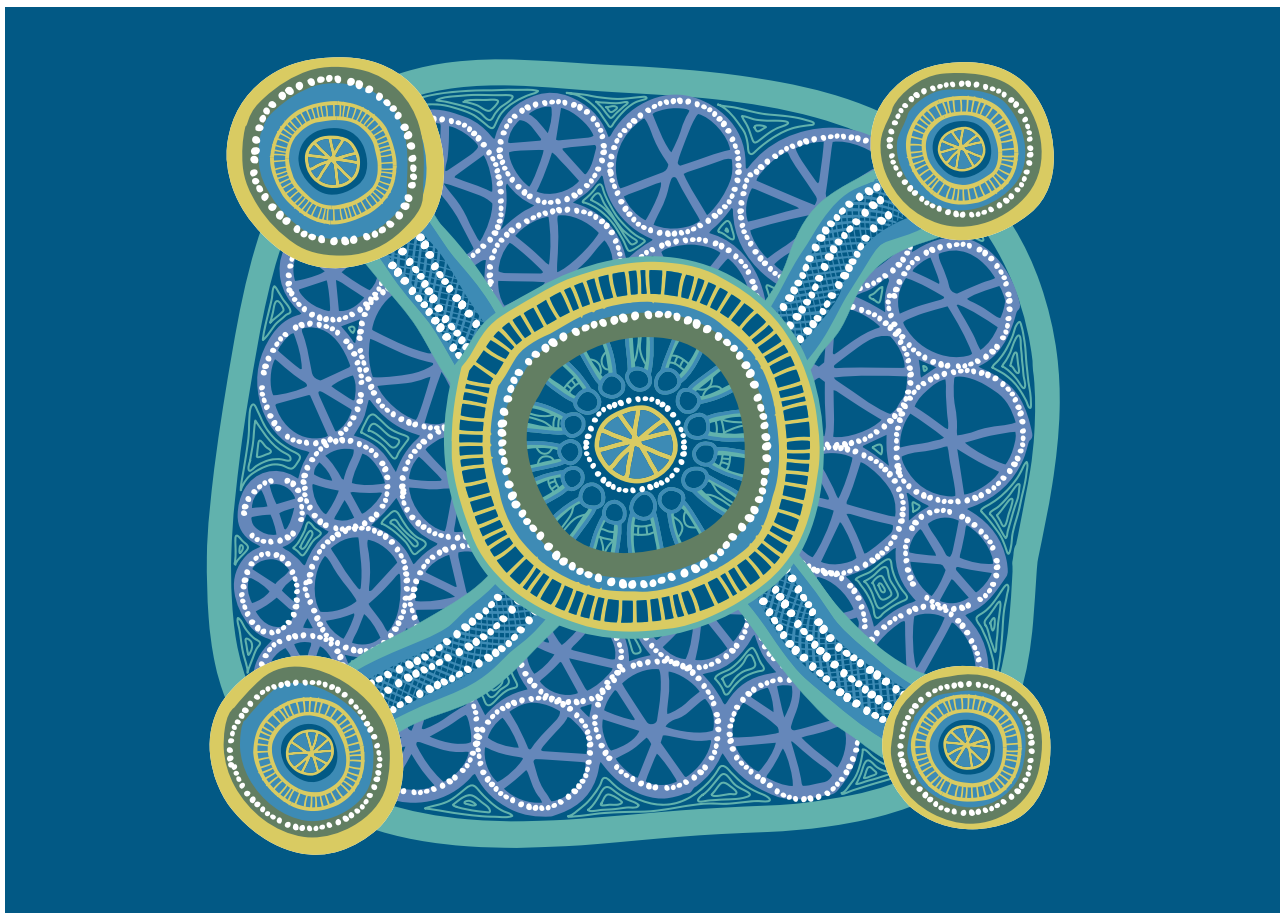
13 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.

Deliverable	Timeline	Responsibility
• Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia.	30 September, 2021	RWG Chair, with support from Policy Manager

14 Continue our reconciliation journey by developing our next RAP.

Deliverable	Timeline	Responsibility
• Register via Reconciliation Australia's website to begin developing our next RAP.	January 2022	Policy Manager

THE DESIGN



About the design

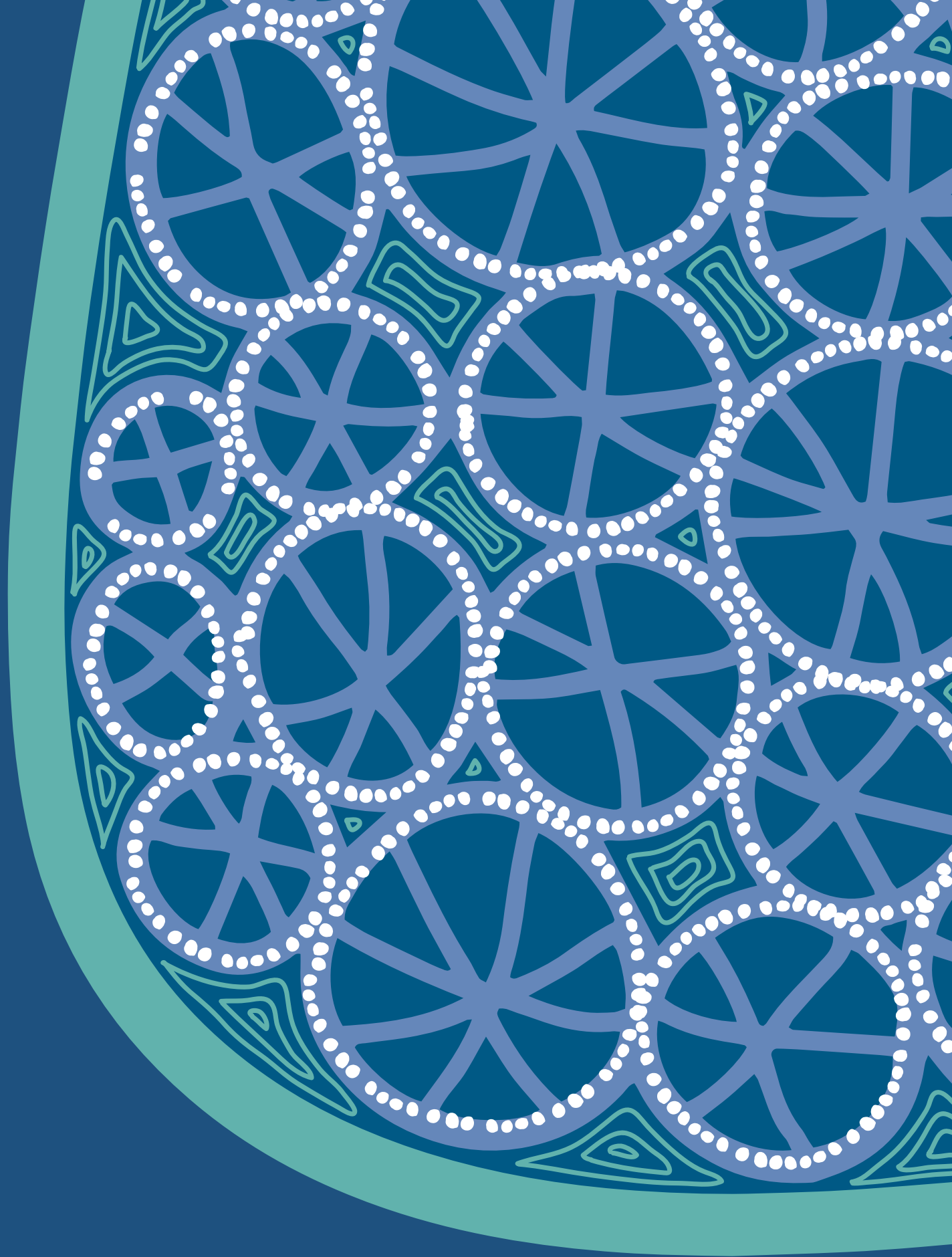
The Academy of the Social Sciences in Australia Reconciliation Action Plan bespoke design by ingeous studios tells the story about the work of the academy in improving the lives of Aboriginal and Torres Strait Islander people and communities through inclusion, knowledge sharing and understanding throughout it's work across social sciences.

About the design studio

The Academy of the Social Sciences in Australia Reconciliation Action Plan bespoke design and collateral elements were designed by Indigenous design and digital agency ingeous studios in Cairns.

Creative Director and founder of ingeous studios, Leigh Harris is a proud Kangoulou and Gungarri man who is also proud of Italian and Welsh heritage, draws upon his Aboriginal cultural heritage and knowledge to influence his design works across all of his design works.

Leigh's work has been a process of many years as an industry specialist and is strongly influenced by his heritage. His inspiration to his design work is inspired from traditional and contemporary styles, while remain stylised and modern.



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