



RECONCILIATION ACTION PLAN

February 2018 - February 2020







ACKNOWLEDGEMENT OF COUNTRY

SAHMRI acknowledges the Kurna people as the Traditional Custodians of the Adelaide region, where our buildings are located.

We recognise the Kurna peoples' cultural, spiritual, physical and emotional connection with their land. We honour and pay our respects to Kurna elders, both past and present, and all generations of Kurna people, now and into the future.

We acknowledge the other Traditional Owners who live across South Australia.

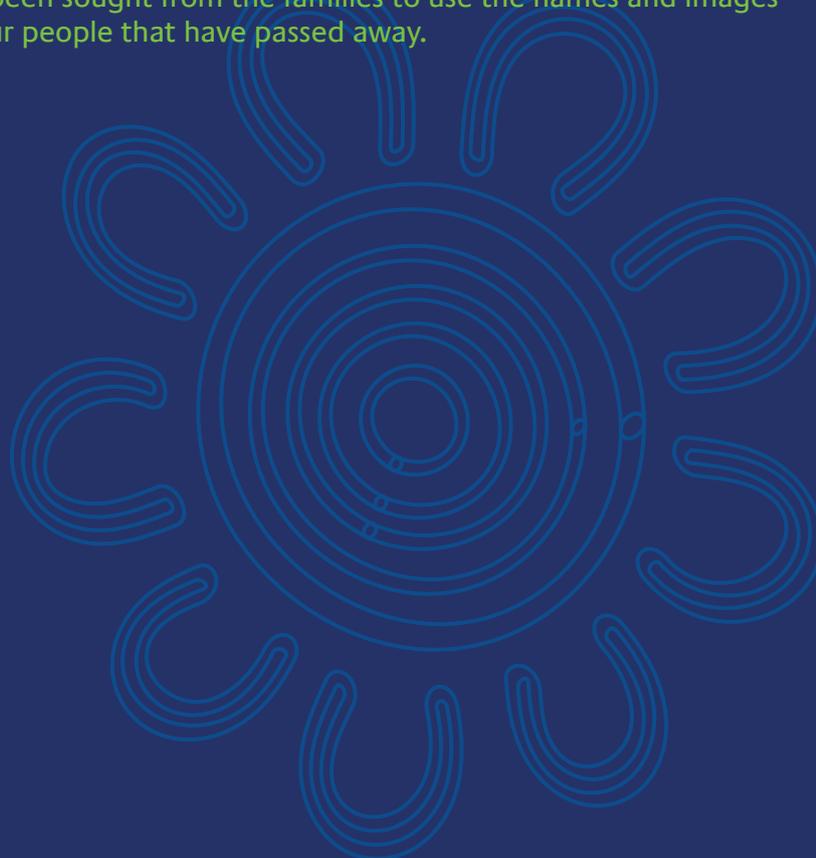


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Cultural Sensitivity Statement

For Aboriginal and Torres Strait Islander people reading this document, please be aware that there are names and images of deceased people contained within the document. Permission has been sought from the families to use the names and images of our people that have passed away.



A MESSAGE FROM THE SAHMRI Chairperson



Congratulations to the team at the South Australian Health & Medical Research Institute (SAHMRI) on the development of the Institute's first Reconciliation Action Plan (RAP) for 2018 – 2020. The SAHMRI reconciliation journey commenced in July 2016, when the SAHMRI Board endorsed and committed to this way forward for the organisation.

The RAP is a terrific achievement, and involved a great deal of work by a dedicated committee. These members worked through many extensive steps, involving consultation with their peers within the organisation.

I would like to commend the committee and the wider SAHMRI community who provided feedback for this document for truly embodying and embracing SAHMRI's vision, values and also the principles of the SA Aboriginal Health Research Accord in the production of this document.

From its inception, one of SAHMRI's priorities has been to incorporate Aboriginal health research across all of its research and as a key platform of SAHMRI business - this is something that is at the heart of everything the team at SAHMRI does.

The development of a RAP highlights SAHMRI's commitment to reconciliation and details the activities required to build positive relationships and provide equitable opportunities for Aboriginal and Torres Strait Islander people.

Through our adoption of the RAP, SAHMRI will encourage all staff to participate in Aboriginal and Torres Strait Islander activities to create a greater understanding of our joint cultures, histories, successes and celebrations.

SAHMRI is committed to providing a range of opportunities to support the growth of the Aboriginal and Torres Strait Islander health research workforce through various activities, including student pathways, supporting students, traineeships and career pathways for our existing workforce. SAHMRI will also support Aboriginal owned and operated businesses within the organisation's core activities.

There will be emphasis on developing strong relationships with Aboriginal and Torres Strait Islander peoples and other Australians to improve the health and wellbeing of these communities within South Australia and Australia-wide. SAHMRI's culture of respect, equity, diversity, inclusiveness and compassionate interactions will be reiterated.

Importantly, SAHMRI will work with other members of Adelaide BioMed City to strengthen relationships to support a sector-wide approach to reconciliation.

I am delighted that SAHMRI will move forward in such a positive direction.

Raymond Spencer,
Chairperson, SAHMRI Board

A MESSAGE FROM THE SAHMRI Reconciliation Working Group

As the Co-Chairs of the inaugural South Australian Health & Medical Research Institute Reconciliation Action Working Committee, we are extremely pleased and excited to be launching our first Reconciliation Action Plan. Since the inception of the Institute in 2013 Aboriginal health has been considered a major priority of our work not only within our Aboriginal research unit (Wardliparingga) but across all of our themes within SAHMRI.

As a new and developing health and medical research institute, SAHMRI has the opportunity to develop a platform for Reconciliation that can have a far-reaching impact on our staff, research projects and in turn the Aboriginal and Torres Strait Islander community. We can influence the way we work, as well as the interactions and potential outcomes of our key research partners both here in SA and across the country.

The development of our RAP provides us with guidance and strong pathways to embed Aboriginal communities into all aspects of our work. Our Aboriginal health theme has led the way in many aspects of our work, including strong community engagement, and it is now time to learn from and enhance these relationships across the ground-breaking research occurring within SAHMRI.

Our opportunity to positively impact on the lives of Aboriginal and Torres Strait Islander communities through our RAP is inspiring and challenging and we look forward to the journey ahead.



**Professor Alex Brown and
Professor Steve Wesselingh**

Co-Chairs of the SAHMRI Reconciliation Working Group



Professor Alex Brown



Professor Steve Wesselingh

A MESSAGE FROM OUR Indigenous Collective

The RAP represents an ambitious commitment to support Aboriginal and Torres Strait Islander staff and students, and to improve the health and wellbeing of the Aboriginal and Torres Strait Islander community by doing research the right way.

In adopting a RAP, SAHMRI is committing itself to conducting research that is appropriate and meets the needs of the Aboriginal and Torres Strait Islander community, provides an environment that fosters current Aboriginal and Torres Strait Islander researchers, and supports the next generation of Aboriginal and Torres Strait Islander researchers.

SAHMRI Indigenous Collective commends SAHMRI for its leadership in adopting a RAP and trusts that its actions will inspire other institutions in the Adelaide BioMed City and Medical Research Institutes across Australia.

The RAP signifies SAHMRI's continued commitment to meaningful and appropriate research that aims to provide sustainable outcomes to Aboriginal and Torres Strait Islander peoples.

We look forward to working together with the SAHMRI community in achieving the actions of the RAP, as we begin SAHMRI's Reconciliation journey.



Stephen Harfield
Chairperson, SAHMRI Indigenous Collective



SAHMRI's Vision, Values and Accord Principles

OUR VISION

Everything we do is geared towards one vision: conducting inspired research that will lead to better health outcomes.

OUR ASPIRATIONS

Our research will:

- Deliver the right interventions, to the right people, at the right time in their lives to optimise health
- Be translational and deliver health outcomes with global impact to communities
- Provide a focus and leadership for health and medical research

OUR VALUES

We value:

- Excellence
- Innovation
- Courage
- Integrity
- Teamwork

OUR CULTURE

We are:

- Bold, driven, dynamic
- Persistent and focused
- Collaborative and enabling
- Embrace diversity, demand equity
- Friendly, fast, flexible and fun

South Australian Aboriginal Health Research Accord

The Accord aims to ensure that formal engagement with both communities and Aboriginal service providers is built in at the earliest development phase of research. Aboriginal communities and organisations should be involved in the priority setting, planning, design, implementation and evaluation of research. This may require a rethinking of how the research is to be conducted, to increase the focus on establishing and building relationships with Aboriginal communities and services.

A companion document, explaining the principles and their implementation is available. <https://www.sahmriresearch.org/our-research/themes/aboriginal-health/research-list/south-australian-aboriginal-health-research-accord>

ACCORD PRINCIPLES

- Priority
- Involvement
- Partnership
- Respect
- Communication
- Reciprocity
- Ownership
- Control
- Translation

OUR VISION FOR Reconciliation

SAHMRI acknowledges Aboriginal and Torres Strait Islander people as the first peoples of Australia and the longest continuous living culture in the world.

We recognise the injustices of the past, and that Aboriginal people do not experience the same equality of rights and life expectancy, as other Australians.

We respect the resilience of Aboriginal and Torres Strait Islander people in the face of adversity, and in the words of a respected Elder:

“Let’s not dwell on the past, but let’s acknowledge the past, so we can walk together in harmony into the future”

AUNTY JOSIE AGIUS*



On our pathway to Reconciliation our research will be directed by the historic and contemporary knowledge of Aboriginal and Torres Strait Islander peoples. We are committed to working in equal partnership with Aboriginal organisations, communities and individuals, building trust and respect, deepening our understanding of and respect for Aboriginal and Torres Strait Islander peoples and cultures.

SAHMRI will create opportunities for Aboriginal and Torres Strait Islander people in health and medical research. We will build a culturally responsive workforce across SAHMRI, and include ways of working which unite the physical, spiritual and emotional wellbeing of all people.

Together we will improve the health and wellbeing of Aboriginal and Torres Strait Islander communities within South Australia and nationally. We will use the learnings from

research focussed on Aboriginal populations to improve the health of all Australians.

SAHMRI will use the principles of the South Australian Aboriginal Health Research Accord as a foundation for reconciliation in everything we do and will monitor the progress and impact of our plan and revise our strategies accordingly.

SAHMRI is committed to achieving a combined vision of a reconciled Australia through working with SAHMRI partners.

The Wardliparingga Aboriginal Research Unit (WARU) is led by Professor Alex Brown at SAHMRI. Wardliparingga is a Karna term meaning “house river place”, and is also the name for the Milky Way reflected in the River Torrens alongside of which SAHMRI is located.

**Permission has been sought from the family to quote and use Aunty Josie’s name within this plan.*

OUR Business

SAHMRI was incorporated in 2009 as South Australia's first independent health and medical research institute. SAHMRI was established to improve the quality of life for all people, through ethical, innovative, world-class and ground-breaking health and medical research, which translates to improved health outcomes. SAHMRI's research focuses on improving the prevention, diagnosis and treatment of some of the most challenging health issues that face our community. These are being addressed across all SAHMRI themes: Aboriginal Health, Cancer, Heart Health, Healthy Mothers, Babies and Children, Infection and Immunity, Mind and Brain, Nutrition and Metabolism, and SAHMRI's support services. Since SAHMRI's inception, Aboriginal and Torres Strait Islander health has been considered a central priority woven across all research themes and activities.

SAHMRI's Aboriginal Health theme (Wardliparingga) has a specific focus on overcoming the disparities in health status that exist between Aboriginal and non-Indigenous people, through a focus on better systems of management of chronic disease, translation of research knowledge into policy and practice, strengthening and supporting Aboriginal communities, health practitioners and researchers.

SAHMRI is unique amongst Australian health and medical research institutes in that its founding members include the Government of South Australia and the three major South Australian universities: the University of Adelaide, the University of South Australia and Flinders University. We collaborate with Aboriginal peak bodies, Aboriginal community-controlled health services, other health-related service providers and a range of non-government organisations

SAHMRI aims to build the capacity of all research activity in SA, with the goal of creating a 'culture of excellence' in health and medical research across the state. SAHMRI currently employs 361 people who are involved in health and medical research, including 25 Aboriginal and Torres Strait Islander staff. SAHMRI has onsite collaborations with another 300 staff through research affiliations with University of South Australia, University of Adelaide, Flinders University, Commonwealth Scientific and Industrial Research Organisation (CSIRO), Women's and Children's Local Health Network, Murdoch Children's Research Institute and various rural and remote study locations.

While SAHMRI's focus is on state and national health and medical research initiatives, we have many international collaborations.

OUR RAP

WHY WE DEVELOPED A RAP

From the outset SAHMRI's vision has been to incorporate Aboriginal health research across all its themes and as a key platform of SAHMRI business. While SAHMRI is at the beginning of its journey, we recognise that Reconciliation provides the foundation for improving the health and wellbeing of Aboriginal and Torres Strait Islander peoples. Reconciliation must influence and inform the culture of SAHMRI, and be embedded into all aspects of SAHMRI research.

As a leading health and medical research institute we are obligated to conduct our research in an ethical manner, especially in relation to Aboriginal and Torres Strait Islander related research.

Our commitment to Reconciliation must be shared. We must provide a workplace that is culturally safe, free from discrimination, enables open and honest discussion, educates and empowers individuals to reflect on their journey towards Reconciliation, explores areas of improvement and facilitates opportunities to extend our reach beyond all themes and our organisation.

SAHMRI has a commitment to providing opportunities for Aboriginal communities, organisations and individuals. This commitment extends to our own Aboriginal and Torres Strait Islander staff. We must ensure staff are supported and empowered to embrace opportunities.

SAHMRI NEEDS TO:

- **Create a safe environment** for continuous learning of Aboriginal and Torres Strait Islander peoples' culture and knowledge, history of racism and its impacts on the individual and the wider community, in contemporary life and across the lifespan
- **Proactively form partnerships** to improve cross-cultural relations
- **Educate staff** on appropriate and acceptable behaviour and language in relation to Aboriginal and Torres Strait Islander people
- **Be free of discrimination** with zero tolerance of racism
- **Empower non-Indigenous staff** in sharing the load and responsibility of enacting all elements of the RAP
- **Build the Aboriginal and Torres Strait Islander health research workforce**
- **Strengthen our relationships** with Aboriginal and Torres Strait Islander communities
- **Ensure that we meet the highest ethical standards** of conducting Aboriginal health research the right way by following the principles of the South Australian Aboriginal Health Research Accord and the National Health and Medical Research Council (NHMRC) National Statement
- The SAHMRI Board and Executive Team, along with the RAP Working Group will **champion the Reconciliation Action Plan** across the Institute and encourage all staff to engage and participate in Reconciliation



“Aboriginal health is considered to be the heartbeat of SAHMRI”

Steve Wesselingh
SAHMRI, Executive Director



SAHMRI would like to thank all staff who have contributed to the development of the RAP:

- Professor Steve Wesselingh, Executive Director, SAHMRI, Theme Leader Infection and Immunity, RAP Committee Co-Chair
- Professor Alex Brown, Deputy Director, Theme Leader Wardliparingga Aboriginal Research Unit, RAP Committee Co-Chair
- Mr Doug Clinch, Project Officer, SA Aboriginal Chronic Disease Consortium, SA Academic Health Science and Translation Centre
- Ms Cassandra Glenn, Administration Assistant, Wardliparingga Aboriginal Research Unit
- Mr Stephen Harfield, Research Fellow, Wardliparingga Aboriginal Research Unit
- Ms Wendy Keech, Senior Translation Manager, SA Academic Health Science and Translation Centre
- Dr Tamara Leclercq, Research Manager, Leukaemia Research, Cancer Theme
- Ms Sharon Macgowan, Executive Assistant to the Executive Director, SAHMRI
- Ms Georgia McFarlane, Graduate HR Assistant, Human Resources
- Associate Professor Philippa Middleton, Principal Research Fellow Healthy Mothers and Babies Theme
- Ms Kim Morey, Manager, Knowledge Translation and Exchange, Wardliparingga Aboriginal Research Unit
- Dr Michael Musker, Senior Research Fellow, Mind & Brain Theme SAHMRI
- Mr Barry Porter, Chief Financial Officer and Company Secretary, SAHMRI
- Dr Susan Porter, Manager, Preclinical, Imaging & Research Laboratories (PIRL)
- Dr Peter Psaltis, Deputy Director Heart Health Theme

The SAHMRI RAP Committee and its Co-Chairs would like to sincerely thank Ms Caley Butler for her commitment to the RAP journey and Uncle Harold Bundamurra Stewart for his contribution to SAHMRI’s Reconciliation journey and his unwavering commitment to improving the lives of both Aboriginal and non-Aboriginal people throughout his career.



RELATIONSHIPS

We will build strong relationships with Aboriginal and Torres Strait Islander peoples and other Australians to improve the health and wellbeing of Aboriginal and Torres Strait Islander communities within South Australia and nationally. This will be based on our commitment to two-way learning and our values of equity and diversity, including our culture of respect, inclusiveness and compassionate interactions. We will work with other members of the Adelaide Biomed City to strengthen relationships to support a sector-wide approach to reconciliation.

Action	Deliverable	Timeline	Responsibility
1. RAP Working Group (RWG) is adequately resourced to actively develop and implement the RAP	1.1 Establish Terms of Reference for the RWG	Review: March 2018	Lead Responsibility: SAHMRI Board
	1.2 RWG will meet monthly. Meetings will be minuted and made available to all SAHMRI staff	Monthly	Lead Responsibility: RWG
	1.3 SAHMRI will ensure sustainable budget is allocated to meet the actions of the RAP	Review: March 2019, February 2020	Lead Responsibility: Executive Director Supported by: Chief Finance Officer
	1.4 RWG will ensure external Aboriginal and Torres Strait Islander community participation on the RWG	Completed: March 2018 Review: March 2019	Lead Responsibility: SAHMRI Indigenous Collective Chairperson
	1.5 RWG will oversee the endorsement and launch of RAP	Commence: December 2017 Complete: February 2018	Lead Responsibility: RWG Co-Chairs Supported by: RWG subgroup
	1.6 The RAP working group will become the RAP Implementation and Monitoring Group, post-launch.	February 2018 to February 2020	Lead Responsibility: RWG Co-Chairs Supported by: RWG subgroup

Action	Deliverable	Timeline	Responsibility
<p>2. Enhance, grow and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes, and ensure Aboriginal engagement in all aspects of SAHMRI's business</p>	<p>2.1 Develop and implement engagement strategies and policies to work with our Aboriginal and Torres Strait Islander stakeholders across all aspects of SAHMRI's business</p>	<p>Commence: February 2018 Review: February 2019/20</p>	<p>Lead Responsibility: Indigenous Staff Collective Supported by: SAHMRI Themes</p>
	<p>2.2 SAHMRI staff engage with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for ongoing and future engagement</p>	<p>Commence: February 2018 Review: February 2020</p>	<p>Lead Responsibility: Corporate Services</p>
	<p>2.3 Develop joint ventures, partnerships, pro bono support or secondment and community capacity opportunities</p>	<p>Ongoing: February 2018 – February 2020</p>	<p>Lead Responsibility: SAHMRI Executive</p>
	<p>2.4 Ensure Aboriginal participation through SAHMRI's consumer engagement structures</p>	<p>Ongoing: February 2018 – February 2020</p>	<p>Lead Responsibility: Corporate Services</p>
	<p>2.5 Ensure that Aboriginal health research projects have strong Aboriginal involvement across the governance structure or utilise existing structures where appropriate</p>	<p>Ongoing: February 2018 – February 2020</p>	<p>Lead Responsibility: Project Leaders SAHMRI-wide</p>
<p>3. Provide opportunities to celebrate and encourage participation across SAHMRI in National Reconciliation Week (NRW)</p>	<p>3.1 Facilitate at least one internal SAHMRI event for NRW each year</p>	<p>Annually 27 May – 3 June 2018 to 2019</p>	<p>Lead Responsibility: RWG members</p>
	<p>3.2 Register SAHMRI's NRW event via Reconciliation Australia's NRW website</p>	<p>Annually 27 May – 3 June 2018 to 2019</p>	<p>Lead Responsibility: RWG members</p>
	<p>3.3 Encourage staff across SAHMRI to participate in internal and external events to recognise and celebrate NRW and NAIDOC week events such as Family fun day and NAIDOC March</p>	<p>Annually 27 May – 3 June 2018 to 2019</p>	<p>Lead Responsibility: SAHMRI Executive Supported by: RWG Co-Chairs</p>



Action	Deliverable	Timeline	Responsibility
4. Promote Reconciliation across the health and medical research community and the broader public	4.1 Develop a SAHMRI Reconciliation Communication Plan to promote our reconciliation journey through events, tours, website, social media and physical displays	Ongoing: March 2018 to February 2020	Lead Responsibility: Media and Communications Supported by: Wardliparingga
	4.1.1 Supporting SAHMRI's Reconciliation journey: <ul style="list-style-type: none"> • Create and display a SAHMRI employee Reconciliation charter • Employee contracts to include SAHMRI's commitment to Reconciliation 	Ongoing: March 2018 to February 2020	Lead Responsibility: Human Resources Supported by: Media and Communications and Wardliparingga
	4.2 Establishing SAHMRI RAP Champions in every Theme	Completed by: February 2018	Lead Responsibility: SAHMRI Theme leaders Supported by: SAHMRI Executive
	4.3 SAHMRI works in partnership across the precinct and supports the Reconciliation journey of the wider Adelaide Biomed City	February 2018 to February 2020	Lead Responsibility: SAHMRI Theme leaders Supported by: SAHMRI Executive

Action	Deliverable	Timeline	Responsibility
5. Developing relationships and sharing experiences within and beyond SAHMRI	5.1 Support Reconciliation Australia and Reconciliation SA (Events)	Ongoing: February 2018 to February 2020	Lead Responsibility: SAHMRI Executive Supported by: Corporate Services
	5.2 Develop and implement a process for SAHMRI staff to seek advice from the Collective in relation to Aboriginal health research matters and advice	Ongoing: February 2018 Review: February 2019	Lead Responsibility: Indigenous Collective
	5.3 SAHMRI themes sharing their Aboriginal research experiences across the Institute	On-going: Review February 2019	All SAHMRI





RESPECT

SAHMRI recognises Aboriginal and Torres Strait Islander cultures as the oldest continuous living culture on the planet. We respect Aboriginal and Torres Strait Islander peoples cultural, spiritual, physical and emotional connection with their land across the Australian continent. These connections are still as important to Aboriginal and Torres Strait Islander people in contemporary Australia. Through our RAP, SAHMRI will encourage all staff to participate in Aboriginal and Torres Strait Islander activities to create a greater understanding of our joint cultures, histories, successes and celebrations.

Action	Deliverable	Timeline	Responsibility
6. Engage employees in cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements	6.1 Develop and implement an Aboriginal and Torres Strait Islander cultural awareness training package for all staff which incorporates:	Ongoing: February 2018 to February 2020	Lead responsibility: SAHMRI Executive Supported by: Corporate Services, Human Resources and Wardliparingga
	6.1.1 Identify cultural learning requirements specific to our staff's training needs		
	6.1.2 Investigate local cultural experiences and immersion opportunities		
	6.1.3 Add a cultural introduction to compulsory staff inductions		
	6.1.4 Promote Reconciliation Australia's Share Our Pride online tool to all staff		
	6.2 Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural awareness training	Ongoing: February 2018 to February 2020	Lead Responsibility: Human Resources and Wardliparingga



*permission has been sought from the Fazulla family to utilise this image

Action	Deliverable	Timeline	Responsibility
6. (continued) Engage employees in cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements	6.3 Create a safe environment and host seminar series on the 'hard talk' conversations to de-bunk the myths. Acknowledge the historic impacts for Aboriginal people in contemporary society (unless we understand history, we cannot move forward)	Ongoing February 2018 to February 2020	Lead Responsibility: Human Resources Supported by: RWG
	6.4 Develop and implement a racism strategy	Commence: March 2018 Review: March 2019	Lead Responsibility: Human Resources Supported by: RWG
	6.5 Recognise Aboriginal and Torres Strait Islander dates of significance. SAHMRI will support and recognise the following significant dates per year: <ul style="list-style-type: none"> • National Apology Anniversary • National Aborigines Islanders Day Observance Committee • Reconciliation Week • International Day of the World's Indigenous People 	Ongoing: February 2018 to February 2020	Lead Responsibility: Human Resources Supported by: Media and Communications
7. Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country	7.1 Develop, implement and communicate a cultural protocol document that includes: <ul style="list-style-type: none"> • Guidance re: the importance of Welcome to Country and Acknowledgement of Country • All meetings must start with a Welcome or Acknowledgement of Country • A formal statement of Acknowledgment of Country included on the top of all meeting agendas 	Ongoing: February 2018 to February 2020	Lead Responsibility: Human Resources supported by SAHMRI Executive and Indigenous Collective Supported by: All Themes



Action	Deliverable	Timeline	Responsibility
8. Provide opportunities for SAHMRI staff to engage with culture and communities by celebrating National Aborigines and Islander Day of Observance Committee (NAIDOC) Week	8.1 Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC week	Review: February 2020	Lead Responsibility: Human Resources Supported by: SAHMRI Executive
	8.2 Provide opportunities for all staff to participate in NAIDOC Week activities	Review: February 2020	Lead Responsibility: SAHMRI Executive
	8.3 Hold an internal or external NAIDOC Week event	Ongoing: February 2018 to February 2020	Lead Responsibility RWG Supported by: Wardliparingga
	8.4 Support an external NAIDOC Week community event	Ongoing: February 2018 to February 2020	Lead Responsibility: Wardliparingga
	8.5 Promote local NAIDOC Week events amongst SAHMRI Community	Ongoing: February 2018 to February 2020	Lead Responsibility: Wardliparingga
	8.6 Develop and implement strategies for community sponsorship including NAIDOC Award and/or Reconciliation Breakfast	Review: May 2020	Lead Responsibility: Chief Operating Officer



OPPORTUNITIES

SAHMRI is committed to providing a range of opportunities to support the growth of our Aboriginal and Torres Strait Islander health research workforce through various activities, including student pathways, supporting students, traineeships and career pathways for our existing workforce. Another activity that SAHMRI will investigate and support is the use of Aboriginal owned and operated businesses within SAHMRI's core activities.

Action	Deliverable	Timeline	Responsibility
9. Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within SAHMRI	9.1 Develop and implement an Aboriginal and Torres Strait Islander Employment and Retention Strategy	Commence: March 2018 Implementation: February 2019	Lead Responsibility: Human Resources Supported by: Wardliparingga
	9.2 Develop an Aboriginal and Torres Strait Islander professional development strategy	Commence: March 2018 Implementation: February 2019	Lead Responsibility: Human Resources Supported by: SAHMRI Executive and Wardliparingga
	9.3 Develop and implement an Aboriginal and Torres Strait Islander student strategy	Commence: March 2019 Implementation: December 2019	Lead Responsibility: Human Resources Supported by: SAHMRI Executive and Wardliparingga
	9.4 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	Ongoing February 2018 – February 2020	Lead Responsibility: Human Resources
	9.5 Continue to support SAHMRI Indigenous Staff Collective	Ongoing February 2018 – February 2020	Lead Responsibility: SAHMRI Executive



Action	Deliverable	Timeline	Responsibility
<p>10. Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation</p>	<p>10.1 Review procurement policies and procedures to identify barriers to Aboriginal and Torres Strait Islander businesses to supply our organisation with goods and services</p>	<p>On-going, Review: February 2020</p>	<p>Lead Responsibility: Corporate Services Supported by SAHMRI Board and Executive</p>
	<p>10.2 Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services</p>		
	<p>10.3 Develop one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business. Eg: catering, suppliers, graphic design and cleaning</p>		
	<p>10.4 Investigate opportunities to work with Supply Nation, the leading directory of Indigenous businesses for supplier diversity http://www.supplynation.org.au/</p>		



TRACKING PROGRESS AND REPORTING

Action	Deliverable	Timeline	Responsibility
11. Report RAP achievements, challenges and learnings to Reconciliation Australia	11.1 Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually	Review: 30 September 2018, 2019, 2020	Lead Responsibility: RWG Co-Chairs Supported by: RWG members
	11.2 Investigate participating in the RAP Barometer	Due: May 2018, 2019, 2020	Lead Responsibility: RWG Supported by: RWG Co-Chairs
	11.3 Develop and implement systems and capability needs to track, measure and report on RAP activities	Ongoing: February 2018 to February 2020	Lead Responsibility: RWG Supported by: SAHMRI Executive
12. Report RAP achievements, challenges and learnings to the SAHMRI Board and Community	12.1 Quarterly reporting to SAHMRI Board, leadership and staff. Publicly report our RAP achievements, challenges and learnings: <ul style="list-style-type: none"> Reconciliation section on the SAHMRI website which communicates RAP achievements and progress Demonstrate continued reflection and improvements across the organisation, spread impact and extend into all themes. 	March, June, September, December 2018 to 2020	Lead Responsibility: RWG Co-chairs
13. Evaluate, review, refresh and update RAP	13.1 Evaluate, review, refresh and update RAP based on learnings, challenges and achievements. Send draft RAP to Reconciliation Australia for formal feedback and endorsement	Commence: August 2019 Complete: 2020	Lead Responsibility: RWG

Contact details for enquiries about our Reconciliation Action Plan:

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SAHMRI's RAP Artwork



Karrawirra Pari by Allan Sumner

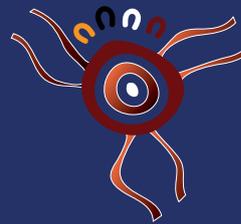
ARTWORK TITLE: Karrawirra Pari

The development of this Artwork reflects SAHMRI's commitment to Reconciliation and the building of strong partnerships with Aboriginal and Torres Strait Islander people, by providing equitable opportunities across the Institute.

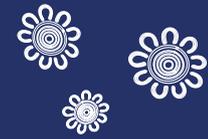
The artwork, known as "Karrawirra Pari" meaning "redgum forest river". It is also the name given to the river by the Kurna People. The artwork also features "Wardliparingga". It is a Kurna term meaning "house river place", and is also the name for the Milky Way reflected in the River Torrens, alongside of which SAHMRI is located.

The artwork is a reflection of the vibrant landscape along the River Torrens, a time when the Kurna People lived in their natural state across the Adelaide plains. Over the years Karrawirra Pari has taken many forms but it is still a special place for the Kurna People.

Today as one family we stand together on Kurna Land, we acknowledge the traditional owners of country throughout Australia and their continuing connection to land, sea and community.



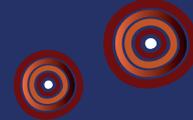
Wardliparingga
Little River Place



Kurna Miyurna Wardli
Kurna peoples shelter



Tarnda Tracks
Kangaroo Tracks



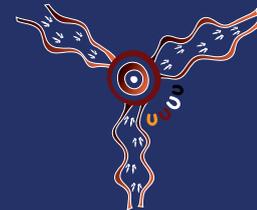
Partner Institutes



Karrawirra Pari
River Torrens



Kardi Tracks
Emu Tracks



Aboriginal Communities

ARTIST: Allan Sumner

Born in 1975, Allan Sumner is a descendant of the Ngarrindjeri people who come from the lower Murray and the lakes of the Murray River along the Coorong of South Australia. He is also descendant of the Kurna people from Adelaide, the plains region and the Yankunytjatjara people from Central Australia.

Allan takes a keen interest in his culture, particularly learning from his elders about the stories that have been passed down from generation to generation. Retracing ancient art forms, Allan is passionate about learning cultural stories and representing those stories through his contemporary pieces.

Allan mostly paints with acrylic applied onto canvas and also makes boomerangs, bark shields, didgeridoos, emu eggs and other cultural artefacts.

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