



INNOVATE RECONCILIATION ACTION PLAN

January 2025 – December 2026

Culture through the cosmos

Scitech is honoured to have worked with contemporary artist Jarnda to create the custom artwork for this document. Jarnda is a Yamatji, Karrajari, Noongar and Māori woman who grew up in Broome and enjoyed Scitech’s shows and workshops at school when our outreach team would visit. She loves sharing in all things science and space with her two year old son.

Story from the artist

In the heart of Perth, Western Australia, Scitech has long been a beacon of curiosity, innovation, and learning. I wanted to create a design to celebrate Scitech’s mission to inspire the minds of tomorrow, represent the story encapsulating the spirit of discovery and the interconnectedness of all knowledge.

My roots run deep in the ancient soil of Western Australia, I wanted to create a piece that would weave together the rich tapestry of Aboriginal cultures with the cutting-edge science and technology that Scitech champions. Drawing from the traditional stories passed down through generations, I envisioned a celestial landscape that tells a story of connection, exploration, and the infinite possibilities that the universe holds. Growing up in the small community of Broome I loved the fact that Scitech travelled, from an early age Scitech instilled that seed of curiosity in me that had 6 year old Jarnda wondering why the universe is the way it is.

Throughout each section I depict the many galaxies, each representing a different aspect of knowledge and discovery. These galaxies and constellations are not only the ones familiar to the Western eye, but also those recognised in Aboriginal astronomy, showing how different cultures have looked up at the same night sky and found meaning and stories in the stars.

Throughout the designs, a gradient of colours moves from the deep, rich reds and browns of the earth to the blacks and purple of the night sky, representing the journey from our roots to the unknown future. Scattered throughout the painting are smaller dots and patterns, symbolising the countless contributions of individuals and communities to the collective pursuit of knowledge throughout Scitech’s journey of existence.

I envision “Connecting Cultures Through the Cosmos” to stand proudly at Scitech, a testament to the power of blending ancient wisdom with modern science. It invites viewers to ponder their place in the universe, to appreciate the interconnectedness of all knowledge, and to dream of what lies beyond.



Jarnda Councilllor-Barns
Contemporary Indigenous Artist



Acknowledgement of Country

Scitech respectfully acknowledge the Whadjuk people of the Noongar nation, who are the traditional owners of the land on which our Discovery Centre and offices are located. We are honoured to be welcomed guests on lands in regional and remote communities across Western Australia.

We recognise Aboriginal and Torres Strait Islander peoples as the first STEM practitioners, and value their knowledge as engineers, problem-solvers and innovators of this land.

We pay our respects to the Elders past, present and emerging.

Statement from CEO of Reconciliation Australia



FIRST INNOVATE RAP

Reconciliation Australia commends Scitech on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Scitech to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Scitech will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Scitech is part of a strong network of more than 2,500 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Scitech's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Scitech on your Innovate RAP and I look forward to following your ongoing reconciliation journey.



Karen Mundine

Chief Executive Officer
Reconciliation Australia



Our vision for reconciliation

At Scitech we embrace Aboriginal and Torres Strait Islander peoples as the first STEM practitioners and value First Nations peoples innovations, knowledges, cultures, histories, songs and stories. We will strengthen our organisation's cultural capabilities and improve our opportunities for Aboriginal and Torres Strait Islander peoples, by aligning and embedding this vision across our operations, values and day to day activities.

Statement from CEO of Scitech



I am pleased to announce our commitment to advancing reconciliation in our organisation through the implementation of our Innovate Reconciliation Action Plan (RAP). At Scitech, we recognise our responsibility to build strong relationships between Aboriginal and Torres Strait Islander peoples is of paramount importance in our core activities, as we recognise Aboriginal and Torres Strait Islander peoples as the first STEM practitioners, and value their knowledge as engineers, problem-solvers and innovators of this land.

In our Discovery Centre, and through our outreach programs, Scitech is in a unique position to connect with Aboriginal and Torres Strait Islander communities, and to develop exhibits and programs that are culturally sensitive and relevant. The integration of Aboriginal and Torres Strait Islander knowledges into Scitech's activities will enhance the quality of education and engagement of our programs and exhibitions. This not only enriches the understanding in STEM for the WA community, but also enhances the overall educational experience and celebrates the profound contribution of these communities to Australia's cultural and scientific landscape.

Our RAP outlines our dedication to fostering a workplace that celebrates diversity, promotes inclusivity, and respects the cultures, histories, and contributions of Australian Aboriginal and Torres Strait Islander peoples. Through this plan, we aim to embed reconciliation initiatives into our operations, ensuring equity and fairness in everything we do.

We understand that reconciliation is a journey that requires sustained effort and genuine collaboration. We invite active participation and contribution from the entire Scitech community and together, we can create a place where Aboriginal and Torres Strait Islander cultures are honoured and celebrated.

I look forward to seeing the positive impact of our RAP unfold as we take our first step on this reconciliation journey.

Sincerely,



John Chappell
Chief Executive Officer
Scitech

About Scitech

Scitech has provided cutting edge science for a range of demographics from adventure-ready children to inquisitive adults for the past three decades. Our exhibitions, programs, shows and workshops are renowned for their creative and inspiring interactivity both across the state and around the world. We believe that developing STEM interest, awareness, participation, and capability empowers our community, diversifies our economy, and develops our future workforce.

Scitech is a business consisting of 140 staff members and we currently employ one Aboriginal and Torres Strait Islander staff member. We operate in two locations: the Scitech Discovery Centre on corner of Railway Street and Sutherland Street, and Ground Floor, 1 Campbell Street, both in West Perth. Our geographic reach currently extends to all Western Australia through visitors to the Discovery Centre and regional and remote visits by our Statewide team. We operate and provide our reach thanks to our funding partners including the Western Australian Government, Department of Tourism Jobs, Science and Innovation. Scitech is committed to contributing to greater opportunities and outcomes for First Nations peoples. This RAP, particularly the Opportunities section, outlines how we hope to achieve this objective.

Scitech is investigating ways to advance our reach in the WA Community and currently, are focused on several strategic priorities: to inspire and engage, develop and nurture, connect and collaborate, invest in people and the environment and build our future. Furthermore, to fulfil our long-term vision and purpose, the high-level objectives in our strategy also involve demonstrating our dedication and determination to adequately prepare our business for engaging in respectful and meaningful relationships with Aboriginal and Torres Strait Islander peoples. Scitech endeavours to actively support reconciliation within our organisation and our sphere of influence through building trust, lowering prejudice and increasing pride in Aboriginal and Torres Strait Islander cultures. Scitech will actively strive to discover methods to enhance our ability to provide improved support and this action plan will outline our focus areas.



Our RAP

At Scitech, we recognise the importance of developing a Reconciliation Action Plan (RAP) as a fundamental step towards fostering meaningful relationships with Aboriginal and Torres Strait Islander peoples. Our commitment to reconciliation stems from a deep understanding of our role within the Western Australian community and a desire to contribute positively to our region. By creating this RAP, we aim to inspire and engage both our staff and stakeholders in our reconciliation journey, promoting awareness and appreciation of Aboriginal and Torres Strait Islander cultures.

Our RAP will be championed by our CEO, John Chappell, who is committed to fostering an inclusive workplace culture and is passionate about reconciliation. Their leadership will ensure that our RAP is not just a document but a living framework that guides our actions and decisions moving forward.

The RAP Working Group consists of a diverse group of individuals, with representatives from various departments, which includes the People and Culture Manager, Aboriginal Education Coordinator, Procurement Manager, Science Centre Manager and Science Communicators, who bring a wealth of experience and perspectives to the table. Externally, we will be engaging with representatives from Aboriginal organisations, we will also be working alongside with the Aboriginal Liaison Officers from The West Australian Museum, Boola Bardip, to ensure that our approach is respectful and collaborative. We are proud to have an Aboriginal and Torres Strait Islander staff member actively participating in our Working Group, providing invaluable insights into our strategies.

This is the start of our RAP journey; we are being bold and brave and are aiming high to commence with an innovate RAP. We have already made significant strides to engage in reconciliation meaningfully. We have seen an increase in staff awareness and engagement with Aboriginal and Torres Strait Islander cultures, leading to more inclusive programming and initiatives.

As we commence the development of our Innovate RAP, we are determined to push the boundaries of our impact and deepen our engagement with Aboriginal and Torres Strait Islander peoples. Through our strategic priorities, we aim to build trust, reduce prejudice, and celebrate the richness of Aboriginal and Torres Strait Islander cultures, paving the way for a more inclusive future for all.



Relationships

To achieve our purpose of inspiring all Western Australians in Science, Technology, Engineering and Maths, we need to build and maintain relationships with Western Australian communities, especially those historically underrepresented in STEM. Building strong relationships between Aboriginal and Torres Strait Islander peoples is of paramount importance to Scitech for several reasons, aligned with our core business activities.

Building strong relationships with Aboriginal and Torres Strait Islander communities allows for the sharing of unique cultural perspectives, knowledge, and experiences. This not only enriches the understanding of science and technology but also enhances the overall educational experience for visitors and program participants. It's about connecting people to a broader worldview and sharing diverse experiences.

Building stronger relationships with Aboriginal and Torres Strait Islander communities demonstrates Scitech's commitment to inclusivity and social responsibility. By engaging with Aboriginal and Torres Strait Islander peoples, Scitech can learn from their governance structures and decision-making processes. This knowledge can be integrated into our own practices, making it more diverse, equitable, and inclusive.

Effective communication is essential to fulfilling Scitech's purpose. Understanding different communication styles and cultural nuances is a necessity in appreciating and engaging Aboriginal and Torres Strait Islander communities. By fostering an environment of respect and understanding, Scitech can improve its communication with all stakeholders, including Aboriginal and Torres Strait Islander peoples, leading to more meaningful engagement with its programs and activities.

Collaboration with Aboriginal and Torres Strait Islander communities can lead to valuable partnerships. These partnerships can involve joint research projects, cultural events, exhibits and educational programs. Strong relationships can help Scitech tap into the rich cultural and scientific knowledge of WA communities, creating opportunities for co-creation and mutual benefit.

Building strong relationships is an essential step toward reconciliation and demonstrating respect for the cultural heritage of Aboriginal and Torres Strait Islander peoples. It acknowledges the history and contributions of these communities and promotes healing and understanding, which are fundamental to the core values of Scitech.

Scitech's core business activities include STEM inspiration, education and outreach. By connecting with Aboriginal and Torres Strait Islander communities, Scitech can develop programs that are culturally sensitive and relevant. This can help in bridging gaps in education, inspiring Aboriginal and Torres Strait Islander youth to pursue careers in science and technology and broadening the impact of Scitech's educational initiatives.



Actions	Deliverables	Timeline	Responsibility
1 Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	December 2025	Partnerships Manager
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2025	AEP Program Coordinator
2 Build relationships through celebrating National Reconciliation Week (NRW)	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	2 nd week of May 2025, 2026	P&C Manager
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June, 2025, 2026	Events Manager
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June, 2025, 2026	Senior Communications Specialist
	Organise at least one NRW event each year.	27 May - 3 June, 2025, 2026	Events Manager/Delivery Manager
	Register all our NRW events on Reconciliation Australia's NRW website.	1 st week May 2025, 2026	Senior Communications Specialist
3 Promote reconciliation through our sphere of influence.	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	April 2025	Communications Manager
	Communicate our commitment to reconciliation publicly.	February 2025	
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	June 2025	Communications Manager
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	September 2025, 2026	Communications Manager
	Organise events that involve the celebration of various Aboriginal significant days, including Harmony Day, Sorry Day, International Day of the Worlds Indigenous Peoples etc. To be planned at the beginning of each year.	January 2025, January 2026	Partnerships Manager
4 Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	March 2025	P&C Manager
	Develop, implement, and communicate an anti-discrimination policy for our organisation.	May 2025	P&C Manager
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	April 2025	P&C Manager
	Educate senior leaders on the effects of racism.	March 2025	P&C Manager

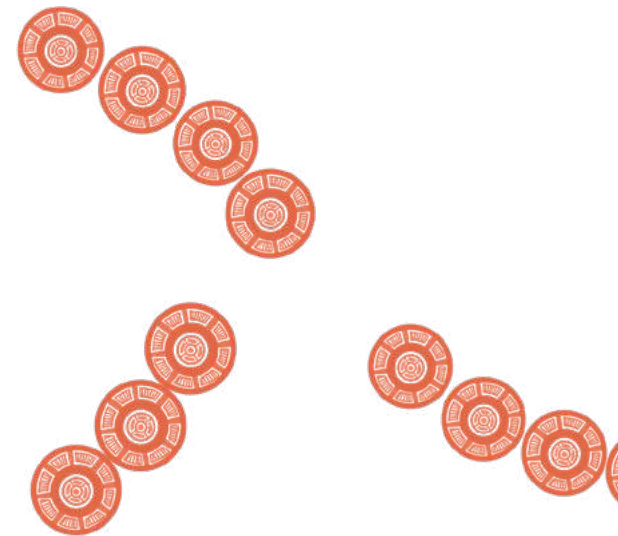
Respect

Respect is one of Scitech's core values and, as a business, we hold ourselves to being honest, respectful, and considerate of each other's well-being. Scitech staff are passionate about fostering a supportive community by being open-minded and welcoming of people of all ages, genders, abilities, and cultural backgrounds.

Demonstrating respect for Aboriginal and Torres Strait Islander cultures and histories honours the richness and diversity of their communities, and acknowledges the values of their traditional practices, stories and achievements. Scitech recognises that engaging with and respecting Aboriginal and Torres Strait Islander cultures involves actively seeking to understand their perspectives, values and worldviews. This understanding leads to better relationships, effective collaboration, and a broader perspective on the world. Acknowledging the past injustices faced by Aboriginal and Torres Strait Islander communities and the importance of reconciliation is crucial. Scitech's commitment to acknowledging this history demonstrates its dedication to creating a more equitable and inclusive society.

Scitech acknowledges and appreciates the depths of Aboriginal and Torres Strait Islander knowledges and recognises the significance of their contributions to STEM. The integration of Aboriginal and Torres Strait Islander knowledges into Scitech's activities will enhance the quality of education and engagement, through our programs and exhibitions.

Through respect of Aboriginal and Torres Strait Islander cultures, we are laying the foundation for meaningful partnerships, collaborations on projects and initiatives with communities to bring diverse perspectives, enhance creativity and drive innovative solutions. Incorporating these themes in our programs signifies a commitment to a more inclusive and harmonious society and celebrates the profound contribution of these communities to Australia's cultural and scientific landscape.



Actions	Deliverables	Timeline	Responsibility
5 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	April 2025	Science Centre Manager
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	July 2025	Science Centre Manager
	Develop, implement, and communicate a cultural learning strategy document for our staff.	December 2025	Manager Science Centre
	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	February 2025	P&C Manager
	Provide compulsory training through HR training portal in Noongar language and culture.	November 2025	P&C Manager
	(Additional Deliverable) Implement company-wide cultural awareness training through our learning platform.	November 2025	P&C Manager
6 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	December 2025	AEP Program Coordinator
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	April 2025	P&C Manager
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol during National Science Week.	August 2025	Partnerships Advisor
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	December 2025	Senior Communications Specialist
	(Additional deliverable) Showcase an Acknowledgment to Country at the front of the science centre and Campbell Street office.	December 2025	Brand and Marketing Manager
7 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in an external NAIDOC Week event.	1 st week in July, 2025, 2026	General Manager Corporate Services (GMCS)
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	May 2025	P&C Manager
	Promote and encourage participation in external NAIDOC events to all staff.	1 st week in July, 2025, 2026	GMCS

Opportunities

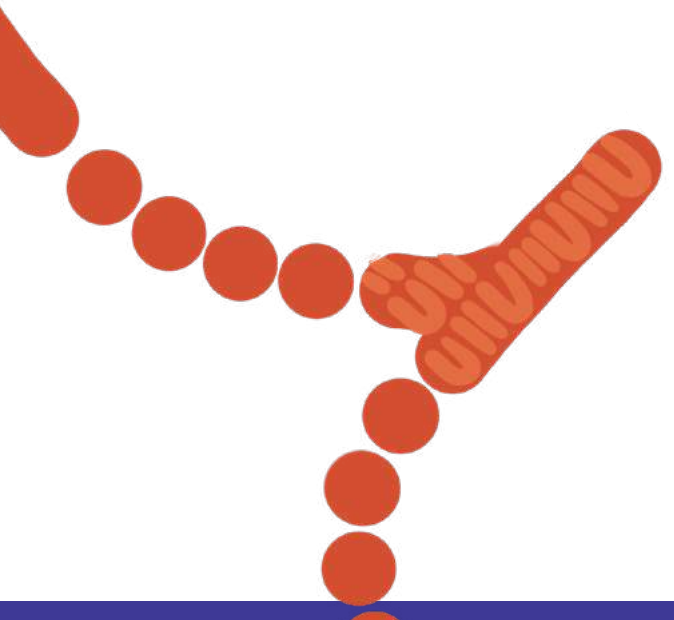
Scitech is focused on recognising and creating opportunities for Aboriginal and Torres Strait Islander peoples, organisations, and communities, and one key area of action is providing improved employment opportunities. This aims to enhance the promotion of diversity and inclusion in Scitech's workforce and as an organisation, we recognise that Scitech can benefit from a wide range of perspectives, skills and experience which can lead to a more innovative and culturally enriched environment.

This will be achieved through engagement with Aboriginal and Torres Strait Islander groups to consult on our recruitment, retention and development strategy, advertising job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders and reviewing our recruitment procedures and policies to remove any potential barriers to Aboriginal and Torres Strait Islander participation in Scitech's workplace.

Scitech recognises that offering professional development opportunities to Aboriginal and Torres Strait Islander employees ensures their growth and progression within Scitech. In addition, through promoting cultural awareness, providing mentorships and addressing unique needs to ensure that all employees feel valued, respected and empowered, we will create a supportive and inclusive environment which is crucial for retaining Aboriginal and Torres Strait Islander talent.

Engaging Aboriginal and Torres Strait Islander businesses in procurement processes is a way for Scitech to demonstrate a commitment to economic

empowerment and sustainable growth within these communities. It also supports local economies, fosters entrepreneurship and contribution to equitable distribution of resources. Key deliverables to achieve this action include a procurement strategy to increase business opportunities with Aboriginal and Torres Strait Islander peoples, investigating Supply Nation memberships, developing and communicating opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff, and developing commercial relationships with Aboriginal and Torres Strait Islander businesses. Scitech recognises that its programs and activities can be enriched through collaboration with Aboriginal and Torres Strait Islander communities to co-create initiatives that resonate with our audiences and the community.



Actions	Deliverables	Timeline	Responsibility
8 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	March 2025	P&C Manager
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.		P&C Manager
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	March 2026	P&C Manager
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	June 2026	P&C Manager
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	September 2026	P&C Manager
	Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce from 0.7% to 1.4%.	June 2025	P&C Manager
	Recruit an Aboriginal and Torres Strait Islander liaison or RAP Officer position.	December 2026	P&C Manager
	Utilise Aboriginal and Torres Strait Islander recruitment agencies for a more strategic range of selection and to widen our Aboriginal and Torres Strait Islander candidate pool.	July 2025	P&C Manager
9 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy for staff.	June 2025	Procurement Manager
	Investigate Supply Nation membership.	June 2025	Procurement Manager
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	June 2025	Procurement Manager
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	June 2025	Procurement Manager
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	June 2025	Procurement Manager
10 Engage Aboriginal and Torres Strait Islander peoples in STEM.	Investigate free access or reduced Scitech memberships for Aboriginal families.	June 2025	Science Centre Manager
	Creation of content with First Nations partners, such as Deadly Science, CSIRO Two-Way science, Seed Mob, Indigitek, Indigital, and Indigi Lab.	December 2025	AEP Program Coordinator
	Implement multilingual signage around science centre.	December 2025	Brand and Marketing Manager

Actions	Deliverables	Timeline	Responsibility
11 Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	September 2025 and 2026	General Manager Corporate Services (GMCS)
	Establish and apply a Terms of Reference for the RWG.	March 2025	GMCS
	Meet at least four times per year to drive and monitor RAP implementation.	September 2025 and 2026	GMCS
12 Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	March 2025	GMCS
	Engage our senior leaders and other staff in the delivery of RAP commitments.	September 2025 and 2026	GMCS
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	September 2025 and 2026	GMCS
	Appoint and maintain an internal RAP Champion from senior management.	January 2025	GMCS
13 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June 2025, 2026	GMCS
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey .	August 2026	GMCS
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	September 2026	GMCS
	Report RAP progress to all staff and senior leaders quarterly.	March 2025	GMCS
	Publicly report our RAP achievements, challenges and learnings, annually.	August 2025, 2026	GMCS
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	February 2026	GMCS
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	December 2026	GMCS
14 Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	July 2026	GMCS
<i>Contact Details</i>	Elaine Purser General Manager 0422493663 elaine.purser@scitech.org.au		

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