



Innovate

Reconciliation Action Plan

May 2025 – May 2027





Aboriginal and Torres Strait Islander people are advised that this document may contain images of people who may have passed.

Acknowledgement of Country

The Kids Research Institute Australia acknowledges Aboriginal and Torres Strait Islander people as the Traditional Custodians of the land and waters of Australia. We also acknowledge the Nyoongar Wadjuk, Yawuru, Kariyarra and Kurna Elders, their people and their land upon which the Institute is located and seek their wisdom in our work to improve the health and development of all children.

Our Artwork

Together 2024

The artwork represents the colours of Australia and the elements symbolise the cultural landscape of the Aboriginal and Torres Strait Islander nations.

Mother earth provides us with food and shelter. The landscapes are covered with vegetation from the saltbush plains to the red dirt and spinifex, to the desert scrub and the mulga and mallee, to the tropical forests.

The river cleanses us and sustains our bodies. It gives us food and a cool place from the hot sun.

The sea is an extended connection to land. It provides us with seafood and enables seafarers to explore other islands.

All nations use the sky to navigate country. It's a guide to season and cultural practices. Certain formations in the sky tell us what foods and animals are around according to the seasons.

Artists

The Kids Aboriginal Art Working Group comprising Aunty Mara West, Aunty Valerie Swift, Liam Bedford and Thomas Betts in partnership with Nani Creative.

Country is important for all the nations. It keeps us strong as it's part of who we are. Our identities are embedded in country, knowing who we are and where we come from makes us strong in body and spirit. Connection to country, spirituality and culture is intrinsic to the social and emotional wellbeing of Aboriginal and Torres Strait Islander people. We are all connected through country and our kinship systems.

The artwork symbolises country and family. It's the coming together of the land, sea and sky. These are embedded in culture and this is what makes families and children strong. The health of our children is paramount to keeping our songlines and stories strong. They are our future so we will ensure the health of our children is at the forefront of everything we do in our research.

This document features photographs of children from Broome, where The Kids Research Institute Australia has an office. All photos have family consent.

Chair – Introduction

I am excited to have joined The Kids Research Institute Australia's Board at a pivotal moment in the organisation's 35-year history, when it formally commits to a Reconciliation Action Plan (RAP).

Through the RAP, The Kids seeks to cement and grow the work it has been undertaking for many years, closing the gap in outcomes for Aboriginal and Torres Strait Islander children and families.

RAPs are an important tool helping to guide organisations towards a more reconciled Australia, enabling them to contribute meaningfully to an outcome of national significance. They deliver tangible benefits to both Aboriginal and Torres Strait Islander communities, and RAP organisations.

Organisations that have committed to RAPs often find their own businesses and workforces enhanced as they listen to, work with and are guided by First Nations peoples.

There is nothing to lose and everything to gain from this exchange of knowledge and respect, and from making sure our workplaces are committed to furthering the communities we serve.

The Kids' inaugural RAP is built around core pillars of relationships, respect, opportunities and governance, and it commits us to a series of actions, initiatives and strategies over the life of the RAP. These actions build on, and strengthen, our engagement and partnerships with Aboriginal and Torres Strait Islander communities.

This RAP aligns with national research strategies which prioritise investment in knowledge creation and research capability, the translation of health and medical research into public policy, clinical practice, health systems advances and commercialisation opportunities, and the pursuit of rigorous, ethical research to promote community trust.

The Kids' RAP recognises that our engagement and collaboration with Aboriginal and Torres Strait Islander communities must be done in true partnership, through co-designed science, to ensure our research and impact reflects the priorities and interests of Aboriginal and Torres Strait Islander communities.

Our RAP will focus on five key areas:

- Establishing and strengthening mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations
- Developing and implementing platforms to strengthen Aboriginal and Torres Strait Islander voices and involvement in our work
- Ensuring culturally safe practices throughout our work and workplaces
- Strengthening our communication and engagement protocols
- Fostering meaningful connection

Importantly, the RAP seeks to create opportunities that allow us to identify, attract and nurture the next generation of First Nations researcher talent, to lead and walk alongside non-Aboriginal and Torres Strait Islander people in the sector. We know that this important commitment will help to deliver exponential benefits for Aboriginal and Torres Strait Islander communities, in the decades to come. Through our RAP, these goals will be pursued with actions and strategies including:

- Developing and implementing a Walking Softly on Country Policy, to strengthen and formalise relationships with Traditional Owners of the lands where the Institute has a presence
- Developing and implementing an Aboriginal and Torres Strait Islander Communication Protocol for the Institute which considers all aspects of our communications with First Nations communities including how the Institute represents these communities, people and culture in all communications and reports
- Conducting a workplace cultural safety review and strengthening an anti-discrimination policy
- Increasing our understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights, through cultural learning, and by demonstrating respect through observance of cultural protocols
- Improving employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development, including removing barriers to participation
- Increasing First Nations-led, driven and co-developed research activities

This is an important milestone for the Institute as it builds on its existing achievements, strategies and commitments – leading us ever closer to the kind of transformative change that will allow us all, as Australians, to walk together and thrive.



Naomi Flutter
Chair, The Kids



Executive Director – Introduction

The Kids Research Institute Australia is proud to join the ever-growing community of organisations across Australia that have committed to transforming goodwill into action in the form of a dedicated Reconciliation Action Plan (RAP).

Formed around the pillars of relationships, respect, opportunities and governance, the RAP program helps organisations realise the critical role they can play in driving reconciliation across their work and areas of expertise.

Although this is the Institute's first RAP, as an organisation we have long seen Aboriginal and Torres Strait Islander Health as everyone's business and have made clear that we won't accept the disparity in health outcomes for Aboriginal and Torres Strait Islander kids compared to other Australian children. We are very proud of the hard work we have already done to ensure we are working to the highest standards – and in many cases setting those standards ourselves – in undertaking Aboriginal and Torres Strait Islander health research. So, we move into this RAP with confidence that we can truly deliver on it.

Recognising Aboriginal and Torres Strait Islander people as Australia's original scientists, we have had a longstanding commitment to respecting, seeking and implementing Aboriginal and Torres Strait Islander knowledges and ways of being in our science.

This commitment has been backed by a series of initiatives and documents developed in close partnership with Aboriginal and Torres Strait Islander colleagues, Elders and communities over a decade to centre Aboriginal and Torres Strait Islander priorities, knowledge and involvement in research.

These have included two iterations of our Commitment to Aboriginal and Torres Strait Islander Children and Families, our Aboriginal and Torres Strait Islander Employment and Career Development Strategy and our flagship Guidelines for the Standards for the Conduct of Aboriginal and Torres Strait Islander Health Research.

As a direct result of our commitment to Aboriginal and Torres Strait Islander employment, the number of Aboriginal and Torres Strait Islander staff has doubled from three per cent to the current level of 6.7 per cent, since the strategy was launched in 2013.



Our Aboriginal and Torres Strait Islander Research Standards outline how the Institute works in equal partnership with Aboriginal and Torres Strait Islander people at every stage of a research project – from conception and design right through to implementation and the translation of outcomes into policy and practice – to strengthen culturally responsive, co-led Aboriginal and Torres Strait Islander research and build capacity both within the Institute and Aboriginal and Torres Strait Islander communities

We are proud of these living documents and the tide of change they have already helped to usher in – but on their own they are not enough. There is more work to be done.

This RAP provides the framework to not only draw together and guide but supercharge our continuing efforts to strengthen the voice and involvement of Aboriginal and Torres Strait Islander people in all that we do.

It includes a list of tangible actions, deliverables and timelines that will hold us accountable in our journey towards reconciliation and pursuing our vision to improve the health and development of Aboriginal and Torres Strait islander children, families and communities.

As a researcher whose career was ignited by a desire to tackle injustice and health inequality, it is a great privilege for me to have supported the development of this RAP and to helm a medical research institute so committed not just to the idea of reconciliation, but to proactively working towards this goal.

I look forward to continuing to work with Reconciliation Australia, other RAP organisations, and our highly valued Aboriginal and Torres Strait Islander colleagues and stakeholders, as we walk together towards a more reconciled Australia.



Professor Jonathan Carapetis AM
Executive Director

CEO of Reconciliation Australia Statement

Reconciliation Australia commends The Kids Research Institute Australia 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 The Kids Research Institute Australia 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, The Kids Research Institute Australia 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. The Kids Research Institute Australia is part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals The Kids Research Institute Australia'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 The Kids Research Institute Australia on your Innovate RAP and I look forward to following your ongoing reconciliation journey.



Karen Mundine

Chief Executive Officer
Reconciliation Australia

Co-Chair Statement

As the Director, First Nations Strategy and Leadership, I was honoured to Co-Chair the development of The Kids Research Institute Australia's first Innovate Reconciliation Action Plan (RAP) alongside Elizabeth Chester, Former RAP Co-Chair & Director Partnerships and Engagement.

This was a meaningful step forward in our journey to reshape how we do research in the future; by placing community at the centre and ensuring our work is culturally safe, inclusive, and driven by equity.

Reconciliation at The Kids is not an abstract concept – it is central to who we are and the work we do. Our purpose to improve the health and happiness of all children must begin with listening to, learning from, and working alongside Aboriginal and Torres Strait Islander people. We recognise the strength and resilience of our First Nations communities, and we acknowledge the critical role Culture, Country, and Connection play in the health and wellbeing of our kids.

The Institute's long standing Commitment to Aboriginal and Torres Strait Islander Children and Families Statement has produced the Aboriginal and Torres Strait Islander Employment and Career Development Strategy and the Aboriginal and Torres Strait Islander Research Standards, just two of many outcomes demonstrating support for Aboriginal and Torres Strait Islander leadership and self-determination.

To this end, we are strengthened by a vibrant Aboriginal and Torres Strait Islander Staff Network and are proud to have more than 88 Aboriginal and Torres Strait Islander people across our organisation – working as staff, students, researchers and valued honourees including an increasing number of Elders over the last nine years.

This RAP will help us further embed reconciliation across all levels of our Institute by understanding we have a shared history that needs to be understood in how it impacts our families, indeed all of us. It will guide how we build respectful relationships, strengthen partnerships with the community, and hold ourselves accountable to lasting and measurable change.

It's not about ticking a box—it's about cultural transformation. It's about making sure our systems and science reflect the voices and values of the people we serve. It is ultimately the work that is focused on healing as a people and a Nation.

I look forward to seeing this Plan come to life and to continuing this journey with strength, honesty, and shared purpose—so that all kids – can live a life of dignity with equal opportunity and proud of who they are.



Glenn Pearson
Director of First Nations
Strategy and Leadership



Elizabeth Chester
Former Director
Partnerships and Engagement



Our Vision for Reconciliation

Our vision for reconciliation is a future where Aboriginal and Torres Strait Islander children and families experience equity in health, wellbeing and opportunity – empowered by partnerships grounded in respect, collaboration, and benefit.

We recognise Aboriginal and Torres Strait Islander peoples as the First Scientists and Traditional Custodians of this land, whose knowledge systems and care for country have nurtured, guided and sustained generations. Our aim is to walk together with First Nations communities to co-design research that delivers meaningful impact and healing – research that starts with community priorities and ends with happier, healthier kids.

Reconciliation is not a destination but an ongoing journey. It is woven into our purpose to improve the health and happiness of all children and young people. We commit to deep listening, learning, and evolving our research practices through culturally safe collaboration, guided by the Aboriginal voice and leadership at every level of our organisation.

As outlined in our Strategic Plan – Research Reimagined, we aim to become a global leader in Indigenous child health research because we believe we have a responsibility to contribute meaningfully to closing the gap in health outcomes for Aboriginal and Torres Strait Islander children and families.

Reconciliation is central to how we build respectful partnerships, support community-led solutions, and ensure our work leads to real and lasting change.



Thinking of The Kids for 35 years

The Kids Research Institute Australia is one of the largest and most successful medical research institutes in Australia. Over more than three decades we've created a bold blueprint that brings together community, researchers, practitioners, policy makers and funders, who share our vision to improve the health and wellbeing of children through excellence in research.

The health of Aboriginal and Torres Strait Islander children and families is an overarching research theme at The Kids in recognition of the priority we place on addressing the disparity in outcomes for Aboriginal and Torres Strait Islander children compared with other Australian kids.

It is embedded across all our research with all research projects expected to be inclusive in considering the specific cultural, social and economic contexts of Aboriginal and Torres Strait Islander families. We set high standards for the conduct of Aboriginal and Torres Strait Islander health research and we are committed to working in genuine partnership with community and responding to their priorities.

Nearly seven per cent of The Kids workforce comprises Aboriginal and Torres Strait Islanders. In addition to the 69 Aboriginal and Torres Strait Islander employees, we have five students and 14 honorary researchers and team members who identify as Aboriginal and/or Torres Strait Islander.



The Kids has offices in Broome in Western Australia's Kimberley, Port Hedland in the Pilbara, Joondalup in Perth's north, Subiaco and Nedlands in inner Perth and in Adelaide, South Australia. However, our research has impact and influence across all of Australia and indeed, the world.

Our sphere of influence is extensive. Our primary stakeholders are children and families and we are committed to collaborating with communities, funders, government, the health sector, corporate and philanthropic partners and the wider medical research sector to co-design high quality science to ensure our research is agile and delivers true impact.

Together our vision is simple: happy, healthy kids.



Stronger together

The Kids Research Institute Australia is developing its first Innovate Reconciliation Action Plan to strengthen our commitment to improving health equity for Aboriginal and Torres Strait Islander children and families. Reconciliation is an overarching priority in the research of The Kids, working to fulfill our vision of happy, healthy kids.

Our RAP is championed by Professor Jonathan Carapetis AM, Executive Director of The Kids Research Institute Australia. The RAP Working Group includes staff from across the Institute – including researchers, professional services, and Aboriginal and Torres Strait Islander staff members—who bring diverse knowledge, lived experience, and passion to this work.

This RAP builds on existing commitments and relationships and provides a framework to establish cultural safety, deepen partnerships, and grow and support our Aboriginal and Torres Strait Islander workforce.

Through this RAP, we aim to walk alongside communities and co-design research that delivers real and lasting impact. It is a critical step on our reconciliation journey – one that reflects and upholds our core values of courage, collaboration, evidence, and respect.

Working in partnership with community

The Kids Research Institute Australia is proud of its long-standing commitment to reconciliation and meaningful engagement with Aboriginal and Torres Strait Islander peoples, communities, and organisations. We maintain trusted partnerships with Aboriginal Community Controlled Health Organisations (ACCHOs) across Western Australia and nationally, including the National Aboriginal Community Controlled Health Organisation (NACCHO), the Aboriginal Health Council of Western Australia (ACHWA) and its member services. These relationships are foundational to the way we conduct research, ensuring that our work is culturally secure and community-led.

Internally, The Kids Research Institute Australia celebrates and acknowledges significant dates including NAIDOC Week, National Reconciliation Week, Closing the Gap Day and Sorry Day, supported by the Aboriginal and Torres Strait Islander Staff Network. We continue to build cultural awareness through training and events, foster safe spaces for dialogue, and support First Nations staff and students. Our ongoing initiatives aim to embed reconciliation into all aspects of our organisational culture.

In line with the Guidelines for the Standards for the Conduct of Aboriginal and Torres Strait Islander Health Research (The Aboriginal and Torres Strait Islander Research Standards), it is a pivotal aspect of The Kids work that Aboriginal and Torres Strait Islander peoples are involved in the co-design and governance of our research projects. The leadership and participation of our Aboriginal and Torres Strait Islander partners are embedded in our project's governance structures, ensuring that research is shaped by, and accountable to, the communities in which it is conducted. Having strong cultural representation within governance is vital to ensure cultural integrity, relevance, and community trust across all stages of the research. This approach reflects our commitment to working in genuine partnership with communities as a foundation for all our work, with co-design and long-standing partnerships always at the forefront of our minds.





Our RAP Working Group

We have appointed a RAP Working Group (RWG), encompassing a diverse team from across the Institute to govern the direction of our Innovate RAP.

Champion

Jonathan Carapetis
Executive Director

Co-Chairs

Alecia Benzie
Acting Director,
Partnerships and Engagement

Glenn Pearson
Director,
First Nations Strategy and Leadership
Country/Mob: Noongar



Aunty Mara West.



RAP Working Group

Aunty Mara West

Manager Kulunga Operations,
Kulunga Aboriginal Unit
Country/Mob: Yamatji

Aunty Valerie Swift

Aboriginal Co-Director,
Djaalinj Waakinj Centre for Ear and Hearing Health
Country/Mob: Menang & Gnudju

Cheryl Bridge

Head of Kulunga Aboriginal Unit
Country/Mob: Gija

Samantha Hawkins

Executive Projects Manager & Secretariat
Country/Mob: Badimaya Yamatji

Jaida Penny

Research Assistant,
Early Neurodevelopment and Mental Health
Country/Mob: Noongar Woman

Kelli McIntosh

Manager Kulunga Research Support,
Kulunga Aboriginal Unit
Country/Mob: Muruwari & Kooma Woman

Liam Bedford

Operations Manager, Kimberley,
Kulunga Aboriginal Unit
Country/Mob: Gooniyandi/Bunuba

Elizabeth Wilkes

Aboriginal Community Engagement Coordinator,
First Nations Childhood Cancer Research
Country/Mob: Ballardong & Whadjuk Noongar

Amanda Richards – Satour

Community Engagement Coordinator,
Indigenous Genomics
Country/Mob: Adnyamathanha/Barngarla

Angela Edwards

Chief People Officer,
People & Culture

Keryn McKinnon

Head of Strategic Communication,
Brand & Strategic Communication

Jacob Stewart-Olsen

Manager of Research Finance,
Finance

Clare Berry

Executive Projects Manager,
Office of the Executive Director

Rose Senesi

Strategic Relationship and Engagement Manager,
Indigenous Genomics

Francis Mitrou

Head, Human Development
and Community Wellbeing Team

Aarti Saiganesh

Senior Program Manager,
CliniKids

Jacinta Freeman

Program Manager,
Youth Mental Health

Ainslie Poore

Senior Project Coordinator,
STARFISH

Melinda Edmunds

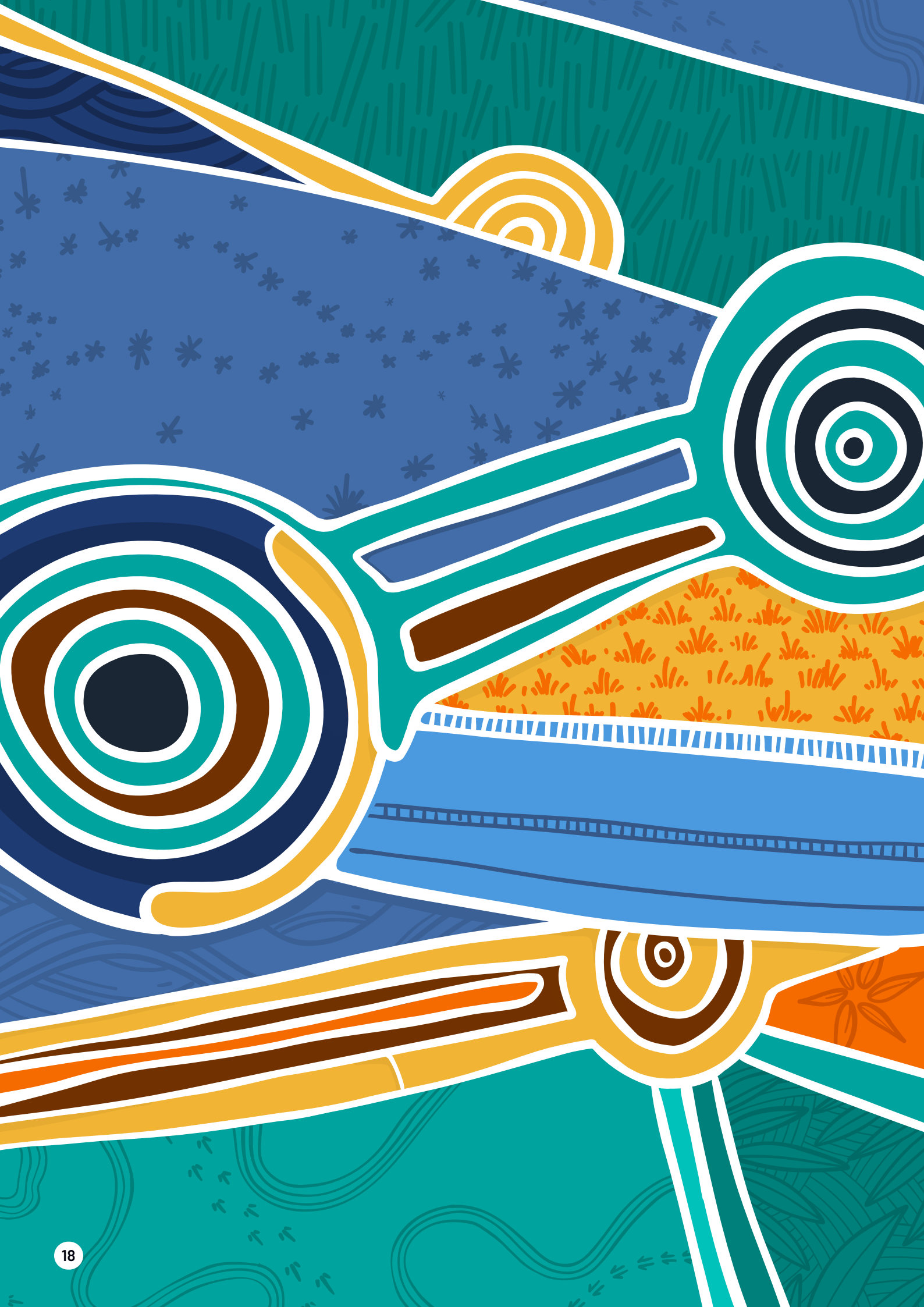
Program Manager,
Ear and Hearing Health

Donna O'Hara

Chief Operating Officer

Andrew Whitehouse

Deputy Director Research





Relationships

The Kids promise to put the health of kids at the forefront of everything we do, and to not ignore, not accept the continued disparity in outcomes for Aboriginal and Torres Strait Islander kids compared with other Australian children. We acknowledge Aboriginal and Torres Strait Islander people as the Traditional Custodians of the land and waters of Australia and believe our partnership with Aboriginal and Torres Strait Islander people and communities provide pathways to improved outcomes for kids around the world.

We are deeply committed to achieving reconciliation and recognising Aboriginal and Torres Strait Islander people as the original scientist on this land. We are dedicated to respecting, seeking and implementing Aboriginal and Torres Strait Islander knowledges in our science and

ways of being as an Institute. This commitment involves building on and strengthening our ways to continually improve our engagement to support collaborative partnerships with Aboriginal and Torres Strait Islander communities.

We recognise our engagement, and collaboration must be done in true partnership through co-designed science to ensure our research and impact is representative of the priorities and interest of Aboriginal and Torres Strait Islander communities we walk alongside. This theme of our RAP is focussed on developing and implementing platforms to strengthen the voice and involvement of Aboriginal and Torres Strait Islander people, building culturally safe practices, strengthening our communication and engagement protocols and fostering meaningful connection.



Case Study

Precision medicine powering health equity

The Australian Alliance for Indigenous Genomics (ALIGN) is a national initiative launched in 2023 that brings together community, health, research, government, and industry to ensure equity and benefit for Indigenous Australians through genomics.

Genomic medicine – healthcare informed by DNA – enables more accurate diagnoses and personalised treatments. ALIGN aims to reduce health inequalities by strengthening Indigenous leadership and involvement in genomic science, precision healthcare, data science, ethics, and Indigenous knowledge systems.

Operating across six jurisdictions, ALIGN has built genuine partnerships with research organisations, government, industry, health services, and Aboriginal Community Controlled Health Organisations (ACCHOs). Indigenous governance underpins all of ALIGN's work, led by a 44-member Indigenous governance network that ensures culturally appropriate priorities and leadership are central to the alliance's development.

Under Indigenous leadership, ALIGN focuses on key areas such as data sovereignty and governance, workforce development, and policy reform to ensure Indigenous Australians benefit from genomic advancements.

ALIGN Lead, Professor Alex Brown of the Yuin Nation, emphasises the urgent need to apply genomics to reduce health disparities. "The life expectancy of Indigenous Australians is 10 years less than the general population, with 80 per cent of this gap due to chronic disease," he said. "ALIGN is a first-of-its-kind consortium designed by Indigenous people, for Indigenous people, to bring the benefits of genomic medicine to all Australians."

This commitment was evident at the 2024 ALIGN Symposium, where over 80 participants – half of whom were Aboriginal or Torres Strait Islander – gathered from across research, health, community, industry, and government to share knowledge and collaborate on strategies for equitable genomic healthcare.

Professor Brown affirms that ALIGN's guiding principle is ensuring that Indigenous voices lead the path to health equity.

"The life expectancy of Indigenous Australians is 10 years less than the general population, with 80 per cent of this gap due to chronic disease."

Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1. Identify Aboriginal and Torres Strait Islander stakeholders in each of the regions where we operate including local community leaders, Aboriginal and Torres Strait Islander organisations and other relevant bodies/persons as part of a community and partners engagement strategy.	December 2025	Head, Kulunga & Head, Government relations
	1.2. Continue to engage with and strengthen relationships with universities and vocational sector, to co-develop guidelines on a structured program with an aim to provide research pathways and placements for Aboriginal and Torres Strait Islander students.	May 2025	Head, Kulunga & Chief People Officer
	1.3. Continue to build community relationships through implementing the Institute's Standards for Aboriginal Research to ensure our research meets community expectations and local protocols.	May 2025	Senior Management Community Engagement & Head, Kulunga
	1.4. Develop and implement the Walking Softly on Country Policy to establish a formal relationship with Traditional Owners of the lands where the Institute has an ongoing footprint.	May 2026	Director, First Nations Strategy & Leadership
	1.5. Develop and implement an Institute Aboriginal and Torres Strait Islander Communication Protocol that considers all aspects of our communications with Aboriginal communities as well as the way the Institute represents Aboriginal communities, people and culture in all communications.	May 2026	Head, Strategic Communications

Action	Deliverable	Timeline	Responsibility
2. Build relationships through celebrating National Reconciliation Week (NRW).	2.1. Circulate Reconciliation Australia's NRW resources and reconciliation materials to all staff and members of the Institute.	May 2025, 2026 & 2027	Director, Partnerships & Engagement
	2.2. RAP Working Group members to participate in an external NRW event.	27 May - 3 June, 2025 and 2026	Director, First Nations Strategy & Leadership
	2.3. Register all our NRW events on Reconciliation Australia's NRW.	May 2025, 2026 & 2027	Head, Strategic Communications & Head, Kulunga
	2.4. Strongly encourage and support all staff, including senior leaders, to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June, 2025 and 2026	Head, Strategic Communications & Head, Kulunga
	2.5. Arrange and facilitate at least one internal NRW event and invite Organisation partners and Aboriginal and Torres Strait Islander communities and families.	27 May - 3 June, 2025 and 2026	Head, Strategic Communications
	2.6. Arrange and facilitate an event during Reconciliation Week, or once per year, for the Kids Aboriginal and Torres Strait Islander staff to meet with Senior Executive and Executive Director to strengthen and maintain important relationships of connection, trust and respect.	27 May - 3 June, 2025 and 2026	Head, Strategic Communications & Head, Kulunga
	2.7. Establish an Ally Group who will lead activities during NRW.	September 2025	Chief People Officer & Head, Kulunga
3. Promote reconciliation through our sphere of influence.	3.1. Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	May 2025 and 2026	Chief People Officer & Head, Kulunga
	3.2. Publicly communicate in a culturally appropriate manner, our commitment to reconciliation.	27 May - 3 June 2025	Head, Strategic Communications
	3.3. Raise the profile of Acknowledgement of Country on the home page of the Kids Research Institute Australia.	June 2025	Head, Strategic Communications
	3.4. Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	November 2025	Director, Partnerships & Engagement & Head, Government Relations
	3.5. Collaborate with RAP organisations and other like-minded organisations to develop ways to advance reconciliation.	November 2026	Director, Partnerships & Engagement
4. Promote positive race relations through anti-discrimination strategies.	4.1. Conduct a workplace cultural safety review of Aboriginal and Torres Strait Islander staff needs across the Institute and provide a report to senior executive with recommendations for change, which will be communicated to all staff.	September - December 2025	Chief People Officer & Head, Kulunga
	4.2. Engage Aboriginal and Torres Strait Islander Staff to consult on our anti-discrimination policy.	March 2026	Chief People Officer
	4.3. Develop, implement and communicate an anti-discrimination policy for The Kids.	June 2026	Chief People Officer
	4.4. Review and update HR policies, procedures, and guidelines to ensure that the principles of inclusion, diversity and belonging are evident in our Institute culture.	June 2026	Chief People Officer
	4.5. Implement training for all staff, including senior leaders across the institute that provides education on the effects of racism.	June 2026	Chief People Officer & Head, Kulunga

Respect

The Kids take responsibility for driving research outcomes where they have impact and delivering scientific advancements in partnerships with communities and stakeholders to solve big problems for kids and families.

We commit to ensure our research is undertaken with respect, co-designed processes and adherence to all ethical requirements through implementing our Standards for the Conduct of Aboriginal Health Research ('The Standards') throughout the research we conduct by and with Aboriginal and Torres Strait Islander people and communities.

In doing so, we acknowledge Aboriginal and Torres Strait Islander people as Traditional Custodians of the lands and waters of Australia and continue to implement a strengths-based approach in our partnership with Aboriginal and Torres Strait Islander people and communities. We will respect cultural protocols and develop our capabilities in appreciating and implementing the knowledge and insights of Aboriginal and Torres Strait Islander people into addressing health and other priorities in their communities through collaborative research.

In adhering to The Standards, we will demonstrate our commitment to implement and maintain practices that ensure research engages and is informed by Aboriginal and Torres Strait Islander people and communities, and celebrate the success and strength of their culture, customs and knowledge to improve the impact and outcomes for kids around the world.

This theme of our RAP is focussed on recognising the strength of culture, building cultural capability through learning and connection, understanding and respecting cultural protocols, demonstrating respect to Indigenous Cultural and Intellectual Property and upholding the rights of Aboriginal and Torres Strait Islander peoples.

Case Study

Wisdom shared, lessons learned

At The Kids Research Institute Australia, Aboriginal health is everyone's business. More than a tagline, it is a core value we live every day at every level of the Institutes's operations.

A key pillar of the Institute's strategy to encourage researchers to more effectively engage with Aboriginal and Torres Strait Islander research and communities is cultural awareness training led by Kulunga Operations Manager and Yamatji Elder, Aunty Mara West, who also chairs the Aboriginal and Torres Strait Islander Research Projects Forum – a group comprised of Aboriginal and Torres Strait Islander community members and Institute scientific representatives.

Researcher Adam Saddler said the cultural awareness training was an essential program which gave participants a deeper understanding of Aboriginal and Torres Strait Islander history.

"Before the training, I expected the focus to be on workplace respect and key considerations when working with Aboriginal and Torres Strait Islander communities," Mr Saddler said. "However, the session took a different approach, stripping everything back to the foundations by exploring history and culture."

"One of the most interesting parts was learning about family structures and naming conventions – how they shape relationships within the community and influence interactions with non-community members. This emphasis on cultural understanding was far more effective than simply being told how to behave or what to do when working with Aboriginal and Torres Strait Islander people."

"I also found it interesting to learn about the history of the local area, which tied into what I felt was a key theme of the session: every person and community has their own unique history and experiences, and these must be acknowledged – there are no set rules or quick fixes. Even the facilitators had different ideas and opinions, which was great to hear."

"The cultural awareness training was my first in-person session of this kind. I had previously completed the online training when I first joined The Kids and, as a keen reader, have explored several books – both fiction and non-fiction – by Aboriginal and Torres Strait Islander authors. However, I would still consider my understanding of Aboriginal and Torres Strait Islander cultures to be quite limited. The in-person format, with open discussion encouraged, was essential for gaining a deeper understanding."

Aboriginal and Torres Strait Islander Health Partnerships Coordinator Zainab Zaki said she had thought she had a reasonable knowledge about Aboriginal and Torres Strait Islander culture, having worked in the area previously.



This idea isn't limited to Australia. In malaria research, I work with global communities that have widely varying cultures, many of which have also been affected by colonialism. I can take a lot of these learnings forward into my own work.

"However, the cultural awareness training at The Kids allowed me to delve into a deeper understanding of Aboriginal and Torres Strait Islander culture, beyond what we see at the surface level. We were introduced to beautiful and complex aspects of culture and ways of being, as well the historical context of colonisation and its ongoing impacts on families and communities till this day.

"Mara brings so much knowledge and wisdom to the training that I left the training with a greater appreciation for culture, particularly kinship. It was fascinating to learn about the incredible kinship systems still practiced till this day that determine how people relate to one another and their surroundings to create a harmonious community.

"I learnt that this system and its high level of sophistication determines not only responsibilities towards others, but also how it translates in marriage, ceremony, roles in family and social etiquettes."



Aunty Mara West.

Action	Deliverable	Timeline	Responsibility
5. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	5.1. Conduct a review of cultural learning needs within The Kids.	June 2026	Chief People Officer & Head, Kulunga
	5.2. Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	June 2026	Chief People Officer & Head, Kulunga
	5.3. Develop, implement and communicate a cultural learning strategy document for our staff.	November 2026	Chief People Officer & Head, Kulunga
	5.4. Provide local cultural immersion training for all staff for the community that they are working in.	December 2026	Chief People Officer & Head, Kulunga
	5.5. Undertake an immersive cultural learning experience for Executive Leadership Team, with the aim to include senior leaders in the future.	December 2026	Chief People Officer & Head, Kulunga
	5.6. Promote respect through having candid conversations around the importance of Aboriginal and Torres Strait Islander involvement throughout the entirety of the research process and in research projects.	June 2025	Director, First Nations Strategy & Leadership & Head, Kulunga
	5.7. Provide opportunities for RAP Working Group members and key staff involved in RAP implementation to participate in formal and structured cultural learning.	September 2025	Co-Chairs RAP Working Group
	5.8. Develop and implement a policy framework for Indigenous Cultural and Intellectual Property.	February 2026	Chief Financial Officer & Senior Legal Officer
	5.9. Develop and implement tailored cultural learning and development opportunities for supervisors of Aboriginal and Torres Strait Islander staff.	February 2026	Chief People Officer & Head, Kulunga
6. Promote reconciliation through our sphere of influence.	6.1. Continue to demonstrate respect to Aboriginal and Torres Strait Islander people by observing cultural protocols and inviting a local Traditional Owner or Custodian to provide a Welcome to Country.	May 2025	Head, Strategic Communications & Head, Development
	6.2. Continue to include an Acknowledgement of Country or other appropriate protocols at the commencement of all meetings.	June 2025	Head, Strategic Communications & Head, Development
	6.3. Maintain a list of Traditional Owners for reference for significant events.	December 2025	Head, Development & Head, Kulunga
7. Promote positive race relations through anti-discrimination strategies.	7.1. RAP Working Group to participate in an external NAIDOC week event.	First week in July 2025 and 2026	Co-Chairs of RAP Working Group
	7.2. Review HR policies and procedures to remove barriers to staff participating in NAIDOC week.	June 2025	Chief People Officer
	7.3. Promote and encourage participation in external NAIDOC events for all staff.	First week in July 2025 and 2026	Head, Strategic Communications & Head, Kulunga
	7.4. Set aside funds to run an internal event celebrating NAIDOC Week to promote reconciliation and Aboriginal and Torres Strait Islander cultures and histories.	June 2026 and 2027	Head, Strategic Communications & Head, Kulunga

Opportunities

The Kids commitment to delivering solutions that have impact extend beyond our research. Our partnerships and innovative strategies to employment and capacity building, support sustainable opportunities and futures for Aboriginal and Torres Strait Islander people and communities.

We recognise and value the rights of Aboriginal and Torres Strait Islander peoples to exercise self-determination and be actively involved in decisions and processes that impact their lives. Prioritising partnerships with Aboriginal and Torres Strait Islander families and communities to improve the health and development of Aboriginal and Torres Strait Islander children is core to the transformative impact we are committed to achieve.

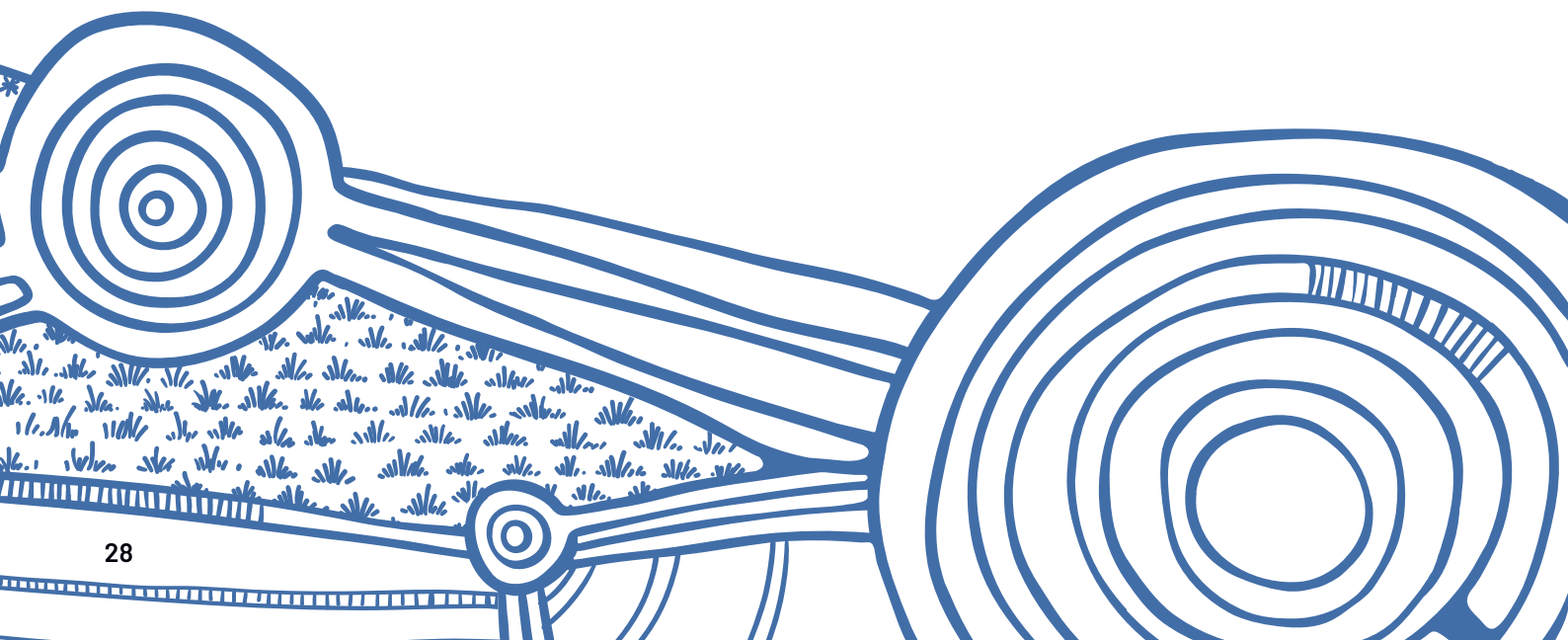
Our Standards for the Conduct of Aboriginal Health Research is designed to ensure our research is of importance to the health and wellbeing of Aboriginal and Torres Strait Islander peoples and communities and is conducted by and with Aboriginal and Torres Strait Islander peoples and communities to ensure our research responds to identified priorities and delivers impact that is meaningful, beneficial and sustainable.

We will also focus on strengthening our commitment to the strategic and compliance imperatives of sustainability under Economic, Social and Governance obligations expected of us by our stakeholders and staff.

We will continue to evolve the Standards to ensure they are current and reflective of best practice and strengthen our capacity building and professional development opportunities across our workforce and the communities we partner with.

We recognise the importance and need to retain and invest in our Aboriginal and Torres Strait Islander staff and will review our Aboriginal Employment and Career Development Strategy, and actively promote greater employment opportunities that prioritises Aboriginal and Torres Islander recruitment within our research.

We will work in partnership with education providers to promote scholarships and create pathways for Aboriginal and Torres Strait Islander peoples to obtain employment and opportunities across all areas of research at the Kids.



Case Study

Culturally informed research in action

The Kulunga (children) Aboriginal Unit at The Kids Research Institute Australia led the design, development and implementation of the Guidelines for the Standards for the Conduct of Aboriginal and Torres Strait Islander Health Research (The Aboriginal and Torres Strait Islander Research Standards). The guidelines are an enablement and best practice model, providing researchers with a comprehensive framework to ensure they listen to and respond to community priorities, respect Aboriginal and Torres Strait Islander governance, build community capacity, and foster lasting relationships.

The Aboriginal and Torres Strait Islander Research Standards ensure that a project's impact reaches well beyond its formal conclusion, outlining how the Institute works in equal partnership with Aboriginal and Torres Strait Islander people at every stage. Through the voice of community members, The Aboriginal and Torres Strait Islander Research Standards ensure research of importance to the health and wellbeing of Aboriginal and Torres Strait Islander peoples is conducted with and by Aboriginal and Torres Strait Islander peoples, and guarantee the knowledge generated through research remains with Aboriginal and Torres Strait Islander communities.



Moorditj Marp (Strong Skin) Aboriginal Community Steering Group members reading the community co-designed children's storybook, Kaal Tackles Eczema.

Opportunities

The Aboriginal and Torres Strait Islander Research Standards guide researchers to adopt a community and culturally informed lens in the co-design, implementation and evaluation of projects. Now a flagship document for the Institute, the Aboriginal and Torres Strait Islander Research Standards encourage two-way learning and supports ethical, respectful, and meaningful research partnerships.

Since 2019, our Healthy Skin and Acute Rheumatic Fever (ARF) Prevention research team at The Kids have been working in partnership with Aboriginal and Torres Strait Islander Elders, Aboriginal and Torres Strait Islander community members, and Aboriginal Community Controlled Health Organisations (ACCHO) through the Koolungar (children) Moorditj (strong) Healthy Skin (KMHS) project, to describe skin health in urban-living Aboriginal and Torres Strait Islander children in Western Australia (WA).

The KMHS project is a case study to illustrate practical use of The Aboriginal and Torres Strait Islander Research Standards, in striving towards best practice in Aboriginal and Torres Strait Islander skin health research underpinned by Aboriginal and Torres Strait Islander ways of knowing, being and doing.

Proud Wilman Noongar woman and Project Officer on The Kids' Koolungar Moorditj Healthy Skin project, Jacinta Walton said the Aboriginal and Torres Strait Islander Research Standards were critical to the success of this project – the first ever co-designed research-service Australian study to better understand the incidence of skin disease and community priorities for skin health among urban-living Aboriginal and Torres Strait Islander children and their families in Western Australia .

“Healthy skin is essential for overall health and well-being, however, up until recently only little was known about skin health in urban-living Aboriginal and Torres Strait Islander koolungar in Australia,” Ms Walton said.

“Having identified this knowledge gap, the Healthy Skin team consulted extensively with a team of Aboriginal and Torres Strait Islander Elders on Noongar Boodjar to discuss the interest, scope, and importance of an urban-specific healthy skin project.”

“From here two Elders, Aunty Dale Tilbrook and Uncle Noel Nannup joined the research team as investigators and Elder researchers: providing strong cultural governance and oversight in the design and process of the project to align respectfully with Aboriginal and Torres Strait Islander values.”

The objectives of the project were prioritised by Aboriginal and Torres Strait Islander voices. This project resulted in community skin screening weeks that facilitated skin checks for nearly 250 children and opportunistic same-day treatment where needed.

Ongoing specialist paediatric dermatology clinics were established within a culturally safe setting, providing the community with accessible and continuous dermatological care. Clinical factsheets and updated treatment recommendations optimised care, while community-led health promotion resources empowered children and their families to better understand and manage their skin health. Community-identified priorities, including tertiary hospital Aboriginal and Torres Strait Islander Health Practitioner-led inpatient skin health programs, sun safety, and community-driven health promotion resources, are now being addressed.

Ms Walton said Aboriginal and Torres Strait Islander-led guidelines such as the Aboriginal and Torres Strait Islander Research Standards highlighted the strengths of Aboriginal and Torres Strait Islander Elder leadership and an Aboriginal and Torres Strait Islander workforce of clinicians, researchers and CAGs all of which have been critical for the KMHS project's success.

Action	Deliverable	Timeline	Responsibility
8. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	8.1. Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	December 2025	Chief People Officer & Head, Kulunga
	8.2. Review and implement the Institutes Aboriginal Employment and Career Development Strategy.	December 2025	Chief People Officer & Head, Kulunga
	8.3. Build understanding of current Aboriginal and Torres Strait Islander staffing, including employee's skill set, strengths, needs and cultural load to inform future employment and professional development opportunities.	December 2025	Chief People Officer & Head, Kulunga
	8.4. Engage with Aboriginal and Torres Strait Islander staff and stakeholders to review and revise our recruitment, retention and professional development strategy.	November 2025	Chief People Officer & Head, Kulunga
	8.5. Promote scholarship offerings for Aboriginal and Torres Strait Islander staff and candidates.	June 2025	Chief People Officer, Head, Development & Head, Kulunga
	8.6. Develop approaches to increase the competitiveness for promotion of Aboriginal and Torres Strait Islander researchers from non-academic backgrounds.	June 2025	Chief People Officer & Head, Kulunga
	8.7. Revise annually and review targets for percentage of Aboriginal and Torres Strait Islander staff employed in the workforce by workstreams and levels to ensure comparability to all other staff.	November 2025 and November 2026	Chief People Officer & Head, Kulunga
	8.8. Review and improve the advertisement of job vacancies in terms of content, language and placement, including the identification of targeted Aboriginal and Torres Strait Islander employment communication channels to effectively reach Aboriginal and Torres Strait Islander Candidates.	March 2026	Chief People Officer & Head, Kulunga
	8.9. Increase the offering of Aboriginal and Torres Strait Islander specific position with a commitment to prioritise the employment of Aboriginal and Torres Strait Islander individuals within research streams.	March 2026	Chief People Officer & Head, Kulunga
	8.10. Continue support for the Aboriginal Staff Network as a forum for Aboriginal employees to connect and be empowered to safely raise issues and provide feedback to support the development of a culturally safe work environment.	May 2025	Director, First Nations Strategy & Leadership & Head, Kulunga
	8.11. Develop and implement strategies to better support regional staff to access central support services.	March 2026	Chief Operating Officer & Chief People Officer
	8.12. Develop a succession planning framework that actively grows the leadership capacity of Aboriginal and Torres Strait Islander Staff.	December 2026	Director, First Nations Strategy & Leadership, Head, Kulunga & Chief People Officer

Opportunities

Action	Deliverable	Timeline	Responsibility
9. Increase Aboriginal and Torres Strait Islander led, driven and co-developed research activities that address issues and opportunities prioritised by Aboriginal and Torres Strait Islander peoples, communities and organisations	9.1. Provide resourcing support to assist in the development of a fully operationalised Kulunga Aboriginal Unit that can anticipate and respond to the diverse range of needs of research teams undertaking Aboriginal Health Research.	May 2026	Director, Partnerships & Engagement & Head, Kulunga
	9.2. Audit and map Aboriginal and Torres Strait Islander research projects and capability to better understand the extent of research partnerships with Aboriginal and Torres Strait Islander people, communities and organisations.	May 2026	Deputy Director, Research & Theme Leaders
	9.3. Continue to actively engage and partner with Aboriginal and Torres Strait Islander people, communities and Organisations to co-develop key research priority areas and the implementation of research.	May 2026	Deputy Director, Research & Theme Leaders
	9.4. Monitor and grow the total number of collaborative projects that include engagement and co-design processes with Aboriginal and Torres Strait islander people and communities.	May 2026	Deputy Director, Research & Theme Leaders & Science Leadership Committee
	9.5. Recognise and celebrate Aboriginal and Torres Strait Islander knowledge systems by developing a program in consultation with Aboriginal and Torres Strait Islander people to identify and document Aboriginal and Torres Strait Islander knowledge in child health and development.	December 2026	Deputy Director, Research
	9.6. Further explore and develop linkages between Aboriginal and Torres Strait Islander people working in research with International Indigenous researchers.	February 2027	Deputy Director, Research & Theme Leaders

Action	Deliverable	Timeline	Responsibility
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	10.1. Investigate Supply Nation membership.	June 2025	Chief Financial Officer
	10.2. Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	December 2025	Chief Financial Officer
	10.3. Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	December 2025	Chief Financial Officer
	10.4. Enhance understanding of procurement strategies with cultural lens and embed a whole-of-organisation approach to First Nations First Procurement.	October 2025	Chief Financial Officer
	10.5. Review and refine our Aboriginal and Torres Strait Islander procurement strategy.	June 2026	Manager, Procurement
	10.6. Monitor and track expenditure with Aboriginal and Torres Strait Islander owned enterprises and report annually.	December 2025 and 2026	Manager, Procurement
	10.7. Review and update procurement practices annually to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	November 2025 and 2026	Manager, Procurement
	10.8. Include Aboriginal and Torres Strait Islander Employment considerations in Request for Proposal(RFP) assessments.	January 2026	Manager, Procurement
	10.9. Promote Institute's use of Aboriginal and Torres Strait Islander enterprises to increase knowledge and awareness.	January 2026	Manager, Procurement

Governance

The Kids is committed to strong Aboriginal and Torres Strait Islander Leadership and Governance and ensuring effective accountability to Aboriginal and Torres Strait Islander peoples and communities through embedding our RAP commitments.

In doing so, The Kids will establish an Institute Aboriginal Advisory Group and maintain the RAP Working Group, to monitor and report our RAP achievements through our Annual Report and to Reconciliation Australia.



The Ngulluk Koolunga Ngulluk Koort (Our Children Our heart) Project Elder Co-Researchers were appointed Honorary Research Associates of The Kids in 2019.

Left to right: Aunty Charmaine Pell, Professor Jonathan Carapetis, Aunty Muriel Bowie, Aunty Doris Hill, Uncle Allan Kickett Snr, Aunty Oriel Green, Ms Carol Michie, Uncle Albert McNamara, Associate Professor Glenn Pearson, Aunty Millie Penny, Associate Professor Brad Farrant.

Case Study

Co-designed research to deliver true impact

Nothing for us, without us. It is a mantra embedded into every research project at The Kids Research Institute Australia.

For a decade about 140 Aboriginal and Torres Strait Islander Elders have been helping to shape and co-design research involving Aboriginal and Torres Strait Islander communities, kids and families through cultural advice and direction to research teams regarding research governance, data collection and translation.

Advocating across three key areas – housing and homelessness, early years education and out of home care – their wisdom has guided researchers and helped them to build the trust and respect of the communities in which they work.

Honorary Elder Researcher Aunty Millie Penny AM said she walked in two worlds between research and urban traditional life, representing the voices of her community. “Aboriginal and Torres Strait Islander people need to be included and acknowledged by research as we work together to improve health and wellbeing for all people within Western Australia,” Aunty Millie said.

“Any research involving our communities needs to be undertaken in true partnership with Aboriginal and Torres Strait Islander people.”

Co-head, Aboriginal Health and Wellbeing at The Kids, Carol Michie, said the Elders were an integral part of all research and were always acknowledged as co-authors in journal articles and research projects.

“Their contribution to our research has given researchers a deeper understanding of the Aboriginal/Nyoongar perspective and has led to a deeper, more meaningful and respectful connection between the Aboriginal and Torres Strait Islander community and others,” Ms Michie said.

An inaugural meeting in 2016 was attended by 51 Elders from across the Perth metropolitan region and they provided unanimous support to work side by side research teams.

Since that first meeting, the Elders have been described as ‘the engine room’ of the research, working together to identify the health and wellbeing priorities of Aboriginal and Torres Strait Islander families and communities. Acknowledging their contribution to research, the Institute has appointed 12 Elders as Honorary Researchers.

Ms Michie said the Elders took their roles extremely seriously. “They don’t shy away from difficult conversations. They often bring a very different perspective to the table.

“It is all about making sure we see effective change. We don’t want this work to just sit on a shelf. We need to see real impact, change and improvement for our children, families and communities.”

Governance

Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	11.1. Maintain Aboriginal and Torres Strait Islander representation on the RWG and other senior committees across the Institute.	May, July, September and November 2025 February, May, August and November 2026 February and May 2027	Executive Director
	11.2. Review, update and continue to apply the Terms of Reference for the RWG, to ensure RWG members remains relevant and responsive to the needs of The Kids and its stakeholders.	May 2025	Executive Director
	11.3. Meet at least four times per year to drive and monitor RAP implementation.	May, July, September and November 2025 February, May, August and November 2026 February and May 2027	Executive Director
	11.4. Ensure there is representation from people of diversities backgrounds and Institute areas on the RWG.	May, July, September and November 2025 February, May, August and November 2026 February and May 2027	Executive Director



Action	Deliverable	Timeline	Responsibility
12. Provide appropriate support for effective implementation of RAP commitments.	12.1. Define and provide appropriate resource and budget needs for RAP implementation.	May 2025	Executive Director
	12.2. Engage our senior leaders and other staff in the delivery of RAP commitments.	May 2025, 2026 & 2027	Executive Director
	12.3. Define and maintain appropriate systems to track, measure and report on RAP commitments, including the development of an evaluation tool for the RAP.	September 2025 & June 2026	Director, First Nations Strategy & Leadership & Executive Senior Support
	12.4. Appoint and maintain executive sponsor from senior management to be an internal RAP Champion.	May 2025, 2026 & 2027	Executive Director
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	13.1. 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 annually	Director, First Nations Strategy & Leadership
	13.2. Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually	Director, First Nations Strategy & Leadership
	13.3. Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September annually	Director, First Nations Strategy & Leadership
	13.4. Report RAP progress to the Board, Executive and staff quarterly.	June, August, October and December 2025 March, June, September and December 2026 March and June 2027	Executive Director
	13.5. Publicly report our RAP achievements, challenges and learnings through The Kids Research Institute Australia platforms.	June 2026 and June 2027	Head, Strategic Communications
	13.6. Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	April 2026	Director, First Nations Strategy & Leadership
	13.7. Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	May 2027	Director, First Nations Strategy & Leadership

Governance

Action	Deliverable	Timeline	Responsibility
14. Establish Aboriginal and Torres Strait Islander advisory voice at a Governance level.	14.1. Establish an Institute Aboriginal and Torres Strait Islander Advisory Group (The Manda) to provide strategic advice and guidance, enable discussion and raising of issues, to ensure that Aboriginal and Torres Strait Islander cultures, knowledge system, values and aspirations are considered and appropriately.	December 2025	Director, First Nations Strategy & Leadership
	14.2. Establish an Elders Researcher Network Forum that will meet at least two times a year to provide a forum to bring together Elders engaged in the Institute's research to discuss their research as well as provide a means for the Institute to engage and consult with these senior representatives from the Aboriginal community.	September 2025	Director, First Nations Strategy & Leadership
	14.3. Continue to support the implementation of the Institute's Aboriginal Health Grand Challenge.	May 2025	Director, First Nations Strategy & Leadership
	14.4. Explore Aboriginal and Torres Strait Islander representation on the Institute's Board for possible inclusion into the Institute's Constitution.	February 2026	Executive Director
	14.5. Formally establish the Senior Aboriginal Leadership Group to advise the Executive on matters regarding the full integration of Aboriginal health across the Institute.	November 2025	Director, First Nations Strategy & Leadership
15. Continue our reconciliation journey by developing our next RAP.	15.1. Register via Reconciliation Australia's website to begin developing our next RAP.	November 2026	Director, First Nations Strategy & Leadership
	15.2. Review this RAP and begin development of the next RAP based on lessons learnt, challenges, achievements and celebrating the successes.	April 2027	Executive Director



