

18

AIATSIS  
ANNUAL REPORT 2018-19

19



AIATSIS  
AUSTRALIAN INSTITUTE OF ABORIGINAL  
AND TORRES STRAIT ISLANDER STUDIES

# AUSTRALIAN INSTITUTE OF ABORIGINAL AND TORRES STRAIT ISLANDER STUDIES

## ANNUAL REPORT 2018–19

<b>Produced by:</b>	Australian Institute of Aboriginal and Torres Strait Islander Studies
<b>Location:</b>	51 Lawson Crescent, ACTON ACT 2600
<b>Postal address:</b>	GPO Box 553, CANBERRA ACT 2601
<b>Telephone:</b>	+61 2 6246 1111
<b>Facsimile:</b>	+61 2 6261 4285
<b>Email:</b>	executive@aiatsis.gov.au
<b>Home page:</b>	<a href="http://www.aiatsis.gov.au">www.aiatsis.gov.au</a>
<b>Annual report:</b>	<a href="http://www.aiatsis.gov.au/about-us/corporate-documents-and-policies/annual-report">www.aiatsis.gov.au/about-us/corporate-documents-and-policies/annual-report</a>
<b>Writing:</b>	Jacqui Malins
<b>Editing:</b>	Wendy Elliott, Apricot Zebra Pty Ltd
<b>Design and typesetting:</b>	Warralang Projects and Amity Raymont
<b>Printed by:</b>	Instant Colour Press
<b>Cover image:</b>	Indigenous Languages, 2019 Lynnice Church. Commissioned by AIATSIS for use in the AIATSIS IYIL2019 exhibition.

ISSN (print) 2204-0196x

ISSN (digital) 2204-020X

© Australian Institute of Aboriginal and Torres Strait Islander Studies 2019

This work is copyright. Apart from any use permitted under the *Copyright Act 1968 (Cth)*, no part may be reproduced by any process without prior written permission from the Australian Institute of Aboriginal and Torres Strait Islander Studies.

Feedback on this report, requests for additional information, and enquiries regarding permission to reproduce material from this work, should be addressed to the Australian Institute of Aboriginal and Torres Strait Islander Studies Executive through the above channels.



# AIATSIS

AUSTRALIAN INSTITUTE OF ABORIGINAL  
AND TORRES STRAIT ISLANDER STUDIES

## ANNUAL REPORT

2018-19



# LETTER OF TRANSMITTAL

To:

Hon Ken Wyatt AM, MP  
Minister for Indigenous Australians  
Parliament House  
CANBERRA ACT 2600

Dear Minister

On behalf of the Council of the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) it is with great pleasure that I present the annual report for 2018-19.

The report details our ongoing efforts to:

- tell the story of Aboriginal and Torres Strait Islander Australia
- create opportunities for people to encounter, engage with and be transformed by that story;
- support and facilitate Aboriginal and Torres Strait Islander cultural resurgence; and
- shape the national narrative.

This report has been prepared in accordance with section 46 of the (PGPA) *Public Governance, Performance and Accountability Act 2013*; and the requirements set out in the Public Governance, Performance and Accountability Rule 2014, which details the annual reporting requirements for corporate Commonwealth entities.

Yours sincerely



**Jodie Sizer**

Chairperson  
AIATSIS Council  
25 September 2019

# TABLE OF CONTENTS

Letter of transmittal	iii
About this Report	1
<b>INTRODUCTION AND SUMMARIES</b>	<b>3</b>
AIATSIS at a glance	4
Legislation and purpose	4
AIATSIS Timeline	8
<b>EXECUTIVE OVERVIEW</b>	<b>11</b>
Chairperson’s statement	12
CEO’S Report	14
<b>OUR PERFORMANCE</b>	<b>17</b>
Annual Performance Statement	18
AIATSIS Performance Framework	19
Strategic priorities	23
1. Build and preserve a national collection and make it accessible	23
2. Promote better understanding of Indigenous people’s cultures and heritage	53
3. Lead and influence on Aboriginal and Torres Strait Islander research, ethics, protocols and collections	70
4. Partner and collaborate with our communities, partners and governments	83
5. Advise on Aboriginal and Torres Strait Islander culture and heritage	97

<b>OUR ORGANISATION</b>	<b>103</b>
Governance	104
AIATSIS Council	106
Organisation structure	110
Corporate Governance	112
<b>FINANCIAL STATEMENTS</b>	<b>119</b>
<b>APPENDICES</b>	<b>145</b>
Appendix A - Governance committees	146
Appendix B - Partnerships	151
Appendix C - Research project summaries	156
Appendix D - Publications and presentations	167
<b>AIDS TO ACCESS</b>	<b>173</b>
Abbreviations and acronyms	174
Compliance Information Index	176
Alphabetical index	178





# ABOUT THIS REPORT

## Introduction and summaries

- Provide a brief guide to AIATSIS, including its purpose and outcomes
- Summarise our performance in 2018–19

## Executive overview

- Presents the reports of the AIATSIS Council Chairperson and the Chief Executive Officer for 2018–19
- Provides an overview of financial results for 2018–19
- Looks forward to 2019–20 and beyond

## Our performance

- Summarises AIATSIS' performance in the Annual Performance Statement 2018–19
- Discusses performance against the five strategic priorities in the *AIATSIS Corporate Plan 2018–19 to 2021–22*
- Shares how AIATSIS:
  - tells the story of Aboriginal and Torres Strait Islander Australia
  - creates opportunities for people to encounter, engage with and be transformed by that story
  - supports and facilitates Aboriginal and Torres Strait Islander cultural resurgence
  - shapes the national narrative

## Our organisation

- Reports on management and accountability matters as required under the annual report guidelines, including:
  - governance structures
  - external accountability mechanisms
  - people management activities
  - financial management activities
  - other mandatory information

## Financial statements

- Presents AIATSIS' audited financial statements for 2018–19

## Appendices

- Provides additional information to support the reporting provided in 'Our performance' and 'Our organisation'

## Aids to access

- Provides materials that can help the reader to access and interpret the report





# INTRODUCTION AND SUMMARIES

# AIATSIS AT A GLANCE

## Legislation and purpose

AIATSIS is established by the *Australian Institute of Aboriginal and Torres Strait Islander Studies Act 1989* (Cth). AIATSIS' purpose, as set out in this Act, is to:

- i. develop, preserve and provide access to a national collection of Aboriginal and Torres Strait Islander culture and heritage;
- ii. use that collection to strengthen and promote knowledge and understanding of Aboriginal and Torres Strait Islander culture and heritage;
- iii. provide leadership in the fields of:
  - Aboriginal and Torres Strait Islander research;
  - Ethics and protocols for research and other activities relating to collections related to Aboriginal and Torres Strait Islander culture and heritage; and
  - Use (including use for research) of the national collection and other collections containing Aboriginal and Torres Strait Islander culture and heritage;
- iv. lead and promote collaborations and partnerships among the academic, research, non-government, business and government sectors and Aboriginal and Torres Strait Islander peoples in support of other functions; and
- v. provide advice to the Commonwealth on the situation and status of Aboriginal and Torres Strait Islander culture and heritage.

## Our vision

A world in which Aboriginal and Torres Strait Islander knowledge and cultures are recognised, respected, celebrated and valued.

## Our mission

- Tell the story of Aboriginal and Torres Strait Islander Australia
- Create opportunities for people to encounter, engage with and be transformed by that story
- Support and facilitate Aboriginal and Torres Strait Islander cultural resurgence
- Shape our national narrative

## Authority

AIATSIS is a statutory agency under the *Aboriginal and Torres Strait Islander Studies Act 1989*, and a corporate Commonwealth entity under the *Public Governance, Performance and Accountability Act 2013*.

## Our strategy, planning and performance

The AIATSIS Strategic Plan 2018–2023 explains our strategic directions, priorities and commitments for the next four years. The *Corporate Plan 2018–19 to 2021–22* sets out the context in which we are implementing our strategy, the activities and actions AIATSIS will take to achieve its strategy, and the indicators and targets AIATSIS will use to monitor the outcomes achieved. More detail about the strategies and actions set out in the corporate plan, and AIATSIS' performance against its targets, is in the Annual Performance Statements on pages 18–100 of this report.

## Our challenges

Over the next few years, our challenges include:

- preserving, managing and growing the AIATSIS Collection—independently assessed as the world's most significant collection of Aboriginal and Torres Strait Islander materials
- contributing to active and ongoing discussion about Australia's identity and narrative, through the story of Aboriginal and Torres Strait Islander peoples
- extending our leadership role in best practice for Aboriginal and Torres Strait Islander research, publishing and cultural collections
- engaging strategically in research that enhances AIATSIS' position as a leader, demonstrates and develops best practice and supports Indigenous cultural resurgence
- maximising the impact and benefits of significant short-to-medium-term projects, while maintaining focus on the long-term needs and priorities of the organisation
- building a sustainable resource base—diversifying our revenue base through more effective harnessing of philanthropic and corporate sector resources
- growing and managing partnerships and public engagement—connecting with a larger and more diverse range of Indigenous communities, national and international institutions and organisations and the Australian public, while managing demand and expectations.

## Portfolio and responsible Ministers

During 2018–19 the Ministers responsible for AIATSIS were:

- Senator the Hon. Nigel Scullion, Minister for Indigenous Affairs (April 2018–28 May 2019)
- The Hon. Ken Wyatt AM MP, Minister for Indigenous Australians (29 May 2019–present).

During 2018–19 AIATSIS has been part of the Prime Minister and Cabinet portfolio.

## Funding basis

The agency receives most of its funding from Australian Government appropriation (\$20,462 million in 2018–19).

Additional revenue is derived from the sale of goods and services, grants and other sources (\$4,861 million in 2018–19).

More information is provided in the 'Financial resource management' introduction to the Financial statements (page 113).

## Our outcome

AIATSIS is responsible to the Australian Government for furthering understanding of Australian Indigenous cultures, past and present, through undertaking and publishing research, and providing access to print and audiovisual collections.

## Our staff

As at 30 June 2019, AIATSIS had 116 ongoing staff. More information can be found on page 111.

## Our values

The Australian Public Service (APS) values apply to staff in AIATSIS. We are:

- impartial
- committed to service
- accountable
- respectful
- ethical.

## Our underpinning commitments

- AIATSIS' technical expertise and capability is sustained for national and regional impact
- AIATSIS is characterised by an Indigenous voice in all that it does
- AIATSIS is a financially sustainable organisation
- AIATSIS operates cohesively as a single entity embodying the concept of Yindyamarra (a Wiradjuri word meaning honour and respect. More broadly it implies thoughtfulness, graciousness, and kindness)
- AIATSIS is positioned to influence across a range of sectors
- AIATSIS is an innovative and flexible institution
- AIATSIS is a proactively engaged and outwardly looking institution.

## Where we work

AIATSIS has administrative and operational headquarters in Canberra at 51 Lawson Crescent, Acton, ACT, 2601; and at 14 Childers Street, Canberra, ACT, 2601.

## Our history

AIATSIS was originally established in 1964 to preserve as many components of traditional Aboriginal and Torres Strait Islander cultures as possible before they were lost forever.

After 55 years, and in the context of Aboriginal and Torres Strait Islander cultural and social resurgence, AIATSIS stands as a testament to the living and vibrant story of Aboriginal and Torres Strait Islander peoples and the important place this has in our nation's story.

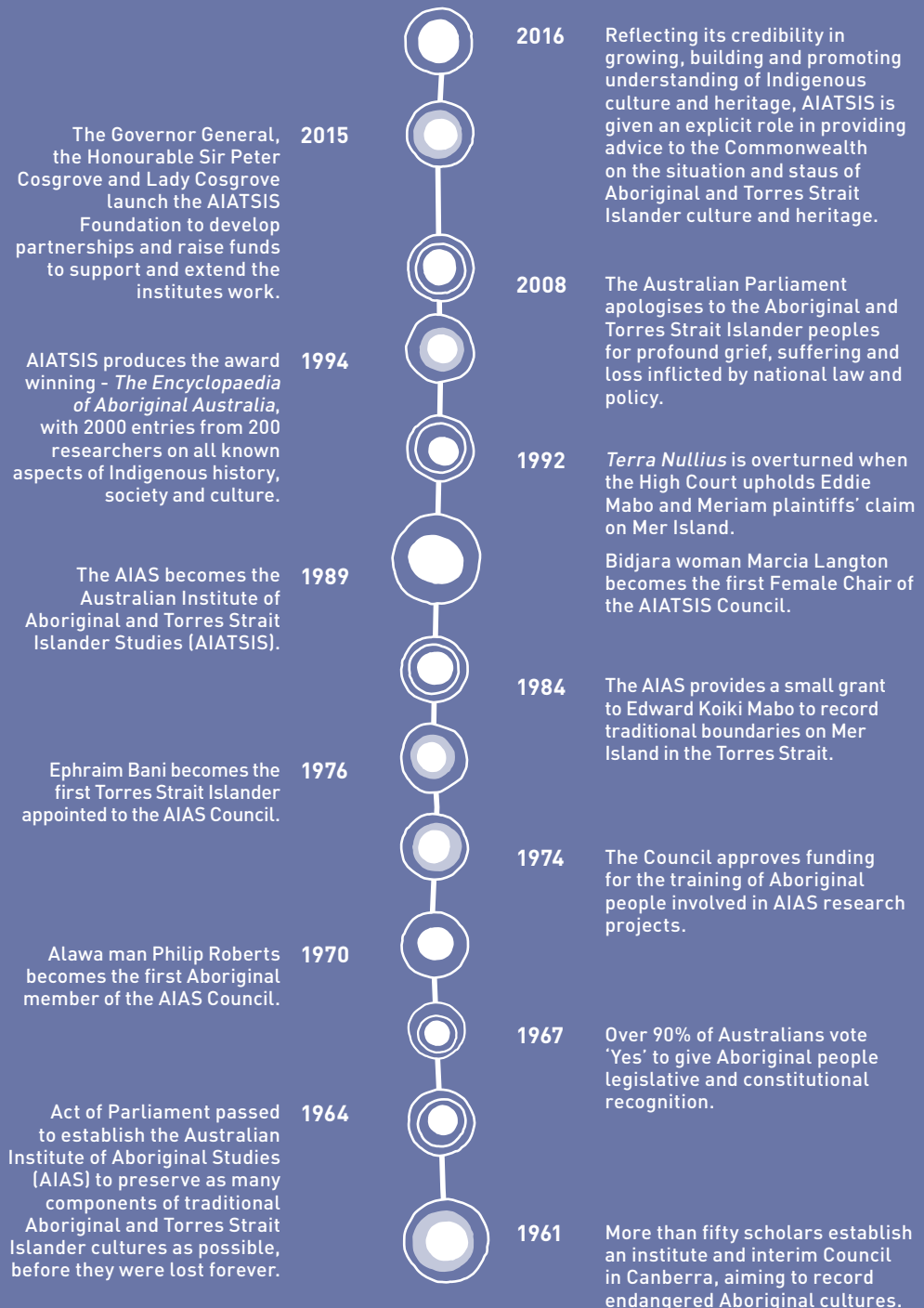


Winner of the 2019 Shirley Ann Williams Award, AIATSIS staff member Kylie Simpson with members of the Williams family.



# AIATSIS TIMELINE

The timeline below celebrates some of the milestone events in AIATSIS' history.







# EXECUTIVE OVERVIEW

# CHAIRPERSON'S STATEMENT



In 2018–19 AIATSIS has claimed and demonstrated our role in shaping Australian identity.

In October 2018 our new Strategic Plan 2018–2023 was released at Parliament House. The AIATSIS Council considered the question of what kind of institution AIATSIS needs to be now and into the future. Our mission is to support Aboriginal and Torres Strait Islander cultural resurgence, share the story of Aboriginal and Torres Strait Islander Australia in transformative ways and shape our national narrative.

The plan was launched at the inaugural event of the Parliamentary Friends of AIATSIS. The AIATSIS Council welcomes the support of co-convenors Mr Trevor Evans MP and Ms Cathy McGowan MP, and sees the formation of this group as another step in the ongoing productive relationship between AIATSIS and the Australian Parliament. Forums such as this complement our formal relationships with the Minister and the portfolio. The AIATSIS Council welcomed the appointment of The Hon. Ken Wyatt AM MP as the first Indigenous Minister for Indigenous Australians in May 2019, and we look forward to working together with him and with the new National Indigenous Australians Agency to deliver on our shared goals.

The 2019 International Year of Indigenous Languages has shone a spotlight on AIATSIS' role in the preservation and promotion of Indigenous culture. AIATSIS CEO Craig Ritchie was the Co-chair of the UNESCO International Steering Committee and spoke at the launch in Paris on 28 January 2019, and AIATSIS appropriately led the development and rollout of the Australian Government's action plan. Celebrations such as the release of the commemorative fifty cent coin and postage stamp and the 'Songs in Language: The Australian Indigenous Languages Playlist' on Spotify have occurred alongside long-term efforts and perseverance by AIATSIS to work with communities to record, preserve, revitalise and share our languages. It is also essential to recognise the important and tireless work for language of Aboriginal and Torres Strait Islander people such as Laurie Baymarrwaṅa, who was the focus of AIATSIS' International Women's Day celebrations.

AIATSIS' international engagement also involved the signing of a memorandum of understanding for international cooperation with Te Papa in Wellington, New Zealand, an institution that shares our commitment to telling the long and continuing stories of our nations. Many cooperative relationships have also been initiated with overseas collecting institutions during the first year of the Return of Cultural Heritage project, funded with \$2 million provided through the Australian Government's 2018–19 budget package to mark the 250th anniversary of Captain James Cook's first voyage to the Pacific and Australia. This project will address adverse effects of colonisation by returning cultural material from overseas collections to Aboriginal and Torres Strait Islander communities.

After some years as a member of the AIATSIS Council, it was an honour to be appointed Chairperson in 2019, and to be the second woman to take this position since Professor Marcia Langton held the role from 1992 to 1998. On behalf of the Council, I thank Professor McDaniel for his leadership. I also welcome new Council member Dr Clint Bracknell, and thank Dr Valerie Cooms for her service. I look forward to continuing our ongoing work with Dr Myfany Turpin, Ms Rachel Perkins, Mr Steve Kinnane, Ms Donisha Duff and Mr Geoffrey Winters.

I also wish to thank CEO Craig Ritchie for his efforts and achievements throughout 2018–19, and all AIATSIS staff. I look forward to working on our many exciting initiatives supporting Aboriginal and Torres Strait Islander cultural resurgence, extending our reach to the nation and the world.

A handwritten signature in black ink that reads "Jodie Sizer". The signature is written in a cursive, flowing style with a large initial 'J'.

**Jodie Sizer**

Chairperson

# CEO'S REPORT

For AIATSIS 2018–19 has been a year of unrivalled opportunities for engagement with Aboriginal and Torres Strait Islander peoples, the wider public and the international community to uncover, record and tell the stories of Indigenous Australia, and I am proud to say that the Institute has invested great effort to make the most of these opportunities.



Language is at the heart of cultural resurgence. After speaking at the launch of the UNESCO International Year of Indigenous Languages (IYIL) in Paris in January 2019, it has been gratifying to see the program of commemoration roll out through the first half of the year. Alongside the high-profile release of the IYIL fifty cent coin and postage stamp, and other events designed to raise awareness in the broad Australian community, AIATSIS has made significant and substantial achievements in language preservation and promotion. The third National Indigenous Languages Survey was carried out, and a report on the state of Indigenous languages, prepared in partnership with the Department of Communications and the Arts and the Australian National University, is due out in 2019–20. Funding of \$2 million was secured from the Department of the Prime Minister and Cabinet (PM&C) to produce up to nineteen Indigenous language dictionaries to support language revitalisation and learning, with initial planning complete and the program underway. The first dictionaries are being released early in 2019–20. Several years of work have culminated in the AUSTLANG database becoming a single comprehensive source of information and data about Australian Indigenous languages. Work is ongoing to bring other collection systems in line with that. IYIL activities will continue during the second half of 2019, including an engaging exhibition in AIATSIS' Rom Gallery.

During 2018–19 AIATSIS completed the first three phases of the Return of Cultural Heritage Project. The project identified 220 overseas institutions with collections of Australian Indigenous material, and so far thirty-four institutions have expressed an interest in discussing a return request. Preliminary return discussions are underway. The appetite of overseas institutions to return materials has been significantly greater than anticipated, which suggests there may be potential for a longer-term program. AIATSIS has welcomed this opportunity to demonstrate cultural repatriation in accordance with best practice for ethics and community engagement, and is partnering with Indigenous communities to return their material and to empower custodians.

Another new initiative that will build on AIATSIS' extensive research and community networks is the Indigenous Research Exchange. AIATSIS was successful in securing \$10 million in funding over three years to develop the Exchange, which will be an aggregator, facilitator and disseminator of Indigenous knowledge for the benefit of all Aboriginal and Torres Strait Islander peoples. The Exchange will also administer a research-based grants program, distributing \$6.5 million over three years, designed to add to the collective knowledge that empowers Indigenous-led decision-making and planning.

In addition to the International Year of Indigenous Languages and the Return of Cultural Heritage project, our international engagement has been deepened this year through

formalisation of a partnership with the bicultural National Museum of New Zealand, Te Papa Tongarewa. This agreement for international cooperation means we can learn from each other's strengths and expertise, and continue to build our capabilities in a relationship of shared commitment and two-way exchange. AIATSIS was also successful in receiving a grant from the Council on Australia Latin America Relations to support a two-way learning exchange intended to revitalise Indigenous languages in Mexico and foster Indigenous-led land and water management in Peru.

AIATSIS has set and promoted the standard for ethical practice through the Guidelines for Ethical Research in Australian Indigenous Studies (GERAIS) for twenty years now. While GERAIS has been regularly revised to reflect the changing context, a comprehensive review is underway to mark the 20th anniversary. The review is being led by AIATSIS' Research Ethics Committee, Research Advisory Committee and Council. After extensive work in 2018–19, a proposed new Code for Ethical Conduct in Aboriginal and Torres Strait Islander Research was ready to launch for public consultation in July 2019.

AIATSIS has continued to lead the development of cultural competency across the Australian Public Service and beyond through the rollout of the Core Cultural Competency e-learning program. Developed during 2015 and 2016, in partnership with PM&C and the Department of Social Services, the program is now used by ninety-two agencies, an increase of twenty-two agencies from last year, with 8660 enrolments in 2018–19. Core was made available to all AIATSIS employees in 2018–19, and was also developed as a specific module for correctional officers and frontline staff working in correctional facilities, as part of the Commonwealth's response to the findings of the Prison to Work Report to the Council of Australian Governments in 2016.

AIATSIS' greatest asset is its highly skilled and dedicated staff. After nearly five years, negotiations on our Enterprise Agreement were completed, and 84 per cent of staff took part in the successful ballot. The agreement was signed on 13 September 2018 and subsequently approved by the Fair Work Commission. Although the process was long and sometimes difficult, all parties demonstrated a strong commitment to obtaining the best possible outcome for staff. I am happy to be moving into the next year with an agreement in place that provides security and recognises the value of AIATSIS' people.

In conclusion, I would like to thank Professor Michael McDaniel for his leadership and support as AIATSIS Council Chair between 2017 and 2019, and to welcome Jodie Sizer to her role. I look forward to working with Jodie and all the Council members during 2019–20 towards achieving AIATSIS' important vision.



**Craig Ritchie**

Chief Executive Officer







**OUR**  
**PERFORMANCE**

# 2018–19 ANNUAL PERFORMANCE STATEMENT

## Introductory statement

I, Jodie Sizer, on behalf of the AIATSIS Council, the accountable authority of AIATSIS, present the Institute's 2018–19 Annual Performance Statement.

This statement is presented as required under paragraph 39(1)(a) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act).

The Annual Performance Statement:

- i. accurately reflects AIATSIS' performance in the reporting period; and
- ii. complies with subsection 39(2) of the PGPA Act.



**Jodie Sizer**

Chairperson

AIATSIS Council

25 September 2019

# AIATSIS PERFORMANCE FRAMEWORK

## AIATSIS Portfolio Budget Statement

The AIATSIS Portfolio Budget Statement 2018–19 (the PBS) sets out how we intend to expend our annual appropriation.

Approximately \$20 million is appropriated by AIATSIS to support its functions as it pursues the strategic goals set out in the *AIATSIS Corporate Plan 2018–19 to 2021–22* and works to deliver the outcome expressed in the PBS.

The PBS sets this single outcome for AIATSIS:

Further understanding of Australian Indigenous cultures, past and present, through undertaking and publishing research, and providing access to print and audiovisual collections.

## AIATSIS Corporate Plan

The *AIATSIS Corporate Plan 2018–19 to 2021–22* sets out how AIATSIS intends to achieve its vision and fulfil its mission as outlined on page 4.

The plan outlines the operating environment and key challenges and identifies five strategic priorities, with key outcomes; planned actions (strategies); and performance criteria, measures and targets.

These strategic priorities are:

1. Build and preserve a national collection and make it accessible
2. Promote better understanding of Indigenous peoples, cultures and heritage
3. Lead and influence on Aboriginal and Torres Strait Islander research, ethics and protocols, and collections
4. Partner and collaborate with our communities, partners and governments
5. Advise on Aboriginal and Torres Strait Islander cultures and heritage.

## Summary analysis of 2018–19 performance

In 2018–19, AIATSIS made progress across all of its strategic priorities. Achievement against performance targets for building and preserving the collection was mixed, though gains were often made even where specific targets were not met. Growth of the collection is being managed more strategically and the proportion of the collection that has been digitised continues to grow, as does the proportion of the collection that is discoverable online. Academic, community and general interest in the collection also grew, and all targets for promoting a better understanding of Indigenous peoples and culture were met or exceeded. Effective leverage of the profile and opportunities of the International Year of Indigenous Languages and improvements to management of the website and social media contributed to these outcomes.

AIATSIS has achieved good awareness and uptake of its research and ethics guidelines and protocols over recent years, which is reflected in these results. AIATSIS is now reviewing and updating its central guidance to ensure it remains a leader, driving the

development of best practice. Partnerships have seen substantial growth in 2018–19, reflecting AIATSIS' outward focus, alongside the availability of new resources for a number of significant collaborative projects. AIATSIS has continued to provide advice to governments on policy issues arising, while laying the foundation and establishing the research and reporting infrastructure required to take a more comprehensive role in advising on the state of Indigenous culture and heritage in future years.

In 2018–19 AIATSIS undertook a ground-up review of its key performance indicators and measures, to ensure that they remain relevant and appropriate to its goals and activities. The new indicators and measures will be reflected in the Corporate Plan 2019–20 to 2022–23 and the 2019–20 Annual Report.

Important factors affecting AIATSIS' performance in 2018–19 include:

- Substantial new opportunities

Funding agreements were entered into during 2018–19 for several large-scale projects—chiefly the Indigenous Research Exchange (\$10 million over three years), Dictionaries Project (\$2 million over two years) and Native Title Research Unit (\$4,075 million over three years). These projects all progress AIATSIS' mission and goals, but also require significant planning, preparation and adjustment of the business in a relatively small agency.

- Increased pressure for preservation and access

While AIATSIS is making good progress in many areas, pressure still grows to achieve preservation of the most fragile and vulnerable materials within the collection. At the same time, there is an increased expectation of digital delivery of, discoverability of and access to the AIATSIS Collection.

- A changing environment for ethical practice in collections and research

Expectations for the ethical management of cultural material and information are shifting. The ethical implications of the collection, management and use of data are an area of ongoing development, and communities and individuals increasingly demand control and management of their own data and information.

- Technological change

AIATSIS is responding to opportunities and threats presented by evolving technologies and technical capabilities.

- Appetite for information on Aboriginal and Torres Strait Islander peoples, traditions, history and cultural heritage

There is an ever-growing demand in Australia and internationally for authoritative content for learning and teaching—both in schools and for the general public—including calls for a national cultural centre.

- Increased resurgence of Aboriginal and Torres Strait Islander culture and society

There is growing demand from Aboriginal and Torres Strait Islander communities for control and management of their own materials held within cultural collections. Collection management and research is expected to occur in partnership, with shared priority-setting, design and decision-making.

- Indigenous affairs arrangements

During 2018–19, arrangements were being made to transition the Indigenous Affairs Group of the Department of the Prime Minister and Cabinet into an executive agency, the National Indigenous Australians Agency, while it remains within the Prime Minister’s portfolio.

- Demand for efficiency

Resource constraints across government are aimed at focusing agencies on providing outcomes at costs that meet community expectations.

AIATSIS’ primary change initiatives in 2018–19 which influenced organisational direction and capacity were:

- development and launch of a new Strategic Plan 2018–2023, which sets out afresh the vision, mission and strategies for AIATSIS to shape Australia’s identity and narrative through the stories of Aboriginal and Torres Strait Islander peoples
- planning and preparation of the skills, capabilities and resources needed to deliver on the substantial new projects that were funded for, or during, the year
- progress on changes to AIATSIS’ shared services arrangements (underway)
- signing of a new Enterprise Agreement, providing clarity and certainty for AIATSIS staff and management.

The following sections set out more detail about the activities and actions undertaken against each strategic priority in 2018–19, and the results achieved relative to AIATSIS’ indicators and targets.



# STRATEGIC PRIORITY 1

## Build and preserve a national collection and make it accessible

### Introduction

The AIATSIS Collection contains over one million items, including film and video, photographs, audio, art, material culture objects, manuscripts and published materials.

The majority of the collection consists of unique materials—stories, oral histories, language, songs, ceremony and traditions.

These materials are invaluable, not only to Aboriginal and Torres Strait Islander peoples and communities but also to the national and international community.

AIATSIS continues to work with Aboriginal and Torres Strait Islander peoples and communities to grow this collection and ensure it is preserved, discoverable, understood, accessible and valued by all.

### KEY OUTCOMES 2018–2022

- Ensure that our collection is representative, relevant and diverse
- Optimise appropriate accessibility
- Maximise opportunities provided by digital innovation

### Key action: Implement a strategy to grow the collection and conduct research to promote the value, significance and understanding of the collection

A refocused Collection Development Strategy 2017–2021 was endorsed by the AIATSIS Council in March 2018, aligned with AIATSIS' legislative functions. This new strategy has guided the assessment of donations and priorities for acquisition in 2018–19.

The strategy has been designed to ensure that material is acquired for the collection in accordance with best practice ethical guidelines, and builds on the strengths of a representative national collection of Aboriginal and Torres Strait Islander cultures and heritage. Donations of artworks, cultural objects, and unpublished materials are assessed for their provenance, significance and access potential over time. Extensive curatorial research and community engagement was carried out in preparation for a major exhibition that will open in late 2019 on the theme of 'resurgence'— the way in which Aboriginal and Torres Strait Islander culture has continued and flourished in contemporary Australia.

Research has focused on the selection of stories and items which will feature in the exhibition, and the identification of supporting material. AIATSIS staff have visited communities in Queensland and New South Wales, and held workshops at AIATSIS with visiting artists and family members as part of the development, consultation and engagement process. Creators, community members and knowledge holders have been involved in the development of the exhibition and the display and interpretation of their stories and collection items. This approach has allowed our understandings of the collections to transform and further reflect the continuity of cultural knowledge and ongoing connections to collection materials.

Additional information resulting from research and consultation has been incorporated into upgraded catalogue records, in particular for the 1982 Rom ceremony materials (see the feature about digitisation of the Rom poles at page 36), enhancing discoverability of these highly significant collection items.

The Native Title Research Unit (NTRU) continued to support access to the AIATSIS collection by individuals, claimant groups, Native Title Representative Bodies, government departments and lawyers to assist in native title processes. During 2018–19 the NTRU received seventy-two requests for access to the AIATSIS collections to research native title claims, and twenty-two visitors to the collection. Ninety-three per cent of requests were processed within one week.

Examples of collection development and research during 2018–19 to extend the accessibility and value of the collection include the pagination, digitisation and indexing of the heavily used Jackomos genealogy collection, providing better access to three volumes of family trees so important to family history research, and the Betty Meehan collaboration outlined in the following case study.



## Betty Meehan collaboration — extending the value, significance and understanding of the collection

### Betty Meehan collaboration

Ongoing collaboration with donor Dr Betty Meehan regarding her film, video and audio collections have resulted in several collection development opportunities. This has included auditioning of over ten hours of audio recorded with Frank Gurrmanamana by Meehan and her husband, Dr Rhys Jones, between 1972 and 1974, featuring Gidjingali language elicitation, music and place names. Film footage from these collections has also created the basis for a collaborative paper presented at the Australian Archaeological Association meeting in Auckland, New Zealand and a presentation at a symposium commemorating fifty years of archaeological research at the Australian National University. This film footage shows anthropological and archaeological research undertaken between 1972 and 1980 with the Anbarra community, which led to the internationally renowned publication *Shell Bed to Shell Midden*.



*Still from film footage of Betty Meehan collecting diyama (shellfish) at Lalar-Gujirrapa in 1973*

## Significant additions to the collection in 2018–19

### Marella Mission Farm Collection

The Marella Mission Farm was an independent foster home for Aboriginal children in the Sydney area, operating between 1948 and 1986. An extensive collection (approximately 30 linear metres) of archival material and contextual documentation has been transferred to AIATSIS from Moore Theological College Archives. Processing of this collection has been prioritised to ensure that former residents are able to access relevant information.

### Australians for Native Title and Reconciliation

Australians for Native Title and Reconciliation (ANTaR) donated an extensive collection of archival materials relating to the early years of ANTaR's operation. Notably the collection includes the Citizen's Statements on Native Title, which accompanied the *Sea of Hands* installation in its earliest incarnation, a key event in the reconciliation movement of the 1990s.

### Frances Calvert Collection

A collection of audiovisual and other material created by film-maker Frances Calvert was transported to AIATSIS from Berlin, following her passing in 2018. The collection includes outtakes and production documentation of her three well-regarded films on Torres Strait Islander cultures, *Talking Broken* (1990), *Cracks in the Mask* (1997) and *The Tombstone Opening* (2012). Inventorying and assessment of this large collection will continue in the next financial year.

### South-eastern art acquisitions

South-eastern practices have been identified as a key area for targeted acquisitions. Purchases in 2018–19 included ceramic works by local Nggunawal Elder Loretta Halloran (nee Bell). These bowls reflect the textures and movements of the water of the Yass River, connecting the artist back to memories of fishing with her father as he told her stories of country. A painting by Lynnice Church, commissioned for the International Year of Indigenous Languages foyer display, was also acquired, and the artwork *Jowalbinna 'Red Bluff'* by significant Wiradjuri artist Karla Dickens was purchased from the collection of Gordon Syron and Elaine Pelot Syron.

### Torres Strait Islander Art

Our Torres Strait Islander representation was enhanced with the purchase of two major works by artist Brian Robinson, *Ocean Guardian* (2017) and *Containment of the Seven Seas* (2018). Brian Robinson is of Maluyligal, Wuthathi and Dayak heritage, and his bold, graphic artworks reflect these cultural connections. These magnificent pieces are to be displayed in the AIATSIS building.

## Other significant art acquisitions

Two paintings, *Mat Weaving* (2005) and *Syaw / Fish Net* (2015), were acquired from artist Regina Pilawuk Wilson, Ngan'gikurrungurr Elder and community leader from Peppimenarti, NT. Some of the first paintings created by the artist, these works depict the iconic woven forms that Regina is known for and complement her significant *Sun Mat*, already held in the collection. A purchase was also made of Greg Semu's photographic portrait featuring dancer Hans Ahwang wearing Grace Lillian Lee's body sculpture *Acceptance*, which was acquired for the collection in 2016.

A collection of 187 drawings created by Kuninjku-speaking artists and children in 1983 was donated by anthropologist and former AIATSIS staff member Dr Luke Taylor. The collection of drawings depicts important cultural stories from Western Arnhem Land from the perspectives of different age groups, visually documenting the transmission of knowledge in these communities.

## Miriwoong Language Cards

Mirima Dawang Woorlab-gerring Language and Culture Centre donated an extensive collection of illustrated magnetic stripe cards containing short recordings of community members speaking in the Miriwoong and Ngarinyman languages. The illustrations of the words recorded on the cards have been drawn and coloured by children in the communities and are used to enrich the meaning and effectiveness of the cards. While magnetic stripe language cards have been used all over the world, as far as AIATSIS research has ascertained, this innovation is unique to a number of remote communities in Australia.



L: Unboxing magnetic stripe language cards from the Mirima Dawang Woorlab-gerring Language and Culture Centre.



R: Illustrated language cards.

## Getting inventive with digitisation

### Walter Barry Wood collection

The Walter Barry Wood collection comprises 1347 images taken during the excavation of the Broadbeach burial site in Queensland, a significant event in Australian archaeology. The site was accidentally discovered in June 1963 by local soil contractors who were illicitly removing soil for sale. The police, landowners and eventually the University of Queensland became involved. The excavation took three years from 1965 to 1968 and was managed by Dr Walter Barry Wood, lecturer in anatomy at the university, with archaeologist Laila Haglund. The images document the archaeological process and the burial practices of communities in south Queensland. After lobbying by the local Aboriginal community and university, the excavated remains were returned and reinterred close to the original site in what is now known as Kombumerri Park.



*L: Archaeological assistants marking out grid reference lines at an excavation site at Bundall, QLD, 1968. Image by Walter Wood.*

*R: Student volunteers at work at an excavation site inland from Mermaid Beach, Broadbeach region, QLD, 1965.*

### Key action: Optimise digital platforms for improved online discoverability of, access to and use of the collection

Work to combine three different Art and Object databases into a single dataset on the new digital platform has been completed, culminating in online release of the beta version of the Art and Object catalogue in late September 2018 for user testing and feedback. There are now 2034 records available to the public, representing 39.5 per cent of the total art and object collection. Work is ongoing to make more catalogue records available.

This means that the public can now access the Art and Object catalogue, the AUSTLANG database and datasets, and Mura®, the AIATSIS Collection catalogue, online.

The photographic collection is also now on the AIATSIS digital platform, but can as yet only be accessed on site because most images require permissions for uses other than private research. Nevertheless, transfer to the new platform has made searching much simpler and quicker—searching can now be done by place, name and other filters, using the captions for individual photographs. Previously users had to request access to proof sheets of images and work through them with separate caption lists containing the metadata for the images.

There were 10,115 additional images and descriptions uploaded to the AIATSIS Collections platform in 2018–19, meaning that 52 per cent of the photographic collection is now discoverable via the database.

## Getting inventive with digitisation

Despite climate-controlled vault storage, the AIATSIS tape-based audio collections have inevitably deteriorated over time. While 88 per cent of the tape-based audio collection has been digitised (as at the end of June 2019), deterioration makes the digitisation of what remains slow and difficult. Some tapes are affected by 'soft binder syndrome', where the binder on the audiotape softens, causing the tape to grip the play head. This generates an audible squeal which is transferred to the digital audio file, affecting its quality and audibility.

The literature indicated that application of carefully controlled quantities of a non-toxic silica oxide solution to the affected tapes could minimise or remove the noise created and clean the tape surface, improving the quality of audio digitisation capture. Traditionally the solution would be laboriously applied to the running tape with a cotton bud.

Instead, AIATSIS engineering staff designed a machine that applies the solution evenly and removes excess residue through forced evaporation of the volatile component. An audiocassette format version of this device is in final testing, and a version to treat ¼ inch open reel format tapes is in development. This new device has potential application to yet more formats and to widespread use across the cultural collections sector.



*Audiocassette tape lubrication and cleaning machine designed and manufactured by AIATSIS engineering staff*

AIATSIS technicians also developed a new process for lantern slide digitisation. Lantern slides are large glass photographic transparencies that were in use from the 18th to mid-20th centuries. Flatbed scanners had been used previously with mixed results and did not allow the complete exterior detail of the lantern slides to be captured. The new process uses a light table to illuminate the transparent window of the lantern slides while all areas except the transparent image are masked and the top surface is evenly illuminated using a reflector card. This method allowed the entire AIATSIS lantern slide collection to be digitally rendered sympathetically and efficiently. This innovation has been presented to interested audiences at conferences and online.

### Key action: Develop, implement and maintain a single platform for the discovery of and research into Australian Indigenous languages

AUSTLANG is now the one authoritative international resource on Australian Indigenous languages. After several years of development, it became the single comprehensive platform for language discovery and research when the alternative languages thesaurus component of Pathways on the AIATSIS website was decommissioned in April 2019.

In October 2018 AIATSIS, with the National Library of Australia, successfully applied to the Network Development and MARC Standards Office at the Library of Congress to have the AUSTLANG codes used in Machine Readable Cataloguing (MARC). The AUSTLANG codes identify the most comprehensive range of Australian Indigenous languages, far more than any other code currently recognised, such as ISO 693-3 and Glottocodes. Using them in catalogue records enables cataloguers to more accurately describe collection materials in or about Indigenous languages, and will make it easier for users to discover this material in collections all over the world.

AIATSIS cataloguers worked from January to March 2019 to amend the AIATSIS catalogue accordingly, updating codes and creating 340 new and 764 updated language authority headings in the catalogue. Language headings in over 98 per cent of the 17,000 associated bibliographic records have also been upgraded, using automated and manual approaches. AIATSIS also worked with the National Library of Australia and Trove to deliver promotional material and to present at conferences and by webinar to help institutions address the system-wide implications of the changes and help cataloguers in agencies across the sector add AUSTLANG codes to catalogue records.

The AUSTLANG datasets will be updated in late 2019 with the results of the third National Indigenous Languages Survey (see page 48).

OUR PERFORMANCE

In a major step for public data access, in May 2019 three AUSTLANG datasets were made available on data.gov.au in one file, with an open licence. The AUSTLANG datasets will help people to distinguish Australian Indigenous languages and their context among the hundreds of Indigenous language varieties that exist in this country. Individuals or organisations are free to use the AUSTLANG datasets to build new resources, incorporating data to cross-reference material, find resources and ultimately make better, data-informed decisions when it comes to Aboriginal and Torres Strait Islander languages. The data includes the language name and code, the synonyms and the approximate location of each language variety. In the two months to June 2019, there have been 364 views of the data, and 51 downloads of the dataset. Response to the release of the data has been positive, and exciting developments in its use are expected.



Postcard with the AUSTLANG map and language list.



## Women from central Australia visit AIATSIS

AIATSIS' partnership with communities includes demonstrating how AIATSIS cares for material in its collection and manages access to that material, building the trust that is essential for AIATSIS to hold and grow Australia's nationally significant collection of Aboriginal and Torres Strait Islander culture and heritage. Two visits by groups of women from central Australia demonstrate this partnership with community.

In December 2018, Arrernte women Samantha Laughton, Amelia Turner, Mia Mulladad and Rachel Perkins (AIATSIS Council member) visited AIATSIS with Myfany Turpin (University of Sydney, AIATSIS Council member). They wanted to know how AIATSIS would look after and manage access to recordings made, and legacy recordings digitised, under the 2015 Arrernte women's song project, if they were to offer the material to AIATSIS. Myfany had collated information about the songs. The visit was supported by funding from the University of Sydney and an Australian Research Council grant.

In June 2019, April Campbell Pengart, Clarrie Long Kemarr and Emmanisha Pepperill Kemarr, from Ti Tree in the Northern Territory, visited AIATSIS with Jennifer Green from the University of Melbourne. The Ti Tree women, representing three generations of Anmatyerr and Warlpiri speakers, are all active in education and in language and culture documentation and have worked with Green for decades, recording spoken Anmatyerr, verbal arts (sand stories, string games, song) and sign language. Like the Arrernte women, they wanted to learn more about the destination of their records, and about future access to them. Their visit was supported by the Research Unit for Indigenous Languages at the University of Melbourne and by an Australian Research Council Linkage Project.

Both groups toured AIATSIS and the collection, observing collection storage, digitisation work areas and access facilities. They learned about how AIATSIS manages culturally appropriate access to and use of materials in the collection. Some of the women discovered photographs of family and community members. The women were reassured that material held by AIATSIS is in safe hands.

The experience convinced the Arrernte women that their material will be well looked after. As a result, Samantha, a custodian of legacy recordings made by her grandmother Ada Sylvia Laughton in the 1960s, offered this collection and a manuscript of the songs transcribed and translated to AIATSIS. This is one of the earliest recordings AIATSIS holds of traditional Aboriginal songs made by a solo Aboriginal person. The group also decided to offer the recordings they made in 2015.

Anmatyerr woman April Campbell Pengart from Ti Tree commented:

It was really important for us to go and see that place because we had never been there before. Elders has been asking where our things are and we told them. They said that was good as long as the next generation has access to them.



*A: April Campbell Pengart, Emmanisha Kemarr Pepperill and Clarrie Kemarr Long at AIATSIS, June 2019. Image Jenny Green.*

*B: (L-R) Mia Mulladad, Samantha Laughton, Fiona Blackburn (AIATSIS), Rachel Perkins, Amelia Turner, Bonnie Faulkner (Blackfella films) Kazuko Obata (AIATSIS) and Linda Renehan (AIATSIS). Image Myfany Turpin.*

## Key action: Upgrade and maintain capable digital infrastructure and appropriate physical storage for the expanding collection

Offsite storage space enables AIATSIS to accommodate collection growth, and mitigates the recognised risks associated with a sub-optimal on-site storage capacity. A secured, climate-controlled storage facility with custom-built infrastructure was procured in 2017–18, located in Hume, ACT.

In 2018–19, AIATSIS relocated additional items from the Art and Object, manuscript and publications collections to the Hume facility. Scoping was undertaken to move to an alternative, more cost-effective facility, with planning and relocation expected in 2019–20.

The Collections Disaster Recovery Plan was revised, and now addresses the risk of dissociation, the recovery of restricted materials and the potential for cultural harm during salvage operations.

A conservation survey of restricted material in the collection was undertaken, which included preparing condition reports, rehousing items into archival boxes, and non-destructive testing for hazardous chemicals.

Conservation treatment was also carried out on over 3000 language slips documenting Central Desert languages, produced by Ken Hale in 1959–1961. Washing and stabilisation has prepared this important language resource for safe digitisation and access.

To stay up to date with new National Archives of Australia standards and the technical support of manufacturers, AIATSIS has acquired:

- updated book and page scanners, capable of delicately handling fragile bound documents while still offering improvements in workflow speed and handling for unbound/loose-leaf manuscripts
- a vertical reprographic camera and lighting assembly optimised for smaller art/object items, enabling a more rapid and less complex set-up process, while continuing to provide satisfactory options for preservation of larger print and manuscript materials (such as maps and posters)
- a new-generation microfilm and microfiche scanner, enabling AIATSIS to again provide clients with a self-service capability for examining and printing microfilm materials while also enabling staff to digitise our microfilm collections.

## Digitising significant and fragile artworks—photographing the Anbarra Rom poles



The Anbarra of northeast Arnhem Land call the ceremonies that formally recognise links between clans *Rom*. In 1979 two Anbarra Elders, Frank Gurrmanamana and Frank Malkorda, expressed the wish to perform a *Rom* ceremony in Canberra. This took place at AIATSIS in 1982. AIATSIS houses the two *Rom* poles used in this ceremony in its collection.

In April 2019 AIATSIS digitised the *Rom* poles to address a number of concerns. The wooden poles are made from fragile, organic materials including feathers, tassels of hair, ochre and resin. Even under rigorous conservation and environmental controls, the poles will eventually degrade. Previous technology has not enabled comprehensive, accurate digital capture.



A composite image was created using the latest digital cameras and software technology to capture the poles in sections. Between the capture of each section the camera itself could not be moved without creating differences of exposure between each section. Nor could the pole be moved, as this would result in irregularities in detail elements such as hair and feathers. The solution was to secure the *Rom* pole to its background and move both between each shot, sliding it along an aluminium rail that was fixed to the floor as a guide.

When the resulting single image is viewed on a monitor, the viewer can see the pole at its full 3 metre length and then zoom in to see the finest details with absolute colour accuracy and razor-sharp clarity.

*A: Frank Gurrmanamana, Frank Malkorda Jambich Pole (detail). Image copyright AIATSIS.*

*B: AIATSIS photographic technician Charnel Henaway preparing to photograph Jambich Pole ATS304. Image copyright AIATSIS.*

## 2018–19 RESULTS

ACCEPTANCE OF MATERIAL INTO THE AIATSI COLLECTION (ACCESSIONED)			
MEASURE AND TARGET	2017–18	2018–19	OUTCOME +/-%
Printed and published media— <i>items</i>	2 706	1 575	-47%
Manuscripts— <i>pages</i>	22 2706	313 060	+41%
Audio— <i>hours</i>	187	398	+113%
Pictorial— <i>items</i>	18 725	10 027	-46%
Film— <i>feet</i>	169 707	35 100	-79%
Video— <i>hours</i>	643	789	+23%
Art and object— <i>items</i>	118	136	+14%
<b>Overall year-on-year change</b>			<b>+3%</b>
<b>Target for this measure</b>	<b>+2%</b>	<b>+2%</b>	<b>+3%</b>

DIGITAL PRESERVATION OF MATERIAL IN AIATSI COLLECTIONS			
MEASURE AND TARGET	2017–18	2018–19	OUTCOME +/-%
Print— <i>items</i>	62 519	36 702	-41%
Audio— <i>hours</i>	2 340	2 366	+1%
Pictorial— <i>items</i>	53 892	29 736	-45%
Film— <i>feet</i>	617 866	396 800	-36%
Video— <i>hours</i>	1 135	2 276	+100%
Art and object— <i>items</i>	299	36	-88%
<b>Average %</b>			<b>-13%</b>
<b>Target for this measure</b>	<b>+5%</b>	<b>+5%</b>	<b>100%</b>

COLLECTION MADE DISCOVERABLE			
MEASURE AND TARGET	2017-18	2018-19	OUTCOME +/-%
Manuscript finding aids— <i>number</i>	14	21	50%
Audio audition sheets— <i>number</i>	179	36	-80%
Audio finding aids— <i>number</i>	28	18	-36%
Pictorial item level descriptions*	12 267	10 115	-18%
Moving image audition sheets— <i>number</i>	34	88	+158%
Moving image finding aids— <i>number</i>	11	12	+9%
Catalogue records (new and updated)— <i>number</i>	4 626	5 046	+10%
<b>Average %</b>			<b>-11%</b>
<b>Target for this measure</b>	<b>+1.5%</b>	<b>+1.5%</b>	

*Pictorial item level descriptions have replaced pictorial caption lists, the measure used in previous reports. Due to the development of a new digital platform, pictorial caption lists are no longer created. Instead, individual captions are assigned to images.*

COLLECTION ACCESSIBILITY			
MEASURE AND TARGET	2017-18	2018-19	OUTCOME %
Total number of enquiries/requests received (email, phone, in-person, simple and complex)	4 061	3 255	-20%
Total number of complex and Return of Material To Indigenous Communities (ROMTIC) requests completed	1 263	1 378	+9%
Total items supplied*	9 764	4 585	-53%
Total number of visitors/clients on site	1 113	1 410	+27%
Use item statistics (used in Reading Room)	3 913	5 358	+37%
Mura® sessions	62 180	69 805	+12%
Mura® page views	432 841	448 381	+3%
Unique Mura® users	39 102	47 760	+22%
	<b>TOTAL</b>		<b>+5%</b>
<b>Target for this measure</b>	<b>+10%</b>	<b>+10%</b>	

## ANALYSIS

There was a reduction in the amount of material accepted into the collection this year, from 414 792 items in 2017–18 to 361 085 items in 2018–19. Implementation of the new Collection Development Policy has meant some materials offered to AIATSIS have been declined as they did not meet collection prerequisites or align with collection priorities. The amount of material offered across the various media inevitably fluctuates year on year. The collection still grew, at a lower rate, and has grown across all formats by an average of 4.7 per cent over the last five years. Large acquisitions such as the ATSIC and Pallottine collections added very significantly to some media.

Growth in the rates of digitisation appeared to decline across formats, including print, pictorial and film, and was below target for audio material. The replacement of ageing digital storage and transition to a new system, now completed, required significant time and caused reductions or disruptions in throughput for most collection categories. Ageing of materials in the audio and film collections, in particular, means that digitisation is now taking longer per unit, while technicians deal with fragile substances requiring extensive treatment. Nevertheless, the total percentage of the collection digitised has continued to grow, reaching 49 per cent of the total collection, 88 per cent of audio holdings, 49 per cent of video holdings and 29.5 per cent of the 6.8 million feet of the irreplaceable motion picture collection. Digitisation of the total collection of at-risk magnetic collections (audio and video tape) has reached 76 per cent, bringing the UNESCO Memory of the World goal to preserve 100 per cent of those materials by 2025 closer and more certain.

The total number of visitors and clients on site and the total number of unique Mura users both increased, indicating that more people are interested in the AIATSIS Collection. This is mirrored more broadly in strong growth in traffic to the AIATSIS website, which now includes much more content derived from AIATSIS collections.

However, overall the total number of incoming requests and enquiries to the Collections Access Unit decreased. Some of this decrease may reflect the lack of funding to make access visits to communities, where curated collection materials are presented to a large number of community people on country. This practice raised awareness of how AIATSIS collection materials could contribute to local cultural and historic resurgence, stimulated demand for copies of collection materials and built lasting relationships based on two-way learning that increases the usefulness, significance and value of the AIATSIS Collection. Some of this reduction may also be due to improvements made to the contact form on the AIATSIS website, meaning that fewer enquiries unrelated to collection access are coming to the Collection Access Unit. The availability of more collections resources online and via the AIATSIS website—the top ten pages visited were all related to information and articles on Aboriginal and Torres Strait Islander history and culture—also enables web users to satisfy their requests without contacting the



unit. In addition, the new availability of the searchable photographic database in the Stanner Reading Room means that visitors can undertake significant research into the photographs they wish to access on their own, rather than making repeated enquiries for proof sheets and caption lists.

The total number of requests completed recovered this year as a result of a change in approach to the provision of access. Access requests are also now being delegated to staff more quickly, enabling faster responses.

The total number of items supplied is lower than in 2017–18, which reflects normal variations in the numbers of items required to meet requests for material, which may include one or many items. Another factor is the implementation of important infrastructure enhancements needed to stabilise digital storage, which took place in the last two quarters of the year. This led to a temporary bottleneck in providing copies of digital items once all research and clearances had been completed. With the digital storage work completed, it is anticipated that a large number of items will be supplied to finalise outstanding requests during the first quarter of 2019–20.

## International Year of Indigenous Languages

The United Nations declared 2019 the International Year of Indigenous Languages (IYIL), with a global campaign hosted by UNESCO in collaboration with the Permanent Forum on Indigenous Issues.

During 2018–19, IYIL activities have shone a spotlight on AIATSIS' ongoing work on language, alongside a number of special events to celebrate this important year and draw attention to the situation and value of our Indigenous languages.

AIATSIS CEO Craig Ritchie is the Co-chair of the International Steering Committee for IYIL. Speaking at the launch in Paris on 28 January 2019, he stressed the value of a united, global effort to promote, appreciate and revitalise Indigenous languages:

*Language is more than just a means of communication. It is a repository for history, wisdom, identity and culture. Indigenous languages contain unique systems of knowledge that are valuable to our modern challenges. They are also fundamental to the world's cultural diversity and social integration. The good health of Indigenous languages is in everyone's best interest.*

*More than 250 Indigenous Australian language groups were present on our continent at the time of European settlement in 1788. Today, only 13 of these languages have a sufficient number of young people speaking them to sustain the language into the future. The research shows that knowledge of language helps Aboriginal and Torres Strait Islander people strengthen their cultural identity, integral to health and wellbeing and by extension, the health and wellbeing of society as a whole.*

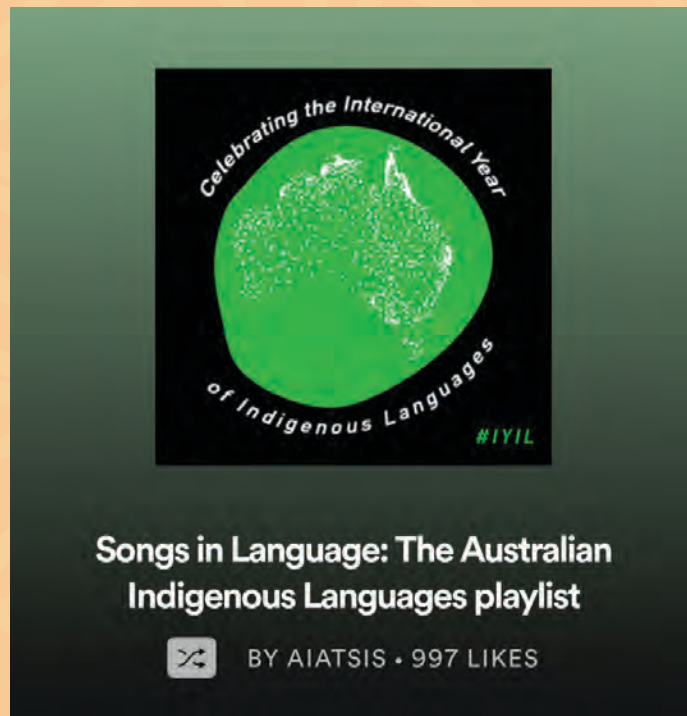
The Australian Government Action Plan for the 2019 International Year of Indigenous Languages was launched in early 2019. AIATSIS has a significant role in delivering the plan, which includes action in the following areas, adapted from UNESCO's themes:

- Support for the revitalisation and maintenance of Aboriginal and Torres Strait Islander language
- Access to education, information and knowledge in and about Aboriginal and Torres Strait Islander languages
- Promotion of Aboriginal and Torres Strait Islander knowledge and values.

## SPECIAL COMMEMORATIVE EVENTS

### Songs in Language: The Australian Indigenous Languages Playlist

In February 2019 AIATSIS launched a Spotify playlist. Designed to bring languages into everyday life, the playlist includes up-and-comers such as Young Australian of the Year Baker Boy and Eurovision Song Contest finalist Electric Dreams, classic artists such as Yothu Yindi, Christine Anu and Gurrumul Yunupingu, and lesser known musicians such as Waak Waak Djungi and Maroochy Barambah. Languages on the playlist include Yolngu, Kala Lagaw Ya, Darug, Muruwari, Pitjantjatjara, Gubbi Gubbi and Anindilyakwa. With suggestions from online audiences, the playlist has grown from thirty-five to fifty songs and will keep growing throughout the year. So far the playlist has had over 150 000 impressions. Feedback from artists has been very positive, noting a spike in plays of their music and a subsequent increase in royalty payments.



## International Women's Day celebrating language

AIATSIS' annual International Women's Day celebration featured the language work of Laurie Baymarrwaṅa, Senior Australian of the Year 2012. Baymarrwaṅa spent a lifetime promoting the intergenerational transmission of languages. Starting in 1993 in her eighties, and with no English, she worked for over twenty years to save her language—Yan-nhaṅu. She worked with linguist Bentley James in Yolṅu matha to create the first Yan-nhaṅu maps, visiting and recording over 600 sites. From a start of barely 250 recorded Yan-nhaṅu words, they produced the 576-page Yan-nhaṅu Atlas and Illustrated Dictionary of the Crocodile Islands, alongside many self-funded projects to sustain lifelong language learning. At her own expense she distributed the illustrated dictionary free to children in over thirty homelands, twelve schools, eight Northern Territory ranger programs, and 300 libraries nationally. Her final unfinished project was a book of Yolṅu hand signs. *The Illustrated Handbook of Yolṅu Sign Language of North East Arnhem Land* is being completed by Dr James in her honour, for release later in 2019. The handbook has been crowdfunded, with significant awareness generated by AIATSIS' IYIL communications campaign.



Dr Bentley James and Laurie Baymarrwaṅa.

## IYIL commemorative coin

On 9 April, the Year of Indigenous Languages commemorative coin was launched. The fifty cent coin was created in partnership with the Royal Australian Mint, and with the support of 14 Indigenous communities from around the country who agreed to have their language words for 'money' included in the design.



A: Professor Jakelin Troy, AIATSIS CEO Craig Ritchie, Kurna man Jack Buckskin with his children, and Royal Australian Mint CEO Ross MacDiarmid.

B: The coin design.



## **ANZAC Day: the Ode of Remembrance in first languages**

On 25 April, to commemorate ANZAC Day, AIATSIS shared three translations of the Ode of Remembrance into Nyoongar, Warrimiri and Marrithiyel. The translations were posted to social media and were extremely popular, the Nyoongar Ode in particular reaching 74 000-plus people on Facebook alone.

## **IYIL commemorative stamp**

On 30 April, a Year of Indigenous Languages commemorative stamp was released by Australia Post. The \$1 stamp features the official United Nations logo for the International Year of Indigenous Languages 2019, and the sheetlet pack features a map representing the regions associated with the hundreds of Indigenous language variations, both current and historical, recorded in AUSTLANG, the Australian Indigenous languages database developed and maintained by AIATSIS. Australia Post released a blog interview with CEO Craig Ritchie about Indigenous languages to support the stamp's release.



*Indigenous languages map from the 2019 IYIL stamp pack.*

## **AIATSIS IYIL windows**

On 7 May, decals celebrating Australia's Indigenous languages were installed on the front window of the AIATSIS building, which greet visitors to AIATSIS and to our neighbour, the National Museum of Australia. The decal highlights pertinent statistics related to the state of Indigenous languages in Australia and the world, and uses data from AUSTLANG to illustrate the diversity of Australia's Indigenous languages.

## **More to come**

More events are planned for the second half of 2019, including an exhibition in AIATSIS' Rom Gallery, opening in September 2019. To ensure that Indigenous voices are at the forefront of the exhibition narrative, community visits have been undertaken to consult with the Warlpiri of Yuendumu, the Meriam on Mer Island (Torres Strait) and the Wangka Maya Aboriginal Language Centre in Port Hedland, as well as engagement with the Ngunnawal Elders Council in the ACT.

Also in September AIATSIS will run a series of 'Paper and Talk' language workshops, pairing community researchers from little-spoken language groups with experienced linguists for two weeks of linguistics and archival research skills development, supporting community-based language revitalisation.



## **AUSTRALIAN INDIGENOUS LANGUAGES**

In 2019 AUSTLANG, the authoritative international resource on Australian Indigenous languages, became the single platform for discovery of and research on these languages. This was the culmination of years of work to develop AUSTLANG as the comprehensive platform. Work is continuing nationally to integrate it into collection systems. See page 31 for more detail.

## **MAKING LANGUAGE COLLECTIONS DISCOVERABLE— GAVAN BREEN COLLECTION FINDING AID**

As a contribution to the International Year of Indigenous Languages, AIATSIS prepared a composite finding aid for the entire collection of linguist Gavan Breen. Beginning in 1967 and continuing for over a decade, Breen recorded at least 49 Indigenous languages across three states. Covering the full collection and organising descriptions by language (rather than date), the finding aid gives users a view of the full scope of Breen's work, makes the collection easier to interrogate for research into a specific language, and recognises the language speakers as co-creators. It incorporates the latest information about language naming from AUSTLANG and, in recognising speakers as creators of the collection, demonstrates best practice in ethical collection management. This very significant language collection can now be much more easily accessed by the relevant language communities and by other researchers.

## **NATIONAL INDIGENOUS LANGUAGES SURVEY**

AIATSIS has conducted the third National Indigenous Languages Survey to update our understanding of the state of Aboriginal and Torres Strait Islander languages. From November 2018 to April 2019, AIATSIS surveyed language centres, other communities and organisations carrying out language projects, and linguists who specialise in Australian Indigenous languages.

For each language, the survey sought to capture:

- approximate numbers of speakers
- the degree of intergenerational transmission
- when and how language is used
- engagement with language activities and resources.



AIATSIS has partnered with the Department of Communications and the Arts and the Australian National University to produce a report that presents the results of the survey and articulates our understanding of the evidence of the benefits of Aboriginal and Torres Strait Islander languages. This will be released in late 2019. AUSTLANG datasets will be updated with the survey results (see page 90).

The survey and report will provide an up-to-date evidence base for researchers, policymakers and communities, and tell all Australians the story of Aboriginal and Torres Strait Islander languages.

### **INDIGENOUS LANGUAGES PRESERVATION: AIATSIS DICTIONARIES PROJECT**

Dictionaries play an important role in language preservation and revitalisation, yet there are many cases where a good dictionary database has been created but a lack of funding has impeded publication. In numerous other cases publication has taken place in low-quality physical formats that have now deteriorated, leaving the community without a dictionary.

In response, AIATSIS has launched a project to support the publication of Indigenous language dictionaries. Dictionaries nearing the point of readiness for publication but lacking funds have been identified and connected with funding support provided by the Department of the Prime Minister and Cabinet. A plan to produce nineteen dictionaries (see Table 50 for details) is now being implemented, with several additional dictionaries in negotiation. A range of publishers will be involved, including Aboriginal Studies Press, IAD Press, Miwi-inyeri Pelebi-ambi Aboriginal Corporation, Wakefield Press and Murrumbidgee.

Publication work is well underway, starting with a new edition of *The Sydney Language* by Jakelin Troy, published in June 2019—see page 62 for more details.

Table 1: Dictionaries Project publication program

DICTIONARY	LANGUAGE
<b>2019</b>	
<i>The Sydney Language</i> , new edition	<b>Sydney (Dharug, Gadigal, Eora).</b>
<i>Ngarinyman to English Dictionary</i>	<b>Ngarinyman</b>
<i>Ngarrindjeri Dictionary</i> , 2nd edition	<b>Ngarrindjeri</b>
<i>Alyawarr to English Dictionary</i> , second edition	<b>Alyawarr</b>
<i>Ngaanyatjarra/Ngaatjatjarra to English Dictionary</i>	<b>Ngaanyatjarra/Ngaatjatjarra</b>
<i>Dhurga Dictionary and Learners Grammar—a South-East Coast NSW Aboriginal Language</i>	<b>Dhurga</b>
<i>Ngarrindjeri Dictionary</i> , 3rd edition	<b>Ngarrindjeri</b>
<i>Mudburra to English Dictionary</i>	<b>Mudburra</b>
<b>2020</b>	
<i>Gurgun Mibinyah</i>	<b>Yugambeh, Ngarahngwal, Ngahnduwal</b>
<i>Eastern and Central Arrernte to English Dictionary</i> , updated edition	<b>Arrernte</b>
<i>Gija-Kija – English Dictionary</i>	<b>Gija</b>
<i>Kurna Warrapiipa: a Kurna Dictionary</i>	<b>Kurna</b>
<i>A dictionary of Umpithamu</i>	<b>Umpithamu</b>
<i>Mawng Dictionary</i>	<b>Mawng</b>
<i>Ngiyampaa wordworld 1. thipingku yuwi, maka ngiya: names of birds and other words</i>	<b>Ngiyampaa</b>
<i>Warlpiri to English Encyclopaedic Dictionary</i>	<b>Warlpiri</b>
<i>A Dictionary of Yinggarda, Western Australia</i>	<b>Yinggarda</b>
<i>Pitjantjatjara/Yankunytjatjara to English Dictionary</i> , updated 2nd edition	<b>Pitjantjatjara/Yankunytjatjara</b>
<i>Dhanggati grammar and dictionary with Dhanggati stories</i>	<b>Dhanggati</b>



*Location of language groups covered so far in the AIATSIS Dictionaries Project.*



# STRATEGIC PRIORITY 2:

## Promote better understanding of Indigenous people's cultures and heritage

### Introduction

AIATSIS is uniquely positioned to transform the nation's understanding of Aboriginal and Torres Strait Islander peoples and culture, with the tremendous resource of its collection, its strong and growing relationships with Indigenous communities and other institutions, and the knowledge produced through its research leadership and activities. This rich source of stories, images, sounds and experiences can be shared with Indigenous peoples and communities to strengthen their identity and ownership of their history, and with the broader population and our institutions, to improve understanding and ensure Indigenous culture and heritage is appropriately recognised, respected, celebrated and valued.

### KEY OUTCOMES 2018–2022

- Positioning AIATSIS as the national forum for dialogue on Aboriginal and Torres Strait Islander cultures
- Delivering transformative experiences of Aboriginal and Torres Strait Islander cultures, histories and heritage
- Delivering high-quality exhibitions, products and publications

### Key action: Maintain an innovative public program and services to strengthen community participation, and attract partners and sponsors

AIATSIS delivered a program of public events during the year that achieved high levels of participation and engagement.

### *Launch of AIATSIS Strategic Plan 2018–2023*

AIATSIS unveiled its new Strategic Plan 2018–2023 at Parliament House on 18 October 2019. This was also the inaugural event for the new Parliamentary Friends of AIATSIS. The Strategic Plan is underpinned by a determination to help Australia forge a more inclusive national identity, and will guide AIATSIS' direction over the next five years.



*CEO Craig Ritchie, Cathy McGowan MP, Senator the Hon Nigel Scullion, and Trevor Evans MP.*

### *My Voice for My Country exhibition*

AIATSIS collaborated with the Department of Parliamentary Services to transform the existing online exhibition *My Voice for My Country* into a physical exhibition at Australian Parliament House. Opening in National Reconciliation Week, the exhibition provided a unique insight into the history of electoral education programs for Aboriginal and Torres Strait Islander voters.

From the exhibition's launch on 21 May until 30 June, 75 299 people visited Australian Parliament House. There has also been a substantial increase in traffic for the online exhibition.

### *AIATSIS Art Market*

The 2018 Art Market, held on 7–8 December, was the largest event to date, with six art centres and three local artists exhibiting. A record number of stalls sold artworks encompassing traditional and contemporary paintings, sculptures, pottery, jewellery, textiles and home décor. For the first time local artists were represented alongside those from remote Northern Territory and Western Australia. All proceeds from sales returned directly to the art centres, artists and their communities.

In another first, the markets included workshops, digeridoo performances, food and coffee, and a free bus service to and from the event.

People from art centres travelled over 20 000 km to attend. More than 3000 people visited the market over two days, encouraged by publicity including a social media campaign that reached 157 030 people, and media coverage including a front cover feature in the Canberra Weekly and a live media cross on 666 ABC Canberra radio.

After five years the AIATSIS Indigenous Art Market is now a popular annual event that allows the local Canberra community to celebrate the diverse stories and culture of Indigenous Australians. It is a wonderful way for AIATSIS to provide an opportunity for the local community to engage directly with Indigenous artists from all around the country, and is a practical way to support ethical sales of Indigenous art, for the benefit of the artists and consumers.



*L: Didgeridoo performance by Yidinji man Greg Joseph.*

*R: ABC journalist Dan Bouchier interviews Angelina Karadada from Waringarri Aboriginal Arts.*

### Book launches

*Our Mob Served: Aboriginal and Torres Strait Islander histories of war and defending Australia*, edited by Allison Cadzow and Mary Anne Jebb, was officially launched at the Australian War Memorial on Thursday 28 March 2019. The oral histories and treasured family photographs of Aboriginal and Torres Strait Islander service men and women featured in this book create a vivid picture of Indigenous war service.

*The difference identity makes* was launched by Margo Neale, Senior Indigenous curator and principal adviser to the Director at the National Museum of Australia, at Harry Hartog bookshop at the Australian National University (ANU) on 22 May 2019. Speakers included Head of ANU School of History Professor Frank Bongiorno and editors Professor Tim Rowse and Dr Laurie Bamblett, Head of the Centre of Indigenous Knowledges.

*The Sydney Language* was launched in Sydney on 14 June (see page 62 for details).



*Mary Anne Jebb, Sue Gordon AM, Des Mayo And Allison Cadzow at the launch of Our mob served.*



*Jacinta Tobin, AIATSIS CEO Craig Ritchie, and Professor Jakelin Troy, author of The Sydney Language.*



### Key action: Develop and deliver training materials and curriculum for ethical publishing

Following the successful webinar pilot to test a curriculum for ethical publishing in 2016–17, an online resource was developed to assist postgraduate students with reworking their thesis for book publication as the first product. ‘Reworking your thesis for publication’ draws on the principles of the Guidelines for Ethical Research in Australian Indigenous Studies and the Ethical Publishing Guidelines and includes instructional guidance and practical examples along with general information about the publishing process. This resource was published on the AIATSIS website in August 2018, supporting the publication of high-quality and ethically informed works by early career Indigenous researchers and those researching in Indigenous studies.

There were 850 page views and 183 downloads of ‘Reworking your thesis for publication’ between 1 July 2018 and 30 June 2019.

### Key action: Produce relevant and engaging online content and collateral communication promoting Aboriginal and Torres Strait Islander cultures and heritage

International Year of Indigenous Languages (IYIL) has provided a strong focus for the development of content and collateral in 2018–19. By the end of the first half of 2019, the IYIL communications campaign was already tracking well ahead of the targets in its strategy for social media impressions, website visits and media engagement. AIATSIS’ ‘Indigenous Australian languages’ webpage was updated for the campaign, and made the top ten visited pages for the first time.

The IYIL19 theme was applied to communications and promotions collateral. AIATSIS’ annual United Nations International Women’s Day poster for 2019, titled ‘More powerful together’, features Laurie Baymarrwaṅa, the 2012 Senior Australian of the Year, who is recognised for her lifetime of leadership and work in language and culture preservation in the Crocodile Islands, NT (see page 44 for more detail). This campaign also included a webpage, a postcard and media outreach that generated significant coverage, raising awareness of Baymarrwaṅa’s legacy, the role of women in the preservation and transmission of language, and the importance of Australia’s Indigenous languages. More than 2000 posters were distributed across the country in response to 380 orders, and over 142 000 social media impressions were received. The impact of the International Women’s Day campaign resulted in the Yolŋu sign language project receiving a \$20 000 donation from Emma Watkins (Yellow Wiggle) after reading about the project in a Sydney Morning Herald article facilitated by AIATSIS and featuring CEO Craig Ritchie.



2019 AIATSIS International Women's Day poster featuring Laurie Baymarrwaga.

The AIATSIS newsletter reached a milestone with the distribution of Issue No. 50 in March 2019. Subscriptions continue to grow steadily, with more than 4500 now signed up to receive a monthly update on AIATSIS happenings. The newsletter is also regularly supplemented with focused electronic direct mail campaigns, which are achieving average open and click rates (31.21 per cent and 26.31 per cent respectively) well above government campaign averages (19.79 per cent and 3.04 per cent).

A major area of focus during 2018–19 was improving the efficiency and effectiveness of AIATSIS' communication and promotion efforts. Actions taken to achieve this included:

- Consolidation of AIATSIS' social media presence into one official account per channel (from six Facebook and four Twitter accounts). While this resulted in a net loss of followers across channels, a more coordinated approach and unified AIATSIS voice is considered more valuable in the long run. A Spotify account was also added as part of IYIL activity (see page 43), with the potential to engage with a new audience.
- Introduction of Monsido, a website content maintenance and quality assurance program, in April 2019. Monsido has made website quality control, including management of broken links, accessibility and search engine optimisation, much more streamlined, improving AIATSIS' domain compliance.
- Adoption of Meltwater for media and social media management and monitoring. Meltwater automates a number of processes for media monitoring, contacts management and targeted outreach.
- Development of an AIATSIS promotional pack in early 2019 for use at conference stalls, public events, and visits and tours of AIATSIS. The pack, featuring Jimmy Pike artwork, contains refreshed information brochures and collateral, making preparation for events quicker and easier.

The Native Title Research Unit has focused on maximising the recognition of native title through improving information and coordination, actively engaging in law and policy reform and strengthening the voice of native title holders. Over two editions each year the Native Title Newsletter presents feature articles, community interviews, book reviews, research project reports, youth perspectives and various other articles.

### Key action: Identify opportunities that draw on the collection to produce publications that strengthen and share knowledge and understanding of Aboriginal and Torres Strait Islander peoples, histories and cultures

In 2018–19 AIATSIS published material across a range of traditional and new media to share knowledge and understanding of Indigenous culture in both general and educational contexts.

### Educational resources

In partnership with educational publisher Nelson Cengage, AIATSIS has produced an educational series for primary schools entitled 'Our land our stories: Aboriginal and Torres Strait Islander peoples, histories and cultures'. The series aligns with the central cross-curriculum priority of Aboriginal and Torres Strait Islander cultures and histories. The series comprises three books—one each for lower, middle and upper primary stages—with themed student cards, teacher resource books and an online gallery of AIATSIS collections material that ties in with the series content. The majority of the content has been written by Aboriginal and Torres Strait Islander authors and is supported with images from the AIATSIS collections. The broad aim of the series is to educate non-Indigenous students about Australia's first peoples, cultures and heritage, and to provide an opportunity for Aboriginal and Torres Strait Islander students to see themselves in the curriculum. The series will be available in schools in August 2019.

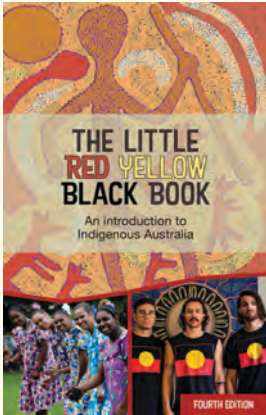


Work also began on developing a series of free, online resources for secondary school teachers that draw on the content of *The Little Red Yellow Black Book: an introduction to Indigenous Australia*. The resource will assist secondary educators to implement and embed the Aboriginal and Torres Strait Islander cross-curriculum priority into their planning, teaching and assessment, and will include activities, worksheets and suggestions on assessment with step-by-step instructions on how to deliver the classroom lessons. The resources will be available on the AIATSIS website in late 2019.

## Books

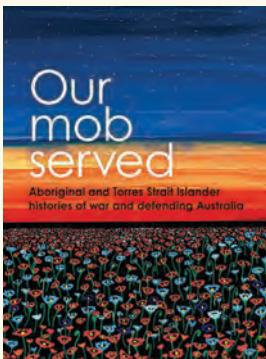
AIATSIS' publishing arm, Aboriginal Studies Press, produced two new books in 2018–19, plus new editions of a classic resource

### Aboriginal Studies Press publications in 2018–19



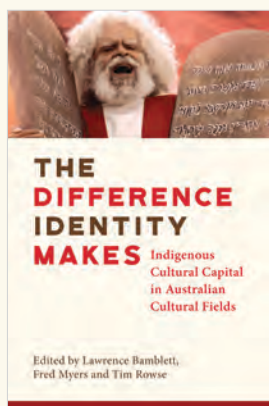
***The Little Red Yellow Black Book: an introduction to Indigenous Australia (fourth edition) by Bruce Pascoe (September 2018)***

Originally published in 1994, *The Little Red Yellow Black Book* has established itself as the perfect starting point for those who want to learn about the rich cultures and histories of Australia's First Peoples. This update draws heavily on the AIATSIS photo and art collection, including the work of artist Jimmy Pike.



***Our mob served: Aboriginal and Torres Strait Islander histories of war and defending Australia* by Allison Cadzow and Dr Mary Anne Jebb (February 2019)**

*Our mob served* presents a moving and little-known history of Aboriginal and Torres Strait Islander wartime and defence service, told through the vivid oral histories and treasured family images of Aboriginal and Torres Strait Islander people.



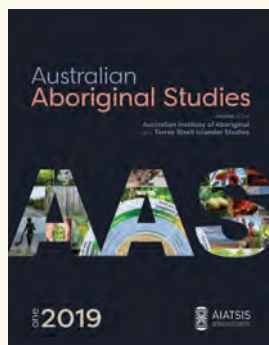
**The difference identity makes: Indigenous cultural capital in Australian cultural fields by Dr Lawrence Bablett, Dr Fred Myers and Timothy Rowse (eds) (May 2019)**

Fifteen Indigenous and non-Indigenous academics examine how identity structures the work of cultural production and how Indigenous producers and their works are recognised and valued. The editors introduce this innovative collection of essays with a path-finding argument that 'Indigenous cultural capital' now challenges all Australians to reposition themselves on a revised scale of values.



**The Sydney Language by Dr Jakelin Troy (June 2019)**

The AIATSIS Foundation raised funds with Australian band The Preatures to have this dictionary, originally published in 1994, redesigned and re-released. *The Sydney Language* was written to revive interest in the Aboriginal language of the Sydney district. It makes available the small amount of surviving information from historical records, and is called *The Sydney Language* because there was no name given for the language in these records until late in 19th century, when it was referred to as Dharug. The language is now called by its many clan names, including Gadigal in the Sydney city area and Dharug in Western Sydney.



**Australian Aboriginal Studies journal**

Two issues of *Australian Aboriginal Studies* were released, Issue 2 for 2018 and Issue 1 for 2019.

*Latest issue of Australian Aboriginal Studies journal.*

***Video—Charles Perkins' life and achievements***

The Department of the Prime Minister and Cabinet commissioned AIATSIS to develop a short video celebrating the life and achievements of Charles Perkins, to mark the occasion of the renaming of a building in his honour. The team provided the film producer Solid State with a content package of archival audiovisual and photographic materials from AIATSIS and other organisations. This video will greet visitors to Charles Perkins House, the home of the National Indigenous Australians Agency in Canberra.

**Online exhibition—Artwork of Jimmy Pike**

An online showcase was launched of AIATSIS' extensive collection of drawings, prints and paintings by Walmajarri man Jimmy Pike (1940–2002), one of the most important artists to emerge in Australia in the late 20th century. Donated by Pat Lowe, the artist's wife and long-time collaborator, the collection includes over 440 individual artworks, many adapted by Desert Designs in the 1980s and 1990s into internationally renowned fashion. The online presentation provides new points of access into this significant collection, with the aim to introduce local and international audiences to the work of Jimmy Pike.

**AIATSIS map of Indigenous Australia**

A use and value study of the AIATSIS map of Indigenous Australia was undertaken to identify how people use the map, why user groups value the map, and its role in the representation of Aboriginal and Torres Strait Islander Australia. The study included a quantitative and qualitative analysis of sales and licensing data over a five-year period, which revealed that user groups value the map for its visual representation of the diversity of Aboriginal and Torres Strait Islander Australia. The recommendations of the study will be used to inform the development of a new AIATSIS map.

## 2018–19 RESULTS

PUBLISHING ACTIVITY			
	2017–18	2018–19	OUTCOME %
Books— <i>number</i>	5	4	
<b>Target for this measure</b>	<b>6</b>	<b>6</b>	<b>67%</b>
Other publications— <i>number</i>	9	15	
<b>Target for this measure</b>	<b>5</b>	<b>5</b>	<b>300%</b>
Journal editions— <i>number</i>	2	2	
<b>Target for this measure</b>		<b>N/A</b>	<b>Monitoring Only</b>
AIATSIS e-newsletters— <i>number</i>	12	10	
<b>Target for this measure</b>	<b>10</b>	<b>10</b>	<b>100%</b>

PUBLISHING VALUE			
	2017–18	2018–19	OUTCOME %
Books—revenue	\$432 168	\$405 844	
<b>Target for this measure</b>	<b>\$243 000</b>	<b>\$234 000</b>	<b>173%</b>
Journal editions—revenue	\$14 672	\$9 424	
<b>Target for this measure</b>	<b>\$20 000</b>	<b>\$20 000</b>	<b>47%</b>

INDIGENOUS AUTHORSHIP			
MEASURE AND TARGET	2017–18	2018–19	OUTCOME %
Contributions from Indigenous authors— <i>number</i>	3 out of 5 publications (60%)	4 out of 4 publications (100%)	
<b>Target for this measure</b>	<b>+5%</b>	<b>+5%</b>	<b>100%</b>



WEB PUBLISHER			
	2017–18	2018–19	OUTCOME %
Publisher and editors trained— <i>number</i>	13	13	+33%
<b>Target for this measure</b>	<b>10</b>	<b>10</b>	<b>133%</b>

MEDIA ACTIVITY			
MEASURE AND TARGET	2017–18	2018–19	OUTCOME %
Media coverage	94 media items featuring AIATSIS	928 media mentions	
Media releases, alerts and web news stories	New measure	35	
<b>Target for this measure</b>	<b>35</b>	<b>35</b>	<b>100%</b>
Media interviews by AIATSIS staff or affiliates— <i>number</i>	44 interviews with staff and affiliates	43 interviews with staff and affiliates	
<b>Target for this measure</b>	<b>35 requests</b>	<b>35 requests</b>	<b>123%</b>
Requests for content or information by media— <i>number</i>	26	66	
<b>Target for this measure</b>	<b>26</b>	<b>26</b>	<b>254%</b>

DIGITAL ENGAGEMENT			
MEASURE AND TARGET	2017-18	2018-19	OUTCOME %
Website traffic— <i>visits</i>	2 322 820	2,918,890	
<b>Target for this measure</b>	<b>+10%</b>	<b>+10%</b>	<b>+26%</b>
Website traffic— <i>unique visitors</i>	807 096	971, 107	
<b>Target for this measure</b>	<b>+10%</b>	<b>+10%</b>	<b>+20%</b>
<b>Social media reach</b> Facebook, Twitter, Instagram, YouTube, Vimeo— <i>impressions/views</i>	1.232 million Facebook impressions	1.293 million Facebook impressions	
	1.847 million Twitter impressions	1.411 million Twitter impressions	
	31 254 Instagram impressions	39 749 Instagram impressions	
	3 900 views on YouTube	4 300 views on YouTube	
	27 664 views on Vimeo	32 112 views on Vimeo	
	<b>Total</b>	<b>3 141 818</b>	<b>2 780 161</b>
<b>Target for this measure</b>	<b>N/A</b>		<b>Monitoring Only</b>

DIGITAL ENGAGEMENT cont.			
MEASURE AND TARGET	2017-18	2018-19	OUTCOME %
<b>Social media activity</b>			<b>Monitoring Only</b>
Facebook— <i>posts</i>	200	185	
Twitter— <i>tweets</i>	556	352	
Instagram— <i>posts</i>	54 (launched October 2017)	30	
YouTube— <i>posts</i>	4	0	
Vimeo— <i>posts</i>	52	32	
<b>Social media followers</b>			<b>Monitoring Only</b>
Facebook— <i>followers</i>	31 194	28 538	
Twitter— <i>followers</i>	9 304	7 445	
Instagram— <i>followers</i>	1 345	1 962	
Spotify— <i>followers</i>	N/A	995	
YouTube— <i>followers</i>	34	113	
Vimeo— <i>followers</i>	62	69	
	Total: 41 939	Total: 39 122	-15%

## ANALYSIS

Nearly all targets for publishing, media engagement and digital engagement were either met or exceeded. Aboriginal Studies Press total financial year sales and revenue exceeded targets, bolstered by marketing activity throughout the year. Updates to the AIATSIS and Ashop website have resulted in a vast increase in customer calls and emails. Online orders have increased on average by 40 per week (excluding email/phone orders).

AIATSIS continues to strengthen its influence and presence in the education sectors. The schools sector has been the main focus for the past twelve months, culminating in the release of a set of whole-of-primary-school resources that link to the Aboriginal and Torres Strait Islander cross-curriculum priority. AIATSIS will continue to build its education profile and in 2019–20 will develop a schools program strategy that will inform the development of a physical and digital learning space.

The AIATSIS website continues to be the central communication channel for AIATSIS, with steady growth in traffic to just under 3 million site visits through the year, up 26 per cent from the previous year.

With the social media officer position vacant for a quarter of the 2018–19 financial year, social media activity and reach declined somewhat but, after a significant drop, it recovered towards the end of the year.

Media interest in AIATSIS remained steady, with interview requests on par with the previous year and requests for media content doubling. The team's ability to reach journalists and monitor for mentions of AIATSIS has increased dramatically with the introduction of the Meltwater media monitoring and social media platform. Previously the team were manually building and managing a media contacts database and monitoring for mentions of AIATSIS through free online alert services and manual searching—not an effective use of time or resources. The new platform automates a number of processes and significantly increases AIATSIS' ability to monitor media mentions and track other conversations of interest.

Meltwater has also greatly increased AIATSIS' outreach capability, allowing for broader and more targeted distribution of media releases through the use of location, topic and beat filters. The number of mentions of AIATSIS in 2018–19 rose dramatically to 928, from 94 in 2017–18. This reflects an increase in the effectiveness of media outreach and AIATSIS' improved monitoring capability.



# STRATEGIC PRIORITY 3:

## Lead and influence on Aboriginal and Torres Strait Islander research, ethics, protocols and collections

### Introduction

AIATSIS is at the forefront of research led by Aboriginal and Torres Strait Islander people, who are involved as researchers, partners and drivers of our research priorities and projects. AIATSIS leads by example in conducting research to the highest ethical standards and we have a genuine commitment to building pathways for knowledge exchange.

Our research is not only high quality but also, more importantly, contributes to the wellbeing of Indigenous Australians and has direct benefit to the communities we work with. Our work allows us to build upon and contribute to the knowledge contained within our collections.

### KEY OUTCOMES 2018–2022

- Speaking authoritatively through evidence-based research and culturally based representative networks
- Articulating national priorities for Aboriginal and Torres Strait Islander research
- Positioning AIATSIS as the arbiter of standards in relation to research ethics, Indigenous research and management of Indigenous collections
- Fostering innovation in ethical, impactful research and collection practice

### Key action: Share and promote the results and impact of AIATSIS research

#### *Indigenous Research Exchange*

AIATSIS was successful in securing \$10 million in funding over three years to develop an Indigenous Research Exchange. The Indigenous Research Exchange will be an aggregator, facilitator and disseminator of Indigenous knowledge for the primary benefit of all Aboriginal and Torres Strait Islander peoples. It will also administer a research-based grants program, distributing \$6.5 million over three years, designed to add to the collective knowledge that empowers Indigenous-led decision-making and planning.

AIATSIS will use its excellent data and information network with major Australian-based Indigenous research groups to:

- integrate and streamline access to data that is currently unstructured and dispersed among different groups and institutions
- facilitate the interpretation and translation of data into forms and products that are understandable and useful for sharing among Indigenous communities and, where appropriate, agencies and research groups.

Initial partnerships have been made with CSIRO/Data61, which is experienced in major government data initiatives and the architect of Australia's National Map; and the Australian Bureau of Statistics, which is focused on improving the quality of Indigenous data in the Census.

This project will also support Indigenous-led decision-making, by making available research and other data that are currently held by AIATSIS and its government partners, academic institutions and many community organisations including land councils and Prescribed Bodies Corporate (PBCs).

### ***Native Title Research Unit***

The Native Title Research Unit (NTRU) builds and retains corporate knowledge within the native title system, and coordinates and shares knowledge resources through undertaking research and monitoring; collecting, generating and disseminating information; and developing resources and publications. The NTRU email subscription list has over 1600 recipients and is steadily growing.

The website [www.nativetitle.org.au](http://www.nativetitle.org.au) was renewed and relaunched in August 2018. The new website provides clear and practical information for native title corporations and links them to relevant online resources.

Six native title research publications and two editions of the *Native Title Newsletter* were issued and 24 presentations were made to conferences, meetings and other forums. (see Appendix D).

A new Native Title Law Database on the AIATSIS website was launched in December 2018. As the most comprehensive collection of publicly accessible native title case and legislation summaries in Australia, it is a key resource for traditional owners, practitioners, academics and researchers. Summaries of cases and legislation from 2012 to 2019 are now available, with the remaining historical cases being added progressively during 2019. The database replaces the longstanding *What's New in Native Title* publication, the last edition of which was published in July 2018.

## Native Title Law Database

By accessing this material you agree to the [Disclaimers of liability](#).

The Native Title Law Database is the most comprehensive collection of publicly accessible native title case and legislation summaries in Australia. Previously published as What's New in Native Title, the database is a key resource for traditional owners, practitioners and researchers.

Each item includes a summary and link to the source judgement or piece of legislation. Use the Search all function to search by legal issue or subject, court, native title or language group names, year, jurisdiction, and any other keywords or phrases.

Summaries of cases and legislation from 2013 to 2018 are now available on the database. Summaries of earlier legal developments will become available on a rolling basis throughout 2019.

[What's New in Native Title](#) will be available [here](#) during the transition period.

To receive updates from the Native Title Law Database, please [subscribe to Native Title Research news](#) here.

Displaying 1 to 20 of 639 items.

Enter a single word or phrase to search for.

[Apply](#) [Reset](#)

Title	Year	Issues	Legislation considered
<b>Worimi (aka Gary Dates) v Worimi Local Aboriginal Land Council [2010] FCAFC 3</b>	2010	Applicant, Continuity, Standard of proof, Non-claimant application	Aboriginal Land Rights Act 1983 (NSW)
<b>Akiba on behalf of the Torres Strait Regional Sea Claim Group v Queensland [2010] FCA 321</b>	2010	Connection - anthropological report, Costs, Subpoena	s 85A Native Title Act 1993 (Cth)
<b>Biodiversity Conservation Bill 2015</b>	2015	Environmental protection, Rights and	Unpassed

Screenshot—Native Title Law Database.

AIATSIS provides native title and business training for Prescribed Bodies Corporate. Its Native Title Operations and Management Training, focusing on native title law and strategic planning, was delivered three times in 2018–19 with consortium partners RMIT, the University of Melbourne’s Melbourne Business School and the National Native Title Council. Training was delivered in Melbourne (October 2018), Perth (November 2018) and Cairns (March 2019). Social Ventures Australia evaluated the training as a success.



## Youth Engagement in Native Title project

During 2018–19 the Youth Engagement in Native Title project was established to address the opportunities and challenges for youth in native title and what younger people need to participate further in native title. The project involves a research collaboration with Macquarie Law School and the Centre for Aboriginal Economic Policy Research (CAEPR), and a community partnership with Bigambul Native Title Aboriginal Corporation (QLD).

This project originated in the National Native Title Conference Youth Forum held alongside the National Native Title Conference in 2017, which revealed that many young people feel disconnected from their native title claims or organisations, communities and land, although they understand that the future use of native title to overturn disadvantage depends on intergenerational action.

A Youth in Governance Masterclass was delivered as part of this project in November 2018, in partnership with the Australian Indigenous Governance Institute and Reconciliation Australia. The masterclass was a one-day intensive training and development event that connects, educates and promotes eighteen to thirty-five year-old Aboriginal and Torres Strait Islander people who are, or hope to be, active in the business of governance locally, regionally and nationally. It featured a keynote address by Māori scholar Annie Te One, and presentations and activities on principles of governance, culture in governance and negotiation skills. Fifty young Aboriginal and Torres Strait Islander people attended.

Emerging issues revealed through pilot research were published in June 2019 in the issues paper *What do young fellas reckon? Engaging youth in native title* (Williamson & Little). This highlights that younger generations of Aboriginal and Torres Strait Islander people are ready and eager to step into the space created by their elders and that long-term investment in young people will, over time, support them to grow into the leaders of tomorrow and bring with them fresh ideas, knowledge and confidence. Unlocking this potential requires sponsorship from senior family members, mentoring and imbuing their young people with corporate and cultural knowledge, alongside appropriate training and education programs. This way, young people will possess the requisite knowledge and skills to leverage native title into a regime that fosters sustainable self-determination.

Two case study partnerships established this year will drive the next phase of the project, looking at engagement and succession models in native title corporations and political communities. The research will explore ways of harnessing the potential of young people and contribute to the success and sustainability of Indigenous-led organisations and processes.

## Key action: Provide advice to government on Indigenous research priorities

AIATSIS regularly participates in meetings relating to collaboration across the research and innovation sector. Research Agencies Meetings (RAM), are regular forums to enhance, collaboration, policy monitoring and responses, research opportunities (including funding) and interagency liaison.

AIATSIS participated in a cross-academies meeting on 3 June 2019 to discuss:

- Australia's engagement with the International Science Council Committee on Data (CODATA) as a National Member, and alignment of national priorities with international trends and CODATA's mission
- clarification of the role of various national stakeholder groups (learned academies, government, industry and research) that currently shape and define Australia's engagement with CODATA.

AIATSIS is an active partner in the National Data Network and the Indigenous Data Sovereignty Network, Maïam nayri Wingara, and has signed a new multi-institutional arrangement to support the National Indigenous Research and Knowledges Network. This has led to further engagement with individual learned academies and the Australian Council of Learned Academies.

AIATSIS' new Indigenous Research Exchange (see page 70) will identify gaps in the evidence base for research and policy relating to Aboriginal and Torres Strait Islander peoples. This will inform AIATSIS' advice to governments, and the selection of research priorities and allocation of resources by communities, institutions and governments.

## Key action: Enhance the reputation and impact of our flagship conferences

AIATSIS did not host a conference during 2018–19, following the decision to make the National Native Title Conference a biennial event. However, preparations for the 2019 National Indigenous Research Conference in Brisbane in July 2019 were completed, and planning began for the 2020 National Native Title Conference.

AIATSIS is co-convening the National Indigenous Research Conference with Queensland University of Technology (QUT) at QUT's Gardens Point campus in Brisbane over three days from 1 to 3 July. The theme is 'Research for the 21st century', building on previous themes of impact and engagement to explore the interweaving strands of capacity for research and the transformative capability of Indigenous research for the 21st century.

On 11 June 2019, AIATSIS announced that the 2020 National Native Title Conference will be hosted by the Minjungbal Bundjalung people and their Elders on their traditional lands in Tweed Heads, NSW, from Monday 1 June to Wednesday 3 June 2020. The conference will be co-convened with NTSCORP, the Native Title Service Provider for Aboriginal Traditional Owners in New South Wales and the Australian Capital Territory.

Results and outcomes from these conferences will be presented in future reports.

## Key action: Continue to implement best practice and tools for assessing research impact and engagement

### *Research Impact Framework*

AIATSIS has been developing a framework for measuring impact that is appropriate for cultural research work with Indigenous Australian communities. Initial work was done in the context of the first Preserve, Strengthen and Renew in Community pilot project in Western Australia in 2017 (see page 93). With the insights from this project, the impact evaluation methodology is being refined and embedded into a new Preserve, Strengthen and Renew case study with South Coast New South Wales Aboriginal communities. The new case study will allow AIATSIS to measure its own institutional impact and further improve its processes. The project will make an important contribution to the growing interest across institutions and governments in evaluation of the impact of programs and policies affecting Indigenous Australians.

The Indigenous Research Exchange (see page 98) will also inform best practice for assessing research and impact, from the opportunity for meta-analysis across many research projects and by funding research projects that include and assess impact evaluation.

## Key action: Provide advice and guidance on culturally sensitive and appropriate Indigenous collection management and access

AIATSIS provided advice to a range of institutions and agencies during the year, including:

- sharing best practice for the storage and handling of restricted photographs, including for describing and preserving photographs containing possible secret/sacred or other sensitive content
- advising IP Australia, the Department of Communication and the Arts, and the National Indigenous Australians Agency on the 'Fake Art Harms Culture' campaign and on best practice management of Indigenous cultural and intellectual property
- participating in the 2018 Knowledge Circle on improving access to records relating to members of the Stolen Generations and the 2019 meetings of the subsequently formed Historical Records Taskforce which made recommendations for action priorities.

AIATSIS is a member of Australasia Preserves, a digital preservation community of practice established and coordinated by the University of Melbourne Library Digital Scholarship team. In 2018–19, AIATSIS coordinated three collaborative events to share and learn best practice, build relationships and open up opportunities for collaboration:



## OUR PERFORMANCE

- 'Digital Preservation for Everyone' on World Digital Preservation Day in November 2018, presented by Jaye Weatherburn and Dr Ross Harvey from the University of Melbourne and Gerald Preiss from AIATSIS, hosted by AIATSIS and supported by the university and the Australian Academic Research Network
- 'Stats, Maps and Access Gaps' in March 2019, presented by Darren Clinch from the Victorian Department of Health and Human Services, focusing on geospatial visualisation of population-level health data and ways of dispelling deficit perceptions of Aboriginal people
- 'Digital Curation in the Indigenous Data Network' in June 2019, presented by Professor Marcia Langton, Dr James Rose and Dr Len Smith, hosted by the National Library of Australia and supported by AIATSIS.

The events were attended by representatives of peer cultural institutions in Canberra and across Australia. New Zealand representatives participated online.

## Jimmy Barker's sound recordings

Jimmie Barker (1900–1972) was the first known Indigenous Australian to independently use recorded sound as a tool to preserve and document Aboriginal culture. As early as the 1920s he recorded King Clyde of the Barwon Blacks.

Between 1968 and 1972 Jimmie Barker was the primary cultural informant for researcher Janet Mathews' Muruwari language work throughout northern New South Wales. He provided language and oral history material himself, and recorded over 113 hours of the audio content at Lightning Ridge and Brewarrina—initially on his own small tape recorder, which he purchased for \$50, and eventually progressing to a better machine on loan from AIAS (AIATSIS' precursor organisation). He then routinely posted the reels to Janet Mathews for her analysis and research work, under several AIAS grants. This material is sought after by researchers and the subject of frequent access requests.

AIATSIS is currently collaborating with Jimmie Barker's descendants, to review his recordings and related documentation with the aim of appropriately attributing Barker for his parts of the collection, and enabling the collection to be opened up for increased access. This process also reflects AIATSIS' recognition of Indigenous cultural and intellectual property, which provides for the right of Indigenous peoples to maintain, control and protect their traditional knowledge and cultural expressions, enabling communities to set access conditions around collections containing their cultural knowledge and expressions.



*Jimmie Barker at Brewarrina, NSW. Photographer unknown.*

AIATSIS is reviewing the audio recorded by Jimmie Barker and recordings of interviews of Barker by Mathews, and producing detailed audition sheets. Family members are using these to review the material for sensitive content (personal, cultural or gender related) to determine the appropriate access categories and permissions. Analysis of thousands of pages of correspondence, grant reports, transcripts and associated documentation is also underway.

As well as providing wider research access to this material, the project is identifying excerpts for possible use in future exhibitions and podcasts.

## Key action: Increase take-up, training, resources, external clearances, best practice advice and forums to support the Guidelines for Ethical Research and the publishing guidelines

AIATSIS developed the Guidelines for Ethical Research in Australian Indigenous Studies (GERAIS) twenty years ago. GERAIS has been adopted by many institutions nation-wide as a practical guide to comply with the best standards of ethical research regarding Aboriginal and Torres Strait Islander studies.

GERAIS has been regularly revised to reflect the changing context, but to mark the 20th anniversary AIATSIS has undertaken a comprehensive review to ensure it remains at the forefront of best practice. The review is being led by the AIATSIS Research Ethics Committee, AIATSIS Research Advisory Committee and AIATSIS Council.

A literature review was conducted of research in intellectual property law and Indigenous knowledge in relation to Indigenous studies; current practices for archiving, digitising and managing information and material that relates to Indigenous peoples; and research agreements and protocols between Indigenous people and researchers. AIATSIS also sought expert advice on intellectual property and data governance, and consulted a roundtable of Pro-Vice Chancellors Indigenous from Australian universities to consider issues of Indigenous and academic integrity, and whether Indigenous expectations for research ethics were being sufficiently represented.

The consultation draft of the proposed new Code for Ethical Conduct in Aboriginal and Torres Strait Islander Research will be launched at the Australian National Indigenous Research Conference in July 2019 and will be made available for public consultation. The new code retains many of the principles of the original GERAIS in a new framework of principles and responsibilities, augmented by new provisions that meet emerging standards and expectations for Aboriginal and Torres Strait Islander research.

AIATSIS provided the Indigenous Affairs Group in the Department of the Prime Minister and Cabinet (now the National Indigenous Australians Agency) with ethics review services; ad hoc advice on evaluations; and workshops on ethical evaluation, including modules on best practice ways to collaborate and co-design evaluations with Indigenous Australians. AIATSIS was also commissioned to prepare a guidance note outlining ways to encourage other ethics committees to use GERAIS as part of their ethics processes and ways to provide a consistent approach for multiple ethics committee approvals on evaluation involving Indigenous Australians.

## 2018–19 RESULTS

REACH AND TAKE-UP OF STANDARDS AND GUIDANCE OUTSIDE OF AIATSI			
MEASURE AND TARGET	2017–18	2018–19	OUTCOME %
Reach and take up of best practice in research— <i>approvals</i>	25	33	
<b>Target for this measure</b>	<b>+50%</b>	<b>+50%</b>	<b>+32%</b>
Guidelines for Ethical Research in Australian Indigenous Studies (GERAIS)— <i>downloads</i>	12 546	17 384	+39%
Collections access and use policy— <i>downloads</i>	1 350	624	-54%
Ethical Publishing Guidelines — <i>downloads</i>	1 292	1 352	+5%
<b>Target for this measure</b>	<b>+100%</b>	<b>+100%</b>	<b>+27%</b>

QUALITY AND EFFICIENCY OF RESEARCH OUTPUTS			
MEASURE AND TARGET	2017–18	2018–19	OUTCOME %
Staff publications— <i>number</i>	65	27	-75%
Staff presentations— <i>number</i>	76	64	-16%
Externally funded research projects— <i>number</i>	16	14	
Size of grants and research contracts— <i>revenue</i>	\$3 119 000	\$2 407 150	-23%
<b>Target for this measure</b>	<b>+10%</b>	<b>+10%</b>	
Revenue from research activities— <i>income investment ratio</i>	1:2.8	1:1.2	+225%
Staff publications— <i>per researcher</i>	3.25	2.18	-33%
Staff presentations— <i>per researcher</i>	3.8	3.0	-21%
<b>Target for this measure</b>	<b>6</b>	<b>6</b>	<b>52%</b>

ENGAGEMENT AND IMPACT OF OUTPUTS			
	2017-18	2018-19	OUTCOME %
Research partnerships— <i>number</i>	39	42	
<b>Target for this measure</b>	<b>+2%</b>	<b>+2%</b>	<b>+7%</b>
Research impact assessments— <i>number</i>	5	2	

COMPLETION OF RESEARCH CONTRACTS			
	2017-18	2018-19	OUTCOME %
Contracts completed on time	100%	100%	
<b>Target for this measure</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>



## ANALYSIS

AIATSIS' work to share and lead through evidence-based research continued through the Native Title Research Unit's ongoing program of activity. While planning in 2018–19 was only in the early stages, the allocation of funding for the Indigenous Research Exchange provides an unrivalled opportunity for AIATSIS to work with its extensive community, research and policy networks to aggregate and use Indigenous research and identify gaps and priorities.

The review of GERAIS, which is being put out for public consultation early in July 2019, will build on ongoing growth in awareness and use of the guidelines. Downloads of GERAIS increased by 38.56 per cent, below the goal of 50 per cent but nevertheless significant. This should be considered in light of last year's massive growth. In 2018–19 there were 17 384 downloads, compared to 12 546 in 2017–18 and only 4604 in 2016–17. Take-up of GERAIS may be approaching saturation among Indigenous research institutions, organisations and groups. Appropriate future targets will need to be determined in light of the new Code for Ethical Conduct in Aboriginal and Torres Strait Islander Research.

Ethics approvals from the AIATSIS Research Ethics Committee increased by 32 per cent. This was a direct result of the Research Ethics Committee secretariat pre-assessing ethics applications before review by the committee. Opportunities to promote AIATSIS' ethics services more widely also resulted in an increased uptake of ethics applications. AIATSIS worked closely with the Department of the Prime Minister and Cabinet as part of its provision of ethics services, extending the influence of AIATSIS ethics standards to government program evaluations.

The total number of publications and presentations declined. The decline in the number of publications is partly due to the transition of the *What's New in Native Title?* monthly publication into the single ongoing Native Title Law Database. In addition, a number of multiyear projects that will produce research outputs in later phases were in their start-up phase this year.

Research revenue was down in 2018–19, reflecting the fact that AIATSIS did not host a national conference during the year—usually a significant attractor of sponsorship. Nevertheless, the ratio of revenue to investment for research continued to demonstrate a proportional return through co-investment. The number of research partnerships increased, due to the initiation of significant new projects—the Dictionaries Project, Return of Cultural Heritage, and the Indigenous Research Exchange, all funded through government appropriation.



# STRATEGIC PRIORITY 4:

## Partner and collaborate with our communities, partners and governments

### Introduction

Partnership and collaboration are at the core of AIATSIS' business. The needs and priorities of communities in terms of culture, heritage and wellbeing are cross-sectoral. AIATSIS' research, research leadership and custodianship of the collection as research infrastructure is cross-disciplinary. AIATSIS' role in providing advice on the state of Indigenous culture and heritage touches all jurisdictions and levels of government. As an Indigenous culture and heritage collection and research institution, AIATSIS is part of a global community. Building strong networks and partnerships across stakeholders of all levels underpins AIATSIS' fulfilment of all of its legislated functions.

### KEY OUTCOMES 2018–2022

- Actively building diverse and enduring relationships domestically and internationally
- Being responsive and professional, with culturally competent work practices
- Building an active network of corporate partners
- Engaging our network of members, friends, volunteers, visitors and affiliates
- Helping to develop community capability in relevant areas.

## Key action: Increase international engagement

### MoU formalises partnership between AIATSIS and Te Papa

In June 2019, AIATSIS and the National Museum of New Zealand Te Papa Tongarewa (Te Papa) signed a Memorandum of Understanding (MoU) in Wellington, New Zealand. The MoU outlines a commitment for the two organisations to work together in the field of Indigenous collections for the benefit of both organisations.

The partnership will help both organisations to better preserve and share the stories of Australia's and New Zealand's Indigenous peoples. AIATSIS and Te Papa hold vast cultural collections and administer large-scale digitisation programs. Both organisations have strategic goals focused on preserving national collections and making them accessible, as well as to lead and educate in areas of Indigenous research, ethics and protocols. This MoU is seen as a formal commitment to progressing those goals by sharing mutual expertise, knowledge and infrastructure.

This MoU with Te Papa complements similar agreements with the Smithsonian National Museum of Native America, King's College (London) and Oxford University's Pitt Rivers Museum.



*Chief Executive of Te Papa Geraint Martin, AIATSIS CEO Craig Ritchie, Te Papa's Kaihautū (Māori co-leader) Dr Arapata Hakiwai, and AIATSIS Collections Executive Director Leonard Hill.*



*Official party at the MoU signing between Museum of New Zealand Te Papa Tongarewa and AIATSIS.*

## Return of Cultural Heritage Project

The Return of Cultural Heritage project is scoping, facilitating and securing the return of Australian Aboriginal and Torres Strait Islander cultural heritage material from overseas collecting institutions back to Country to support the cultural resurgence and maintenance of Indigenous cultures.

Funding of \$2 million over two years was provided in the Australian Government's 2018–19 Budget through a package of measures to mark the 250th anniversary of Captain James Cook's first voyage to the Pacific and Australia.

As with all AIATSIS research, the project is being conducted in accordance with best practice engagement principles—'Ask first'; Guidelines for Ethical Research in Australian Indigenous Studies (GERAIS); and Free, Prior and Informed Consent. AIATSIS is partnering with Indigenous communities to return their material and to empower custodians.

During 2018–19 AIATSIS completed the first three phases of the project: planning, research and identification of materials for return, and collaboration and negotiation with selected institutions. The project team has identified 220 overseas institutions with collections of Australian Indigenous material. Of the 168 institutions contacted, thirty-four have expressed an interest in discussing a return request. Eight potential pilot case studies, involving eight institutions, twenty-six language groups and a provisional estimate of 266 objects were selected for preliminary return discussions.

Following discussions with each of the eight institutions, two pilot case studies were selected, with six discrete collections from five language groups. AIATSIS will continue to work with relevant Indigenous communities through 2019–20 to submit return requests and confirm return arrangements.

While the initial repatriation effort has necessarily been more focused, the initial research identified a combined total of just over 84 000 Australian Indigenous objects held in overseas collecting institutions. Further research is currently being conducted in an effort to gather as much information as possible relating to the collection and provenance of the material. Information gathered will be entered into the project's database and will be made accessible to Indigenous communities.

The project team has also met with over fifty representatives from national collecting institutions, government departments, agencies and authorities as well as leading repatriation specialists from across Australia in an effort to establish linkages, promote the importance of repatriation and explore potential collaborations. Presentations have also been made to a range of museum and collection forums.

## Council on Australia Latin America Relations funding for Learning Exchange

AIATSIS successfully applied for and received \$63 000 from the Council on Australia Latin America Relations (COALAR) to support a two-way learning exchange intended to promote the revitalisation of Indigenous languages in Mexico and foster Indigenous-led land and water management in Peru. A delegation is planned to travel to Mexico, Colombia and Peru in September 2019. Activities are expected to focus on language revitalisation, curriculum development and innovative language support programs in Mexico, and on land titling, resource development and Indigenous representation in Colombia and Peru.

### Key action: Develop education, training and resources to foster cultural competency and learning

The Core Cultural Competency Program (Core) was developed during 2015 and 2016, after AIATSIS partnered with the Department of the Prime Minister and Cabinet (PM&C) and the Department of Social Services to develop an Aboriginal and Torres Strait Islander cultural capability e-learning program for use across the Australian Public Service (APS). The program is now used by ninety-two agencies, an increase of twenty-two agencies from last year. There were 8660 users enrolled in 2018–19, an increase of more than 2 600 enrolments from last year. Forty-two per cent of enrollees have completed the program.

In 2017–18, the course was adapted for use in the states and territories and in organisations outside the APS, alongside continued rollout and use within the APS. Rollout has continued in 2018–19, with improvements in delivery and targeting.

### Feedback on Core

*'Very helpful. The course was excellent ... I learned a very great deal. Thought I was reasonably culturally competent ... but I realise there is much more to consider.'*—  
Core user

*'I have greatly benefitted from this course and appreciate the care and dedication that has gone into it.'*—Core user

## Learning Ground

In 2018–19 AIATSIS developed and implemented the online learning management system Learning Ground. Development began in May 2018, and initial enrolments began in August 2018 with the Academy of Science. As of 30 June 2019, 1 135 users are enrolled in Learning Ground.

Learning Ground is designed to supply a reliable, standardised online user experience for Core participants anywhere and anytime with a suitable internet connection. It offers flexibility in how Core modules can be offered in different settings, and is aligned with other AIATSIS systems, ensuring in-house support and development expertise are available at all times.

## Core for Correctional Facilities

AIATSIS was contracted by PM&C to develop online cultural competency training for correctional officers and frontline staff working in correctional facilities as part of the Commonwealth's response to the findings of the Prison to Work report to the Council of Australian Governments (COAG) in 2016.

Drawing from the strength-based approach in the online cultural competency course for the APS and the Core Cultural Learning Aboriginal and Torres Strait Islander Australia Foundation Course, also produced by AIATSIS, Core for Correctional Facilities consists of two modules—Module 1: Thinking About Cultures, and Module 2: Corrective Services Lived Experiences. The course includes thirty-one interviews with former and serving corrections staff, support workers and former inmates informing and educating participants through their lived experiences. The course was mapped as closely as possible to the Vocational Education and Training competencies required to be certified to work as a correctional officer.

Core for Correctional Facilities is provided through an online learning management system to deliver the training and provide a framework for reporting. AIATSIS completed packaging the course in November 2018, and it is now ready for rollout to correctional facilities across jurisdictions.

### Key action: Redevelop our HR resource strategy focused on career advancement for succession planning; high levels of cultural competency; and effective HR support and services for AIATSIS staff and management

AIATSIS' new Strategic Plan 2018–2023 includes an underpinning commitment that AIATSIS is characterised by an Indigenous voice in all that it does.

In 2018–19 all staff were given access to AIATSIS' Core Cultural Competency Program. Work also started on development of AIATSIS' Indigenous Pathway Program, a career development program for Indigenous employees that will be implemented in 2019–20. This program includes three apprentices through the Australian Government's 2020 Indigenous Apprenticeships Program.

Additional cultural training has been developed to support the Indigenous Pathway Program by ensuring cultural safety for Indigenous employees. It will also help AIATSIS meet its Indigenous employee target of 35 per cent through increased Indigenous recruitment and retention (currently 31 per cent). The additional cultural training will be delivered in 2020.

The transition of payroll services to the National Museum of Australia's Cultural and Corporate Shared Services Centre continues, to improve support for AIATSIS through a service provider that specialises in the cultural collections sector. Phase One will deliver payroll processing services and is expected to be completed in 2019. Phase Two will identify additional functionality for AIATSIS including e-learning options, improved data transparency and performance support and reporting.

This additional functionality will also support the implementation of AIATSIS' Workforce Management Program, which is in development and will be completed and implemented in the last quarter of 2019. This program will support managers in building and maintaining effective and agile teams through dynamic and responsive workforce management.

### Key action: Collaborate with relevant partners and stakeholders in relation to Aboriginal and Torres Strait Islander cultures and heritage

Partnerships with a wide range of stakeholders are a feature of much of AIATSIS' work. Partnerships are mentioned throughout this report, and many of the current strategic and research projects listed in Appendix C involve partnership. Some highlights and collaborations not mentioned elsewhere are outlined below.



## Community and organisation partnerships

AIATSIS continues to collaborate with the Stolen Generations support sector through the Family History Unit. AIATSIS is actively involved with the work of the sector to ensure the best outcomes for members of the Stolen Generations and their families. The Family History Unit works closely with Link-Up organisations and the Link-Up leadership group to support their clients, including through the provision of research support and the delivery of the Certificate IV in Stolen Generations Family Research and Case Management. The Memorandum of Understanding that sets out the partnership between AIATSIS and Link-Up organisations was renewed in 2018–19. The unit also provided unaccredited training in Indigenous family research to Indigenous caseworkers of Barnados Australia. The training provided participants with an understanding of the complexities associated with Indigenous family research, including resources and tools to assist in structuring the research to support their clients. The unit also participates in the Who's Ya Mob Reconnection Program, held annually in Wellington, NSW, bringing together family history research organisations, record keeping institutions and members of the Stolen Generations to share best practice and emerging issues.

The Native Title Research Unit has continued its strong research partnership with the National Native Title Council, the peak body for Australia's native title organisations, including Native Title Representative Bodies and Service Providers and Prescribed Bodies Corporate (PBCs). The partnership includes training and research.

AIATSIS also partnered with the National Native Title Council and CSIRO to conduct the 2019 PBCs survey, to better understand the activities and governance of PBCs. The collaborative approach to the survey reduced the overall research burden on PBCs.

Research partnerships with community organisations include the Indigenous Youth in Native Title project, a collaboration with Bigambul Native Title Aboriginal Corporation (QLD), Macquarie Law School and the Centre for Aboriginal Economic Policy Research (CAEPR). Fieldwork will commence next year and include a second community.

AIATSIS has continued to collaborate with the Ngaiyurijja Ngunawal Language Group and Elders to provide language expertise and training to senior office holders and government staff on the use of Australian languages in their roles. One notable example was providing training for the new Governor-General, David Hurley, in giving the Ngunnawal Acknowledgement of Country, in preparation for his swearing-in on 1 July 2019.

Communities seek to partner with AIATSIS to help manage and disseminate important cultural information. The Lake Eyre Basin Community Advisory Committee handed over the management of the Lake Eyre Basin 'Aboriginal Way' Map to AIATSIS. The map, which took 12 years to develop, features songlines, historical trade routes and other cultural information about the basin, which covers 71 language groups. The map is an invaluable education resource on the richness, diversity and vibrancy of Aboriginal cultures across the Lake Eyre Basin to inform, inspire and transform people's understanding of this region and its diverse peoples.

## Research partnerships

See page 98 for information about the Indigenous Research Exchange, which includes initial partnerships with CSIRO/Data61 and the Australian Bureau of Statistics.

AIATSIS signed a Memorandum of Understanding with the Research Network for Linguistic Diversity to carry out Paper and Talk: the Australian Breath of Life Institute pilot project. The project will bring together community researchers from five language groups, each with few or no speakers, for a two-week workshop at AIATSIS in September 2019. The community researchers will be connected with materials about their Indigenous languages held in national archives, provided with training in linguistic analysis, archival research and other skills needed to find, interpret and use the materials they find for language revitalisation.

Since January 2015, AIATSIS has partnered with the multi-university consortium the Centre of Excellence for the Dynamics of Language (CoEDL) to provide expedited access to materials in the AIATSIS Collection for use by CoEDL researchers. In return, the CoEDL researchers are supplying AIATSIS with additional metadata such as transcriptions or audition sheets on the materials (often the materials supplied have limited metadata). AIATSIS has provided over 100 audio recordings this financial year to CoEDL researchers.

## Government partnerships

AIATSIS partners with policymakers and funding bodies to ensure that research is co-designed based on shared values and mutual benefit.

AIATSIS partnered with the Department of Communications and the Arts to design and deliver on the National Indigenous Languages Report—a multi-party project involving the Australian National University, AIATSIS, the Department of Communications and the Arts and other parties.

AIATSIS works in partnership with PM&C and the National Indigenous Australians Agency (NIAA) on a range of projects and programs, such as the development and rollout of Core cultural competency training. AIATSIS also provides ethics approval and advice to PM&C/NIAA—see page 78.

A parliamentary friendship group for AIATSIS was established in October 2018 with the objective of fostering collaboration between parliamentarians and AIATSIS, raising awareness of the collections and acting as a forum for leadership and discussion. The Member for Brisbane, Trevor Evans, and the Member for Indi, Cathy McGowan, were the inaugural co-convenors. Two successful events were held, including one that supported local Ngunnawal language renewal, celebrating the UNESCO International Year of Indigenous Languages.

## Partnership to preserve Kimberley Aboriginal Law and Culture Centre audiovisual materials

In 2017, the Kimberley Aboriginal Law and Culture Centre (KALACC), in partnership with the University of Melbourne's Grimwade Centre for Cultural Materials Conservation, undertook a Preservation Needs Assessment of their collections, which recommended that at-risk audiovisual materials be digitised and preserved by AIATSIS. On Thursday 7 June 2018 at the National Native Title Conference in Broome, KALACC and AIATSIS formalised their intent to support and learn from each other through a Memorandum of Understanding. Selected materials from the KALACC collections have since been donated to AIATSIS under a deed of gift for future preservation action.

The deposited collection contains an assortment of original cassettes and video tapes, recorded between 1984 and 2012. Collectively these materials document the history, culture and events of the people of the Kimberley region, including festivals, meetings and oral histories.

The initial assessment made recommendations on priorities for preservation, with a particular focus on vulnerable audiovisual materials.

In 2018–19, AIATSIS accessioned materials from this collection and completed digitisation of 135 hours of the most vulnerable video material across VHS, Betacam and MiniDV formats. Digitisation of 115 audiocassettes will follow in 2019–20.

Digitisation of this important historical and cultural material, and its imminent return to KALACC, ensures that it is both safely preserved and accessible for use by the communities of the Kimberley region and, where appropriate, the wider research community and public.



*Molly Culbertson (left) and Amelia O'Donnell (right) sorting and documenting the audiovisual archives in the KALACC Fitzroy Crossing office before their transport to AIATSIS for preservation.*

**Key action: In conjunction with the AIATSIS Foundation, develop and implement a funding strategy to seek input from corporate, private and philanthropic sources which allows AIATSIS to undertake work that is in accord with its strategic direction**

The AIATSIS Foundation was established in 2015 to support the work of AIATSIS by developing the AIATSIS Collection, digitising and preserving material, supporting Indigenous students and visiting fellows, and special projects such as the development of Indigenous language dictionaries and the recording of song traditions.

AIATSIS and the Foundation continued to iterate the funding strategy during 2018–19. Fundraising developments included:

- securing \$2 million from PM&C in 2018 to enable up to 25 Indigenous language dictionaries to be produced and distributed to community members and language centres, and a donation from the band The Preatures to republish *The Sydney Language*
- a fundraising prospectus and campaign to support the development of a national school visit program. Currently 160 000 students visit Canberra every year and are unable to see a dedicated Indigenous cultural and learning package.

The AIATSIS Foundation also commissioned the development of social impact measurement plans to determine:

- the impact and significance of the AIATSIS Collection
- the potential impact and benefits of a school visit program
- the potential impact and benefits of a new building and exhibition space for AIATSIS.

These measurement plans will be used to support and target AIATSIS' work and attract new revenue streams and partnership opportunities.

**Key action: Engage membership in strategic thinking**

Engagement with AIATSIS' membership in 2018–19 has been limited due to competing priorities.

### Key action: Work in partnership with Aboriginal and Torres Strait Islander communities to identify, conduct and communicate outcomes of projects and programs

In 2017–18, AIATSIS completed the pilot stage of the Preserve, Strengthen and Renew (PSR) project in Western Australia with the Karajarri Traditional Lands Association, the Kiwirrkurra community (via Desert Support Services) and the Wangka Maya Pilbara Aboriginal Language Centre. It aimed to support Aboriginal and Torres Strait Islander communities to gain greater control over their information and archives through collaboration on the selection and design of research, and involving communities in undertaking research, communicating outcomes, and managing and repatriating products and data.

The next phase of PSR will be based on the South Coast of New South Wales. Using insights from the pilot, it will involve digital return of collections material, revision of access protocols for existing material, recording of new cultural material, and impact evaluation. Its starting point is a CD-ROM, South Coast Voices, a compilation of material from collections relevant to the New South Wales South Coast which was prepared almost twenty years ago but was not ultimately returned to the community. As at the end of June 2019, provisional ethics approval has been granted, project planning is underway and an initial consultation visit to South Coast communities has taken place.

## 2018–19 RESULTS

ENGAGEMENT ACTIVITY THROUGH PARTNERSHIPS			
MEASURE AND TARGET	2017–18	2018–19	OUTCOME +/-%
Partnerships— <i>number</i>	4 new strategic partnerships	3 new strategic partnerships	-25%
	6 new partnership projects	19 new partnership projects	+316%
<b>Target for this measure</b>		<b>+5%</b>	
Value of public program—\$	Measure in development	Measure in development	
<b>Target for this measure</b>	<b>+5%</b>	<b>+5%</b>	<b>N/A</b>

ENGAGEMENT ACTIVITY THROUGH MEMBERSHIPS			
MEASURE AND TARGET	2017–18	2018–19	OUTCOME %
Indigenous memberships— <i>number</i>	192	199	
<b>Target for this measure</b>	<b>+8%</b>	<b>+8%</b>	<b>+4%</b>
Memberships— <i>number</i>	598	634	
<b>Target for this measure</b>	<b>+5%</b>	<b>+5%</b>	<b>+6%</b>

## ANALYSIS

2018–19 has seen a very significant increase in partnerships with other institutions, research organisations, corporate partners and community organisations. These include significant strategic partnerships with the National Museum of New Zealand Te Papa; formation of the Parliamentary Friends of AIATSIS; and many new project partnerships, research and otherwise. Two single partnership projects included in the measure above involve multiple partners—the Dictionaries Project is counted as one project in the results above but has partnerships with at least nineteen community language organisations, plus relevant experts to produce at least nineteen dictionaries. The Return of Cultural Heritage Project is likewise counted as a single project, but eight international cultural collecting institutions have been identified for potential pilot projects, with an initial two pilot case studies involving six discrete collections from five language groups. The allocation of significant new resources has made this rapid growth in collaboration possible.

Increases to AIATSIS' membership have been modest, but the target was met. Indigenous membership did not increase enough to meet the target. This is because membership activities and events were limited this year due to competing priorities. The National Native Title Conference and AIATSIS National Indigenous Research Conference, which usually attract new members, including new Indigenous members, did not occur during the financial year.





# STRATEGIC PRIORITY 5:

## Advise on Aboriginal and Torres Strait Islander culture and heritage

### Introduction

AIATSIS' role as an adviser on the situation and status of Aboriginal and Torres Strait Islander culture and heritage was made explicit in amendments to its statutory functions in 2016. While AIATSIS has always provided advice on specific issues and questions in this territory, its broad advisory activity is now being established through the development of an Indigenous Research and Reporting Framework.

### KEY OUTCOMES 2018–2022

- Positioning AIATSIS as a trusted advisor
- Building our policy capacity and capability to deliver world class expertise
- Reporting regularly on the situation and status of Aboriginal and Torres Strait Islander culture and heritage

### Key action: Proactively participate in national and international policy debate, expert mechanisms and forums relevant to Aboriginal and Torres Strait Islander cultures and heritage

On 6 March 2018, AIATSIS hosted a Culture and Policy Symposium, which was attended by over 110 people. The symposium focused on how Indigenous cultures can be defined in ways that are constructive for policymakers and explored how to determine impacts of policy on the enjoyment and resurgence of Indigenous cultures. It was an opportunity to share and hear practical examples of strengthening cultural identity and included discussions of how these can better inform policymaking. Planning is underway for a second Culture and Policy Symposium to be held in October 2019.

The third annual Native Title Representative Body (NTRB) Legal Workshop was held over 20–22 February 2019 in Sydney. The event attracted fifty attendees from across the country. The workshop is a key professional development opportunity for native title legal practitioners to share and develop their knowledge of contemporary native title legal issues. The product of a partnership between AIATSIS and the Jumbunna Institute for Indigenous Education and Research at the University of Technology Sydney (UTS), the workshop featured presentations by lawyers on specific issues related to native title, facilitated open discussions, and advocacy training.

AIATSIS made submissions to six policy inquiries and consultative processes during the year:

- Department of the Prime Minister and Cabinet on Closing the Gap Refresh draft targets
- Senate inquiry into Australia's faunal extinction crisis
- Joint Standing Committee on Northern Australia Inquiry into the Opportunities and Challenges of Engagement with Traditional Owners in the Economic Development of Northern Australia
- IP Australia's Indigenous Knowledge Consultations—Protection of Indigenous Knowledge in the Intellectual Property System
- Department of Premier and Cabinet (WA) discussion paper—'An office for advocacy and accountability in Aboriginal affairs in Western Australia'
- Australian Human Rights Commission Wiyi Yani U Thangani (Aboriginal and Torres Strait Islander Women's Voices) Project.

See Appendix D for more detail about these submissions.

### Key action: Report and provide advice on the state of Indigenous cultures and heritage

#### Research and reporting framework

In March AIATSIS held an expert roundtable to begin the design of the 'domains' of culture that will form the basis for the framework for reporting on the situation and status of Aboriginal and Torres Strait Islander culture and heritage. AIATSIS is working with consultants from the Nous Group to develop the framework. A preliminary literature review has been drafted, and AIATSIS will continue to work closely with Nous on this project to develop the framework and exemplify its application in selected cultural domains. Nous has produced its first deliverable in the form of a project methodology, and further discussions between AIATSIS and Nous will take place to ensure efficient delivery of project outcomes.

#### Indigenous Research Exchange

Outcomes of the research conducted under the Indigenous Research Exchange will contribute to the recently formed Council of Australian Governments (COAG) Joint Council on Closing the Gap. This partnership between all levels of government recognises that shared decision-making with Aboriginal and Torres Strait Islander peoples in the design, implementation, monitoring and evaluation of the Closing the Gap framework is essential to closing the gap in life outcomes between Indigenous and non-Indigenous Australians.

## National Indigenous Languages Report

The National Indigenous Languages Survey completed in 2018–19 and the upcoming report represent a major assessment of the current state of Australian Indigenous languages. See page 48 for more details about this project.

### Key action: Develop a schedule of regular reporting to support transparency of advice

An outcome of the Research and Reporting Framework outlined above will be advice on the recommended frequency, priorities and program for reporting on the state of Indigenous cultures and heritage.

## Results

ADVICE OUTPUTS (monitoring)			
	2017–18	2018–19	OUTCOME +/-%
Policy submissions—number	11	6	-45%
Presentations and workshops for government—number	10	19	+90%

## Analysis

AIATSIS has continued to provide advice on matters relevant to Aboriginal and Torres Strait Islander peoples, with the completion of the National Indigenous Languages Survey being a major contribution in the International Year of Indigenous Languages, alongside a number of other submissions and advisory reports. The Native Title Research Unit has continued to advise government on matters related to native title and land. Presentations to government audiences have increased. Policy submissions have decreased in response to the number of consultative processes and inquiries relevant to AIATSIS.

Through the Culture in Policy and Practice project, starting with its recent policy symposium, progress on the Research and Reporting Framework and early steps to establish the Indigenous Research Exchange, AIATSIS has made significant progress in laying the foundations and establishing the infrastructure required to fulfil its ongoing role as an adviser on the state of Indigenous heritage and culture.





The background is a solid teal color with several large, overlapping, stylized circular patterns. These patterns consist of concentric circles and radial lines, resembling a stylized sun or a flower. The patterns are rendered in a lighter shade of teal, creating a subtle, textured effect.

# OUR ORGANISATION

# GOVERNANCE

## **AIATSIS Council**

The AIATSIS Council is the accountable authority under the *Public Governance, Performance and Accountability Act 2013* (PGPA Act). It consists of nine members.

Four members are elected from and by AIATSIS members. Since the *Australian Institute of Aboriginal and Torres Strait Islander Studies Act 1989* (AIATSIS Act) was amended in March 2016, at least two of the elected members must be Aboriginal or Torres Strait Islander people and two must be women.

Five members are appointed by the Minister. The Minister's appointments must ensure a majority of Indigenous representation and take into account gender balance, skills and experience.

Council members are appointed or elected for four-year terms and may not serve more than two consecutive terms.

Council members are remunerated in accordance with the Remuneration Tribunal determination for part-time statutory office holders. All members of the AIATSIS Council are non-executive members.

Table 2 provides further information on each of the Council members during 2018–19, including their period of appointment and number of meetings attended.



Table 2: AIATSIS Council members 2018–19

Name	Gender	Position	State	Start date	End date	Meetings eligible	Meetings attended
<b>ELECTED COUNCILLORS</b>							
Professor Michael McDaniel	M	Chair (to 1 April 2019)	NSW	17 May 2017	25 March 2019	2	1
Mr Stephen Kinnane	M	Member	WA	17 May 2017	16 May 2021	3	3
Ms Rachel Perkins	F	Member	NT	17 May 2017	16 May 2021	3	2
Dr Myfany Turpin	F	Member	NT	17 May 2017	16 May 2021	3	3
Dr Clint Bracknell	M	Member	WA	21 May 2019		0	0
<b>APPOINTED COUNCILLORS</b>							
Ms Donisha Duff	F	Member	QLD	10 February 2015	10 October 2019	3	2.5
Ms Jodie Sizer	F	Member (to 1 April 2019) Chair (from 2 April 2019)	VIC	10 February 2015	10 October 2019	3	3
Mr Geoffrey Winters	M	Member	NSW	10 February 2015	10 October 2019	3	3
Dr Valerie Cooms	F	Member	QLD	2 April 2019	1 July 2019	1	1

**Jodie Sizer** is a Djap Wurrung/Gunditjmara woman, and part of the Framlingham Community of south-west Victoria.

Jodie is one of the co-founders and co-CEOs of PwC's Indigenous Consulting, a majority Aboriginal-owned, purpose-led organising professional services firm leading innovation, impact and change with and for Aboriginal communities across Australia. Jodie is also a director on the boards of Wathaurong Glass and Arts, the Ebony Institute and the Collingwood Football Club.

Jodie commenced her career in the community-controlled sector, going on to work as an auditor and qualified accountant (CPA). She possesses a strong background in corporate governance and is a graduate of the University of Melbourne Asia-Australia New Leaders Program.

Jodie has worked also in Indigenous organisations and government. She was an ATSIC Regional Councillor, a finalist in the Telstra Business Women of the Year award, listed in the *Who's Who of Australian Women* publication, inducted on the Victorian Women's Honour Roll, a recipient of the Prime Minister's Centenary medal, and listed as one of the *Australian Financial Review's* 100 Women of Influence.

**Rachel Perkins** has served on a number of federal agency boards including Screen Australia, the Australian Film Commission, and the Australian Film, Television and Radio School. She was a founding board member of NITV, which she was instrumental in establishing. She has also served on the boards of various Aboriginal organisations and industry associations, including Bangarra Dance Theatre. She currently serves on the boards of the Australian Heritage Commission, Jawun, Uphold and Recognise and the Charles Perkins Scholarship Trust.

Her company Blackfella Films, established in 1993, is a leader in the creation of Indigenous content, including the series *First Contact*, *Redfern Now*, *First Australians*, *Ready for This* and its latest production, *DNA Nation*. Her work as director includes documentaries such as *Freedom Ride* and the more recent *Black Panther Women*, as well as movies *Bran Nue Dae*, *One Night the Moon*, *Mabo* and *Jasper Jones*, as well as the TV series *Mystery Road*. She has served as an executive producer at both SBS and ABC, presiding over the management of their Indigenous Program Units.

She also works in the Indigenous cultural sector, directing festivals, such as the Yeperenye Festival for the Centenary of Federation. In more recent times she has focused on the development of Arrernte culture, the first project being an Arrernte Women's Camp, which recorded and revived the repertoire of Arrernte women's traditional musical heritage.

**Donisha Duff** is an Aboriginal and Torres Strait Islander woman from Thursday Island in the Torres Strait. She has familial links with Moa and Badu Islands (Torres Strait) and is a Yadhagana/Wuthathi Aboriginal traditional owner (Cape York).

She has 20 years of experience in Aboriginal and Torres Strait Islander health policy, planning and management within public sector, not-for profit and community controlled health organisations.

She possesses an MBA (ANU) and a Bachelor of Arts (Hons) (Griffith University).

Donisha is the General Manager, Preventative Health / Deadly Choices at The Institute for Urban Indigenous Health.

**Dr Clint Bracknell** is a proud Wirlomin Noongar musician and researcher from the south coast of Western Australia.

He is currently Associate Professor at the Western Australian Academy of Performing Arts and Kurongkurl Katitjin Centre for Indigenous Australian Education and Research, Edith Cowan University

**Steve Kinnane** has been an active researcher and writer for more than 25 years as well as lecturing and working on community cultural heritage and development projects. His interests are diverse, encompassing Aboriginal history, creative documentary (both visual and literary), and tensions surrounding the ideals of sustainability and the relationships between individuality, community, country, economy and human development. Steve is a Marda Marda man from Miriwoong country in the East Kimberley.

Steve lectured at Murdoch University in Australian Indigenous Studies and Sustainability; completed a Visiting Research Fellowship at AIATSIS, and was Senior Researcher for the Nulungu Research Institute of the University of Notre Dame Australia, Broome. Steve is currently a PhD candidate with the ANU Research School of Social Sciences and a member of the Curatorial Team of the New Museum Project (WA). He also serves on the boards of Magabala Books and the Australian Dictionary of Biography (ANU), and is Chair of the AIATSIS Foundation Board.

**Dr Myfany Turpin** is a linguist and ethnomusicologist at the University of Sydney. She holds an Australian Research Council Future Fellowship to investigate the relationship between words and music in Aboriginal songs in central Australia. She has been conducting research with Aboriginal communities since 1994, focused on Aboriginal song-poetry and Arandic languages.

Her research on the Kaytetye language resulted in a co-authored encyclopaedic dictionary, picture dictionary and collection of stories with Kaytetye speaker Alison Ross. She has written scholarly articles in the areas of semantics, music, phonology and ethnobiology and produced audiovisual publications of Aboriginal songs.

She supports school language and culture programs in central Australia and works with local organisations to produce resources and provide opportunities for Aboriginal people to assist them in their struggle for cultural and linguistic survival.

She is a member of the Australian Linguistics Society and the Musicological Society of Australia.

**Geoffrey Winters** is a descendant of the Kamilaroi nation from Walgett in north-west New South Wales. He is currently an associate in Sydney at international law firm Clyde & Co LLP. He was judicial associate to the Honourable Justice Basten of the New South Wales Court of Appeal and to the Honourable Justice Wright of the Supreme Court of New South Wales. Mr Winters graduated with a Bachelor of Arts with Honours in Political Economy and Laws from the University of Sydney, where he was President of the Australian Law Students' Association.

**Professor Michael McDaniel** is a member of the Kalari Clan of the Wiradjuri Nation of central New South Wales. His career in Indigenous higher education and service to the arts, culture and the community spans almost three decades. He is Pro-Vice-Chancellor (Indigenous Leadership and Engagement) and Director of Jumbunna at the University of Technology Sydney.

Professor McDaniel has held government appointments, including on the Minister's Aboriginal and Torres Strait Islander Advisory Council, the National Native Title Tribunal and the NSW Land and Environment Court.

He is Chair of the Board of Bangarra Dance Theatre, a Director of the Australian Major Performing Arts Group, a Director of the Museum of Contemporary Art (Australia) (MCA), Chair of the MCA Indigenous Advisory Group, and Chair of the Sydney Living Museums Aboriginal Advisory Committee.

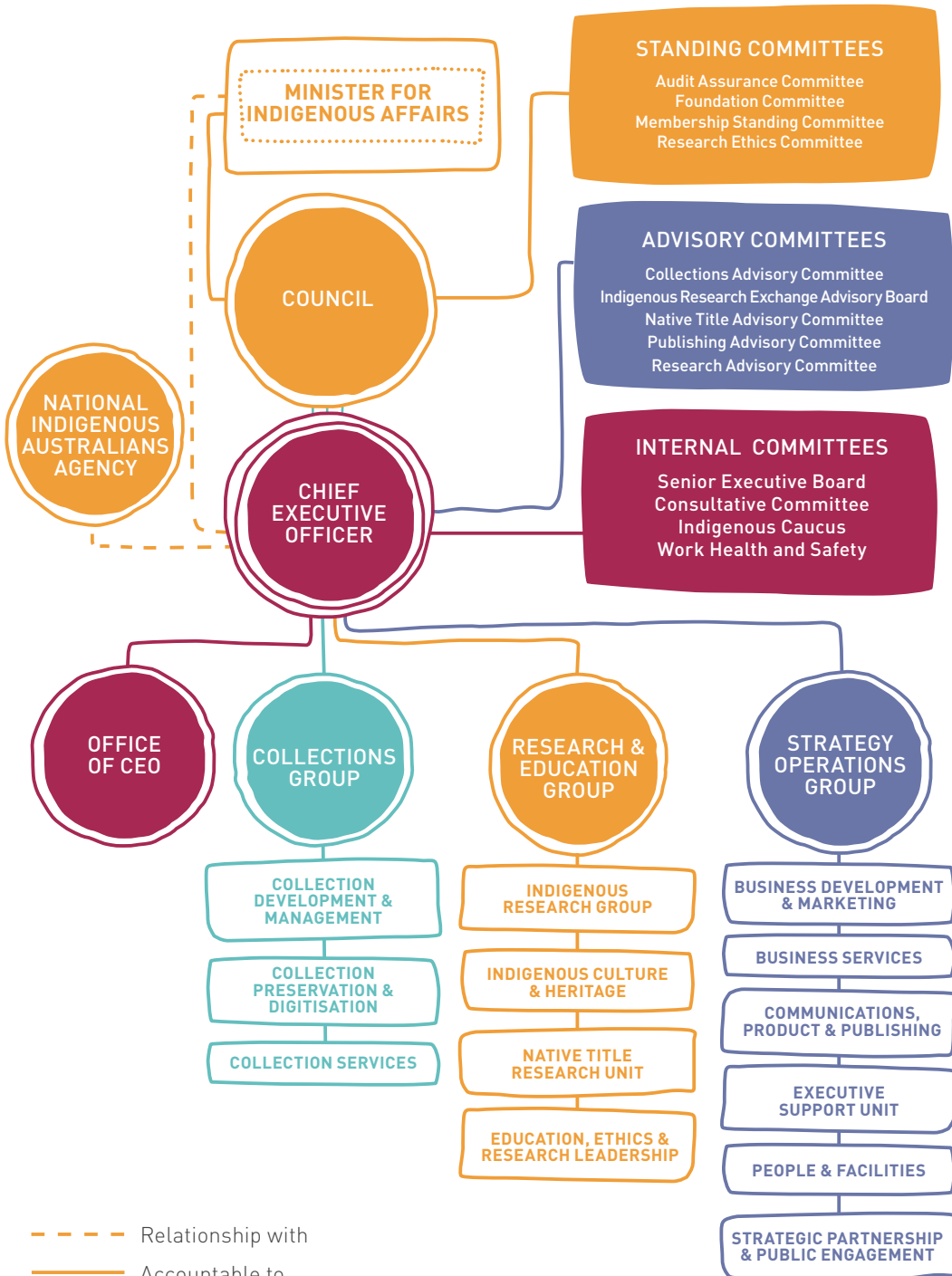
He is also a member of the National Aboriginal and Torres Strait Islander Higher Education Council (NATSIHEC). Through NATSIHEC he is a member of the World Indigenous Higher Education Consortium and has participated in the United Nations Permanent Forum on Indigenous Issues as a NATSIHEC delegate.

**Valerie Cooms** belongs to the Nunukul people of Minjerribah, or North Stradbroke Island. She is currently the Chair of the Quandamooka Yoolooburabee Registered Native Title Body Corporate. She is also a Director with Minjerribah Camping and is an Indigenous Research Fellow at the School of Historical and Philosophical Inquiry at the University of Queensland.

Valerie holds a PhD from the Australian National University and is currently an Adjunct Professor at Griffith University. She is undertaking post-doctoral research in relation to examining Commonwealth policies from the late 1960s to the early 1990s.

Valerie was previously CEO of Queensland South Native Title Services and a member of the National Native Title Tribunal.

# ORGANISATION STRUCTURE



## Employees

As at 30 June 2019, AIATSIS had 116 ongoing and seven non-ongoing employees. There were 109 employees working full time and fourteen part time. Thirty-eight employees were Indigenous.

	ONGOING		NON-ONGOING		TOTAL	
	30 June 2018	30 June 2019	30 June 2018	30 June 2019	30 June 2018	30 June 2019
Full-time employees	101	103	0	6	101	109
Part-time employees	12	13	0	1	12	14
<b>Total</b>	<b>113</b>	<b>116</b>	<b>0</b>	<b>7</b>	<b>113</b>	<b>123</b>
Female employees	61	60	0	7	61	67
Male employees	52	56	0	0	52	56

# CORPORATE GOVERNANCE

The AIATSIS Council meets four times each year to consider strategic directions and matters of operational significance. It operates under a charter.

A number of committees are established to provide the AIATSIS Council and the CEO with advice about particular issues and areas of business. These committees are listed, along with their membership during 2018–19, in Appendix A.

The Senior Executive Board is the organisation's main internal governance forum. It comprises the group heads from across AIATSIS, with other members and attendees by invitation of the CEO. The board meets monthly to advise the CEO on strategy and operational matters.

In 2018–19, AIATSIS did not make any related entity transactions.

In 2018–19, AIATSIS did not issue any indemnities to the AIATSIS Council, to its members or to any officers of AIATSIS.

## Policy, business and operational environment

There were no government policy orders in effect that applied to AIATSIS during 2018–19, including significant judicial decisions or decisions of administrative tribunals; or reports by the Auditor-General, any parliamentary committee, the Commonwealth Ombudsman or the Office of the Australian Information Commissioner.

AIATSIS was not subject to any ministerial directions made under an Act or Instrument during 2018–19.

## Corporate planning and evaluation

The AIATSIS Corporate Plan is updated in line with the PGPA Act and published on our website by 31 August each year.

A quarterly evaluation and assessment of targets and measures is completed by the AIATSIS Council and the Senior Executive Board.

## External audit

The Australian National Audit Office is responsible for auditing AIATSIS' annual financial statements. An unqualified audit opinion precedes the annual financial statements (see page 119).

## Fraud management

AIATSIS is subject to the *Commonwealth Fraud Control Framework 2017*. As a Corporate Commonwealth Entity we must also comply with the Fraud Rule and follow Resource Management Guide 201—Preventing, Detecting and Dealing with Fraud as better practice guidance. The key governance elements of our Fraud Control Framework are the Fraud Control Policy, Fraud Control Plan, Fraud Risk Assessment and AIATSIS Code of Conduct.



Overseen by our Senior Executive Board, AIATSIS promotes fraud prevention and awareness to staff through mandatory fraud awareness training and executive messaging on a regular basis. We use a range of strategies to prevent and respond to internal fraud through internal and external reporting, rigorous exercise and monitoring of delegations, and by using established systems and processes for prevention, detection, monitoring, evaluation and reporting of and response to fraud within the organisation. During 2018–19 the Fraud Control Framework, including the Fraud Risk Assessment, was reviewed and updated.

There were no instances of fraud in 2018–19.

### **Work health and safety**

AIATSIS ensures the Work, Health and Safety (WHS) of employees through annual health and wellbeing surveys, an active and proactive WHS committee, regular face-to-face and online WHS training, walkarounds, and dedicated WHS resources on the online HR Hub.

During 2018–19 there were no notifiable incidents or investigations under the *Work Health and Safety Act 2011 (Cth)*.

### **Financial resource management**

AIATSIS' total financial result is a surplus of \$1,192 million. The financial results show that AIATSIS has effectively allocated resources to achieve a balanced position in 2018–19.

The Minister received no reports resulting relating to noncompliance with the finance law involving AIATSIS in 2018–19.

### **Advertising and market research**

AIATSIS made no payment to advertising agencies, market research organisation, media advertising organisations, polling organisations or direct mail organisations that are reportable under section 311A of the *Commonwealth Electoral Act 1918 (Cth)*.

### **Ecologically sustainable development and environmental performance**

AIATSIS contributes to ecological sustainability through both collection and research programs.

Our research activity includes projects related to land and water, culture and heritage and native title that continue to contribute providing understanding of social, cultural and economic factors.

The Collection Group continues to use conservation and management practices and products that meet world's best practice and, where possible, are environmentally responsible. For example, our motion picture film cleaning solvents are water based and represent the lowest possible impact on the environment both in their use and in their eventual disposal.

AIATSIS maintained its accreditation under the ACT Government ACTSmart Business Recycling Program in 2018–19.

## People management

AIATSIS' people management services, including recruitment, workforce planning, reporting, performance and incident management, Work Health and Safety policy, learning and development program, staff entitlements, Shared Services payroll services and negotiations on the AIATSIS Enterprise Agreement (EA), are overseen by the Director, People and Assurance, reporting to the Senior Executive Board.

After nearly five years and significant effort from all bargaining parties, negotiations on the EA were completed. Eighty-four per cent of staff took part in the ballot, which resulted in an 80 per cent 'Yes' vote. The agreement was signed on 13 September 2018 and subsequently approved by the Fair Work Commission.

In 2017–18 a Learning and Development Plan and Indigenous Pathway Project were developed and approved for implementation in the second half of 2018, but implementation has been delayed due to other priorities. It will be updated as appropriate and implemented in 2019–20.

## **AIATSIS Executive Remuneration**

### *AIATSIS Executive Remuneration Policy*

#### **Chief Executive Officer**

In accordance with clause 45 (1)(a) of the Australian Institute of Aboriginal and Torres Strait Islander Act 1989, remuneration for the Chief Executive Officer is determined by the Remuneration Tribunal, within the Principal Executive Office Classification Structure and Terms and Conditions.

#### **Other Executives**

Decisions on executive remuneration align with the provisions of the APS Executive Remuneration Management policy, issued by the Australian Public Service Commission.

Executive staff whose terms and conditions of employment are determined by the AIATSIS Enterprise Agreement 2018-2021 may have those terms supplemented by an Individual Flexibility Arrangement (IFA). An IFA may include terms to vary base salary, include bonus payments and other employment conditions. An IFA requires the agreement of the Chief Executive Officer or delegate on behalf of the agency.

Remuneration for Executive staff whose terms and conditions of employment are not determined by the AIATSIS Enterprise Agreement 2018-2021, is set by a determination made by the Chief Executive Officer. Such determinations may include base salary, applicable allowances, notional superannuation contributions and eligibility for the agency Performance Pay Scheme, in addition to other employment conditions.

#### **AIATSIS Council**

In accordance with clause 45 (1)(a) of the Australian Institute of Aboriginal and Torres Strait Islander Act 1989, remuneration for Council members is determined by the Remuneration Tribunal.

## Key Management Personnel Remuneration

During the reporting period ending 30 June 2019, AIATSIS had 7 Council members and 6 executives who met the definition of key management personnel. Their names and the length of term as KMP are summarised below:

Name	Position	Term as KMP
Jodie Sizer	Council Chairperson	Full year
Michael McDaniel	Council Chairperson	Part-year - Departed 31 March 2019
Rachel Perkins	Council member	Full year
Donisha Duff	Council member	Full year
Steve Kinnane	Council member	Full year
Myfany Turpin	Council member	Full year
Geoffrey Winters	Council member	Full year
Clint Bracknell	Council member	Part-year - Appointed 21 May 2019
Craig Ritchie	Chief Executive Officer (CEO)	Full year
Michael Ramalli	Deputy CEO / Chief Operating Officer (COO)	Part-year - Appointed 17 September 2018
Leonard Hill	Executive Director, Collections (EDC)	Part-year - Appointed 10 September 2018
Lyndall Ley	Executive Director, Return of Cultural Heritage Project (EDROCH)	Full year
Lisa Strelein	Executive Director, Research (EDR)	Full year
Letitia Hope	Deputy CEO / Chief Operating Officer (COO)	Part-year - Departed 12 August 2018

In the notes to the financial statements for the period ending 30 June 2019, the Institute disclosed the following KMP expenses:

<b>Note 3.2: Key Management Personnel Remuneration</b>	<b>2019</b>
	<b>\$</b>
Short-term employee benefits	<b>1,022,596</b>
Post-employment benefits	<b>141,378</b>
Other long-term employee benefits	<b>60,888</b>
<b>Total key management personnel remuneration expenses</b>	<b>1,224,863</b>

In accordance with the PGPA Rule, this information now needs to be further disaggregated in the annual report as follows:

Name	Position title	SHORT-TERM BENEFITS			POST-EMPLOYMENT BENEFITS	OTHER LONG-TERM BENEFITS		TERMINATION BENEFITS	TOTAL REMUNERATION
		Base salary	Bonuses	Other benefits and allowances		Long service leave	Other long-term benefits		
Jodie Sizer	Council Chairperson	4,548	-	-	275	-	-	-	4,843
Michael McDaniel	Council Chairperson	11,564	-	-	1,099	-	-	-	12,663
Rachel Perkins	Council member	2,470	-	-	235	-	-	-	2,705
Donisha Duff	Council member	5,026	-	-	437	-	-	-	5,463
Steve Kinnane	Council member	5,884	-	-	437	-	-	-	6,321
Myfany Turpin	Council member	4,186	-	-	275	-	-	-	4,462
Geoffrey Winters	Council member	3,224	-	-	266	-	-	-	3,490
Clint Bracknell	Council member	-	-	-	-	-	-	-	-
Craig Ritchie	CEO	278,065	-	(28,398) <sup>1</sup>	37,119	34,305	-	-	321,091
Michael Ramalli	Deputy CEO / COO	137,157	-	20,435	21,661	11,090	-	-	190,342
Leonard Hill	EDC	147,551	-	11,962	15,971	-	-	-	175,484
Lyndall Ley	EDROCH	158,350	-	24,920	26,334	5,750	-	-	215,355
Lisa Strelein	EDR	200,691	-	7,647	33,035	9,743	-	-	251,115
Letitia Hope	Deputy CEO / COO	24,418	-	2,875	4,235	-	-	-	31,529
<b>Total</b>		<b>983,156</b>	-	<b>39,441</b>	<b>141,378</b>	<b>60,888</b>	-	-	<b>1,224,863</b>

**Note:**

<sup>1</sup> Other benefits and allowances balance includes a correction to the classification of entitlements from prior years in 2018-19.

## Risk management

The Deputy Chief Executive Officer/Chief Operation Officer oversees AIATSIS' risk management framework, which aligns with the principles of the PGPA Act and the Commonwealth Risk Management Policy.

Our Audit and Assurance Committee provides independent advice and assurance to the AIATSIS Council on the appropriateness of our accountability and control framework of risk oversight and management.

The framework provides a solid foundation for ensuring a consistent approach to the identification, treatment and monitoring of risks by all staff on an ongoing basis. Documents that assist staff and management incorporate risk effectively into decision-making include our Risk Appetite Statement, Strategic Risk Assessment, Risk Management Policy and Human Resource Policy, and our Fraud Control Plan, Business Continuity Plan and Disaster Recovery Plan.

The AIATSIS Council's Risk Appetite Statement reflects the acceptable level of risk-taking and tolerance to achieve a specific objective or to manage a category of risk. AIATSIS is committed to ensuring the incorporation of risk management into the culture and everyday business operations.

Business continuity management is integral to our risk management framework. It ensures careful planning to enable continuation or timely resumption of critical functions and eventual restoration to normal operations following a business interruption event. If a business interruption event occurs, our Business Continuity Management team is convened by the Chief Executive Officer. The team is the central point of communications and coordination for our response and recovery.

Our Internal Audit (IA) function is established under the authority of the AIATSIS Council. The Chief Audit Executive is responsible for managing IA effectively, while reporting to the Senior Executive Board and the Audit and Assurance Committee. Our IA function provides independent, objective assurance designed to add value and improve AIATSIS operations. Through the IA Plan we strive to accomplish our objectives by taking a systematic, disciplined approach to evaluate and improve the efficiency and effectiveness of risk management, internal controls and governance. We currently contract Curijo to provide IA services along with other management-initiated reviews.









# FINANCIAL STATEMENTS



## INDEPENDENT AUDITOR'S REPORT

### To the Minister for Indigenous Affairs

#### Opinion

In my opinion, the financial statements of the Australian Institute of Aboriginal and Torres Strait Islander Studies ('the Entity') for the year ended 30 June 2019:

- (a) comply with Australian Accounting Standards – Reduced Disclosure Requirements and the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*; and
- (b) present fairly the financial position of the Entity as at 30 June 2019 and its financial performance and cash flows for the year then ended.

The financial statements of the Entity, which I have audited, comprise the following statements as at 30 June 2019 and for the year then ended:

- Statement by the Accountable Authority, Chief Executive Officer and Chief Financial Officer;
- Statement of Comprehensive Income;
- Statement of Financial Position;
- Statement of Changes in Equity;
- Cash Flow Statement; and
- Notes to the financial statements, comprising a Summary of Significant Accounting Policies and other explanatory information.

#### Basis for opinion

I conducted my audit in accordance with the Australian National Audit Office Auditing Standards, which incorporate the Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Entity in accordance with the relevant ethical requirements for financial statement audits conducted by the Auditor-General and his delegates. These include the relevant independence requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) to the extent that they are not in conflict with the *Auditor-General Act 1997*. I have also fulfilled my other responsibilities in accordance with the Code. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

#### Accountable Authority's responsibility for the financial statements

As the Accountable Authority of the Entity, the Council is responsible under the *Public Governance, Performance and Accountability Act 2013* (the Act) for the preparation and fair presentation of annual financial statements that comply with Australian Accounting Standards – Reduced Disclosure Requirements and the rules made under the Act. The Council is also responsible for such internal control as the Council determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Council is responsible for assessing the ability of the Entity to continue as a going concern, taking into account whether the Entity's operations will cease as a result of an administrative restructure or for any other reason. The Council is also responsible for disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the assessment indicates that it is not appropriate.

GPO Box 707 CANBERRA ACT 2601  
19 National Circuit BARTON ACT  
Phone (02) 6203 7300 Fax (02) 6203 7777

### **Auditor's responsibilities for the audit of the financial statements**

My objective is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian National Audit Office Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with the Australian National Audit Office Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control;
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Accountable Authority;
- conclude on the appropriateness of the Accountable Authority's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern; and
- evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the Accountable Authority regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Australian National Audit Office



Peter Kerr  
Executive Director  
Delegate of the Auditor-General

Canberra  
27 August 2019

**Financial Statements for the Year Ended 30 June 2019**

**Australian Institute of Aboriginal and Torres Strait Islander Studies**

**Statement by the Accountable Authority, Chief Executive Officer and Chief Financial Officer**

In our opinion, the attached financial statements for the year ended 30 June 2019 comply with subsection 42(2) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act), and are based on properly maintained financial records as per subsection 41(2) of the PGPA Act.

In our opinion, at the date of this statement, there are reasonable grounds to believe that the Australian Institute of Aboriginal and Torres Strait Islander Studies will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Councillors.



Ms Jodie Sizer  
Chairperson  
27 August 2018



Mr Craig Ritchie  
Chief Executive Officer  
27 August 2018



Ms Joanne Chapman  
Chief Financial Officer  
27 August 2018

**Australian Institute of Aboriginal and Torres Strait Islander Studies**  
**CONTENTS**

**Primary financial statement**

Statement of Comprehensive Income  
Statement of Financial Position  
Statement of Changes in Equity  
Cash Flow Statement

**Overview**

**Notes to the financial statements**

1. Financial Performance
  - 1.1 Expenses
  - 1.2 Own-Source Revenue and Gains
2. Financial Position
  - 2.1 Financial Assets
  - 2.2 Non-Financial Assets
  - 2.3 Payables
3. People and Relationships
  - 3.1 Employee Provisions
  - 3.2 Key Management Personnel Remuneration
  - 3.3 Related Party Disclosures
4. Managing Uncertainties
  - 4.1 Financial Instruments
5. Other Information
  - 5.1 Aggregate Assets and Liabilities

**Australian Institute of Aboriginal and Torres Strait Islander Studies**  
**STATEMENT OF COMPREHENSIVE INCOME**  
*for the period ended 30 June 2019*

	Notes	2019 \$'000	2018 \$'000	Original Budget \$'000
<b>NET COST OF SERVICES</b>				
<b>Expenses</b>				
Employee benefits	1.1A	11,719	11,232	10,746
Suppliers	1.1B	11,251	11,864	14,406
Depreciation and amortisation	2.2A	1,077	984	1,196
Impairment loss allowance on financial instruments		3	-	-
Write-down and impairment of other assets		7	-	-
<b>Total expenses</b>		<b>24,057</b>	<b>24,080</b>	<b>26,348</b>
<b>Own-Source Income</b>				
<b>Own-source revenue</b>				
Sale of goods and rendering of services	1.2A	745	548	797
Interest		636	466	450
Grants	1.2B	3,239	2,283	3,113
Other revenue	1.2C	241	1,290	1,600
<b>Total own-source revenue</b>		<b>4,861</b>	<b>4,587</b>	<b>5,960</b>
<b>Gains</b>				
Reversal of write-downs and impairment		-	10	-
<b>Total gains</b>		<b>-</b>	<b>10</b>	<b>-</b>
<b>Total own-source income</b>		<b>4,861</b>	<b>4,597</b>	<b>5,960</b>
<b>Net cost of services</b>		<b>19,196</b>	<b>19,483</b>	<b>20,388</b>
Revenue from Government	1.2D	20,388	19,493	20,388
<b>Surplus</b>		<b>1,192</b>	<b>10</b>	<b>-</b>
<b>OTHER COMPREHENSIVE INCOME</b>				
<b>Items not subject to subsequent reclassification to net cost of services</b>				
Changes in asset revaluation reserve		1,876	-	-
<b>Total comprehensive surplus attributable to the Australian Government</b>		<b>3,068</b>	<b>10</b>	<b>-</b>

The above statement should be read in conjunction with the accompanying notes.

**Budget Variances Commentary**

*Employee benefits* were higher than budget for 2018-19 due to:

- (a) a salary increase effective November 2018 under a new Enterprise Agreement, agreed after the 2018-19 Budget,
- (b) impact of an increase in employee provisions largely due to the impact of a decrease in the bond rate on non-current leave calculations.

*Supplier expenses* were lower than budget largely due to the change in dates of conferences held to 2019-20, as well as less building maintenance during the year.

*Interest revenue* was higher than budget primarily due to a larger amount of funds available for deposit during the year combined with the timing of expenses.

*Other revenue* was lower than budget largely due to the change of dates of conferences held to 2019-20.

**Australian Institute of Aboriginal and Torres Strait Islander Studies**  
**STATEMENT OF FINANCIAL POSITION**  
*as at 30 June 2019*

	Notes	2019 \$'000	2018 \$'000	Original Budget \$'000
<b>ASSETS</b>				
<b>Financial assets</b>				
Cash and cash equivalents	2.1A	6,316	10,179	5,028
Trade and other receivables	2.1B	779	864	556
Investments - deposits		23,617	16,716	11,975
<b>Total financial assets</b>		<b>30,712</b>	<b>27,759</b>	<b>17,559</b>
<b>Non-financial assets</b>				
Buildings	2.2A	14,105	11,475	12,768
Plant and equipment	2.2A	2,718	2,192	3,496
Heritage and cultural	2.2A	11,445	11,280	11,085
Computer software	2.2A	75	89	112
Inventories	2.2B	189	206	215
Other non-financial assets	2.2C	652	526	152
<b>Total non-financial assets</b>		<b>29,184</b>	<b>25,768</b>	<b>27,828</b>
<b>Total assets</b>		<b>59,896</b>	<b>53,527</b>	<b>45,387</b>
<b>LIABILITIES</b>				
<b>Payables</b>				
Trade creditors and accruals		2,293	2,092	2,118
Other payables	2.3A	12,792	10,343	2,030
<b>Total payables</b>		<b>15,085</b>	<b>12,435</b>	<b>4,148</b>
<b>Provisions</b>				
Employee provisions	3.1A	3,724	3,147	3,230
<b>Total provisions</b>		<b>3,724</b>	<b>3,147</b>	<b>3,230</b>
<b>Total liabilities</b>		<b>18,809</b>	<b>15,582</b>	<b>7,378</b>
<b>Net assets</b>		<b>41,087</b>	<b>37,945</b>	<b>38,009</b>
<b>EQUITY</b>				
Contributed equity		3,909	3,835	3,909
Reserves		15,847	13,971	13,971
Retained earnings		21,331	20,139	20,129
<b>Total equity</b>		<b>41,087</b>	<b>37,945</b>	<b>38,009</b>

The above statement should be read in conjunction with the accompanying notes.

**Budget Variances Commentary**

*Cash and investments* are higher than the original budget due to cash received in advance for multi-year projects commencing in 2018-19. This is offset with the increase in *Other payables* over budget as these projects were started post the 2018-19 Budget.

Book value of *Buildings* is higher than budget primarily due to \$1.447m revaluation increment.

*Employee provisions* are higher than budget largely due to the impact of a decrease in the bond rate on non-current leave calculations.

**Australian Institute of Aboriginal and Torres Strait Islander Studies**  
**STATEMENT OF CHANGES IN EQUITY**  
*for the period ended 30 June 2019*

	2019 \$'000	2018 \$'000	Original Budget \$'000
<b>CONTRIBUTED EQUITY</b>			
<b>Opening balance</b>			
Balance carried forward from previous period	3,835	3,761	3,835
<b>Opening balance</b>	<u>3,835</u>	<u>3,761</u>	<u>3,835</u>
<b>Transactions with owners</b>			
<b>Contributions by owners</b>			
Equity injection	74	74	74
<b>Total transactions with owners</b>	<u>74</u>	<u>74</u>	<u>74</u>
<b>Closing balance as at 30 June</b>	<u>3,909</u>	<u>3,835</u>	<u>3,909</u>
<b>RETAINED EARNINGS</b>			
<b>Opening balance</b>			
Balance carried forward from previous period	20,139	20,129	20,129
<b>Opening balance</b>	<u>20,139</u>	<u>20,129</u>	<u>20,129</u>
<b>Comprehensive income</b>			
Surplus for the period	1,192	10	-
<b>Total comprehensive income</b>	<u>1,192</u>	<u>10</u>	<u>-</u>
<b>Closing balance as at 30 June</b>	<u>21,331</u>	<u>20,139</u>	<u>20,129</u>
<b>ASSET REVALUATION RESERVE</b>			
<b>Opening balance</b>			
Balance carried forward from previous period	13,971	13,971	13,971
<b>Opening balance</b>	<u>13,971</u>	<u>13,971</u>	<u>13,971</u>
<b>Comprehensive income</b>			
Other comprehensive income	1,876	-	-
<b>Total comprehensive income</b>	<u>1,876</u>	<u>-</u>	<u>-</u>
<b>Closing balance as at 30 June</b>	<u>15,847</u>	<u>13,971</u>	<u>13,971</u>
<b>TOTAL EQUITY</b>			
<b>Opening balance</b>			
Balance carried forward from previous period	37,945	37,861	37,935
<b>Opening balance</b>	<u>37,945</u>	<u>37,861</u>	<u>37,935</u>
<b>Comprehensive income</b>			
Surplus for the period	1,192	10	-
Other comprehensive income	1,876	-	-
<b>Total comprehensive income</b>	<u>3,068</u>	<u>10</u>	<u>-</u>
<b>Transactions with owners</b>			
<b>Contributions by owners</b>			
Equity injection	74	74	74
<b>Total transactions with owners</b>	<u>74</u>	<u>74</u>	<u>74</u>
<b>Closing balance as at 30 June</b>	<u>41,087</u>	<u>37,945</u>	<u>38,009</u>

The above statement should be read in conjunction with the accompanying notes.

**Accounting Policy**

Equity Injections

Amounts appropriated which are designated as 'equity injections' for a year (less any formal reductions) are recognised directly in contributed equity in that year.

**Budget Variances Commentary**

Equity is higher than budget due to the impacts of increases in the Asset Revaluation Reserve and the surplus this year.



**Australian Institute of Aboriginal and Torres Strait Islander Studies**

**CASH FLOW STATEMENT**

for the period ended 30 June 2019

	Notes	2019 \$'000	2018 \$'000	Original Budget \$'000
<b>OPERATING ACTIVITIES</b>				
<b>Cash received</b>				
Receipts from Government		20,388	19,493	20,388
Sales of goods and rendering of services		1,839	9,442	797
Interest		619	478	450
Grants		4,415	2,073	4,713
Other		642	1,630	-
Net GST received		1,067	643	-
<b>Total cash received</b>		<b>28,970</b>	<b>33,759</b>	<b>26,348</b>
<b>Cash used</b>				
Employees		11,181	11,279	10,746
Suppliers		12,470	13,954	14,406
<b>Total cash used</b>		<b>23,651</b>	<b>25,233</b>	<b>25,152</b>
<b>Net cash from operating activities</b>		<b>5,319</b>	<b>8,526</b>	<b>1,196</b>
<b>INVESTING ACTIVITIES</b>				
<b>Cash received</b>				
Net proceeds from matured deposits		-	-	304
<b>Total cash received</b>		<b>-</b>	<b>-</b>	<b>304</b>
<b>Cash used</b>				
Purchase of property, plant and equipment		2,355	840	1,574
Net reinvestment in deposits		6,901	2,609	-
<b>Total cash used</b>		<b>9,256</b>	<b>3,449</b>	<b>1,574</b>
<b>Net cash from /(used by) investing activities</b>		<b>(9,256)</b>	<b>(3,449)</b>	<b>(1,270)</b>
<b>FINANCING ACTIVITIES</b>				
<b>Cash received</b>				
Contributed equity		74	74	74
<b>Total cash received</b>		<b>74</b>	<b>74</b>	<b>74</b>
<b>Net cash from /(used by) financing activities</b>		<b>74</b>	<b>74</b>	<b>74</b>
<b>Net increase in cash held</b>		<b>(3,863)</b>	<b>5,151</b>	<b>-</b>
Cash and cash equivalents at the beginning of the reporting period		10,179	5,028	5,028
<b>Cash and cash equivalents at the end of the reporting period</b>	<b>2.1A</b>	<b>6,316</b>	<b>10,179</b>	<b>5,028</b>

The above statement should be read in conjunction with the accompanying notes.

**Budget Variances Commentary**

*Cash* at the end of the period is \$1.288m higher than the original budget mainly due to cash received in advance of commencement of new projects, impacting both *Sales and Grants received*. This is offset by an increase in purchase of *Property, Plant & Equipment (PP&E)*.

Purchase of *PP&E* is higher than budget due to an early completion of capital upgrades as well as works not initially planned being completed during 2018-19.

*Investments* increased due to cash received in advance for multi-year projects commencing in 2018-19. The proceeds from matured investments are offset by reinvestments.

## **Australian Institute of Aboriginal and Torres Strait Islander Studies**

### **OVERVIEW**

*for the period ended 30 June 2019*

---

#### **The Basis of Preparation**

The financial statements are general purpose financial statements and are required by *section 42 of the Public Governance, Performance and Accountability Act 2013* (PGPA Act).

The financial statements have been prepared in accordance with:

- a) *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015* (FRR); and
- b) Australian Accounting Standards and Interpretations – Reduced Disclosure Requirements issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period.

The financial statements have been prepared on an accrual basis and in accordance with the historical cost convention, except for certain assets and liabilities at fair value. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position. The financial statements are presented in Australian dollars.

#### **New Accounting Standards**

All new or revised standards that were issued prior to the sign-off date and are applicable to the current reporting period did not have a material effect on the financial statements.

#### *Future accounting standard requirements*

The Australian Institute of Aboriginal and Torres Strait Islander Studies (Institute) will apply AASB 16 Leases, AASB 15 Revenue from Contracts with Customers and AASB 1058 Income for Not-for-Profit Entities from 2019-20. These standards are not expected to have a material impact on the transactions and balances recognised in the financial statements.

#### **Taxation**

The Institute is exempt from all forms of taxation except Fringe Benefits Tax (FBT) and the Goods and Services Tax (GST).

#### **Events after balance date**

There are no known events occurring after the reporting period that could impact on the financial statements.

#### **Contingencies**

There are no known contingent assets or liabilities.

**Australian Institute of Aboriginal and Torres Strait Islander Studies**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2019*

<b>Financial Performance</b>	<b>2019</b>	2018
	<b>\$'000</b>	\$'000
<b>Note 1.1 Expenses</b>		
<b><u>Note 1.1A Employee benefits</u></b>		
Wages and salaries	<b>8,663</b>	8,861
Superannuation		
Defined contribution plans	<b>954</b>	913
Defined benefit plans	<b>666</b>	613
Leave and other entitlements	<b>1,436</b>	845
<b>Total employee benefits</b>	<b><u>11,719</u></b>	<u>11,232</u>

**Accounting Policy**

The accounting policy for employee related expenses is contained in the People and Relationships section.

**Note 1.1B Suppliers**

<b>Goods and services supplied or rendered</b>		
Consultants	<b>1,536</b>	1,691
Contractors	<b>4,519</b>	3,476
Travel	<b>751</b>	718
Building Expenses	<b>649</b>	1,265
ICT Expenses	<b>1,369</b>	1,349
Other	<b>1,806</b>	2,752
<b>Total goods and services supplied or rendered</b>	<b><u>10,630</u></b>	<u>11,251</u>
Goods supplied	<b>1,500</b>	2,294
Services rendered	<b>9,130</b>	8,957
<b>Total goods and services supplied or rendered</b>	<b><u>10,630</u></b>	<u>11,251</u>
<b>Other suppliers</b>		
Operating lease rentals	<b>555</b>	523
Workers compensation expenses	<b>66</b>	90
<b>Total other suppliers</b>	<b><u>621</u></b>	<u>613</u>
<b>Total suppliers</b>	<b><u>11,251</u></b>	<u>11,864</u>

**Accounting Policy**

Operating expenses are recognised in the Statement of Comprehensive Income upon utilisation of the service or as incurred.

**Australian Institute of Aboriginal and Torres Strait Islander Studies**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2019*

<b>2019</b>	2018
<b>\$'000</b>	\$'000

**Leasing Commitments**

In its capacity as lessee, the Institute holds a lease at 14 Childers Street, Canberra City, which expires on 30 June 2020. The lease does not contain an option for renewal on expiry.

**Commitments for minimum lease payments in relation to non-cancellable operating leases are payable as follows:**

Within 1 year	<b>618</b>	594
Between 1 to 5 years	-	<u>618</u>
<b>Total operating lease commitments<sup>1</sup></b>	<b><u>618</u></b>	<u>1,212</u>

<sup>1</sup> Comparative has been updated to reflect the cash commitment

**Accounting Policy**

Operating lease payments are expensed on a monthly rent charged basis which is representative of the pattern of benefits derived from the leased assets.

**Australian Institute of Aboriginal and Torres Strait Islander Studies**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2019*

	2019	2018
	\$'000	\$'000

**Note 1.2: Own-Source Revenue and Gains**

**Own-Source Revenue**

**Note 1.2A: Sale of goods and rendering of services**

Sale of goods	516	489
Rendering of services	229	59
<b>Total sale of goods and rendering of services</b>	<b>745</b>	<b>548</b>

**Accounting Policy**

Revenue from the sale of goods is recognised when:

- a) the risks and rewards of ownership have been transferred to the buyer;
- b) the entity retains no managerial involvement or effective control over the goods;

The stage of completion of contracts at the reporting date is determined by reference to the proportion that costs incurred to date bear to the estimated total costs of the transaction.

Receivables for goods and services, which have 30 day terms, are recognised at the nominal amounts due less any impairment allowance account. Collectability of debts is reviewed at the end of the reporting period. Allowances are made when collectability of the debt is no longer probable.

**Note 1.2B: Grants**

From related entities	3,089	2,183
From external parties	150	100
<b>Total grants</b>	<b>3,239</b>	<b>2,283</b>

**Accounting Policy**

Grant revenue is recognised on a systematic basis over the period in which the Institute recognises as expense the related costs for which the grants are intended, the revenue is recognised as unearned until this time. The exception to this policy is for grants received for non-reciprocal purposes which are recognised when the Institute gains control over the assets comprising the contributions.

**Note 1.2C: Other Revenue**

Conference fees	-	1,155
Other revenue	241	135
<b>Total other revenue</b>	<b>241</b>	<b>1,290</b>

**Note 1.2D: Revenue from Government**

Corporate Commonwealth entity payment item		
Department of the Prime Minister and Cabinet	20,388	16,244
Department of Education	-	3,249
<b>Total revenue from Government</b>	<b>20,388</b>	<b>19,493</b>

**Accounting Policy**

**Revenue from Government**

Funding received or receivable from non-corporate Commonwealth entities (appropriated to the non-corporate Commonwealth entity as a corporate Commonwealth entity payment item for payment to the Institute) is recognised as Revenue from Government unless the funding is in the nature of an equity injection or a loan.

**Australian Institute of Aboriginal and Torres Strait Islander Studies**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2019*

	<b>2019</b>	2018
	<b>\$'000</b>	\$'000
<b>Financial Position</b>		
<b>Note 2.1: Financial Assets</b>		
<b>Note 2.1A: Cash and cash equivalents</b>		
Cash on hand or on deposit	<b>6,258</b>	10,122
Cash on call deposit	<b>58</b>	57
<b>Total cash and cash equivalents</b>	<b><u>6,316</u></b>	<u>10,179</u>
<b>Note 2.1B: Trade and other receivables</b>		
<b>Goods and services receivables</b>		
Goods and services	<b>217</b>	320
<b>Total goods and services receivables</b>	<b><u>217</u></b>	<u>320</u>
<b>Other receivables</b>		
GST receivable from the Australian Taxation Office	<b>501</b>	497
Interest receivable	<b>70</b>	53
<b>Total other receivables</b>	<b><u>571</u></b>	<u>550</u>
<b>Total trade and other receivables (gross)</b>	<b><u>788</u></b>	<u>870</u>
<b>Less impairment loss allowance</b>	<b><u>(9)</u></b>	<u>(6)</u>
<b>Total trade and other receivables (net)</b>	<b><u>779</u></b>	<u>864</u>

**Accounting Policy**

*Financial assets*

Trade receivables, loans and other receivables that are held for the purpose of collecting contractual cash flows where the cash flows are solely payments of principal and interest, that are not provided below market interest rates, are subsequently measured at amortised cost using the effective interest method adjusted for any loss allowance.

**Australian Institute of Aboriginal and Torres Strait Islander Studies**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2019*

**Note 2.2 : Non Financial Assets**

**Note 2.2A: Reconciliation of the opening and closing balances of property, plant and equipment**

	Buildings \$'000	Plant and equipment \$'000	Heritage and Cultural <sup>1</sup> \$'000	Computer software <sup>2</sup> \$'000	Total \$'000
<b>As at 1 July 2018</b>					
Gross book value	11,865	3,812	11,350	270	27,297
Accumulated depreciation, amortisation and impairment	(390)	(1,620)	(70)	(181)	(2,261)
<b>Total as at 1 July 2018</b>	<b>11,475</b>	<b>2,192</b>	<b>11,280</b>	<b>89</b>	<b>25,036</b>
Work in progress reclassified from non-financial assets	156	4	-	-	160
Additions:					
Purchase	1,006	1,298	51	-	2,355
Revaluations and impairments recognised in other comprehensive income	1,447	230	148	51	1,876
Depreciation and amortisation	(195)	(783)	(34)	(65)	(1,077)
Reclassifications	216	(216)	-	-	-
Writedowns and impairments recognised in net cost of services	-	(7)	-	-	(7)
<b>Total as at 30 June 2019</b>	<b>14,105</b>	<b>2,718</b>	<b>11,445</b>	<b>75</b>	<b>28,343</b>
<b>Total as of 30 June 2019 represented by:</b>					
Gross book value	13,707	2,622	11,445	75	27,849
Work in progress	398	96	-	-	494
Accumulated depreciation, amortisation and impairment	-	-	-	-	-
<b>Total as at 30 June 2019</b>	<b>14,105</b>	<b>2,718</b>	<b>11,445</b>	<b>75</b>	<b>28,343</b>

1. Buildings and plant and equipment that met the definition of a heritage and cultural item are disclosed in the heritage and cultural asset class.

2. The carrying amount of computer software included \$0.013m purchased software and \$0.062m internally generated software.

3. No property, plant and equipment and intangibles are expected to be sold or disposed of within the next 12 months.

4. The Institute's building may not be disposed of without prior Ministerial approval.

5. Revaluations were conducted in accordance with the revaluation policy stated at Accounting Policy - non financial assets

An independent valuer conducted the revaluations as at 30 June 2019.

**Australian Institute of Aboriginal and Torres Strait Islander Studies**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2019*

**Accounting Policy - non financial assets**

Assets are recorded at cost on acquisition except as stated below. The cost of acquisition includes the fair value of assets transferred in exchange and liabilities undertaken. Financial assets are initially measured at their fair value plus transaction costs where appropriate.

Assets acquired at no cost, or for nominal consideration, are initially recognised as assets and income at their fair value at the date of acquisition, unless acquired as a consequence of restructuring of administrative arrangements. In the latter case, assets are initially recognised as contributions by owners at the amounts at which they were recognised in the transferor's accounts immediately prior to the restructuring.

Asset Recognition Threshold

Asset purchases are recognised initially at cost in the statement of financial position, except for purchases costing less than \$2,000, which are expensed in the year of acquisition (other than where they form part of a group of similar items which are significant in total).

Desktop and laptop computers, heritage and cultural assets are recognised as assets regardless of cost.

The initial cost of an asset includes an estimate of the cost of dismantling and removing the item and restoring the site on which it is located.

Revaluations

Following initial recognition at cost, property, plant and equipment are carried at fair value less subsequent accumulated depreciation and accumulated impairment losses. Valuations are conducted with sufficient frequency to ensure that the carrying amounts of assets did not differ materially from the assets' fair values as at the reporting date. The regularity of independent valuations depended upon the volatility of movements in market values for the relevant assets.

Revaluation adjustments are made on a class basis. Any revaluation increment is credited to equity under the heading of asset revaluation reserve except to the extent that it reversed a previous revaluation decrement of the same asset class that was previously recognised in the surplus/deficit. Revaluation decrements for a class of assets are recognised directly in the surplus/deficit except to the extent that they reverse a previous revaluation increment for that class.

Professional judgement has been applied to determine the fair value from observable market evidence.

Any accumulated depreciation as at the revaluation date is eliminated against the gross carrying amount of the asset and the asset restated to the revalued amount.

Assets are valued on a recurring basis.

Depreciation

Depreciable property, plant and equipment assets are written-off to their estimated residual values over their estimated useful lives to the Institute using, in all cases, the straight-line method of depreciation.

Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future reporting periods, as appropriate.

Depreciation rates applying to each class of depreciable assets are as follows:

	<b>2019</b>	2018
	<b>years</b>	years
Buildings	<b>15 to 70</b>	40 to 70
Plant and equipment	<b>1 to 20</b>	1 to 20
Heritage and cultural	<b>50 to 99</b>	50 to 99

The Institute has items of heritage and cultural assets that have unlimited useful lives and are not depreciated.



**Australian Institute of Aboriginal and Torres Strait Islander Studies**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2019*

**Accounting Policy - non financial assets - continued**

***Impairment***

All assets were assessed for impairment at 30 June 2019. Where indications of impairment exist, the asset's recoverable amount is estimated and an impairment adjustment made if the asset's recoverable amount is less than its carrying amount. The recoverable amount of an asset is the higher of its fair value less costs of disposal and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if the Institute were deprived of the asset, the recoverable amounts are expected to be materially the same as fair value.

***Derecognition***

An item of property, plant and equipment is derecognised upon disposal or when no further future economic benefits are expected from its use or disposal.

***Heritage and Cultural Assets***

The Institute collects and preserves heritage and cultural assets. The collection includes moving images, photos, art, artefacts and manuscripts.

The Institute has a Digital Preservation Policy which ensures the long-term digital preservation of collection assets held in the Collection. The Institute digitally preserves items identified on the prioritisation schedule within the Collection in adherence to cultural protocols, intellectual property rights and using internationally recognised standards.

***Intangibles***

The Institute's intangibles comprise internally developed computer software for internal use and purchased computer software. These assets are carried at cost less accumulated amortisation and accumulated impairment losses.

Software is amortised on a straight-line basis over its anticipated useful life. The useful lives of the Institute's software are 3 to 5 years.

**Australian Institute of Aboriginal and Torres Strait Islander Studies**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2019*

---

**Accounting Policy - non financial assets - continued**

Impairment

All assets were assessed for impairment at 30 June 2019. Where indications of impairment exist, the asset's recoverable amount is estimated and an impairment adjustment made if the asset's recoverable amount is less than its carrying amount. The recoverable amount of an asset is the higher of its fair value less costs of disposal and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if the Institute were deprived of the asset, the recoverable amounts are expected to be materially the same as fair value.

Derecognition

An item of property, plant and equipment is derecognised upon disposal or when no further future economic benefits are expected from its use or disposal.

Heritage and Cultural Assets

The Institute collects and preserves heritage and cultural assets. The collection includes moving images, photos, art, artefacts and manuscripts.

The Institute has a Digital Preservation Policy which ensures the long-term digital preservation of collection assets held in the Collection. The Institute digitally preserves items identified on the prioritisation schedule within the Collection in adherence to cultural protocols, intellectual property rights and using internationally recognised standards.

Intangibles

The Institute's intangibles comprise internally developed computer software for internal use and purchased computer software. These assets are carried at cost less accumulated amortisation and accumulated impairment losses.

Software is amortised on a straight-line basis over its anticipated useful life. The useful lives of the Institute's software are 3 to 5 years.

**Australian Institute of Aboriginal and Torres Strait Islander Studies**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2019*

	<b>2019</b>	2018
	<b>\$'000</b>	\$'000
<b>Note 2.2B: Inventories</b>		
<b>Inventories held for sale</b>		
Finished goods	<b>283</b>	300
Provision for obsolete inventory	<b>(94)</b>	(94)
<b>Total inventories</b>	<b><u>189</u></b>	<u>206</u>

During 2019, \$176,630 of inventory held for sale was recognised as an expense (2018: \$229,624).

**Accounting Policy**

Inventories held for sale are valued at the lower of cost and net realisable value.  
 Finished goods and work-in-progress include the cost of direct materials and labour plus attributable costs that can be allocated on a reasonable basis.

**Note 2.2C: Other non-financial assets**

Prepayments	<b>652</b>	366
Work in progress-non-financial assets	<b>-</b>	160
<b>Total other non-financial assets</b>	<b><u>652</u></b>	<u>526</u>

**Note 2.3: Payables**

**Note 2.3A: Other payables**

Salaries and wages	<b>76</b>	110
Superannuation	<b>13</b>	12
Unearned Income	<b>12,692</b>	10,221
Other	<b>11</b>	-
<b>Total other payables</b>	<b><u>12,792</u></b>	<u>10,343</u>

**Australian Institute of Aboriginal and Torres Strait Islander Studies**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2019*

**People and Relationships**

<b>2019</b>	2018
<b>\$'000</b>	\$'000

**Note 3.1: Employee Provisions**

**Note 3.1A: Employee provisions**

Leave	<u>3,724</u>	<u>3,147</u>
<b>Total employee provisions</b>	<b><u>3,724</u></b>	<b><u>3,147</u></b>

**Accounting policy**

Employee related expenses are recognised in the period that employee services are received.

Liabilities for short-term employee benefits and termination benefits expected within twelve months of the end of reporting period are measured at their nominal amounts.

Other long-term employee benefits are measured as net total of the present value of the defined benefit obligation at the end of the reporting period minus the fair value at the end of the reporting period of plan assets (if any) out of which the obligations are to be settled directly.

Leave

The liability for employee benefits includes provision for annual leave and long service leave. Changes in the measurement of the liability are recognised in the Statement of Comprehensive Income.

The leave liabilities are calculated on the basis of employees' remuneration at the estimated salary rates that will be applied at the time the leave is taken, including the Institute's employer superannuation contribution rates to the extent that the leave is likely to be taken during service rather than paid out on termination.

The liability for long service leave has been determined by reference to the short hand method prescribed by Department of Finance. The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation.

Superannuation

The Institute's staff are members of the Commonwealth Superannuation Scheme (CSS), the Public Sector Superannuation Scheme (PSS), or the PSS accumulation plan (PSSap), or other superannuation funds held outside the Australian Government.

The CSS and PSS are defined benefit schemes for the Australian Government. The PSSap is a defined contribution scheme.

The liability for defined benefits is recognised in the financial statements of the Australian Government and is settled by the Australian Government in due course. This liability is reported in the Department of Finance's administered schedules and notes.

The Institute makes employer contributions to the employees' defined benefit superannuation scheme at rates determined by an actuary to be sufficient to meet the current cost to the Government. The Institute accounts for the contributions as if they were contributions to defined contribution plans and are recognised as an expense in the period that related employee services are received.

The liability for superannuation recognised as at 30 June represents outstanding contributions.

**Australian Institute of Aboriginal and Torres Strait Islander Studies**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2019*

---

**Note 3.2: Key Management Personnel Remuneration**

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the Institute, directly or indirectly, including any director of the Institute. The Institute has determined the key management personnel to be Council Members, Chief Executive Officer, Deputy Chief Executive Officer, and Executive Directors. Key management personnel remuneration is reported in the table below:

	<b>2019</b>	2018
	<b>\$'000</b>	\$'000
Short-term employee benefits	<b>1,023</b>	983
Post-employment benefits	<b>141</b>	149
Other long-term employee benefits	<b>61</b>	31
<b>Total key management personnel remuneration expenses<sup>1</sup></b>	<b><u>1,225</u></b>	<u>1,163</u>

The total number of key management personnel that are included in the above table are 13 (2018: 12).

<sup>1</sup> The above key management personnel remuneration excludes the remuneration and other benefits of the Portfolio Minister. The Portfolio Minister's remuneration and other benefits are set by the Remuneration Tribunal and are not paid by the Institute.

**Note 3.3: Related Party Disclosures**

**Related party relationships:**

The Institute is an Australian Government controlled entity. Related parties to the Institute are Council Members, Key Management Personnel including the Portfolio Minister and Executive and other Australian Government Entities.

**Transactions with related parties:**

Giving consideration to relationships with related entities, and transactions entered into during the reporting period by the Institute, it has been determined that there are no related party transactions to be separately disclosed.

**Australian Institute of Aboriginal and Torres Strait Islander Studies**  
**NOTES TO THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2019*

**Managing Uncertainties**

**4.1 Financial Instruments**

<b>2019</b>	2018
<b>\$'000</b>	\$'000

**4.1A: Categories of Financial Instruments**

**Financial Assets under AASB 139<sup>1</sup>**

**Loans and receivables**

Cash on hand or on deposit		10,179
Fixed term deposits with a bank		16,716
Receivables for goods and services		314
Interest receivable		53
<b>Total loans and receivables</b>		<u>27,262</u>

**Financial Assets under AASB 9<sup>1</sup>**

**Financial assets at amortised cost**

Cash on hand or on deposit	<b>6,316</b>	
Fixed term deposits with a bank	<b>23,617</b>	
Receivables for goods and services	<b>208</b>	
Interest receivable	<b>70</b>	
<b>Total financial assets at amortised cost</b>	<u><b>30,211</b></u>	

**Total financial assets**

<u><b>30,211</b></u>	<u>27,262</u>
----------------------	---------------

**Financial Liabilities**

**Financial liabilities measured at amortised cost**

Trade creditors and accruals	<u><b>2,293</b></u>	<u>2,092</u>
<b>Total financial liabilities measured at amortised cost</b>	<u><b>2,293</b></u>	<u>2,092</u>

**Total financial liabilities**

<u><b>2,293</b></u>	<u>2,092</u>
---------------------	--------------

<sup>1</sup> There is no change in the carrying amount of financial assets or liabilities as at 1 July 2018 following the application of AASB 9.

**4.1B: Net Gains or Losses on Financial Assets**

**Financial assets at amortised cost**

Interest revenue	<u><b>636</b></u>	<u>466</u>
<b>Net gains on financial assets at amortised cost</b>	<u><b>636</b></u>	<u>466</u>
<b>Net gains on financial assets</b>	<u><b>636</b></u>	<u>466</u>

**Australian Institute of Aboriginal and Torres Strait Islander Studies**  
**NOTES TO THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2019*

**Accounting Policy**

**Financial assets**

With the implementation of *AASB 9 Financial Instruments* for the first time in 2019, the Institute classifies its financial assets in the following categories:

- (a) financial assets at fair value through profit or loss;
- (b) financial assets at fair value through other comprehensive income; and
- (c) financial assets measured at amortised cost.

The classification depends on both the Institute's business model for managing the financial assets and contractual cash flow characteristics at the time of initial recognition. Financial assets are recognised when the Institute becomes a party to the contract and, as a consequence, has a legal right to receive or a legal obligation to pay cash and derecognised when the contractual rights to the cash flows from the financial asset expire or are transferred upon trade date. Comparatives have not been restated on initial application.

**Financial assets at amortised cost**

Financial assets included in this category need to meet two criteria:

1. the financial asset is held in order to collect the contractual cash flows; and
2. the cash flows are solely payments of principal and interest (SPPI) on the principal outstanding amount.

Amortised cost is determined using the effective interest method.

Amortised cost approximates fair value.

**Effective interest method**

Income is recognised on an effective interest rate basis for financial assets that are recognised at amortised cost.

**Impairment of financial assets**

The simplified approach for trade and contract receivables is used. This approach always measures the loss allowance as the amount equal to the lifetime expected credit losses. A write-off constitutes a derecognition event where the write-off directly reduces the gross carrying amount of the financial asset.

**Financial liabilities**

Financial liabilities are classified as either financial liabilities 'at fair value through profit or loss' or other financial liabilities. Financial liabilities are recognised and derecognised upon 'trade date'.

**Financial liabilities at amortised cost**

Financial liabilities, including borrowings, are initially measured at fair value, net of transaction costs. These liabilities are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective interest basis. Supplier and other payables are recognised at amortised cost. Liabilities are recognised to the extent that the goods or services have been received (and irrespective of having been invoiced). Settlement is usually made within 30 days or as per terms in the contractual arrangements.

**Australian Institute of Aboriginal and Torres Strait Islander Studies**  
**NOTES TO THE FINANCIAL STATEMENTS**

*as at 30 June 2019*

---

**Other Information**

**5.1: Aggregate Assets and Liabilities**

	<b>2019</b>	2018
	<b>\$'000</b>	\$'000
<b>Assets expected to be recovered in:</b>		
No more than 12 months	<b>31,553</b>	28,322
More than 12 months	<b>28,343</b>	25,205
<b>Total assets</b>	<b><u>59,896</u></b>	<u>53,527</u>
<b>Liabilities expected to be settled in:</b>		
No more than 12 months	<b>9,971</b>	7,628
More than 12 months	<b>8,838</b>	7,954
<b>Total liabilities</b>	<b><u>18,809</u></b>	<u>15,582</u>









# APPENDICES

# APPENDIX A

## GOVERNANCE COMMITTEES

### Committees advising the AIATSIS Council

#### *Audit and Assurance Committee*

The Audit and Assurance Committee provides independent assurance and assistance in developing and overseeing the control, risk and compliance framework and external accountability responsibilities.

The committee comprises at least three independent members. Two of the members will be AIATSIS Council members. During 2018–19 the members were:

- Ms Karen Hogan FCPA, GAICD (independent member, Chair)
- Mr Andrew Cox (independent member)
- Mr Geoffrey Winters (AIATSIS Council member)
- Ms Donisha Duff (AIATSIS Council member)
- Mr Stephen Kinnane (AIATSIS Council member).

#### *AIATSIS Foundation*

The AIATSIS Foundation works to raise funds to secure the future of the world's largest and most significant collection of Indigenous Australian culture, history and heritage. The Chair of the AIATSIS Foundation reports to the AIATSIS Council. During 2018–19 the members were:

- Mr Steven Kinnane (Chair) from 4 December 2018
- Ms Rachel Perkins (Chair) until 4 December 2018
- Dr Myfany Turpin (AIATSIS Council member) from 4 December 2018
- Mr Glenn Johnson (Board member)
- Ms Lisa Siganto (Board member) until 17 January 2019
- Mr Craig Ritchie (Chief Executive Officer)
- Mr Michael Ramalli (Deputy Chief Executive Officer) from 17 September 2018
- Ms Letitia Hope (Deputy Chief Executive Officer) until 10 August 2018.

#### **AIATSIS Membership Standing Committee**

The AIATSIS Membership Standing Committee provides advice to the AIATSIS Council on membership applications and engagement. During 2018–19 the members were:

- Ms Donisha Duff (Chair)
- Mr Steve Kinnane (AIATSIS Council member)
- Professor Michael McDaniel (AIATSIS Council member) until 31 March 2019

- Ms Rachel Perkins (AIATSIS Council member)
- Dr Myfany Turpin (AIATSIS Council member)
- Mr Michael Ramalli (Deputy Chief Executive Officer) from 17 September 2019
- Ms Letitia Hope (Deputy Chief Executive Officer) until 10 August 2018.

### ***Research Ethics Committee***

The AIATSIS Research Ethics Committee is a registered Human Research Ethics Committee that provides independent review of the ethical aspects of research projects, against the National Statement on Human Research Ethics and the AIATSIS Guidelines for Ethical Research in Australian Indigenous Studies. The committee receives internal and external applications.

Members of the committee are in line with categories established by the National Health and Medical Research Council (NHMRC). Membership must include at least five Indigenous members and, as far as practicable, should reflect a gender and age balance. Members normally serve for three-year terms. Members may be reappointed by the AIATSIS Council. During 2018–19 the members were:

- Ms Kerry Sculthorpe (Chair)
- Dr Andrew Crowden
- Mr Rob Clifton-Steele
- Dr Lorraine Muller
- Dr Margaret Raven
- Reverend Karen Kime, until November 2018
- Ms Melanie Gentgall
- Ms Caroline Marsh
- Dr Jillian Marsh, until September 2018.

## **Committees advising the CEO**

### ***Senior Executive Board***

The Senior Executive Board supports the CEO in the leadership and strategic management of AIATSIS' operations. During 2018–19 the members were:

- Mr Craig Ritchie (Chair, Chief Executive Officer)
- Mr Michael Ramalli (Deputy Chief Executive Officer) from 17 September 2018
- Ms Letitia Hope (Deputy Chief Executive Officer) until 10 August 2018
- Dr Lisa Strelein (Executive Director Research and Education)
- Mr Leonard Hill (Executive Director Collections) from 10 September 2018
- Ms Lyndall Ley (Executive Director Return of Cultural Heritage Project).

### ***Collections Advisory Committee***

The Collections Advisory Committee was established to provide advice to the AIATSIS CEO and the Executive Directors of Collections on matters in relation to collection development, management and access. This includes providing advice on proposals for major donations or deposits, policy development, risks to the collections, major projects and strategic issues.

The committee did not meet in 2018–19. It will be re-formed in 2019–20 with terms of reference, a work program and membership to better reflect contemporary issues affecting the AIATSIS Collection.

### ***Native Title Research Advisory Committee***

The Native Title Research Advisory Committee provides advice to the CEO on AIATSIS native title activities. During 2018–19 the members were:

- Mr Craig Ritchie (Chair, Chief Executive Officer)
- Dr Lisa Strelein (Executive Director, Research and Education)
- Wayne Beswick (Department of the Prime Minister and Cabinet representative)
- Natalie Rotumah
- Dr Valerie Cooms
- Ms Melissa George
- Mr Jason Behrendt.
- Kaylene Malthouse
- Debra Pigram.

### ***Publishing Advisory Committee***

The Publishing Advisory Committee (PAC) is an independent advisory group that reports to the AIATSIS CEO, who is also the PAC Chairperson. The PAC evaluates all manuscripts submitted and assessed and makes publishing recommendations to the PAC Chairperson.

In 2018–19 the PAC Charter and Constitution was revised with new PAC membership. The committee meet twice in the financial year. The first meeting of the committee in its current form was in January 2019. The PAC comprises:

- Mr Craig Ritchie, PAC Chairperson (Chief Executive Officer)
- Dr Lisa Strelein (Executive Director, AIATSIS Research and Education)
- Dr Sandy O’Sullivan (University of the Sunshine Coast)
- Associate Professor Tess Lea (University of Sydney)
- Dr Shino Konishi (University of Western Australia)
- Ms Marie Ferris (Director, AIATSIS Communications, Product and Publishing)
- Ms Frances Glavimans (Publishing Manager, Aboriginal Studies Press).

### ***Research Advisory Committee***

The Research Advisory Committee provides advice to the CEO on strategic research matters and research priorities. During 2018–19 the members were:

- Mr Craig Ritchie (Chair, Chief Executive Officer)
- Dr Lisa Strelein (Executive Director, Research and Education)
- Mr Ian Anderson (Department of the Prime Minister and Cabinet representative)
- Professor Bronwyn Fredericks
- Professor Shane Houston, until November 2018
- Professor Maggie Walter
- Dr Lyndon Ormond-Parker, until November 2018
- Colleen Hayward, from November 2018
- Professor Peter Anderson, from November 2018.

### ***Indigenous Research Exchange Advisory Board***

The Indigenous Research Exchange was established to build the evidence base to support policy and practice that improves outcomes for Aboriginal and Torres Strait Islander peoples. Its advisory board comprises:

- Mr Craig Ritchie (Chair, Chief Executive Officer)
- Dr Lisa Strelein (Executive Director, Research and Education)
- Professor Ian Anderson (Department of the Prime Minister and Cabinet representative)
- Professor Bronwyn Fredericks
- Professor Maggie Walter
- Colleen Hayward
- Professor Peter Anderson
- Mr Kenny Bedford.

### ***Indigenous Caucus***

The Indigenous Caucus consists of a voluntary membership of Aboriginal and Torres Strait Islander staff members. It is an energetic, supportive, and cohesive network whose key roles are to:

- promote and monitor progress towards cultural competency within AIATSIS
- promote and monitor recruitment at all levels
- provide advice to management on tender and consultancy appointments
- participate in AIATSIS planning workshops
- lead relevant AIATSIS policy and procedure development
- promote AIATSIS in relevant forums
- where required, broker cultural knowledge on issues such as artefacts and their storage
- coordinate a range of public forums.

### ***Consultative Committee***

The Consultative Committee is a joint employee, management and union committee established under the AIATSIS Enterprise Agreement (EA). The purpose of the committee is to discuss matters affecting employment. It works within the framework of the EA to progress employment matters for AIATSIS employees, exercise functions under the EA, and address such matters as are agreed to at the request of the CEO.

The committee comprises employee, management and union representatives. There are up to four employee representatives elected by AIATSIS employees, including one representative from the AIATSIS Indigenous Caucus.



# APPENDIX B

## PARTNERSHIPS

### Strategic Partnerships

PARTNERSHIP	PARTNERS	
<b>*Memorandum of Understanding— collaboration for mutual benefit</b>	National Museum of New Zealand, Te Papa Tongarewa	Partner
<b>*Parliamentary Friends of AIATSIS</b>	Interested members of Parliament	Partner
<b>*Indigenous Data Network</b>	University of Melbourne Australian Data Archive Australian Institute of Health and Welfare Australian National University Kaiela Institute South Australian Health and Medical Research Institute	Partner
<b>Memorandum of Understanding— collaboration for mutual benefit</b>	King's College London	Partner
<b>Memorandum of Understanding— collaboration for mutual benefit</b>	Pitt Rivers Museum (The Chancellor, Masters and Scholars of the University of Oxford)	Partner

<p><b>Memorandum of Understanding— collaboration for mutual benefit</b></p>	<p>The Smithsonian Institution’s National Museum of the American Indian</p>	<p>Partner</p>
<p><b>National Indigenous Research and Knowledges Network (NIRAKN) ARC Strategic Research Initiative</b></p>	<p>Queensland University of Technology (lead), Central Queensland University, Charles Darwin University, Australian National University, University of Newcastle, University of Melbourne, University of Tasmania, University of Technology Sydney, University of Western Australia, University of Wollongong, United Nations University, Aboriginal and Torres Strait Islander Healing Foundation, National Congress of First Peoples, NintiOne, South Coast Women’s Health and Welfare Aboriginal Corporation</p>	<p>Participant</p>
<p><b>ARC Centre of Excellence for the Dynamics of Language</b></p>	<p>Australian National University (lead), University of Melbourne, University of Queensland, University of Western Sydney, ten international institutions</p>	<p>Participant</p>

<p><b>Lowitja Institute Cooperative Research Centre for Aboriginal and Torres Strait Islander Health (CRCATSIH) (2014–2019)</b></p>	<p>Lowitja Institute, Edith Cowan University, James Cook University, Menzies School of Health Research, University of New South Wales, Charles Darwin University, La Trobe University, University of Melbourne, Griffith University, Queensland Institute of Medical Research Berghofer Medical Research Institute, Department of Health, Central Australian Aboriginal Congress, Aboriginal Medical Services Alliance Northern Australia, The George Institute for Global Health</p>	<p>Participant</p>
<p><b>Memorandum of Understanding</b></p>	<p>University of Sydney</p>	<p>Partner</p>
<p><b>Memorandum of Understanding</b></p>	<p>Australian National University</p>	<p>Partner</p>
<p><b>University of Melbourne's Grimwade Centre</b></p>	<p>University of Melbourne</p>	<p>Participant</p>
<p><b>Memorandum of Understanding</b></p>	<p>First Nations Media</p>	<p>Partner</p>

<b>Family History Information Access</b>	National Library of Australia, National Archives Australia, Australian War Memorial, National Film and Sound Archive	Lead
<b>Memorandum of Understanding— cooperation</b>	National Museum of Australia	Partner
<b>Native Title Research Unit agreement</b>	Department of the Prime Minister and Cabinet / National Indigenous Australians Agency	Partner
<b>Memorandum of Understanding</b>	National Film and Sound Archive	Partner

*\*New in 2018–19.*

## Research project partnerships

For research projects, including partnerships, see Appendix C.

## Other partnerships active in 2018–19

AIATSIS partnered with (\*new in 2018–19)

- \*NTSCORP and the Minjungbal Bundjalung people and their Elders to co-convene the National Native Title Conference in 2019–20
- \*Queensland University of Technology to co-convene the Australian National Indigenous Research Conference in July 2019
- \*Link-Up organisations, through the Family History Unit, to support family history research for the Stolen Generations (MoUs renewed in 2018–19)
- \*KALACC to support the preservation and return of cultural heritage materials.
- \*Department of Parliamentary Services to deliver the *My Voice for My Country* exhibition
- \*Royal Australian Mint to produce the International Year of Indigenous Languages (IYIL) commemorative fifty cent coin
- \*AusPost to produce the IYIL commemorative \$1 postage stamp.
- Questacon to deliver the Science in First Languages project.

# APPENDIX C

## RESEARCH PROJECT SUMMARIES

### New projects 2018–19

Title	Start date	Completion date
Indigenous Research Exchange	2019	2022
<b>Partners:</b>		
Australian Bureau of Statistics, CSIRO/Data61		
<b>Project summary</b>		
Aggregator and access hub for Indigenous research—see page 70 for details.		

Title	Start date	Completion date
Preserve, Strengthen, Renew: South Coast	2019	TBC
<b>Partners</b>		
In negotiation		
<b>Project summary</b>		
Working with Indigenous communities to build practice for supporting the preservation, management of and access to cultural material—see page 93 for details.		

Title	Start date	Completion date
Return of Cultural Heritage	September 2018	30 June 2020

### Partners

Eight international cultural collecting institutions and 26 Australian Indigenous language organisations and groups have been identified for potential pilot projects, with an initial two pilot case studies involving six discrete collections from five language groups.

### Project summary

Returning cultural material to communities from overseas institutions—see page 82 for details.

Title	Start date	Completion date
Return of Native Title Materials	1 July 2018	30 June 2021

### Partners

Yamatji Marlpa Aboriginal Corporation, Robe River Kuruma Aboriginal Corporation

### Project summary

This project will investigate existing efforts by Native Title Representative Bodies and Service Providers to manage and return materials collected and created during native title claim research and cultural heritage processes. Research will be conducted into the remaining gaps, and information about best practice for the related governance, archival, infrastructure and legal issues will be shared with the sector via published papers and a conference presentation.

Title	Start date	Completion date
Prime Minister and Cabinet—Ethics Services	05/04/2019	30/06/2021

#### Partners

Indigenous Affairs Group—Department of the Prime Minister and Cabinet (now National Indigenous Australians Agency)

#### Project summary

AIATSIS provides the following services and products:

- Ethics review and ad hoc advice on evaluations undertaken within the Indigenous Affairs Group
- Targeted ethics workshops on ethical evaluation including modules on best practice ways to collaborate and co-design evaluations with Indigenous Australians.

Guidance note covering ways to encourage other ethics committees to use the AIATSIS Guidelines for Ethical Research in Australian Indigenous Studies as part of their ethics processes and ways to provide a consistent approach for multiple ethics committee approvals on evaluation involving Indigenous Australians.

Title	Start date	Completion date
Indigenous Youth in Governance and Political Processes	2019	2021

#### Partners

Macquarie Law School, Centre for Aboriginal Economic Policy Research (CAEPR), Bigambul Native Title Aboriginal Corporation

#### Project summary

This project has developed out of the scoping project Engaging Youth in Native Title (see completed projects). It will focus on supporting Indigenous corporations and organisers to effectively engage young people and plan for succession. The research will explore ways of harnessing the potential of young people and contribute to the success and sustainability of Indigenous-led organisations and processes.



Title	Start date	Completion date
PBC Survey 2019	2018	2020

### Partners

National Native Title Council, CSIRO

### Project summary

This project follows on from surveys of Prescribed Bodies Corporate (PBCs) capacities and capabilities conducted by AIATSIS in 2013 and 2017.

AIATSIS, the National Native Title Council and CSIRO are jointly conducting a survey of PBCs, focused on their long-term goals, current activities and relationships, challenges and needs, and recent successes. This will be the first instalment in a longitudinal study of PBCs that will provide governments, PBCs and other players in the native title sector a sense of how PBCs of different sizes and regions are faring across time, and how their needs may be changing.

Title	Start date	Completion date
Paper and Talk: The Australian Breath of Life	1 October 2018	1 December 2019

### Partners

Resource Network for Linguistic Diversity (RNLD)

### Project summary

This project supports Indigenous peoples to strengthen or revitalise their languages through learning how to navigate archival collections and building their linguistic and other skills to use the materials discovered to develop language resources. It also engages them in working with collecting institutions and linguists.

Title	Start date	Completion date
COALAR—Improving Indigenous Outcomes through Expert Cultural Exchange	3 September 2018	3 September 2019

#### Partners

Council on Australia Latin America Relations (COALAR)

#### Project summary

This project involves the creation of an expert cultural exchange program between AIATSIS and organisations in Mexico and Peru that have significant involvement in Indigenous matters relating to cultural preservation and collections, Indigenous languages, Indigenous policymaking, research and Indigenous community engagement.

Title	Start date	Completion date
ArtSound FM Radio Program	10 August 2018	Ongoing

#### Partners

ArtSound FM, Karajarri community

#### Project summary

AIATSIS has partnered with ArtSound FM community radio station to produce a series of radio programs that showcase items from the AIATSIS Collection. This project will encourage public engagement with the Collection and will provide a space for Aboriginal and Torres Strait Islander peoples to tell their own stories and share their connections to the Collection.

Title	Start date	Completion date
Culture and Policy in Practice	1 July 2018	30 June 2019

#### Partners

N/A

#### Project summary

This project aims to map the relationship between culture and policymaking in practical and meaningful ways via a forum to 'get the sector in the room'. These initial steps will be used to develop meaningful indicators to provide advice on the state of Indigenous culture and heritage that will be trialled in years 2 and 3 of the project.

Title	Start date	Completion date
AIATSIS Dictionaries Project	1 July 2018	30 June 2020

#### Partners

The Department of Prime Minister and Cabinet is the major funding partner. Each dictionary will be developed in partnership with relevant language organisations and experts. Nineteen community partnerships have been agreed so far.

#### Project summary

In response to the alarming rates of language loss in Australia, the AIATSIS Foundation will support the publication of Indigenous language dictionaries. Nineteen potential dictionaries have been identified and scheduled for publication so far. See page 49 for more detail about this project.

Title	Start date	Completion date
State Library NSW 'Waking up Languages' 2019 Exhibition	September 2018	December 2019

### Partners

Aboriginal communities in New South Wales and the Australian Capital Territory, Jumbunna Institute for Indigenous Education and Research at the University of Technology Sydney, and the Languages and Practitioners Reference Group

### Project summary

In support of UNESCO's 2019 International Year of Indigenous Languages, the State Library of New South Wales is developing a major language exhibition, 'Waking Up Languages', to highlight the dynamic and resilient language communities of New South Wales and the ACT. The exhibition space aims to provide a collection of narratives that will tell the story of Aboriginal languages of New South Wales and the ACT.

## Continuing projects

Project (*partnership)	Start date	End date
Core Cultural Competency e-learning—ongoing development and rollout* (page 86)	2015	Ongoing
National Indigenous Languages Report—third national survey and report on the state of Australia’s Indigenous languages * (page 48)	2018	2019
Our Land, Our Stories School Curriculum Resources*—development and release of school curriculum resources (page 60)	2017	2019
<i>Little Red Yellow Black Book</i> online teacher’s resource—development of a complementary online resource (page 61)	2018	2019
Review of Guidelines for Ethical Research in Australian Indigenous Studies (GERAIS)—review and public consultation to ensure the guidelines remain at the forefront of best ethical practice (page 78)	2018	2020
Culture in Policy and Practice—developing an approach to engaging with culture and heritage in Australian policy (page 100)	2018	2020
Songlines—reviving, recording and strengthening the songs of Aboriginal and Torres Strait Islander peoples*	2018	Ongoing
Ngunawal language revival project*	2014	Ongoing
Restoring Dignity: Networked Knowledge for Repatriation Communities*—building a digital facility to record repatriation information worldwide	2017	2020
Hearing Histories of the Western Pilbara—investigating how public song traditions are used as tools for managing social, cultural and economic change among communities of the Pilbara*	2015	2019
Mayi Kuwayu—national longitudinal study of Aboriginal and Torres Strait Islander people’s health and wellbeing*	2014	Ongoing

## Projects completed during 2018–19

Title	Start date	Completion date
Core Cultural Learning for Corrective Services	July 2017	November 2018

### Partners

Department of the Prime Minister and Cabinet

### Project summary

Develop tailored online cultural competency training for correctional officers and frontline staff working in correctional facilities. See page 87 for more details.

Title	Start date	Completion date
Preserve, Strengthen and Renew Pilot	2017	July 2018

### Partners

Karajarri Traditional Lands Association, the Kiwirrkurra community (via Desert Support Services) and the Wangka Maya Pilbara Aboriginal Language Centre

### Project summary

A project to support Aboriginal and Torres Strait Islander communities to gain greater control over their information and archives. Materials from the AIATSIS archives were returned to the communities, their advice was sought on the appropriate care and management of this material, and discussions were held to better understand and document community members' concerns and preferences about how their materials are archived, returned and accessed.

Title	Start date	Completion date
Decision-making in Native Title	2017	2019

### Partners

Taungurung Land and Waters Council

### Project summary

Taungurung Clans Aboriginal Corporation and AIATSIS are working collaboratively to produce a series of decision-making guides and materials for Taungurung people to use in governance

Title	Start date	Completion date
PBC Capacity—Strategic Planning with Yanunijarra	2017	2018

#### Partners

Yanunijarra Aboriginal

#### Project summary

AIATSIS NTRU assisted the Yanunijarra Aboriginal Corporation Registered Native Title Body Corporate to prepare a strategic plan, which will accompany operational and financial plans for future funding purposes. The project included research to improve organisational capacity and capability and designing a community governance project and consultations.

Title	Start date	Completion date
Native Title Corporations Website—Redevelopment Project	2017	2018

#### Partners

Department of the Prime Minister and Cabinet

#### Project summary

The PBC website redevelopment project was completed during this reporting period and the new website—[www.nativetitle.org.au](http://www.nativetitle.org.au)—was launched at an event in August in Canberra. The new website:

- provides clear and practical information for native title corporations
- links native title corporations to relevant online resources
- builds greater awareness of native title corporations and celebrates their achievements
- facilitates knowledge sharing between native title holders.

Title	Start date	Completion date
Youth Engagement in Native Title— Scoping Project	2017	2019

---

**Partners**

Australian Indigenous Governance Institute Centre for Aboriginal Economic Policy Research

---

**Project summary**

The scoping project resulted in the publication of a discussion paper *What do young fellas reckon? Exploring the experiences of Aboriginal and Torres Strait Islander youth in native title*. Based on its success, a larger Indigenous youth in governance project has commenced.

---



# APPENDIX D

## PUBLICATIONS AND PRESENTATIONS

### Journal articles (peer reviewed)

Koch, G. & Obata, K., 2018, 'Making audio recordings then and now: the audio collections of Dr. Luise Hercus', *Australasian Sound Archive*, 42, pp. 17–26

Williams, B. & Little, S., 2019. 'What do young fellas reckon? Exploring the experiences of Aboriginal and Torres Strait Islander youth in native title', *AIATSIS Issues Paper*, May 2019.

### Articles and reports (non-peer reviewed)

Androlio, A., 2019, 'International Year of Indigenous languages', *AIATSIS Native Title Newsletter*, Issue 1, 2019.

Burbidge, B., 2018, 'Native title snapshot 2018', *AIATSIS Native Title Newsletter*, Issue 2, 2018.

Hassing, C., 2018, 'The 25th anniversary of the Native Title Act 1993 (Cth)', *AIATSIS Native Title Newsletter*, Issue 2, 2018.

Hassing, C. & Quayle, C., 2019, 'Trauma informed practice: working with communities affected by intergenerational trauma and managing vicarious trauma', *AIATSIS Native Title Newsletter*, Issue 1, 2019.

Ippoliti, R., 2018, 'Reworking your thesis for book publication'. *AIATSIS website*, December 2018.

Johnston, I., 2019, 'PBC interview with Lui Ned David', *AIATSIS Native Title Newsletter*, Issue 1, 2019.

Johnston, I. & Burbidge, B., 2018, 'National picture: small native title corporations—income and costs', *AIATSIS Policy Paper*.

Kerr, S., 2019, 'NTRB Legal Workshop 2019', *AIATSIS Native Title Newsletter*, Issue 1, 2019.

Kerr, S., 2019, 'Aboriginal rights must be respected if the Murray-Darling is to survive', *Native Title Newsletter*, Issue 1, 2019.

Little, S., 2019, 'Governance training for the next generation of leaders', *AIATSIS Native Title Newsletter*, Issue 1, 2019.

Little, S. & Allen, T., 2018, 'Providing copies of material held by AIATSIS to native title groups', *AIATSIS Native Title Newsletter*, Issue 2, 2018.

Mongta, T., 2019, 'Far West Coast Aboriginal Corporation PBC profile', *AIATSIS Native Title Newsletter*, Issue 1, 2019.

Reed-Gilbert, K. & Brand, S., 2018, 'Friday essay: the politics of Aboriginal kitsch', *The Conversation*, 19 July 2019.

Smyth, L., 2018, 'National Native Title Conference 2018', *AIATSIS Native Title Newsletter*, Issue 2, 2018.

Smyth, L., 2019, 'PBC Survey 2019', *AIATSIS Native Title Newsletter*, Issue 1, 2019.

## Book chapters

Koch, G. & Obata, K., 2018, "I am sorry to bother you": a unique partnership between Luise Hercus and the Australian Institute of Aboriginal and Torres Strait Islander Studies', in Austin, P.K., Koch, H. & Simpson, J. (eds), *Language, Land and Song: Studies in Honour of Luise Hercus* (2nd edition), Batchelor, NT: Batchelor Institute Press.

## Submissions

Hassing, C., 2019, AIATSIS submission to the Australian Human Rights Commission Wiyi Yani U Thangani (Aboriginal and Torres Strait Islander Women's Voices) Project, May 2019.

Strelein, L. & Hassing, C., 2018, AIATSIS submission to the Senate inquiry into Australia's faunal extinction crisis, September 2018.

Strelein, L. & Hassing, C., 2018, AIATSIS submission on discussion paper on an office for advocacy and accountability in Aboriginal affairs in Western Australia, October 2018.

Strelein, L. & Barcham, C., 2019, AIATSIS submission on protection of Indigenous knowledge in the intellectual property system, April 2019.

Strelein, L., Hassing, C., Smyth, L. & Barcham, C., 2019, AIATSIS submission to the parliamentary Joint Standing Committee on Northern Australia Inquiry into the Opportunities and Challenges of Engagement with Traditional Owners in the Economic Development of Northern Australia, March 2019.

## Multimedia publications and exhibitions

Online exhibition of the artworks of Jimmy Pike, AIATSIS website, July 2018.

What's New in Native Title (newsletter), July 2018.

Native Title Law Database, December 2018.

## Presentations—conferences, seminars and inquiries

### *\*Presentations to government*

Barcham, C. & Pollock-Harris, A., 2019, 'Indigenous intangible cultural heritage', to ANU Critical Issues in Intangible Cultural Heritage class, Canberra, 3 April.

Burbidge, B. & Hassing, C., 2018, PBC website update and ADR project update, PBC Support Forum, Melbourne, 10 September.

Burbidge, B., 2018, Launch of the new native title corporations website, Canberra, 16 August.

Hassing, C., 2018, 'Indigenous peoples and the law', Foundation for Trauma Informed Practice, Sydney, 3 August.

Hassing, C., 2018, 'Overview of NTRU research projects and activities 2018–2019', National Native Title Council Annual General Meeting, Brisbane, 24 October.

Hassing, C., 2019, Native Title Operations and Management training, Melbourne, 11–12 February.

Hassing, C., 2019, Native Title Operations and Management Training, Broome, 2–4 April.

Hassing, C., & Quayle, Q., 2019, Trauma Informed Practice Workshop, Kimberley Land Council, Broome, 28–29 March.

- Hassing ,C., 2019, Native Title Operations and Management training, Cairns, 11–12 March.
- Hassing, C. & Quayle, Q., 2019, 'Trauma informed practice for native title lawyers', NTRB Legal Workshop, co-hosted with UTS Jumbunna Institute for Indigenous Research and Education, 21 February.
- Ippoliti, R., 2019, presentation to Lyneham High School teachers, 1 February.
- Ippoliti, R., 2019, 'Our Land Our Stories' series, Research Roadshow, AIATSIS, 28 February.
- Lee, J., 2019, 'Preliminary results of the National Indigenous Languages Report', Australian Languages Workshop, University of Melbourne, Melbourne, 15–17 March.
- Little, S., 2018, 'Foundations of governance: principles and application, Indigenous Youth in Governance Masterclass, Melbourne, 20 November.
- Little, S. & Williams, B., 2019, 'Youth engagement in native title', Lowitja Institute International Health Conference, Darwin, 19 June.
- Lissarrague, A., 2018, presentation about the languages collection to students from central Australia (community of Mparntwe), Susan Moore and David Moore, 2–5 October.
- Lissarrague, A. & Smith, R., 2018, tour of the languages collection for Centre of Excellence for the Dynamics of Languages Summer School Indigenous students, Canberra, 28 November.
- Marmion, D., Simpson, K., Lee, J. & Pollock–Harris, A., 2019, presentation to Centre of Excellence for the Dynamics of Languages Executive Committee, Canberra, 21 June.
- \*Marmion, D., 2018, 'Introduction to Australian languages', ACT Education Directorate, Canberra, 2 July, 5 July & 12 September.
- Marmion, D. & Bell, T., 2018, 'Ngunnawal acknowledgement', Crawford School, ANU, Canberra, 19 September 2018.
- \*Marmion, D. & Bell, T., 2018, 'Ngunnawal acknowledgement', presentation to Australian Government departmental secretaries, Canberra, 27 November.
- \*Marmion, D. & Bell, T., 2018, 'Ngunnawal acknowledgement', Department of the Environment and Energy, Canberra, 28 November.
- \*Marmion, D. & Bell, T., 2018, 'Ngunnawal acknowledgement', Chief Minister, Treasury and Economic Development Directorate, Canberra, 30 November.
- \*Marmion, D., 2019, 'Ngunnawal acknowledgement', Department of Foreign Affairs and Trade Diplomatic Academy, Canberra, 30 January & 4 March.
- Marmion, D., 2019, 'Australian languages', Latham Primary School, Canberra, 31 January.
- \*Marmion, D., 2019, presentation to Parliamentary Friends of AIATSIS, Canberra, 13 February.
- \*Marmion, D., 2019, 'Australian languages', ACT Education Directorate, 5 & 7 March.
- Marmion, D., 2019, 'Australian languages', AIATSIS Caucus, AIATSIS, 26 March.
- \*Marmion, D. & Bell, T., 2019, 'Ngunnawal acknowledgement', Department of the Environment and Energy, Canberra, 28 May.
- \*Marmion, D. & Bell, T., 2019, 'Ngunnawal acknowledgement', presentation to the Governor-General, General David Hurley, Canberra, 25 June.

- Payne, M. & Duncan, M., 2019, 'Indigenous Research Exchange', Research Roadshow, AIATSIS, 28 February.
- Ritchie, C., 2018, 'Best practices for Aboriginal and Torres Strait Islander research', Australasian Ethics Network Conference, Townsville, 26–28 September.
- Ritchie, C., 2019, UNESCO launch of International Year of Indigenous Languages, Paris, 29 January.
- Ritchie, C., 2019, 'Indigenous Leadership for Policy Change', Graduate Certificate in Indigenous Research and Leadership, University of Melbourne, 11 February.
- \*Ritchie, C., 2019, 'Reimagining the public administration narrative in Indigenous affairs', Australia and New Zealand School of Government (ANZSOG) second Indigenous affairs conference, Reimagining Public Administration: First Peoples, Governance and New Paradigms, Melbourne, 20–21 February.
- Ritchie, C., 2019, launch of International Year of Indigenous Languages circulating fifty cent coin, Adelaide, 8 April.
- Ritchie, C., 2019, keynote speech, NSW Aboriginal Languages Gathering 2019, Sydney, 23 May.
- Ritchie, C., 2019, 'Indigenous Research Exchange', 4th Annual Reconciliation Lecture, Monash University, 30 May.
- Ritchie, C., 2019, welcome address, National Native Title Conference, Melbourne, 3 June.
- Ritchie, C., 2019, opening remarks, 'Australia Preserves' collaborative event with National Library of Australia, Canberra, 26 June.
- \*Ritchie, C., 2019, state launch of 'Our Land Our Stories' series, Parliament House, Canberra, 30 July.
- Simpson, C., Ley, L., Harris, A., Lyons, J., Tamarind, M., Johnston, I. & Rutherford, R., 2019, 'Repatriation with the lights off: are there appropriate protocols for repatriating poorly documented material?', Australian Museums and Galleries Association National Conference, Alice Springs, 13–17 May.
- Simpson, K., 2019, presentation on the Paper and Talk workshop to United Ngunnawal Elders Committee, AIATSIS, 28 June.
- Smith, R., 2018, presentation on the languages collection to Yurauna Centre students, AIATSIS, 8 August.
- Smith, R., 2018, 'Torres Strait Islander women in leadership', AIATSIS, 19 September.
- Smyth, L., 2018, presentation on PBC website redevelopment, PBC Regional Forum, Port Hedland, 18 July.
- Smyth, L., 2018, 'Explainer: native title and cultural fishing rights in New South Wales', Katungul Health Service Fathers and Sons Camp, Mystery Bay, New South Wales, 3 November.
- Smyth, L., 2018, PBC website update, PBC Regional Forum, Cairns, 4 December.
- Smyth, L., 2019, presentation to AIATSIS staff on fisheries project, 7 February.
- Smyth, L., 2019, presentation on PBC Survey, PBC Support Forum, Alice Springs, 27 February.

\*Strelein, L., 2018, appearance at House of Representatives Standing Committee on Employment, Education and Training Inquiry into Funding Australia's Research public hearing, 20 August.

\*Strelein, L., 2019, appearance at federal parliamentary Joint Standing Committee on Northern Australia Inquiry into the Opportunities and Challenges of the Engagement of Traditional Owners in the Economic Development of Northern Australia public hearing, 15 February.

Strelein, L., 2019, presentation on Griffiths compensation case, AIATSIS all staff meeting, 6 June.

\*Strelein, L., 2019, native title presentation to Department of Defence, 14 May.

Strelein, L., 2019, treaty and native title NTRB Legal Workshop, co-hosted with UTS Jumbunna Institute for Indigenous Research and Education, 21 February.

Strelein, L., 2018, 'Native title operations and management', Perth, 21 October.

Strelein, L., 2018, 'Native title operations and management', University of Melbourne Business School, Melbourne, 26 September.

Watts, J., 2019, 'Ethics', Research Roadshow, AIATSIS, 28 February.

Wright, H. & Smyth, L., 2019, presentation on NTRU and PBC Survey, PBC Regional Forum, Cairns, 28 June.

## **Workshops and conferences convened**

### *\*Workshops and seminars for government*

Native Title Operations and Management Training (PBC Training), 15–19 October 2018; 19–23 November 2018; 11–15 February 2019; 11–14 March 2019; 1–5 April 2019.

Native Title Representative Bodies Legal Workshop, 20–22 February 2019.

Trauma Informed Practice Workshop, Kimberley Land Council, 28–29 March 2019.

Indigenous Youth in Governance Masterclass, November 2018.

\*AIATSIS Culture and Policy Symposium, 6 March 2019.

\*AIATSIS Ethics Workshop (Indigenous Girls' STEM Academy program—Department of the Prime Minister and Cabinet), 6 May 2019.

\*AIATSIS Ethics Workshop (youth through-care program—Department of the Prime Minister and Cabinet, 18 June 2019.

\*AIATSIS Ethics Workshop (Indigenous Affairs Group, Department of the Prime Minister and Cabinet), 17 July 2018.





# AIDS

## TO ACCESS

# ABBREVIATIONS AND ACRONYMS

<b>ABC</b>	Australian Broadcasting Corporation
<b>ACT</b>	Australian Capital Territory
<b>AIAS</b>	Australian Institute of Aboriginal Studies (now AIATSIS)
<b>AIATSIS</b>	Australian Institute of Aboriginal and Torres Strait Islander Studies
<b>AIATSIS Act</b>	<i>Australian Institute of Aboriginal and Torres Strait Islander Studies Act 1989 (Cth)</i>
<b>AM</b>	Member of the Order of Australia
<b>ANU</b>	Australian National University
<b>APS</b>	Australian Public Service
<b>ARC</b>	Australian Research Council
<b>CEO</b>	Chief Executive Officer
<b>Core</b>	Core Cultural Learning Program / Core Cultural Competency Program
<b>CSIRO</b>	Commonwealth Scientific and Industrial Research Organisation
<b>Cth</b>	Commonwealth
<b>EA</b>	Enterprise Agreement
<b>Ed(s)</b>	editor(s)
<b>FCPA</b>	Fellow of CPA Australia
<b>GAICD</b>	Graduate of the Australian Institute of Company Directors
<b>GERAIS</b>	Guidelines for Ethical Research in Australian Indigenous Studies
<b>IYIL</b>	International Year of Indigenous Languages
<b>KALAAC</b>	Kimberley Aboriginal Law and Culture Centre
<b>MoU</b>	Memorandum of Understanding
<b>MP</b>	Member of Parliament



<b>NATSIHEC</b>	National Aboriginal and Torres Strait Islander Higher Education Council
<b>NSW</b>	New South Wales
<b>NITV</b>	National Indigenous Television
<b>NT</b>	Northern Territory
<b>NTRB</b>	native title representative body
<b>NTRU</b>	Native Title Research Unit (AIATSIS)
<b>NTSCORP</b>	Native Title Service Provider for Aboriginal Traditional Owners in New South Wales and the Australian Capital Territory
<b>PBC</b>	Prescribed Body Corporate
<b>PBS</b>	Portfolio Budget Statement
<b>PGPA Act</b>	<i>Public Governance, Performance and Accountability Act 2013 (Cth)</i>
<b>PM&amp;C</b>	Department of the Prime Minister and Cabinet
<b>QLD</b>	Queensland
<b>SA</b>	South Australia
<b>UTS</b>	University of Technology Sydney
<b>VIC</b>	Victoria
<b>WA</b>	Western Australia
<b>WHS</b>	Work Health and Safety

# COMPLIANCE REQUIREMENTS INDEX

The index below shows compliance with information requirements specified in the *Public Governance Performance and Accountability Act 2013*, sections 39, 43 and 46, and prescribed by the Public Governance, Performance and Accountability Rule 2014 (PGPA Rule), Subdivision B—Annual report for corporate Commonwealth entities.

\*N/A denotes that the requirement was not applicable to AIATSIS during 2018–19

REFERENCE	REQUIREMENT	SECTION	PAGE NO
Annual performance statements	PGPA Rule 16F PGPA Rule 17BE paragraph (g)	2018–19 Annual Performance Statement	17–100
Audited financial statements	PGPA Act s43(4)	Financial statements	122–144
Approval by accountable authority	PGPA Rule 17BB	Letter of transmittal	iii
Standard of presentation	PGPA Rule 17BC	All	-
Plain English and clear design	PGPA Rule 17BD	All	-
Enabling legislation	PGPA Rule 17BE, paragraph (a)	Introduction and summaries —AIATSIS at a glance	4
Functions and purpose	PGPA Rule 17BE paragraph (b)	Introduction and summaries —AIATSIS at a glance	4
Responsible minister	PGPA Rule 17BE paragraph (c)	Introduction and summaries —AIATSIS at a glance	6
Ministerial directions	PGPA Rule 17BE paragraph (d)	Our organisation —Corporate governance	112
Government policy orders	PGPA Rule 17BE paragraph (e)	Our organisation —Corporate governance	112
Noncompliance	PGPA Rule 17BE paragraph (f)	N/A	-
Noncompliance—finance law	PGPA Rule 17BE paragraphs (h) and (i)	N/A	-

REFERENCE	REQUIREMENT	SECTION	PAGE NO
Members of the accountable authority	PGPA Rule 17BE paragraph (j)	Our Organisation —Governance	105
Outline of organisational structure	PGPA Rule 17BE paragraph (k)	Our organisation —Governance	114
Statistics on employees	PGPA Rule 17BE paragraph (ka)	Our organisation —Governance	111
Location of major activities and facilities	PGPA Rule 17BE paragraph (l)	Introduction and summaries —AIATSIS at a glance	7
Statement on governance	PGPA Rule 17BE paragraph (m)	Our organisation —Governance	104
Related entity transactions	PGPA Rule 17BE paragraphs (n) and (o)	Our organisation —Corporate governance	104
Key activities and changes affecting the authority	PGPA Rule 17BE paragraph (p)	Our organisation —Corporate governance	112
Any relevant judicial or administrative tribunal decisions	PGPA Rule 17BE paragraph (q)	Our organisation —Corporate governance	112
External reports on the entity	PGPA Rule 17BE paragraph (r)	Our organisation —Corporate governance	112
Indemnities and insurance premiums for officers	PGPA Rule 17BE paragraph (t)	Our organisation —Corporate governance	112
Executive remuneration	PGPA Rule 17BE paragraph (ta)	Our organisation —Corporate governance	115–117
Index of annual report requirements	PGPA Rule 17BE paragraph (u)	Aids to access	178–179

# ALPHABETICAL INDEX

## A

abbreviations and acronyms, 176–7  
 Aboriginal Studies Press, 61–2  
 acquisitions and deposits, 23–8, 37, 40  
 about AIATSIS, 4–7  
 address, 7  
 administrative tribunal decisions, 112  
 advertising and market research, 113  
 advice to government and other bodies  
 (Strategic Priority 5), 20, 74, 75–6, 93,  
 97–100  
 analysis of performance, 100  
 key actions, 97–9  
 key outcomes, 2018–2022, 97  
 results, 2018–19, 99  
 AIATSIS Collection (Strategic Priority 1),  
 23–51  
 access, 20, 24, 29, 32–4, 39, 40–1  
 analysis of performance, 40–1  
 collection development, 23–4  
 catalogues, online, 29, 31, 38  
 key actions, 23–36  
 key outcomes 2018–2022, 23  
 results 2018–19, 37–9  
 see also acquisitions and deposits;  
 digital preservation and storage;  
 discoverability aids  
 AIATSIS Council, 104–9, 112  
 committees advising, 148–52  
 membership, 105  
 AIATSIS Foundation, 92, 148  
 AIATSIS Membership Standing Committee,  
 148–9  
 AIATSIS Public Program, 53–6  
 annual performance statement, 18–21  
 ANZAC Day commemoration, 46  
 appropriation, 19  
 APS Values, 6  
 Art and Object Catalogue, 29  
 Art Market, AIATSIS, 55

artwork acquisitions, 26, 27  
 audio recordings, 25, 27, 30, 33, 77  
 audiovisual materials, 25, 26, 63, 91  
 audit  
 external, 112  
 internal, 118  
 Audit and Assurance Committee, 148  
 Auditor-General reports, 112  
 AUSTRALANG database, 14, 29, 31–2, 48  
 Australasia Preserves, 75–6  
*Australian Aboriginal Studies* journal, 62  
 Australian Indigenous Languages Playlist,  
 12, 43  
*Australian Institute of Aboriginal and Torres  
 Strait Islander Studies Act 1989* (Cth), 4  
 Australian National Audit Office, 112  
 Australian National University, 14, 49  
 Australians for Native Title and  
 Reconciliation, 26  
 authority, 4

## B

Baymarrwaja, Laurie, 12, 44, 57–8  
 Betty Meehan collaboration, 25  
 books, 56, 61–2, 170  
 business continuity management, 118

## C

Chairperson *see* Sizer, Jodie (Chairperson)  
 challenges, 5  
 charter, 112  
 Charles Perkins video, 63  
 Chief Executive Officer *see* Ritchie, Craig  
 (Chief Executive Officer)  
 Code for Ethical Conduct in Aboriginal and  
 Torres Strait Islander Research, 15, 78  
 Collection *see* AIATSIS Collection (Strategic  
 Priority 1)  
 Collection Development Strategy 2017–2021, 23

Collections Advisory Committee, 148  
 Collections Disaster Recovery Plan, 35  
 commemorative coin and stamp, Indigenous languages, 45, 46  
 commitments, 7  
 committees, AIATSIS, *see* governance committees  
 Commonwealth Ombudsman, 112  
 communications activities *see* media campaigns  
 conferences, forums, seminars and inquiries, 74, 170–73  
 Consultative Committee, 152  
 Core Cultural Competency Program, 15, 88  
 Core for Correctional Facilities, 15, 87  
 corporate governance, 104–9, 112–18  
*Corporate Plan 2018–19 to 2021–22*, 5, 19, 112  
 Council on Australia Latin America Relations, 86  
 cultural competency, 15, 86–8  
 cultural repatriation *see* Return of Cultural Heritage Project  
 Culture and Policy Symposium, 97  
 cultures and heritage, understanding of (Strategic Priority 2), 53–68  
   analysis of performance, 68  
   key actions, 53–63  
   key outcomes 2018–2022, 53  
   results, 2018–19, 64–7

**D**

databases, 29, 31–2, 41, 48, 68, 71  
 Department of Communications and the Arts, 14, 49  
 Department of Parliamentary Services, 54  
 Department of Social Services, 15, 86  
 Department of the Prime Minister and Cabinet, 14, 49, 86  
 Dictionaries Project, 14, 20, 49–51

digital preservation and storage, 29–30, 35–7, 40  
   advice and guidance on, 75–6  
   rates, 2018–19, 40  
 discoverability aids, 24, 29, 38  
   Gavan Breen collection, 48

**E**

ecologically sustainable development, 113  
 educational resources, 20, 60, 68, 87  
 employees, 6, 111  
   cultural competency, 15, 88  
   Indigenous Pathway Program, 88  
   training and development, 88, 113, 114  
 Enterprise Agreement, 15, 114  
 environmental performance, 113  
 ethical publishing training materials and curriculum, 57, 79  
 ethical research, activities to promote, 15, 19–20, 57, 78–9, 81  
 events *see* public events  
 executive remuneration, 115–17  
 exhibitions, 23–4, 54, 63, 170

**F**

Family History Unit, AIATSIS, 89  
 family reconnection, 89  
 film footage *see* audiovisual materials  
 finance law, noncompliance with, 113  
 financial statements, 122–45  
 financial summary, 113  
 finding aids *see* discoverability aids  
 forums *see* conferences, forums, seminars and inquiries  
 Frances Calvert Collection, 26  
 fraud management and control, 112–13  
 freedom of information, 112  
 funding, 6, 70  
 funding agreements, 20

**G**

Gavan Breen collection, 48  
 governance committees, 148–52  
 government partnerships, 90  
 government policy orders, 112  
 Guidelines for Ethical Research in  
   Australian Indigenous Studies (GERAIS),  
   15, 57, 79, 81  
   review, 78  
   *see also* ethical research, activities to  
   promote

**H**

history, AIATSIS, 7, 9

**I**

impact assessment, research, 70, 75  
 indemnities, 112  
 Indigenous Caucus, AIATSIS, 152  
 Indigenous language dictionaries *see*  
   Dictionaries Project  
 Indigenous Pathway Program, 88  
 Indigenous Research Exchange, 14, 20, 70–1, 75  
 Indigenous Research Exchange Advisory  
   Board, 151  
 international engagement, 12, 14–15, 84  
 International Women's Day, 12, 44, 57–8  
 International Year of Indigenous Languages,  
   12, 42–50  
   CEO's UNESCO speech, 14  
   commemorative coin and stamp, 45, 46  
   window decals, 47

**J**

Jackomos genealogy collection, 24  
 Jimmie Barker sound recordings, 77  
 Jimmy Pike exhibition, 63, 170  
 journal articles, 169  
 judicial and administrative tribunal  
   decisions, 112

**K**

Kimberley Aboriginal Law and Culture  
   Centre, 91  
 Knowledge Circle 2018, 75

**L**

language cards, 27  
 languages survey *see* National Indigenous  
   Languages Survey  
 languages, Indigenous, 12, 31–2, 42–50  
   *see also* International Year of Indigenous  
   Languages  
 Laughton, Ada Sylvia, 33  
 Learning Ground online learning system, 87  
 legislative framework, 4  
 Link-Up, 89  
*Little Red Yellow Black Book*, 60, 61

**M**

management and accountability, 104–18  
 map of Indigenous Australia, 63  
 Marella Mission Farm Collection, 26  
 media campaigns, 57–9, 65  
 Meltwater media monitoring, 59, 68  
 memberships, AIATSIS, 94, 95  
 Minister for Indigenous Australians, 6  
 ministerial directions, 112  
 mission, 4  
 multimedia publications and exhibitions, 170  
 Mura online catalogue, 29  
 My Voice for My Country exhibition, 54

**N**

National Indigenous Languages Report, 90  
 National Indigenous Languages Survey, 14,  
   48–9  
 National Indigenous Research Conference, 74  
 National Native Title Conference, 74

native title, 59  
 legal workshop, 97  
 requests, 24  
 training, 72  
 youth participation in, 73  
 Native Title Law Database, 71–2, 81  
 Native Title Newsletter, 59, 71  
 Native Title Representative Body Legal  
 Workshop, 97  
 Native Title Research Advisory Committee, 150  
 Native Title Research Unit, 20, 24, 59, 71–2, 89  
 newsletter, AIATSIS, 59  
 notifiable incidents, 113

## O

Ode of Remembrance translations, 46  
 Office of the Australian Information  
 Commissioner, 112  
 organisational structure, 110  
*Our mob served* Indigenous Defence service  
 book, 56, 61  
 outcome, 6, 19  
 overseas institutions with Indigenous  
 materials *see* Return of Cultural  
 Heritage Project  
 overview, 2018–19, 12–15

## P

parliamentary committees, 112  
 Parliamentary Friends of AIATSIS, 12, 90  
 partnerships and collaboration (Strategic  
 Priority 4), 14, 83–95, 153–7  
 analysis of performance, 95  
 key actions, 84–93  
 key outcomes, 2018–2022, 83  
 results, 2018–19, 94  
 performance and planning, 5

photographic collections, 28, 29  
 Portfolio Budget Statement 2018–19, 19  
 posters, 57, 58  
 Preserve, Strengthen and Renew project,  
 75, 93  
 Preservation *see* digital preservation and  
 storage  
 promotional pack, AIATSIS, 59  
 public events, 53–6  
 publications, 49–51, 56, 61–2, 64, 169–73  
 sales, 64, 68  
 Publishing Advisory Committee, 150  
 purpose, 4

## R

related entity transactions, 112  
 research (Strategic Priority 3), 70–81  
 analysis of performance, 81  
 key actions, 70–8  
 key outcomes 2018–2022, 70  
 research project summaries, 158–68  
 results, 2018–19, 79–80  
 Research Advisory Committee, AIATSIS, 151  
 Research Agencies Meetings, 74  
 Research and Reporting Framework, 98, 99  
 Research Ethics Committee, AIATSIS, 81, 149  
 Research Impact Framework, 75  
 research partnerships, 81, 90  
 responsible Ministers, 6  
 Return of Cultural Heritage Project, 12, 14, 84  
 revenue, 6, 64, 68, 81  
 risk management, 118  
 Ritchie, Craig (Chief Executive Officer)  
 committees advising, 149–52  
 report, 2018–19, 14–15  
 UNESCO speech, 42  
 Rom poles, 24, 36  
 roundtables, 98

**S**

schools, educational material for, 20, 60, 68, 87  
seminars *see* conferences, forums,  
seminars and inquiries  
Senior Executive Board, AIATSIS, 112, 149  
shared services, 88, 114  
Sizer, Jodie (Chairperson), 105  
statement, 2018–19, 12–13  
social media, 57, 59, 66–7, 68  
Songs in Language playlist, 12, 43  
sound recordings *see* audio recordings  
South Coast Voices CD-ROM, 93  
south-eastern art acquisitions, 26  
Spotify playlist, 12, 43  
staff *see* employees  
Stolen Generations, 89  
storage facilities, 35  
Strategic Plan 2018–2023, 5, 12, 54, 88  
strategic priorities, 19–21  
strategy, 5  
submissions, 98, 170

**T**

Te Papa Tonarewa partnership, 12, 15, 84  
*The Difference Identity Makes*, 62  
*The Sydney Language*, 62  
Torres Strait Islander art, 26  
training programs, 89

**V**

values *see* APS Values  
videos, 63  
vision, 4  
visitors to AIATSIS, 33–4, 40–1

**W**

Walter Barry Wood Collection, 28  
website, 57, 59, 68  
native title, 71

work health and safety, 113  
workshops, AIATSIS, 47, 97, 173  
Wyatt, the Hon. Ken AM MP (Minister for  
Indigenous Australians), 6

**Y**

Youth Engagement in Native Title project, 73  
Youth in Governance Masterclass, 73



PUBLISHED BY THE  
AUSTRALIAN INSTITUTE OF ABORIGINAL  
AND TORRES STRAIT ISLANDER STUDIES

GPO BOX 553, CANBERRA ACT 2601

TEL: (02) 6246 1111

FAX: (02) 6261 4285

[WWW.AIATSIS.GOV.AU](http://WWW.AIATSIS.GOV.AU)

© AIATSIS