



AIATSIS

**ANNUAL
REPORT**
2020–2021

AUSTRALIAN INSTITUTE OF ABORIGINAL AND TORRES STRAIT ISLANDER STUDIES

Annual Report 2020–2021

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Cover image:



Regina Pilawuk Wilson, Ngan'gikurrunggurr people, Lives in Peppimenarti, Northern Territory, *Syaw-Fish Net*, acrylic on linen, 2017, 220 x 120 cm, AIAS593.210619_001, Acquired from Michael Reid Gallery, Sydney, 2019

Information: Ngan'gikurrunggurr artist Regina Pilawuk Wilson is a master weaver and pioneering painter. She is acclaimed for her contemporary representation of weaving techniques and stitches in painting. There is a strong connection between weaving and painting, in Ngan'gi, wupun means both 'basket' and 'to spread/smear/paint something'. Through painting these weaving designs, Regina is passing on the traditions and knowledge of the Elders to the future generations. Regina Pilawuk Wilson first created the Syaw (Fish Net) design in 2003. This painting represents the stitch and weave of the Syaw or fish net. Its weaving method is the same as the stitch used in weaving the warrgarri (dilly bag), except bigger. Usually it is made from the pinbin vine (bush vine) which grows near the river, the stripped into fibres are then woven into the net. The Syaw is used to catch fish, prawns and other edible creatures in the creeks and rivers.

ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE ARE ADVISED THAT THIS PUBLICATION MAY CONTAIN IMAGES OR NAMES OF DECEASED PEOPLE.

AIATSIS acknowledges the traditional custodians of Country throughout Australia and their continuing connection to land, water, culture and community. We pay our respects to elders past, present and emerging.

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Annual Report 2020–2021



AIATSIS

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

The AIATSIS logo is derived from the Koko Bera-Kungen Shield created by George Wilson, Claude Ponto and John William Malcolm. The logo was first published by the Institute's Council in 1963. Today, AIATSIS continues to work with the families of the creators to develop the story of the shield.

Chairperson's letter of transmittal

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

Dear Minister

I am pleased to submit the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) Annual Report for the year ending 30 June 2021 under section 46 of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act). The report has been prepared in accordance with *Resource Management Guide No. 136 – Annual reports for corporate Commonwealth entities*, issued by the Department of Finance.

This annual report includes AIATSIS audited financial statements, as required by section 43(4) of the PGPA Act.

In accordance with section 10 of the *Public Governance, Performance and Accountability Rule 2014*, I certify that AIATSIS has prepared fraud risk assessments and fraud control plans, and has in place appropriate fraud prevention, detection, investigation and reporting mechanisms that meet its specific needs. Reasonable measures have also been taken to appropriately deal with fraud relating to AIATSIS.

This report details our ongoing efforts for a world in which Aboriginal and Torres Strait Islander knowledge and cultures are recognised, respected, celebrated and valued.

The AIATSIS Council endorsed the Annual Report out of session on the 23 September 2021.

Yours sincerely



Jodie Sizer

Chairperson
AIATSIS Council
24 September 2021

About this report

Orientation

This report describes the performance and operations of the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) during 2020–21. It was prepared to meet legislated reporting requirements set out in *Resource Management Guide No. 136—Annual reports for Corporate Commonwealth Entities*, issued by the Department of Finance. It is the AIATSIS Council's primary mechanism of accountability to the Parliament of Australia.

The reporting demonstrates our purpose, which is a combination of our mission and of our functions specified in the *Australian Institute of Aboriginal and Torres Strait Islander Studies Act (1989) (Cth)*.

Results are reported in a manner that allows the reader to assess the extent to which AIATSIS' intended results (as stated in our Corporate Plan 2020–2024) were achieved, and the factors that affected performance. We also describe our governance, management and accountability practices and our workforce and financial performance, and provide our audited financial statements.

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The AIATSIS building in Canberra, named Maraga – a Ngunnawal word for a strong and robust shield.



PART 1.

Year in Review

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Vision, mission and outcome

The Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) purpose is to fulfil its functions set out in the *Australian Institute of Aboriginal and Torres Strait Islander Studies Act 1989*. This is replicated in the Prime Minister and Cabinet Portfolio Budget Statements 2020–21.

Our **vision** is:

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

Our **mission** is:

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.

Our **outcome** is:

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

Refer to Part 2 Framework graphic for more information.

Consequences of the COVID-19 pandemic

Our leaders and management teams had to think and act quickly during this time of uncertainty. However, with the guidance of the senior leadership group and the creation of the COVID-19 taskforce, AIATSIS has demonstrated its ability to react quickly to ensure continued delivery of core functions.

An internal audit report on AIATSIS' response to the pandemic concluded that 'this unique event provided a real opportunity to test business continuity and disaster recovery plans, risks and strategies ... the organisation is effectively transitioning to a post pandemic environment, with safeguards and mechanisms in place to monitor and respond to emerging risks'.

Some notable facts are:

- Annual leave utilisation fell by 30.4 per cent.
- Long service leave utilisation increased by 23.1 per cent.
- Other leave with pay utilisation increased by 118.4 per cent.
- Personal leave utilisation fell by 17.1 per cent.
- For the majority of the reporting period AIATSIS staff were divided into two cohorts, with 50 per cent being on site at any one time, rotating weekly between working in the office and working from home.
- Visitors to the Maraga Building reduced by 52 per cent. Relatedly, items used in the reading room reduced by 67 per cent and the room itself was closed for three-quarters of the year.

Examples of the growing list of indirect consequences of the pandemic are provided below.

Technology and human interaction

We sought to accelerate our mobile working capabilities through improved ICT network band-width and security. Our Digital Services team deployed Zoom and Microsoft Teams calling to enable greater connectivity and improved remote access for staff via VPN to minimise disruptions to our business continuity.

Supply chains and return of cultural heritage

The COVID-19 global pandemic had a significant impact on the Return of Cultural Heritage (RoCH) program in 2020–21. In particular, it impacted the RoCH team's ability to travel, carry out planned program activities and engage with key stakeholders.

RoCH staff were unable to travel internationally during 2020–21. This meant that no international delegations were undertaken to collect material. Face-to-face engagement with institutions that were considering a return request or considering partnering with the program was also not possible. Many collecting institutions across the world were closed for large periods of 2020–21 and at times it was not possible to progress collaborative work, as key staff were not available to conduct research or discuss possible returns.

RoCH staff were also unable to travel within Australia from July to November 2020. Domestic travel continued to be difficult from November 2020 onwards and was carried out on an ad hoc basis, subject to localised COVID-19 travel restrictions for discrete outbreaks. This had a major impact on the ability of RoCH staff to consult with Indigenous communities and other key domestic stakeholders regarding the program and the return of material. Localised travel restrictions and discrete outbreaks also led to cancellation or postponement of return events in Canberra and in regional areas, sometimes at short notice.

Chairperson's statement



AIATSIS has achieved a great deal despite a number of challenges—one of which we all share: the global pandemic.

As more Australians think about the relationships between Indigenous and non-Indigenous people, AIATSIS is, and will continue to grow as a flagship Australian cultural institution promoting Aboriginal and Torres Strait Islander knowledge and cultures.

With travel impossible for most of the year, the Return of Cultural Heritage program slowed. Nonetheless, AIATSIS has facilitated the return of a total of 1,942 secret/sacred, ceremonial and secular items to Australia. This year saw returns from three overseas collecting institutions and two private collectors. We are delighted that this initiative is extended to 30 June 2024, with an additional \$10 million to support the continued work program, and we acknowledge the support of the Minister for Indigenous Australians, the Hon Ken Wyatt AM MP.

The grants via our Indigenous Research Exchange program continue to receive unprecedented levels of interest, indicating an abundance of Indigenous-led research projects seeking support. We allocated \$2.5 million to support the diverse group of projects in round 2 of the program; nine of the 14 projects are administered by Aboriginal organisations. The second round of projects builds on the evidence base to support Indigenous-led decision-making and creation of better public policy.

Our online foundational framework, Core Cultural Learning originally developed for government, is now used by more than 35 non-Commonwealth businesses such as the University of Queensland, which in November 2020 purchased licences to deliver Core to its 18,000+ academic and professional staff. While Core targets the workplace, the AIATSIS Education Strategy, launched at the AIATSIS Summit, targets improved educational outcomes for Indigenous children and more effective sharing of tens of thousands of years of our story with all Australian students.

The AIATSIS Code of Ethics for Aboriginal and Torres Strait Islander Research, released in October 2020, sets the highest standards for ethics and human rights in research across all disciplines and methodologies. With 623 downloads in the first 10 days after its release, the Code of Ethics is evidence of the many partnerships AIATSIS treasures. We have seen an estimated \$14.4 million increase in the value of our partnerships and an unprecedented demand for advice including requests for advice on ethics education, language and native title; and requests to participate on advisory committees, boards and review panels. It is clear that AIATSIS is making a difference on many fronts.

In 2020–21 I welcomed two new members of the AIATSIS Council, Ms Michelle Deshong, a Kuku Yulanji woman from Townsville, and Mr Duane Fraser, a Wulgurukaba and Bidjara traditional owner. I strongly encourage you to read the profiles of our nine Council members, because each and every one is very talented and their experience greatly assists in setting and monitoring the strategic direction for AIATSIS.

I thank Mr Bart Pigram and Ms Sue Kee, both of whom are stepping down from Council, for their guidance, wisdom and professionalism since joining the Council in early 2020.

I look forward to another transformational year ahead.

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

The Council



Jodie Sizer, Chairperson.
Appointed

Qualifications: Bachelor of Commerce, Certified Practising Accountant (CPA)

Jodie is a Djap Wurrung/Gunditjmara woman and part of the Framlingham Community of south-west Victoria and is one of the co-founders and co-CEOs of PwC's Indigenous Consulting. Jodie is also a director on the boards of Wathaurong Glass and Arts, the Ebony Institute and the Collingwood Football Club.

Jodie has been listed in the *Who's Who of Australian Women* and inducted to the Victorian Honour Roll of Women. She has received the Prime Minister's Centenary Medal and been listed as one of the Australian Financial Review 100 Women of Influence. Residence: Melbourne, Vic.



Ashley Walker, Member.
Appointed

Qualifications: Master of Business Administration (Distinction) and Bachelor of Laws/Commerce

Ashley is a Dharawal/Dhurga man belonging to the La Perouse Aboriginal community in Coastal Sydney and works in the investment team of Yamanah Investments. Previously, Ashley worked as a management consultant at Boston Consulting Group, a corporate lawyer at Gilbert + Tobin and Acting CEO of the La Perouse Local Aboriginal Land Council. Residence: Sydney, NSW.



**Henrietta Marrie AM, Member.
Appointed**

Qualifications: Master of Environmental and Local Government Law, Diploma and Graduate Diploma of Arts (Indigenous Studies).

Henrietta is an Elder of the Gimuy Walubara Yidinji people, traditional owners of the land on which Cairns now stands. She has wide experience in Aboriginal and Torres Strait Islander cultural and natural resource management and impact assessment, intellectual property law, heritage legislation and philanthropy. Additionally, Henrietta has had over 50 papers published in academic books and journals. She is currently a member of the Queensland Human Rights Commission's Aboriginal and Torres Strait Islander Advisory Group and the Commonwealth's National Cultural Heritage Committee. Residence: Perth, WA.



**Murray Saylor, Member.
Appointed**

Murray is a Samsep man from Erub (Darnley Island) in the Torres Strait with a passion and drive focused on Aboriginal and Torres Strait Islander cultural, ecological and economic sustainability. Murray has over 20 years of diverse experience in the government, defence, community development, Aboriginal and Torres Strait Islander affairs and resource sectors.

Murray is the founder and Managing Director of Tagai Management Consultants – a company that delivers market-leading procurement/supply chain management, business advisory, innovative futures and stakeholder engagement services. Residence: Brisbane, Qld.



Judith Ryan AM, Member.
Appointed

Qualifications: Bachelor of Arts (Honours) in Fine Arts and English Literature, Certificate in Education

Judith is the Senior Curator of Indigenous Art at the National Gallery of Victoria and has a special interest in Aboriginal and Torres Strait Islander Australian art of the 20th and 21st centuries and its diversity, dynamism and transformation in the face of social change. She has curated about 50 exhibitions and has published widely in the field. Residence: Melbourne, Vic.



Dr Myfany Turpin, Member.
Elected

Qualifications: PhD Linguistics, Honours Linguistics, Bachelor of Arts/Music.

Myfany 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. Residence: Alice Springs, NT.



**Dr Clint Bracknell, Member.
Elected**

Qualifications: PhD Music/Indigenous Studies, Graduate Diploma of Education, Bachelor of Arts/Media Studies.

Dr Clint Bracknell Noongar musician and researcher from the south coast of Western Australia. He holds an Australian Research Council fellowship as Associate Professor at the Western Australian Academy of Performing Arts and Kurongkurl Katitjin, Edith Cowan University. Clint recently co-translated a complete Shakespearian theatre work and a dubbed feature film in Noongar, both world-firsts for languages of Australia. He received the 2020 Barrett Award for Australian Studies. Residence: Perth, WA.



**Duane Fraser, Member.
Elected**

Duane is a Wulgurukaba and Bidjara man with extensive experience advising Commonwealth and state governments on matters relating to Indigenous affairs and environmental policy. He has spent the last six years working to achieve greater recognition of the rights and interests of traditional owners of the Great Barrier Reef, and their empowerment in reef decision-making and management. Duane was critical in including traditional owner perspectives in the Reef 2050 plan, and in 2018 helped drive a major project to document the rights and aspirations of reef traditional owners and present recommendations for a greater future role for traditional owners in reef business.

Duane is a member of the Great Barrier Reef Marine Park Authority and currently chairs the Indigenous Advisory Committee to the Minister for the Environment and Energy. Residence: Melbourne, Vic.



Michelle Deshong, Member.
Elected

Qualifications: BA Honours in Political Science and Indigenous studies at James Cook University; completing a PhD

Michelle has held senior executive positions spanning the Public Service, including roles such as National Manager for Indigenous Services at Centrelink, and Senior Adviser in the Department of the Prime Minister and Cabinet. She has also held roles in the non-government sector, including as Queensland State Manager for Aboriginal and Torres Strait Islander Strategies for Australian Red Cross and more recently as the CEO of the Australian Indigenous Governance Institute. Michelle has maintained a strong interest in community organisations and worked in a range of governance capacities, including as a director of many. Residence: Brisbane, Qld.



Chief Executive Officer's message



In what has once again been a challenging year, AIATSIS has managed to achieve a great deal. We have much to celebrate this year, including the AIATSIS educational resource *Our Land, Our Stories* taking out two honours in the 27th Educational Publishing Awards Australia, receiving the Best Student Resource 2020 and Outstanding Primary Resource 2020 awards.

The AIATSIS Indigenous Languages Preservation: Dictionaries project is symbolic of our relationship with communities across Australia. The tireless work of local individuals, their communities and linguists supported by AIATSIS led a resurgence of languages in many communities. Launched in July 2020, the Dhurga Dictionary and Learners Grammar, containing over 730 words, is testament to the relationships shared with communities. Also launched in July, the Ngiyampaa *Wordworld: Thipingku Yuwi, Maka Ngiya, Names of Birds and Other Words* dictionary is a much-needed resource not only for learning language but also to strengthen cultural identity for current and future generations in Western New South Wales. August saw the launch of the *Dictionary of Umpithamu: With Notes on Middle Paman*, focusing on the Charlotte Bay region of the Cape York Peninsula.

Awareness of the services offered by AIATSIS continues. The growing connection with Aboriginal and Torres Strait Islander groups and individuals is evidenced in the number of requests for collection items by Aboriginal and Torres Strait Islander groups and Aboriginal and Torres Strait Islander individuals. The popularity of discovering and accessing the AIATSIS Collection is matched by an increasing demand for information, seeing a 68 per cent rise in sales of Aboriginal Studies Press publications this year, and I am pleased to add that the majority of these publications are by Aboriginal and Torres Strait Islander authors.

Transforming AIATSIS' digital platforms has accelerated because of the COVID-19 pandemic as we strive to remain connected with our stakeholders. This year our online audience grew by 54 per cent. This compensated for the closure of the Maraga Building to the public for three-quarters of the year, which sadly reduced that all important face-to-face contact with stakeholders.

In May - June we held the first AIATSIS Summit, co-convened with two South Australian partners. The Summit combined, for the first time, our two biennial flagship conferences—the AIATSIS National Native Title Conference and the National Indigenous Research Conference—and coincided with Reconciliation Week and Mabo Day. For five days, 910 Indigenous leaders, academics, policymakers, and native title and research experts addressed challenges and opportunities to strengthen culture, knowledge and governance. For me, it was the highlight of what has been a challenging year, and I am grateful we were able to hold it face-to-face.

This report details our performance and achievements in 2020–21. Rather than highlight them all here, I encourage you to read it.

Again, I thank the staff of AIATSIS for their dedication, perseverance and teamwork. Even in the face of the year’s challenging events, the critical everyday work of AIATSIS continued in the workplace and in people’s homes. I thank the AIATSIS Council, and in particular our Chair Jodie Sizer, for their support, professionalism and leadership.

A handwritten signature in black ink that reads "Ritchie". The signature is fluid and cursive, with the first letter being a large, stylized 'R'.

Craig Ritchie

CEO

Cooperation

AIATSIS acknowledges our relationships with key stakeholders. We draw on their expertise and insight and these relationships support us in achieving our purpose. We define our stakeholders as follows:

Aboriginal and Torres Strait Islander peoples: the first peoples of this continent whose enduring cultures and connection to country lie at the centre of our purpose.

Academy: researchers and institutions engaged in Aboriginal and Torres Strait Islander research.

Cultural sector: individuals, organisations and industries whose activities are based on cultural values or other artistic individual or collective creative expressions, including tangible and intangible cultural heritage.

Government: Parliaments, executive and judicial arms of Australia's Commonwealth, State and territory governments, local government and international institutions.

Members: appointed by Council based on their contribution to Aboriginal and Torres Strait Islander research, teaching or collections or have made a contribution to Aboriginal and Torres Strait Islander communities or organisations.

General public: the totality of society in Australia and globally including the schools sector.

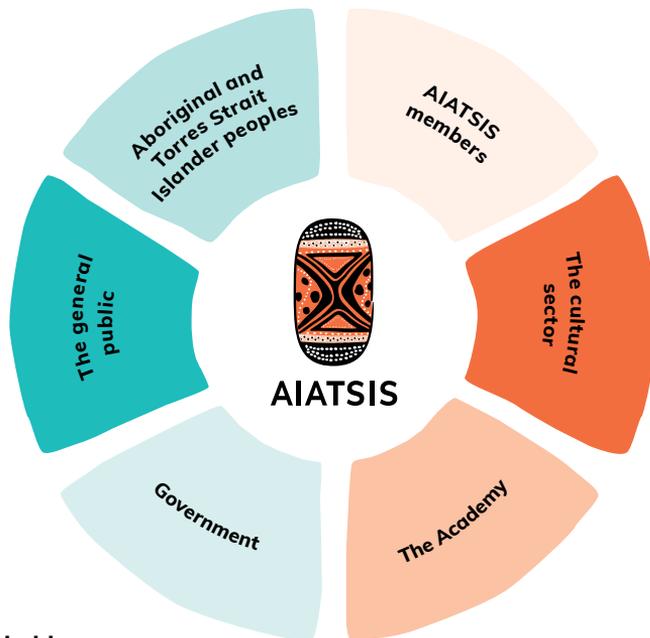


Figure 1: Stakeholders

Performance snapshot

For 57 years, AIATSIS has continued to achieve results for the benefit of all Australians. In 2020–21, against the backdrop of a pandemic, we achieved the following performance highlights.

This year, we self-rated our performance. Three of five of the strategies rated 1 (fully achieved, very few or no shortcomings). The strategy focusing on promotion rated 2 (substantially achieved, despite a few shortcomings) because our survey methodology is being refined and we could not meet a published target. The strategy focusing on our collection rated 3 (partially achieved, benefits and shortcomings finely balanced) because the pandemic influenced direct access to the Collection.

Build and preserve a national collection and make it accessible

Progress on ensuring our collection is representative, relevant, diverse, accessible and digital.

- **22** per cent increase in items supplied from the AIATSIS Collection, indicative of the growing awareness of the services offered by AIATSIS and the increased discoverability and accessibility of the Collection
- **489** per cent increase in requests for collection items by Aboriginal and Torres Strait Islander groups, while requests by Aboriginal and Torres Strait Islander individuals increased by 16 per cent
- The average increase in digitised collection material during the year was 2.79 per cent which did not achieve the 5 per cent target, however **83.59** per cent of all at-risk accessioned collection materials held on magnetic media have now been digitised.

Promote better understanding of Indigenous peoples' cultures and heritage

Progress on ensuring we are the national forum for dialogue and we are delivering transformative experiences and high quality exhibitions, products and publications.

- **63** per cent increase in AIATSIS Newsletter subscribers (excluding the Native Title and Research Exchange Newsletter subscribers)
- **53.6** per cent increase in our social media audience
- **30** per cent growth in institutional take up Core cultural learning
- **28** Aboriginal Studies Press (ASP) publications and other publications exceeding the target of 8
- **29** per cent authors publishing via ASP are Aboriginal and Torres Strait Islander people.

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

Progress on ensuring we speak authoritatively, articulate national priorities, arbitrate standards and innovate in ethical, impactful evidence-based research and collection practices.

- **623** downloads of the new AIATSIS Code of Ethics for Aboriginal and Torres Strait Islander Research in the first 10 days after its release in October 2020
- **500** per cent increase in ethics clearances, far exceeding the target
- **423** per cent increase in requests for advice, including requests for advice on ethics, education, language and native title and requests to participate on advisory committees, boards and review panels
- **1057** downloads of Austlang data exceeding the target of 600
- **\$7.06** million (59 per cent) increase in the value of partnerships.

Partner and collaborate with our communities, partners and governments

Progress on ensuring we have diverse and enduring partnerships and networks in Australia and across the world underpinned by culturally competent work practices.

- **23** new members added to our network, exceeding the target of 10 and bringing the total to 657 active members
- **48** collaborations and 16 networks supported our work, exceeding the target of 3 of each and an increase from previous year's total
- **150** interactions with Aboriginal and Torres Strait Islander communities exceeding the target of 50
- **2** new agreements were made with strategic partners bringing the total to 18 exceeding the target of 5
- **39** partnership projects were undertaken and 7 projects completed exceeding the target of 20 partnership projects.

Advise on Aboriginal and Torres Strait Islander cultures and heritage

Progress on ensuring we are a trusted adviser delivering world class expertise on the situation and status of Aboriginal and Torres Strait Islander cultures and heritage.

- **20** reports and briefs delivered, exceeding the target of 5
- **74** ministers, decision-makers, policy leaders, advisers and senior public servants meaningfully engaged, far exceeding the target of 10.

Create a great place to work

Progress on strengthening and enhancing our capability to achieve our mission.

The 2020–21 Portfolio Budget Statements and the associated Corporate Plan ending in June 2024 do not publish targets for improving AIATSIS' capabilities and cost-effective services. However, to inform our stakeholders we record the following achievements.

- **32** per cent of the APS workforce are Aboriginal and/or Torres Strait Islander ongoing staff, an increase of 2 per cent
- **27** per cent of the 80 female APS staff are in leadership positions
- **38** per cent of the 54 male APS staff are in leadership positions.

Progress on delivering cost-effective services to and for government on behalf of all our stakeholders.

- **\$19.4** million direct funding compared to \$20.4 million last year
- **\$9.8** million revenue generated from other sources, compared to \$7.8 million last year.

AIATSIS is proud of its achievements. In addition to the results in our Annual Performance Statement, we take this opportunity to showcase the statistical results of three initiatives: the Return of Cultural Heritage program, the Core Cultural Learning program and the Indigenous Research Exchange Grants program. All are detailed in Part 3, Performance.

Guests at the 2021 AIATSIS Summit gala dinner on Kaurna Country in Adelaide.





PART 2.

Introduction and summaries

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Responsibilities

Legislation and purpose

AIATSIS is established by the *Australian Institute of Aboriginal and Torres Strait Islander Studies Act 1989 (Cth)* and the *Australian Institute of Aboriginal and Torres Strait Islander Studies Amendment Act 2016 (Cth)*. AIATSIS' purpose as set out in the mission statement and the functions described in the Act is to:

- a. develop, preserve and provide access to a national collection of Aboriginal and Torres Strait Islander culture and heritage;
- b. use that collection to strengthen and promote knowledge and understanding of Aboriginal and Torres Strait Islander culture and heritage;
- c. provide leadership in the fields of:
 - i. Aboriginal and Torres Strait Islander research; and
 - ii. ethics and protocols for research and other activities relating to collections related to Aboriginal and Torres Strait Islander culture and heritage; and
 - iii. use (including use for research) of the national collection and other collections containing Aboriginal and Torres Strait Islander culture and heritage;

- d. 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 of the Institute;
- e. provide advice to the Commonwealth on the situation and status of Aboriginal and Torres Strait Islander culture and heritage.

AIATSIS is a statutory agency under the *Public Service Act 1999 (Cth)*, and a corporate Commonwealth entity under the *Public Governance, Performance and Accountability Act 2013 (Cth)*.

Targeted outcome

AIATSIS has one outcome, published in the Portfolio Budget Statements (PBS), that informs all of our strategic intentions and performance reporting. It is:

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

Portfolio and responsible Minister

During 2020–21 the Minister responsible for AIATSIS was the Hon Ken Wyatt AM MP, Minister for Indigenous Australians. AIATSIS is part of the Prime Minister and Cabinet portfolio, which has nine non-corporate Commonwealth entities, 10 corporate Commonwealth entities and three Commonwealth companies.

Funding

Our placement in the Prime Minister and Cabinet portfolio emphasises that Aboriginal and Torres Strait Islander matters are at the forefront of public and government administration.

Obligations

The AIATSIS Council Strategic Plan 2018–2023 describes our strategic directions, priorities and commitments, while the Corporate Plan 2020–2024 sets out the context in which we are implementing our strategy, the goals we have set and the key actions we are taking to achieve our strategy. The Corporate Plan includes the performance criteria we use to monitor our progress against targeted result areas.

The PBS provides an overview statement, a strategic direction statement and, importantly, Budget statements and forward estimates. As stated in the PBS, the government is responsible for:

improving the lives of Aboriginal and Torres Strait Islander people through enhanced Indigenous economic rights to support economic independence, the provision of improved access to education, employment, health and other services, as well as the maintenance of cultural identity.

AIATSIS is critical to the 'maintenance of cultural identity'. This role cascades into everything we do and the obligations published in our strategic and corporate plans.

AIATSIS is committed to delivering cost-effective services to and for government, on behalf of all our stakeholders.

We receive most of our funding from Australian Government appropriation (\$19.4 million in 2020–21). Additional revenue is derived from contracts with customers, grants, the AIATSIS Foundation and other sources (\$9.8 million in 2020–21).

Workplace and work environment

Location

Our administrative and operational headquarters are in Canberra at 51 Lawson Crescent, Acton, ACT, 2601.

People

By 30 June 2021 our workforce had decreased by 0.74 per cent. We had 122 ongoing employees, of whom 38 identified as Aboriginal and/or Torres Strait Islander people. More information can be found in Part 4.

Values

The Australian Public Service Values apply to our staff. We strive to be impartial, committed to service, accountable, respectful, and ethical.

These values are central to the way we work with our Minister, colleagues and stakeholders.

As stated in our Strategic Plan 2018–2023, we also value our:

- technical expertise and capability for national and regional impact
- Indigenous voice in all that we do
- Yindyamarra – a Wiradjuri word meaning respect – more broadly it implies thoughtfulness, graciousness and kindness
- innovation and flexibility
- proactivity and outward focus
- financial management.

Organisational structure

We are led by the CEO, reporting to the AIATSIS Council and supported by external and internal expert committees.

We operate across four groups: Strategic Operations; Research and Education; Collections Services; and Partnerships and Engagements. Business units sit within each group.

Our Organisational Structure is located on page 27.

Challenges and opportunities

AIATSIS operates in a changing environmental context in which the AIATSIS Council interprets the AIATSIS Act to provide strategy and priority setting. The Corporate Plan identifies the following challenges and opportunities:

- Increased recognition, demand and expectation for AIATSIS expertise
- Increasing knowledge and relevance of AIATSIS
- Growing need and recognition for a national Aboriginal and Torres Strait Islander culture and knowledge centre
- Ongoing risk to the AIATSIS Collection
- Impacts of audiovisual obsolescence as detailed under the UNESCO deadline 2025 statement
- Managing the impacts of and responding to the COVID-19 pandemic
- A unique cultural institution managing multiple areas of professional expertise and practice in a dynamic environment
- A fiscally challenging environment.

Capabilities

Our Corporate Plan commits us to ensuring our workplace meets our needs and our work environment supports growing and caring for Australia's collection.

The Corporate Plan states that we must continue to focus on:

- improving our relationships
- streamlining the way we govern our business
- strengthening the capabilities of our workforce
- improving our ICT environment
- improving our physical and organisational structures

Details about our performance are in Part 3, while details about further development of our capability are in Part 4.

Our reputation and standing within Aboriginal and Torres Strait Islander communities is of utmost importance to us while we continue to work closely with the government of the day to support its aspirations.

Every day we strive to create productive relationships with key organisations, both domestically and internationally, including collaborating with galleries, libraries, archives and museums and the research sector. Equally we are committed to enhancing our financial performance and resource management as we meet our legislative obligations and compliance requirements.

We know that to achieve this we must strengthen our leadership cohort in a workforce that is culturally competent and increasingly indigenised, within a modern ICT environment that streamlines our day-to-day business and provides contemporary tools to access and manage the collection.

We work by organising ourselves into teams and groups that best deliver our projects and meet our responsibilities, and in accordance with our plans, inputs and performance reporting. Our place of work currently meets our operational needs, although ease of physical access could be improved and the storage of our globally unique collection is challenging our storage capacity. In addition, the location of our workplace does not address our strategic priority to extend our reach beyond Canberra.

Our history

The Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) was originally established in 1964 as the Australian Institute of Aboriginal Studies (AIAS) to preserve traditional Aboriginal and Torres Strait Islander cultures before they were lost forever. After 57 years, and in the context of Aboriginal and Torres Strait Islander cultural and social resurgence, we stand 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.

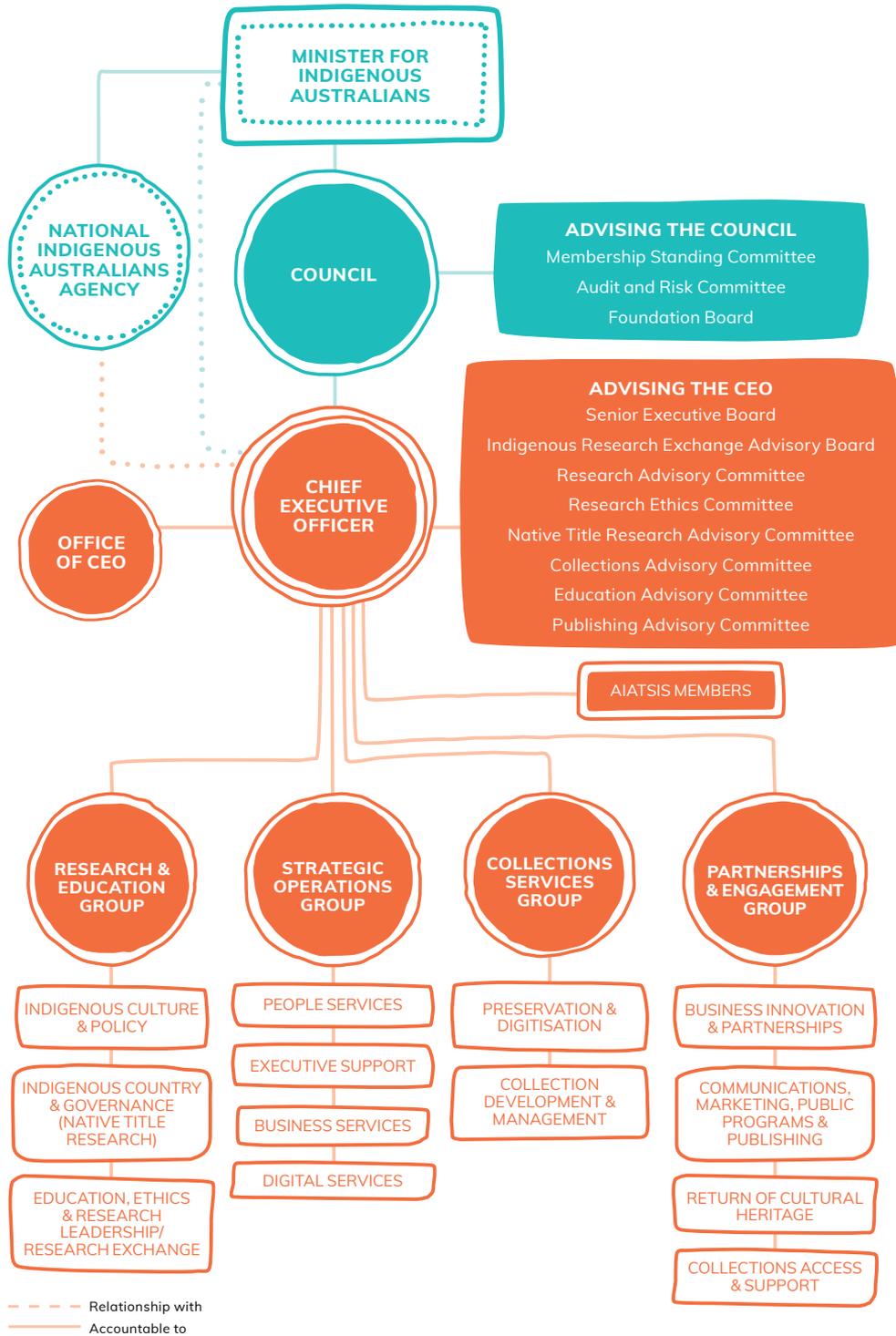


Figure 2: Organisational structure



Our timeline

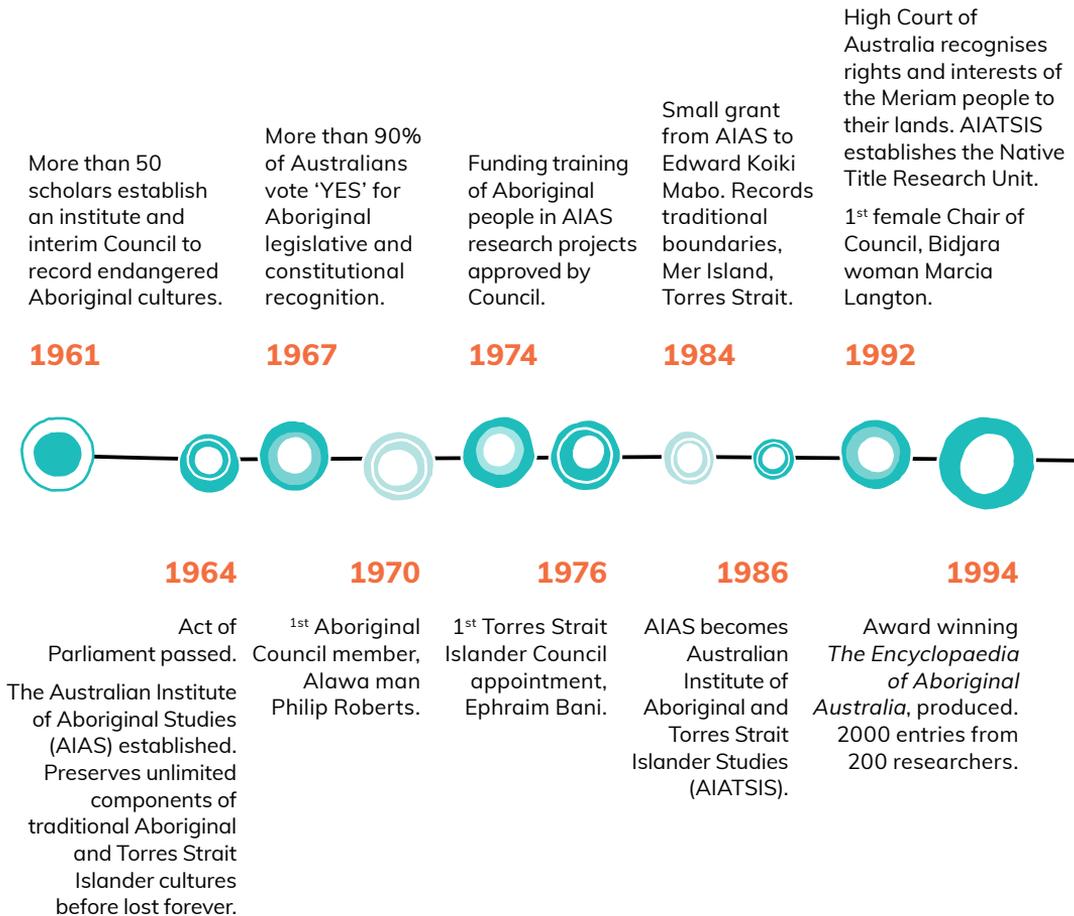


Figure 3: Timeline

The AIATSIS Map of Indigenous Australia was first published as a wall map.

1996

Launch the AIATSIS Foundation by the Governor General, the Hon. Sir Peter Cosgrove and Lady Cosgrove. To develop partnerships and raise funds supporting/ extending the AIATSIS' work.

2015

CEO, Craig Ritchie, leads the Australian Government delegation to the tenth session of the Expert Mechanism on the Rights of Indigenous Peoples.

2017

1st observance of UN International Year of Indigenous Languages.

CEO, Craig Ritchie, co-chairs UNESCO steering committee.

2019

Australian Parliament apologises to the Aboriginal and Torres Strait Islander peoples for profound grief, suffering and loss inflicted by national law and policy.

2008

Parliament introduces changes to AIATSIS legislation. AIATSIS given explicit role providing advice to the Commonwealth on the situation and status of Aboriginal and Torres Strait Islander culture and heritage.

2016

Working towards the establishment of a National Resting Place for Aboriginal and Torres Strait Islander remains. Start Return of Cultural Heritage scoping project.

2018

Start Return of Cultural Heritage initiative, returning material held overseas to Australia.

2020

60 yrs after first conference leading to the establishment of the institute, AIATSIS & the SA Native Title Services & Kurna Yerta Aboriginal Corporation host the AIATSIS Summit.

2021

Strategic framework

Our strategic focus and our initiatives to realise the strategies published in our Corporate Plan, Strategic Plan and Portfolio Budget Statements are outlined below.

Strategic focus

Digital, education, collection development, collections transformation and communications strategies guide our work.

Digital Transformation Strategy 2021–2030

The AIATSIS Digital Transformation Strategy 2021–2030 was prepared during the reporting period. It guides our investment in the technology and modernisation of the AIATSIS digital environment, which is needed to realise our strategic initiatives.

Education Strategy 2021–2025

The AIATSIS Education Strategy 2021–2025 aims to influence what children learn at school about Aboriginal and Torres Strait Islander peoples; research, develop and provide culturally responsive, digitally agile professional learning and education resources; and facilitate a cutting-edge Schools Program, which is situated in Canberra and provides inquiry-based learning experiences for visiting students.

Collection Development Strategy 2017–2021

The AIATSIS Collection Development Strategy 2017–2021 assists AIATSIS to develop the collection in a manner that continuously improves its alignment with the needs and expectations of our clients, now and into the future.

The core principles of the Collection Development Strategy are based on ensuring that AIATSIS is building a collection that:

- is ethically developed and managed and where ethical collecting practices underpin our collection development strategies
- is appropriately accessible
- recognises Aboriginal and Torres Strait Islander peoples as creators and owners of their own knowledge
- encompasses cultural, heritage and historical materials that are created by, as well as with and about, Aboriginal and Torres Strait Islander peoples
- is representative of the geographic and linguistic diversity of Aboriginal and Torres Strait Islander peoples
- is focused on the 20th and 21st century experiences and expressions of Aboriginal and Torres Strait peoples.

This strategy complements the collecting practices of other major collecting institutions that continue to develop their collections of Aboriginal and Torres Strait Islander materials.

Collections Transformation Strategy 2021–2030

The development of this strategy was completed in the period and came into effect in July 2021.

The Collections Transformation Strategy (CTS) is a long-term framework and planning document to ensure optimal, appropriate access to the AIATSIS collection. Over the next nine years, a program of works will progressively reshape the operational environment for managing, preserving and facilitating access to the AIATSIS collection and, in conjunction with the Digital Transformation Strategy 2021–2030, the infrastructure that supports this work.

The investigative stage of the CTS project closed in June 2021 with the delivery of the strategy and roadmap.

Communications Strategy 2019–2023

The AIATSIS Communications Strategy, endorsed by the Senior Executive Board, outlines the alignment of communication activities to achieve key elements of the AIATSIS Strategic Plan 2018–2023.

The key objectives of the Communications Strategy aim to position AIATSIS as a trusted, modern forum for dialogue, while enhancing the public image and value of AIATSIS and extending its reach and impact.

Corporate Plan strategies

Our work is defined by five strategies:

- Build and preserve a national collection and make it accessible
- Promote better understanding of Indigenous peoples' cultures and heritage
- Lead and influence on Aboriginal and Torres Strait Islander research, ethics, protocols and collections

- Partner and collaborate with our communities, partners and governments
- Advise on Aboriginal and Torres Strait Islander cultures and heritage.

These strategies and the series of interrelated goals under them (see Figure 4) inform the actions taken across the four-year life of the Corporate Plan. The Corporate Plan expands these actions to specify the performance expected from AIATSIS. The performance targets are published in both the Corporate Plan and the annual Portfolio Budget Statements, and reported on in Part 3 of this annual report.

Strategic Plan initiatives

Our Strategic Plan initiatives are inspired by our vision and mission statements. They fulfil our responsibilities, as well as the outcomes expected by the Australian Government (and therefore the Australian public).

The Strategic Plan 2018–2023 sets out five interconnecting initiatives as follows.

*Initiative 1: **Discovery***—a suite of measures designed to help Australians discover the richness of the histories, cultures and heritage of our First Nations people.

*Initiative 2: **Extending our reach***—exploring opportunities to extend the reach of AIATSIS, both in terms of presence and influence, through physical and digital means.

Initiatives include a leading-edge, engaging web presence and potential physical presence beyond Canberra.

*Initiative 3: **Resurgence***—contributing to the ongoing cultural resurgence across Aboriginal and Torres Strait Islander Australia.

Projects include the publication of Indigenous language dictionaries and the Songlines project, which is working with communities to secure song traditions.

Initiative 4: Transformation—transforming people’s understanding of Aboriginal and Torres Strait Islander Australia.

Measures include developing resources for the teaching of Aboriginal and Torres Strait Islander issues in schools and supporting of professional development through cultural competency training.

Initiative 5: Delivering special projects

Strategic framework graphic

Figure 4 illustrates the interconnectedness of our:

- Responsibilities: Purpose, Mission, Functions, Outcome
- Strategic initiatives: *Discovery, Extending our reach, Resurgence, Transformation, Delivering special projects*
- Strategies: **Build and preserve a national collection** and make it accessible, **Promote better understanding** of Indigenous peoples’ cultures and heritage, **Lead and influence** on Aboriginal and Torres Strait Islander research, ethics, protocols and collections, **Partner and collaborate** with our communities, partners and governments, and **Advise** on Aboriginal and Torres Strait Islander cultures and heritage.
- Goal statements
- Performance criteria headings
- Priorities for 2020–21 determined by the AIATSIS Council.

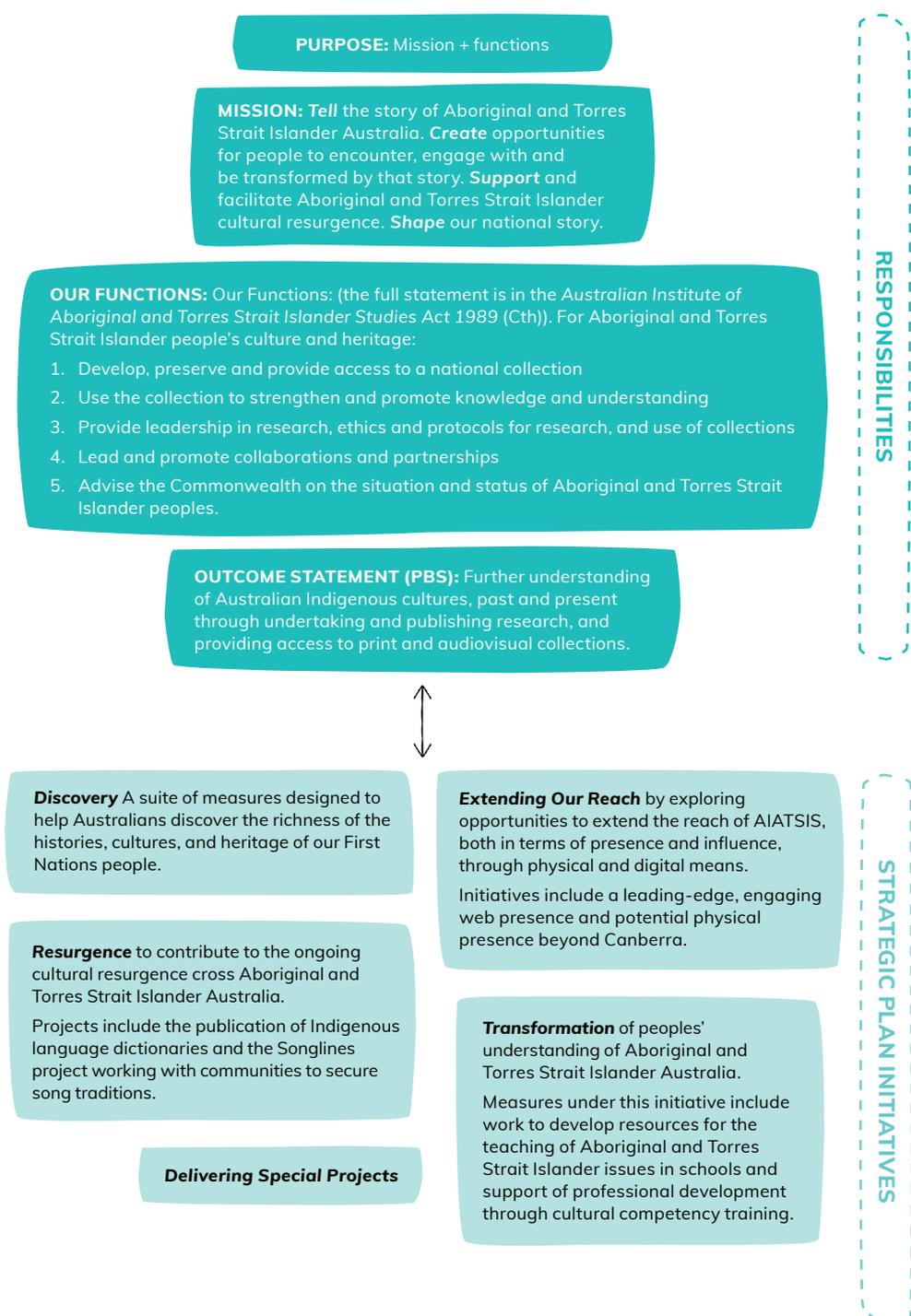
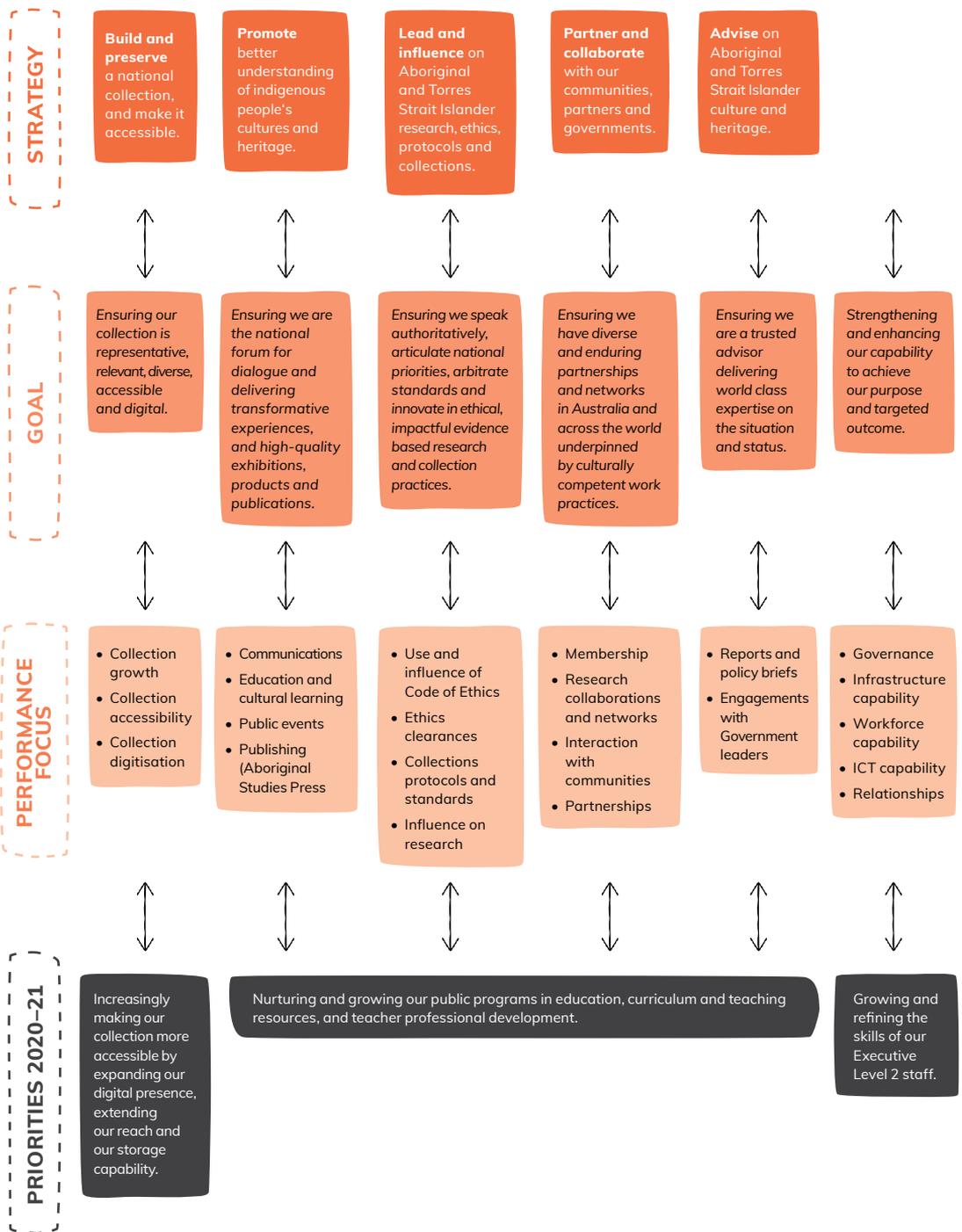


Figure 4: Strategic Framework



CASE STUDY 1:

Building education pathways with, for and about Aboriginal and Torres Strait Islander people

Spotlight on Sharon Davis, Director, Education

There is no opportunity like this in Australia; we are on the cusp of something very exciting and I am really excited to be part of it.

My name is Sharon Davis and I am from both Bardi and Kija peoples of the Kimberley. I moved to AIATSIS from Western Australia in July 2020, to take up a position as the inaugural Director of Education.

I am a trained primary school teacher and have a Master of Science in Applied Linguistics and Second Language Acquisition from the University of Oxford in the UK. I have an invested interest in improving teachers' understanding of Aboriginal English, the implementation of a racially competent pedagogy, and the authentic representation of Aboriginal and Torres Strait Islander histories and cultures embedded throughout the curriculum.

The most exciting part of my role here at AIATSIS is the role that my team and I will have in the development of teaching resources from an Indigenous viewpoint,



to support teaching about Aboriginal and Torres Strait Islander histories and cultures, and to provide teachers with professional learning to educate in a more equitable way.

AIATSIS is the custodian of more than a million Aboriginal and Torres Strait Islander cultural items and we have the unique opportunity to share appropriate Indigenous knowledges with the next generation of Australian children, as told by and through Aboriginal and Torres Strait Islander voices.



Artworks from the AIATSIS
Indigenous Art Market projected
on the National Carillon during
NAIDOC Week 2020.



PART 3.

Performance

Focus on performance 39

Annual Performance Statement 93

Focus on performance

Framework

Part 3 elaborates on our performance. It is divided into two:

- **Focus on performance**, supported by features
- **Annual Performance Statement**, supported by tables.

The Annual Performance Statement is predominantly quantitative and 'Focus on performance' is qualitative.

Against the backdrop of the global COVID-19 pandemic, we were confronted with an environment of uncertainty and change. Notwithstanding this significant and ongoing event, we pursued and embraced evolving technology, a flexible approach to delivering our work, growing our capabilities to earn additional revenue, engaging with our ever-growing number of stakeholders and building upon our positive reputation to collect, conduct research and promote understanding of Aboriginal and Torres Strait Islander cultures for the benefit of all Australians. Building on and embedding our strategic framework into our operations remained a priority in 2020–21, as was AIATSIS' stewardship role.

AIATSIS focused on its strategic initiatives and priorities for 2020–21 coupled with matching or exceeding the targets published in the Corporate Plan and Portfolio Budget Statement.

By enlisting the expertise of all 13 business units in our four groups, each business unit develops and reports on its business plan. In turn, each of the four groups has an overarching business plan, which is linked to the Corporate Plan and inspires the unit plans.

Underpinning our focus are our five strategies, each with a series of goals. The strategies are summarised as:

Strategy: **Build and preserve a national collection and make it accessible**

- ensuring our collection is representative, relevant, diverse, accessible and digital

Strategy: **Promote better understanding of Indigenous people's cultures and heritage**

- ensuring we are the national forum for dialogue, delivering transformative experiences and high-quality exhibitions, products and publications

Strategy: **Lead and influence on Aboriginal and Torres Strait Islander research, ethics, protocols and collections**

- ensuring we speak authoritatively, articulating national priorities, arbitrating standards and innovating in ethical, impactful evidence-based research and collection practices

Strategy: **Partner and collaborate with our communities, partners and governments**

- ensuring we grow diverse and enduring partnerships and networks in Australia and across the world, underpinned by culturally competent work practices

Strategy: **Advise on Aboriginal and Torres Strait Islander culture and heritage**

- ensuring we are a trusted adviser delivering world-class expertise on the situation and status of Aboriginal and Torres Strait Islander cultures and heritage.

Additionally our Corporate Plan commits us to:

- delivering a stronger and enhanced capability in our workforce, improved information and communication technologies, appropriate infrastructure housing our workplace and the Collection, responsible governance, and relationships to achieve our purpose and targeted outcome
- delivering cost-effective services to, and for, government on behalf of all of our stakeholders.



Build and preserve a national collection and make it accessible

Progress on ensuring our collection is representative, relevant, diverse, accessible and digital

In 2020–21 AIATSIS delivered the following initiatives in line with our mission and functions. Our actions focused on reporting against our Corporate Plan 2020–2024. Additionally, at its May 2020 meeting, the AIATSIS Council reaffirmed the 2018–2023 Strategic Plan and priorities for AIATSIS, in particular collection accessibility.

- Collection growth
- Collection accessibility
- Collection digitisation

Feature 1: Collections growth

Refer to tables 1 and 1a for statistics on growth of the Collection.

Notable achievements include:

- the accessioning of 65 photographic collections comprising 12,971 items. Highlights of these additions are listed in Appendix A
- an array of new art and object collection additions including those from Jenna Lee, Sooty Welsh and Samuel Doyle highlighted below.

Jenna Lee: A New Translation.

Twelve works (AIAS782.160621) by artist Jenna Lee from her exhibition A New Translation, the latest iteration of her artistic practice in which she seeks to reclaim the act of recording, translating and listing words published in 'Aboriginal Language' dictionaries. Through the deconstruction and reconstruction of these dictionaries Lee has created woven vessels and coolamons, sculptures and collaged works on paper.

Jenna Lee is an emerging artist who has rapidly garnered national and international recognition through creative practice and expression of her Larrakia, Wardaman and Karajarri identity.



Jenna Lee, Grass Tree, pages of 'Aboriginal Words and Place Names', book binding thread, cover board and book cloth, 2021, AIAS782.160621_004. Photograph: AIATSIIS

Sooty Welsh: Linear Nation.

Three ceramics by artist Kevin 'Sooty' Welsh, acquired from the exhibition Linear Nation. Welsh is a Wailwan man who has emerged as a talented and prominent figure within the art world, winning awards such as the Orana Arts Indigenous Art Prize and Art Unlimited Exhibition (Highly Commended).



Sooty Welsh, Marsh Lands, ceramic, 2020, AIAS775.200521_001. Photograph: AIATSIIS

Samuel Doyle: Scorched Country.

The painting *Scorched Country* by Samuel Doyle, an emerging Kamilaroi artist. Doyle's painting reflects his experience of the 2019–2020 bushfires which affected the South Coast of NSW.

Other notable additions include:

- a collection of 10 contemporary jewellery pieces by Biripi artist Wayne Simon
 - *Mugaru (hand-held fish net) design shield with sword and Jubu (hunting boomerang) design paddle* (AIAS747.181220), created by Yidinji artist Michael Boiyool-Anning
 - *Kungkarangkalpa* (AIAS755.120121), a stoneware pot by Pitjantjatjara artist Tjunkaya Tapaya OAM relating to a version of the Seven Sisters (Pleiades constellation in the Southern Hemisphere) creation story which takes place in the country near Pukatja (Ernabella)
- the newly accessioned Willis collections offering a fascinating insight into the Kununurra community during the 1960s and 1970s. Accessioning of the 4,808 black-and-white negatives was completed in June 2021, and nearly 40 per cent of them are now digitised
 - a collection of photographs created by Dr Dorothy Tunbridge during academic research in the 1980s and 1990s. Accessioned this year, the collection contained 342 slides and 154 negatives and was part of a larger donation of Tunbridge's papers by Mary Gilmore in 2018 (AIAS294.100418). This valuable information has been incorporated into item-level records on the photographic database and used to enhance the collection-level records in the Mura catalogue. This information will make the collection more discoverable to clients. Digital preservation of this material is nearly complete and a large proportion of the photographs have been captioned and uploaded to the photographic database.



Samuel Doyle, *Scorched Country*, acrylic on canvas, 2020, AIAS735.231020_001. Photograph: AIATSIS

Feature 2: Collections accessibility

Refer to tables 1 and 1b to 1e for statistics on increasing access to the Collection.

Accessibility of the AIATSIS Collection remained a priority in 2020–21, with a number of teams undertaking initiatives designed to increase the discoverability and accessibility of this significant collection. Data on increasing discoverability aids is in Appendix A, Table 15 because this information does not contribute to performance targets published in the Corporate Plan or Portfolio Budget Statement. Notable achievements include:

- creating 65 collection-level records and 19,815 item-level records in the photographic collection, contributing to the now 422,063 images available on the collections platform through the terminals in the Stanner Reading Room in the Maraga Building (AIATSIS). They are also discoverable on Trove
- creating catalogue records for 30 audio, 2 film and 8 video collections, with a further 154 catalogue records upgraded to increase discoverability
- creating 60 new and upgraded collection-level catalogue records for manuscript collections that were relocated to the National Archives of Australia (NAA) storage at Mitchell
- creating finding aids for 7 audio and 2 moving image (film and video) collections
- with the combination of the AIATSIS Peoples Thesaurus and Austlang in the first quarter of 2021 the platform is now available as the AIATSIS Collection Thesaurus for Languages and Peoples.
- a number of pilot projects were undertaken to produce new finding aids and catalogue records and explore procedures to re-associate collections that were previously fragmented across different formats, making them discoverable as related material
- progressing work on the Identity Online project, designed to increase the accessibility of the Aboriginal Publications Foundation magazine Identity by making digitised versions available through an online platform
- promoting the story of Collections staff collaborating to work on the Peter Worsley: Fieldwork with Anindilyakwa People on Groote Eylandt, 1952–1953 (MS 1857) manuscript collection
- documenting the collaborative work on the Peter Worsley: Fieldwork with Anindilyakwa People on Groote Eylandt, 1952–1953 (MS 1857) manuscript collection
- a number of presentations by collection staff, including a 'Lightning Talk' to Charles Sturt University Collections students about cultural competency and collections and Indigenous data sovereignty in relation to manuscript collections.
- continuing specialist access services and support to native title clients seeking materials to support their legal claims.

Viewings of the Collection

Collection accessibility is also supported by viewings of Collection material. In 2020–21 there were multiple viewings by staff from other government departments and galleries, libraries, archives and museums (GLAM) sector institutions, with a view to increasing opportunities for the AIATSIS Collection to tell the story of Aboriginal and Torres Strait Islander Australia and have people encounter, engage with and be transformed by that story.

The following activities provide further insight into our work on making the Collection accessible:

- over 1,000 visitors per year to the AIATSIS Reading Room
- over 2,000 access requests submitted to Collections Access
- almost 5,000 items from the AIATSIS Collection provided to Aboriginal and Torres Strait Islander people across Australia
- over 3,000 items sent to Aboriginal and Torres Strait Islander individuals/communities across Australia via the Return of Materials to Indigenous Communities program
- 1,024 requests to assist with searching for information about family
- 43 requests for research assistance from Link-Up organisations (assisting Stolen Generations)
- access to 323 items from the AIATSIS Collection to clients facilitated by Family History.

Notable achievements also include:

- presenting the Collection to Cherrybrook Technology High School students.

- *Thank you so much for today. The students have been so focused today. The guidance you have given them in the presentation and the notes has been specific and very helpful and we really appreciate your ongoing support of our students in completing this project.* Teacher

- working collaboratively with the Cairns Museum to access and digitise a scroll from the Percy Trezise manuscript collection
- promoting access to the Collection at a variety of forums, including at Converge, the First Nations Media Australia Conference; and to 23 librarians, library technicians and e-learning staff from the Canberra Institute of Technology (CIT).

- *Thank you so much for organising the visit yesterday. The passion the AIATSIS staff have for the work they do came across strongly in their presentations. I think all of us were able to take something away from the visit.* CIT participant

Multiple gatherings in the Stanner Reading Room included:

- viewing the Alf Stafford collection donated by Michelle Flynn in 2014 by Michelle and 10 family members
- hosting the Australian National University (ANU) Indigenous Heritage Management and Debates in Digital Heritage course
- guiding the Geelong Leadership community program with an overview of the photographic collection and searching through our Mura catalogue for published material of the history of the Geelong region.

Family history

Family History is a dedicated team whose purpose is to assist Aboriginal and Torres Strait Islander people who are looking for information about their families.

Notable achievements in 2020–21 include:

- over 500 people across Australia registering for three online family history training sessions during August, Family History Month. The training provided an insight into the AIATSIS Collection and its value to researching family history. Feedback surveys determined that 93 per cent of attendees would use AIATSIS to assist with family tracing in the future
- an interview with CEO Craig Ritchie on ABC Radio hosted by Trevor Chappell during NAIDOC Week, Craig provided an overview of AIATSIS as ‘the only national institution focused exclusively on the diverse history, cultures and heritage of Aboriginal and Torres Strait Islander Australia’. The CEO discussed *‘the importance of talking to the people closest to you, particularly older relatives whose memories might span four or five generations. In the early stage of your family research these conversations are fact-finding missions and they might hold the key to opening more research avenues for you’*.

Family History has a number of memorandums of understanding (MoUs) with record-keeping institutions that assist in our research. An example of our work under these agreements is delivering unaccredited training to 18 new Link-Up caseworkers, providing an introduction to the services provided and supporting them in their work. This engagement has been

incredibly productive, with one participant commenting, ‘The training was well, organised and explained. The session was deadly, we learnt so much. Very informative and valuable for our team, thank you!’

Refer to tables 1 and 1f for statistics on increasing digitisation of the Collection.

Feature 3: Collection digitisation

Digitisation of the AIATSIS Collection remains an ongoing priority. Notable achievements in 2020–21 include the digitisation of the:

- Trezise and Worsley collections
- Pallotine Mission and Tardun Schools Collection
- Gerhardt Laves Collection.

The Trezise and Worsley collections

Digitisation of the Trezise and Worsley collections presented an interesting set of technical challenges, resulting in opportunities for the digitisation teams to develop innovative workflows for oversized and extended-length materials.

In 1952 and 1953 Peter Worsley undertook fieldwork with Anindilyakwa people on Groote Eylandt. The collection contains handwritten fieldwork records and includes 37 fragile and oversized rock art sketches and 17 genealogies hand-drawn on translucent kitchen paper that required rehousing.

During the 1960s and 1970s Percy Trezise worked with Ang-Gnarra people of Far



AIATSIS photographic studio configured for digitising the large panoramic works from the Trezise collection (R01960), 2021. Photograph: AIATSIS.

North Queensland to document the Quinkan rock art located across the Laura Basin. These internationally significant 15,000 and 40,000 year old rock art galleries are included on the Australian Heritage Estate and the National Heritage List. UNESCO recognises them to be among the top 10 rock art sites in the world.

With the permission and help of the local community, Percy Trezise and his research assistants made tracings and painted replicas of the rock art on canvas. Even at one-quarter scale of the originals, some of the canvases are 15 metres in length.

The Cairns Museum requested access to the canvases to stage an exhibition about Percy Trezise in late 2021. In collaboration with the Ang-Gnarra people, the museum decided that one of the five-metre long canvases would be printed as a full-scale replica as a wall display. The selected canvas was digitally photographed at high resolution in the AIATSIS photographic studio.

Both the collections contained extra-long items, which required multiple high-resolution digital photographs, each capturing small sequential segments of the items. The resulting multiple images were then digitally composited and stitched together to create a single, highly faithful, high-resolution image of the canvas's or scroll's entire length.

The Pallotine Mission and Tardun Schools Collection

This collection includes media of every category. The past year has seen several components of the collection successfully digitised. This included 203 audio

cassettes in which mould had developed, requiring complete hand-cleaning prior to digitisation. In addition, digitisation of 25,590 pages of records and 4,000 photographs of the Tardun School was completed. Digitising this collection has involved input from all digitisation technical staff at various times.

The Gerhardt Laves Collection

After 5½ years of intensive work, digitisation of the Gerhardt Laves Collection has been completed. It involved the preservation scanning, mastering and final quality assessment of over 27,500 pages, including over 19,000 handwritten cards and thin paper slips. Between August 1929 and August 1931 Gerhardt Laves undertook extensive fieldwork researching Australian Aboriginal languages. He was possibly the first person trained in modern linguistic fieldwork and analysis to study Australian languages. He intensively studied and documented six languages: 'Kumbaingeri' (Gumbaynggir) in northern New South Wales; 'Karadjeri' (Karajarri) at Lagrange Bay, north-west Western Australia; 'Barda' (Bardi) at Cape Leveque, north-west Western Australia; 'Kurin' (Goreng) near Albany, Western Australia; and 'Hermit Hill' (Matngele) and 'Ngengumeri' (Ngan'gimerri) at Daly River, Northern Territory.

We also focused on:

- preserving all motion picture soundtracks
- digitising the Warwick Thornton film Samson and Delilah
- expanding our storage capability.

Motion picture separate magnetic soundtrack

Motion picture film cameras do not record audio directly onto the film, but on a separate magnetic soundtrack tape, or sepmag, which is edited with the film. The two are synchronised and combined by the film lab into the final motion picture film and soundtrack. Sepmag tended to use lower cost recording material, and as it becomes older it is prone to deterioration. After dedicated action over recent years, we have now preserved 100 per cent of the current holdings. However, it should be noted that this format category of the collection will expand in the future as motion picture film and soundtrack deposits continue to be offered and accepted. A focus will continue to ensure all of this material is digitised as a priority.

Digitisation of moving image materials

The digitisation of the film negatives of Warwick Thornton's 2009 commercial film *Samson and Delilah* is now complete. Being a 35 mm cinema film, it was scanned at the industry's best practice resolution of 4K (3840 x 2160 pixels per frame, or four times more data than HDTV), resulting in a highly faithful digital preservation master.

During the course of the year, 628 video tapes (489 hours) of small-format video (MiniDV, DVCAM, DVCPPro) were successfully digitised via outsourcing, and the material has been returned to AIATSIS.

Storage capability

In December 2020, the rare book and reserve collections, totalling 460 linear metres, were transported to the National Archives of Australia (NAA) repository in Mitchell. Approximately 250 linear metres (roughly 75 individual manuscript collections) of unprocessed manuscript materials were also moved. In May 2021 the manuscript collection from Jon Altman was surveyed, listed and packed by AIATSIS staff in Melbourne and then transported to the NAA, totalling 46 boxes. During this move, the following materials were all successfully transferred offsite: 371 linear metres of audiovisual materials, including access 7-inch audiotape reels; access cassettes and duplicate archive CDs; the Kerry Reed Gilbert art and object collection; and old exhibition panels that were inventoried and rehoused by Registration.

Collections-based research

Our collections-based research included:

- Preserve, Strengthen and Renew community partnerships
- Yumalundi visitors program

Preserve, Strengthen and Renew

The Preserve, Strengthen and Renew program engages community partners in accessing, interpreting and adding to collections for which they have cultural authority. In this reporting period, Preserve, Strengthen and Renew: South Coast was the focus of the program. The South Coast Voices community resource is currently in the stages of consultation with local Aboriginal land councils. Due to the bushfires in 2019 and 2020 and the

ongoing COVID-19 pandemic, the South Coast phase was significantly delayed. A final project report has been completed for the pilot project with the Kiwirrkurra, Karajarri traditional owners and Wangka Maya Pilbara Aboriginal Language Centre and was published on the AIATSIS website on 21 December 2020, bringing the pilot to a close. Our work demonstrates the benefits of reinforcing ethical behaviour, supporting archive management practices and reinforcing knowledge generation and practice when connecting communities with archives.

Yumalundi Visitors Program

The AIATSIS visitors program includes internships, adjunct visiting fellows and collections based research fellowships, under the umbrella of the Yumalundi Visitors Program. 'Yumalundi' means welcome in the local Ngunnawal language.

In this reporting period Dr Valerie Cooms, Quandamooka historian, visited AIATSIS collection to interrogate the National Aboriginal Congress files. This collection includes detailed records of the 'Makarrata' consultations that were held in the 1970s to explore the options for a treaty process in Australia as well as insights into a critical period of Commonwealth administration of Indigenous Affairs.



Promote better understanding of Indigenous peoples' culture and heritage

Progress on ensuring we are the national forum for dialogue and we are delivering transformative experiences, and high-quality exhibitions, products and publications.

In 2020–21 AIATSIS contributed to public education about and understanding of Aboriginal and Torres Strait Islander peoples with a particular intention to increase the value and esteem in which Indigenous cultures and knowledge are held by Australian society, in accordance with our vision.

We also addressed the Transformation Initiative outlined in the AIATSIS Council's 2018–2023 Strategic Plan and the priorities for AIATSIS in the 2021–22 Corporate Plan by developing education, curriculum and teaching resources and support for teacher professional development. In 2020–21 AIATSIS delivered the following initiatives in line with our mission and functions. Our actions focused on reporting against our Corporate Plan.

- Communications
- Education and cultural learning
- Public events
- Publishing

Feature 4: Communications

Refer to tables 2 and 2a for statistics on communications activities.

The Communications business unit continued to implement the AIATSIS communications strategy, aligning communication activities to achieve key elements of the AIATSIS Strategic Plan to:

- position AIATSIS as a trusted modern forum for dialogue
- enhance the public image and value of AIATSIS
- extend the reach and impact of AIATSIS.

In the challenging circumstances created by COVID-19 we increased the use of social media and online communications in the 12-month reporting period, which saw our audience grow by 53.6 per cent from the previous year. Though our media activities eased somewhat, we continued to engage with media, signalling that AIATSIS is still open for business and is a key source of information and a leading voice in national discussions.

We remained user centred, clear and consistent in our communications to all our stakeholders. Notable achievements during this time included:

- an AIATSIS brand refresh and refreshed website
- an event for the naming of the AIATSIS Maraga building
- a new AIATSIS online shop and record sales of Aboriginal Studies Press (ASP) products this financial year
- eight titles published by ASP, the majority with Indigenous authorship
- NAIDOC Week 2020 celebrations in November 2020, including the first online AIATSIS Indigenous Art Market and a projection show on the National Carillon in Canberra
- our first live virtual event, a panel discussion with Professor Heidi Norman, Dr Lawrence Bamblett, Aunty Norma Ingram and author

Dr Johanna Perheentupa launching the ASP publication *Redfern: Aboriginal Activism in the 1970s*. The event had global and national reach, attracting 88 viewers from six countries.

We published 24 news stories, including:

- 'Indigenous Research Exchange Grants announced'
- 'Dhurga language revival bolstered by new dictionary'
- 'AIATSIS and the Native Title Council sign Memorandum of Understanding'
- 'Code of Ethics released'
- 'Bardi Jawi celebrates return of cultural heritage material'
- '14 new Indigenous-led research projects share \$2.6 million in funding'
- Yindjibarndi celebrate return of cultural heritage material
- Celebration for the return of cultural heritage material from the Israel Museum, Jerusalem
- 'Lardil headdress nears journey's end in return from United Kingdom to Wellesley Islands'
- Arrernte ceremony in Alice Springs celebrates the return of sacred objects from overseas collections.

This annual report details the stories and successes of each of these topics.

Feature 5: Education and cultural learning

Refer to table 2 and 2b for statistics on education and cultural learning activities.

Notable achievements include:

- Influencing what children learn at school with the launch of AIATSIS Education Strategy
- improving the cultural competency of the Australian Workforce by expanding Core Cultural Learning. We highlight the University sector as an example.

Influencing what children learn at school: AIATSIS education strategy

CEO Craig Ritchie and Minister for Indigenous Australians, the Hon Ken Wyatt AM MP, launched the AIATSIS Education Strategy at the AIATSIS Summit, in Adelaide in May 2021.

The goals of the AIATSIS Education Strategy are to:

- develop and implement a cutting edge schools program
- generate world leading education resources aligned to the Australian Curriculum
- develop and deliver culturally responsive professional learning for educators.

These activities will improve educational outcomes for Indigenous children, and more effectively share tens of thousands of years of our story with all Australian students. To do this AIATSIS will focus on developing teacher professional learning and creating authoritative curriculum resources that tell Australia's story from Aboriginal and Torres Strait Islander perspectives, thus building teachers' and students' confidence to engage with and be transformed by our story.

Improving the cultural competency of the Australian workforce: Core Cultural Learning

Core Cultural Learning: Aboriginal and Torres Strait Islander Australia (Foundation Course) (Core) was first developed by AIATSIS for the Australian Public Service (APS) and is now available to the general public through the AIATSIS online learning environment Learning Ground.

Nine additional APS departments and agencies subscribed during the year. Outside of the Australian government, 24 new clients subscribed to Core under licence agreement. AIATSIS now has 36 fee-paying clients across the not-for-profit, education, government and corporate sectors. This is the last year Core will be available free of charge to the APS.

In May 2021 AIATSIS initiated an independent evaluation of Core, the results of which will be finalised in 2021–22 and will underpin a revision of the Core course content.

A notable case study of the increasing take up and influence of Core is the adoption by University of Queensland (UQ) in November 2020. UQ purchased licences to deliver Core to its 18,000+ academic and professional staff. The course is

foundational to UQ’s cultural learning package of blended learning resources, incentives and network. The first two modules are mandatory training for staff and within the first eight months of the roll-out more than 5000 staff completed the first module, 4600 completed the first two modules and 450 completed the full program. The roll out is on track to meet the target of 85 per cent of staff to complete modules 1 and 2 by the end of 2022.

UQ selected Core as the most appropriate online option for its university-wide cultural learning package as Core provides a well-constructed national perspective on the many unique and diverse Aboriginal and Torres Strait Islander communities. The self-paced, reflective activities are a

good fit for the strategic imperatives of UQ’s Reconciliation Action Plan. AIATSIS’ collaboration with UQ has enabled multi-factorial authentication and automated data integration between IT systems ensuring monitoring and reporting is accurate.

Feedback about Core has been positive, with participants indicating that the content is engaging and informative and the reflection activities help them process and apply information. Since rolling out the Core foundational course modules, UQ has entered a collaboration with AIATSIS and the University of Sydney to develop an online course based on the Code of Ethics for Aboriginal and Torres Strait Islander Research (AIATSIS 2020).

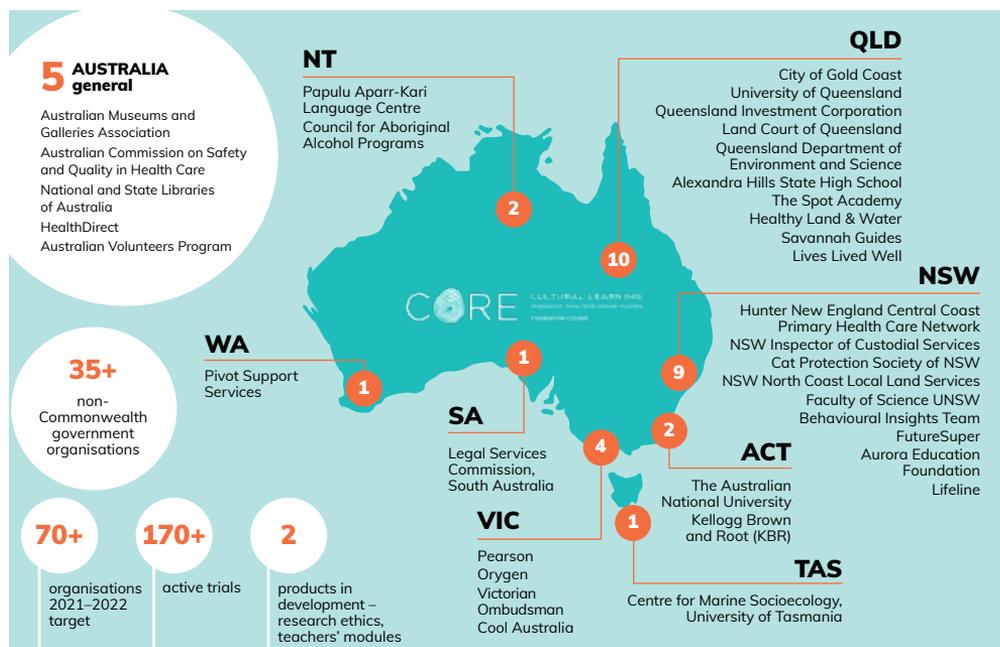


Figure 5: Core educational and cultural learning by numbers

Feature 6: Forums for dialogue

Our goal under the strategic plan, to provide forums for dialogue, was made significantly more challenging in the context of COVID. The AIATSIS staff adapted to the new environment, holding in person, hybrid and all on-line forums workshops. The convening of a national conference in the AIATSIS Summit face to face in Adelaide was, in retrospect, an extraordinary achievement. Notable forums include:

- AIATSIS Summit 30 May–4 June, combining two flagship AIATSIS conferences
- annual Native Title Representative Bodies’ Legal Workshop
- International collaborative Indigenous marine rights forum

The AIATSIS Summit

In 2021 the first AIATSIS Summit was successfully co-convened in Adelaide as a COVID-safe event with the Kurna Yerta Aboriginal Corporation and South Australian Native Title Services. The Summit provided a unique forum for

dialogue with representatives from the academic, research, native title, legal, community and public policy sectors. Delegates came together to discuss critical and emerging challenges as well as opportunities to support and strengthen Aboriginal and Torres Strait Islander cultures, knowledge and governance.

Delegates and speakers

910

total delegates across 5 days

720

guests at the Gala Dinner

450

guests at the closing reception

226

presenters

Exhibitors

32

total exhibitors in the trade hall

Social media and engagement

102

total posts published

152,896

impressions

6,524

engagements

2,740

link clicks

323

new followers

Sponsorship

\$380,000 raised

76 Aboriginal and Torres Strait Islander delegates sponsored

@AIATSIS and #aiatsisSUMMIT mentions across the week

307 mentions, average 51.2 per day

1.1M impressions, average 175,044 per day

1,658 engagements, average 276 per day

86% positive sentiment

Website and Electronic Direct Mail

25,776 Summit page views

18,656 Summit email views

23 Summit campaign EDMs distributed

Figure 6: AIATSIS Summit by numbers

The AIATSIS Summit was a combined the biennial AIATSIS National Indigenous Research Conference (ANIRC) and the National Native Title Conference (NTC) across five days. The first two days, Monday and Tuesday, were dedicated to ANIRC, and Thursday and Friday were dedicated to the NTC. The Summit's biggest day was Wednesday, when the ANIRC and NTC programs overlapped, opening with a traditional smoking ceremony on the banks of the Karrawirra Parri (River Torrens) and closing with the gala dinner.

The Summit coincided with Reconciliation Week (27 May–3 June) and Mabo Day (3 June).

Workshops and symposia

The annual Native Title Representative Bodies (NTRB) Legal Workshop took place in Darwin over 16–18 February 2021 and featured both in person and virtual live participation. 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 2021 workshop included a focus on alternative settlements and compensation, legislative amendments, documenting and protecting native title, and updates on significant cases. Participants were invited to provide feedback on the topics of most importance and future topics as well as the management of dual mode of delivery of the workshop. Majority of feedback on all elements of the workshop was positive.

AIATSIS hosted an informal online community of practice on marine rights on 25 March 2021. The seminar brought together Indigenous saltwater communities

from the South Coast of NSW, Chile and Panama. The purpose of the seminar was to develop a community of practice on marine rights and facilitate information-sharing regarding asserting decision-making authority over coastal areas, barriers and enablers in practising traditional cultural fishing, engaging with government and industry, developing research partnerships and different regulatory approaches. Despite different contexts, histories and legal frameworks, groups spoke of similar challenges, frustrations and aspirations.

Feature 7: Public events

Refer to table 2 and 2c for statistics on public events.

Notable achievements include:

- naming of the AIATSIS Building: 'Maraga', to commemorate the 20th anniversary of the building's opening and its place on Ngunnawal country
- exhibitions in the Maraga Building, such as the Country display; lending parts of the Collection to organisations such as the ACT Heritage Library, the Queensland Art Gallery and Gallery of Modern Art, the Western Australian Museum, and Australian Parliament House; and publicly discussing displays at the National Museum of Australia
- an event marking the return of a collection of over 1,800 stone artefacts from The Israel Museum, Jerusalem. Further detail is in Create a great place to work, Relationships.

Public events are integrated into much of our work. The Return of Cultural Heritage program, the development of First Nations Media Australia digitisation capability in Alice Springs, the Cultural Keepers Darwin Aboriginal Art Fair, the National Gallery and Wesfarmers Indigenous Arts Leadership and Fellowship Arts Leadership Program, collaboration with the Museum of Australian Democracy and the Parliamentary Library all included events.

AIATSIS Building Naming: Maraga

When AIATSIS relocated to the Acton Peninsula 20 years ago, it marked the beginning of an exciting era for the institution. The official naming this year of the AIATSIS building *Maraga*, a Ngunnawal word for a strong and robust shield, is both significant and symbolic, recognising and acknowledging the Ngunnawal peoples and their land, which AIATSIS has called home for more than two decades.

Naming the building *Maraga* not only reaffirms and strengthens AIATSIS' connection with the Ngunnawal people but also highlights the importance of language for First Australians.

Leading up to the naming event, AIATSIS consulted the United Ngunnawal Elders Council, other Ngunnawal family groups and the Winanggaay Ngunnawal Language Group, who provided the building's name.

Winanggaay Ngunnawal Language Group Coordinator Caroline Hughes said that Ngunnawal has always been spoken here but that through policy and deliberate effort it diminished. Now, through hard work and the support of AIATSIS it is being restored, remembered and spoken'.

The achievement is twofold. Firstly, naming the building *Maraga* fulfils a commitment AIATSIS made in response to the UN 2019 International Year of Indigenous Languages. Secondly, this simple act of naming the building *Maraga* contributes to Indigenous languages being more prominent and visible in everyday life.

Exhibitions and loans from the Collection housed in the Maraga Building

- The **Country display** was installed in the Stanner Reading Room in March 2021. The display features material from the AIATSIS Collection that embodies and narrates the deep connections and reciprocal relationships between Aboriginal and Torres Strait Islander communities and their environments.
- The **William (Deucem) Smith Shearers' Award** (M00012) was loaned to the ACT Heritage Library for its *The Art of the Story* exhibition (26 February–30 April 2021). The award is now situated alongside Roxanne Brown's digital story paying tribute to William Smith, her grandfather, as part of the projects *My Story, My Voice* and *Presenting Elders* (Yarauna Centre, CIT).
- The painting **Notes to Basquiat: Subject Matters** (ATS535) by Gordon Bennett was loaned and safely transported to the Queensland Art Gallery and Gallery of Modern Art (QAGOMA) in October 2020 for their exhibition *The Unfinished Business: The Art of Gordon Bennett* (7 November 2020–21 March 2021). QAGOMA staff conveyed their appreciation for the loan and noted that the exhibition has received a very positive response from audiences.



Installation view of *Notes to Basquiat: Subject Matters* by Gordon Bennett, QAGOMA, Brisbane.
Photographer: Natasha Harth © QAGOMA



Craig Ritchie and John Paul Janke viewing the jacket created by David Burrumarra Photograph: AIATSIS

- A digital loan of Jimmy Pike's marker drawings Jimmy (ATS1036_176) and Pat (ATS1036_175) was provided to the Western Australian Museum Boola Bardip for display in the Reflections Gallery.
- A circular letter outlining the Board of One People of Australia League's (OPAL) call for land rights (Rp BON) was loaned to Australian Parliament House for the exhibition AO: Australia's First Indigenous Parliamentarian, which marks 50 years since Australia's first Indigenous senator, Neville Bonner, entered federal parliament. The exhibition ran from 27 May to 11 July 2021.
- The Collection Development team undertook background research on the Elcho Island Jacket (ATS604) created by Yolngu leader David Burrumarra MBE, in support of an NITV interview on Indigenous fashion with the CEO, Craig Ritchie.
- The Curatorial team provided a number of tours of and presentations on the AIATSIS Collection to various groups, including community groups, sector colleagues and distinguished visitors.

Return of a collection from The Israel Museum, Jerusalem.

Further information about the return event is in Part 3 Focus on strengthening and enhancing our capability to achieve our mission. Speaking at the event were CEO, Craig Ritchie; the Hon Ken Wyatt AM MP, Minister for Indigenous Australians; and Mr Ron Gerstenfeld, Deputy Chief of Mission at the Embassy of Israel, Canberra.



Feature 8: Publishing

Refer to table 2d for statistics on publishing.

AIATSIS' publishing arm, Aboriginal Studies Press, experienced an overwhelmingly successful year for publications, engagement and sales. Overcoming the market challenges of COVID-19, ASP achieved record sales and engagement. Sales reached over \$738,000, a 68 per cent increase on the previous year.

AIATSIS also publishes Newsletters and Community Reports to support our research activities and communicate the results of our research.

Book launches

On National Sorry Day, 26 May 2021, Aboriginal Studies Press launched *Sorry and Beyond: Healing the Stolen Generations* by Brian Butler and John Bond, at Glanville Hall, formerly St Francis House, in Adelaide.

Brian Butler of Arrernte and Luritja descent from central Australia requested that the launch of his book be held at St Francis House in Semaphore as he spent some time in the House accommodation whilst he attended school in Adelaide. Brian has fond memories of his short time in the House.

Speakers at the book launch included former Prime Minister Kevin Rudd, SA Commissioner for Aboriginal Children & Young People April Lawrie, advocate David Rathman, and authors Brian Butler (in person) and John Bond (via video). In 2020–21 ASP released eight publications (meeting its target for the year), which contributed to the record sales:

- (July) *A Dictionary of Umpithamu: With Notes on Middle Paman* by Jean-Christophe Verstraete and language consultants Florrie Bassani and Joan Liddy
- (September) *Redfern: Aboriginal Activism in the 1970s* by Dr Johanna Perheentupa
- (November) *Clever Man: The Life of Paddy Compass Namadbara* as told by Big Bill Neidjie, Bluey Ilkgirr, Jacob Nayinggul, Jim Wauchope, Johnny Williams Snr, Ron Cooper and Thomson Yuludjiri, compiled by Ian White
- (January) *Black, White and Exempt: Aboriginal and Torres Strait Islander Lives under Exemption* edited by Jennifer Jones and Lucinda Aberdeen
- (March) *Talking Strong: The National Aboriginal Education Committee and the development of Aboriginal education policy* by Leanne Holt
- (March) *Australian Aboriginal Studies 2020/2 Special Edition 'Brilliance'* with guest editor Craig Ritchie
- (March) *Diet and Dust in the Desert: An Aboriginal community, Maralinga Lands, South Australia* (second edition) by Maggie Brady, Kingsley Palmer and the Maralinga Community (Research Publication)
- (May) *Sorry and Beyond: Healing the Stolen Generations* by Brian Butler and John Bond.



Daniel Gordon, holding a copy of Aboriginal Studies Press publication *Milbi* and a photo his late father, author Tulo Gordon.

Research Publications

Two editions of the **Native Title Newsletter** were released and contained up-to-date news, resources, articles and developments in Native Title. Featured articles included:

- *Under the sea: a traditional owner perspective on the Marine Estate Management*, by Wally Stewart
- *Takeaways from the Native Legislation Amendment Act 2021 (Cth)*, by Michael O'Donnell and Mia Stone AIATSIS
- *Land claim and native title archives survey*, by Christiane Keller AIATSIS
- *Quandamooka Yoolooburrabee Registered Native Title Body Corporate – Native Title Youth Engagement, Indigenous Youth in Governance and Political Processes Project*, by Peter Bligh, AIATSIS and Dr Valerie Cooms, Quandamooka

The Native Title Newsletter currently has 1,801 subscribers. In addition, the native title law alert has 2765 subscribers.

The inaugural edition of the **Indigenous Research Exchange Newsletter** was released in April 2021. This publication is released quarterly and highlights Aboriginal and Torres Strait Islander research, its impact and other relevant information.

The first edition highlighted new research across the sector, introduced the Indigenous Research Exchange Advisory Board and Knowledge Exchange Platform, and featured profiles on two of the Indigenous Research Exchange grant projects:

- Following the Trade Routes – Kimberley Aboriginal Law and Cultural Centre (KALACC)
- Resurgence in Walbanga – Mogo Local Aboriginal Land Council

The Indigenous Research Exchange Newsletter reached 2,165 subscribers.

In addition, seven community reports and five research reports were published.

Feature 9: Code of Ethics and ethics clearances

Refer to tables 3, 3a and 3b for statistics on the Code of Ethics and ethics clearances.

Notable achievements include:

- setting standards for research through publication of the new AIATSIS Code of Ethics
- implementing the Code of Ethics via online information and training sessions and in person at the AIATSIS Summit
- increasing the number of reviews for ethical appropriateness of research projects from 16 requests in 2016–17 to 122 in 2020–21.

Setting standards for Indigenous Research: AIATSIS Code of Ethics

Implementation of the Code of Ethics has been hampered by COVID-19 restrictions on travel and gatherings. This has particularly impacted planned training for researchers and human research ethics committees. Nevertheless, AIATSIS has held online information and training sessions to a range of audiences.

The AIATSIS Summit provided an opportunity to introduce a large number of attendees to the Code of Ethics. Two in-person workshops were initially scheduled, with a third added due to overwhelming demand. During the session, participants took a deep dive into the concepts of Indigenous self-determination, informed consent and Indigenous data sovereignty. Feedback was extremely positive, with an average response of 4.46 out of 5 agreeing with the statement 'I have a better awareness of the AIATSIS Code of Ethics Principles'. One attendee commented, 'Great session! I would do it again and recommend it to a lot of people in a heartbeat'.

Code of ethics online training

AIATSIS has entered into a partnership with the University of Queensland and the University of Sydney to develop an e-learning course based on the Code of Ethics for Aboriginal and Torres Strait

Islander Research. The partnership has been championed by Pro-Vice Chancellor (Indigenous) Professor Bronwyn Fredericks (UQ) and Deputy Vice Chancellor (Indigenous) Professor Lisa Jackson Pullver (Sydney), both AIATSIS members. The course will be adaptable for students and researchers, as well as ethics committees.

This follows on from a partnership entered into with the National Indigenous Australians Agency (NIAA) to develop an online introductory short course for public servants about ethics in the APS and how the Code applies to their work. The APS Ethics Course is due for completion in August 2021.

AIATSIS ethics review services

There is a continued increase in the number of applications for ethical review by the AIATSIS Research Ethics Committee. The Research Ethics Committee provides independent assessment of the ethical appropriateness of research projects. It reviews projects conducted by AIATSIS as well as receiving external applications from researchers, consultants, government agencies and Indigenous organisations. Requests for clearance have increased from 16 in 2016–17 to 122 in 2020–21. This is primarily due to the increase in applications from government and consulting firms conducting research and evaluation that concerns Aboriginal and Torres Strait Islander peoples.

Feature 10: Influencing research and practice

Refer to table 3 and 3c for statistics on our influence on Aboriginal and Torres Strait Islander research ethics and protocols and collections.

Notable achievements include:

- supporting Indigenous led and community based research projects through the Indigenous Research Exchange Grants Program
- building the Knowledge Exchange Platform which provides access to Aboriginal and Torres Strait Islander research and data at a local level and provide an evidence base for policy makers to design more effective programs and policies
- publishing and promoting the results of the 2019 survey of over 200 native title Prescribed Bodies Corporate, the second undertaken by AIATSIS
- facilitating the production of three more dictionaries in our rich and diverse series.

Supporting indigenous led research: indigenous research exchange grants program

The Indigenous Research Exchange Advisory Board met in November 2020 to provide strategic advice on the second funding round of the Indigenous Research Exchange Grants Program. A gap and priority analysis of Aboriginal and Torres Strait Islander research led to the determination of priority areas resulting in five research themes being supported in the second round:

- Valuing Indigenous knowledge and methods
- Cultural resurgence and resilience
- Indigenous governance and prosperity
- Rethinking engagement with governments
- Opportunities provided by technological change.

The Indigenous Research Exchange has extended the length of its program until 2022 to continue its primary activities.

The Indigenous Research Grants Program has continued to receive unprecedented

levels of interest, indicating an abundance of Indigenous-led research projects seeking support. The first round has progressed, with grant recipients taking significant steps forward in the projects, including successful ethics submissions and preliminary project-based activities.

The second round opened on 7 September 2020 and closed on 30 October 2020. There were 92 applications, which was a significant increase from the first round. Following assessment from external independent assessors, 14 projects were recommended for funding, bringing the total amount of supported projects to 28. The program allocated \$2.5 million to support the diverse group of projects in round 2. Of these, 9 of the 14 projects are administered by Aboriginal organisations. The second round of projects will build on the evidence base to support Indigenous-led decision-making and creation of better public policy. A third targeted round is being planned for 2021–22 to allocate the remaining grant funds.

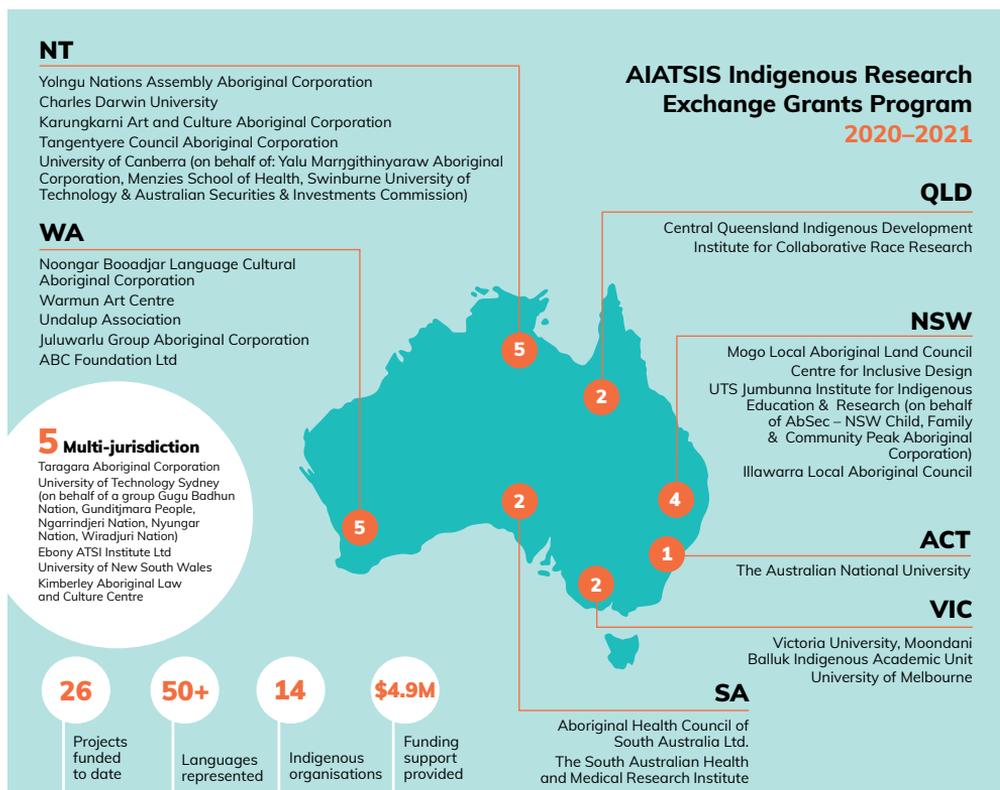


Figure 7: AIATSIS Indigenous Research Exchange Grants Program by numbers

Knowledge Exchange Platform

The Knowledge Exchange Platform (KEP) aims to provide access to Aboriginal and Torres Strait Islander data and information at a local level and provide an evidence base for policymakers to design more effective programs and policies. The build of the platform is being carried out through the AIATSIS Digital Services team and with input from partners and stakeholders of the Indigenous Research Exchange.

Several workshops have been held to provide input and feedback on the KEP concept and key themes that will impact the final product – including data management

practices and Indigenous data sovereignty and governance principles. The KEP is being launched in February 2022.

The Indigenous Research Exchange facilitated a community stakeholder workshop on 16 March 2021. Participants included grant recipients from the Research Grants Program and other interested community-controlled organisations. Key issues were discussed including research accessibility, nation-based data and connectivity between Indigenous communities, researchers and government. Feedback is being implemented into the design of the KEP.

The Indigenous Research Exchange has continued to collaborate and network with research institutes, data-driven organisations and other relevant stakeholders to facilitate and promote information sharing and joint initiatives. These include:

- Maiam nayri Wingara Indigenous Data Sovereignty Collective
- the Indigenous Data Network
- the National Indigenous Australians Agency
- the Australian Research Data Commons
- the Australian Data Archive.

Survey of prescribed bodies corporate

In 2021, in collaboration with the National Native Title Council and CSIRO, AIATSIS released the results of the 2019 survey of PBCs. This survey aimed to appropriately generate a national-scale dataset to support understanding, inform policy and program development and provide a baseline to identify future change. The survey focused on the activities PBCs are undertaking, the relationships they have built, the challenges and needs they have, their achievements and successes, and their future aspirations. This was the first national survey to engage such a wide range and number of PBCs across Australia, providing a baseline dataset for more regular future surveys. The results of the survey were presented at various fora toward the end of the year. Summaries of results of the survey were published as 'policy snapshots' to communicate the results of the survey to a wide audience.

Fostering Australian languages: AIATSIS dictionaries project

Aboriginal and Torres Strait Islander languages are more than just systems for communication. They are vehicles of cultural expression and storehouses of ecological knowledge. Similarly, dictionaries are more than just books of words. Dictionaries are reference tools that are crucial for cultural resurgence, including language reawakening and language maintenance. They are repositories of cultural information, such as stories, hand signs, and environmental knowledge. Many dictionaries record the source of words and sentences, creating a link between the present and the past. A dictionary and a grammar are crucial foundation texts for the future development of teaching and learning resources.

The project will result in more than 20 new dictionaries. In 2020–21, AIATSIS facilitated the production of a further three dictionaries:

- *Dhanggati Grammar and Dictionary with Dhanggati Stories*. Dhanggati is the language from the Macleay Valley in NSW. The dictionary includes example sentences, English to Dhanggati and topic finder lists, a comprehensive reference grammar and stories in Dhanggati language originally collected in the 1960s.
- *Ngarrindjeri Dictionary Third (Complete) Edition*. Ngarrindjeri is a language from southeast of Adelaide. This third edition of the dictionary includes 13 heartfelt and moving forewords from Ngarrindjeri people involved in language work over the past decades. Entries include detailed information on sources, including many Ngarrindjeri Elders.

- *Eastern and Central Arrernte to English Dictionary*. Eastern and Central Arrernte is a language to the east of Alice Springs. It is one of 13 Indigenous languages still being learned by children. Each entry includes examples of language in use, including paragraph-length descriptions of uses of traditional plants.

This takes the total number of dictionaries completed under the project to 16. A further 5 dictionaries are still in progress and 2 proposals are in development. The original goal of producing 20 dictionaries is on track to be exceeded.

Refer to Feature 17 for insight into one of our donor partners, Lovell-Chen for their reasons for supporting the AIATSIS dictionaries project.





Partner and collaborate with our communities, partners and governments

Progress on ensuring we have diverse and enduring partnerships and networks in Australia and across the world underpinned by culturally competent work practices.

In 2020–21, AIATSIS delivered the following initiatives in line with our mission and functions. Our actions focused on reporting against our Corporate Plan.

- Members
- Research partners
- Interacting with communities

Feature 11: Members

Refer to tables 4 and 4a for statistics on our members.

Our membership network is a unique part of our organisation's structure. This year we added 23 members to a network involved in all aspects of Aboriginal and Torres Strait Islander peoples' knowledge and culture.

Entities advising the CEO and the AIATSIS Council have 22 members shaping the strategic direction of AIATSIS. Members play an important part in shaping the AIATSIS Council, and this year 22 per cent of our members took the opportunity to vote in the Council election.

The pandemic impacted on the number of events we held for members; however, the AIATSIS Summit enabled us to conduct a membership drive and provide discounts for attendance. Usually there are at least three events. This year there was one: the Summit.



Jeffrey Newchurch and Moogy Sumners welcome delegates to the AIATSIS Summit on Karna Country with a smoking ceremony on the banks of the Karrawirra Parri (River Torrens).

Feature 12: Research partners

Refer to tables 4 and 4b for statistics on our research partners.

Our partners and collaborators are integral to our research. AIATSIS maintained more than 50 research project partnerships. This year we entered into one new long term research funding agreement and six new research collaboration agreements.

Among the notable achievements of our projects and partners are:

- an extension project with our South Coast NSW fishing rights partners
- a research collaboration agreement with Curtin University
- a four year funding agreement to support AIATSIS native title activities.

Livelihood values of Indigenous customary fishing – extension project

Following the highly successful 'Living off our waters' project, which ran from 2015–2018, AIATSIS secured a small grant to work on an extension project with one of the original case study partners, the NSW Aboriginal Fishing Rights Group, who are Yuin traditional owners from the south coast of NSW.

The project aims to conduct a sea country health check to support Traditional Owners to carry out their cultural obligations and duty of care to make sure that their sea country is healthy for future generations. This will result in community designed and led sea country management plan. We invited South Coast Aboriginal people to complete a survey about their fishing and diving practices and changes to sea country that they have observed over time. AIATSIS staff visited the South Coast and attended a two day community meeting, a small stall was set up to capture interest of attendees, to find out more about the project and complete surveys. in a video

to promote community understanding and participation in the survey, Yuin Elder, Wally Stewart said:

'if you've got healthy seas, healthy waters, then you've got healthy ... Yuin people. That's what the survey is about'.

This project is funded by the Indigenous Reference Group of the Fisheries Research and Development Corporation.

Collaboration agreement with Curtin University and Curtin Open Knowledge Initiative

The Indigenous Research Exchange commenced a new project in collaboration with Curtin University and Curtin Open Knowledge Initiative. The project will develop a conceptual dashboard that maps and interrogates Indigenous scholarly research. The dashboard will be a valuable tool for the Indigenous Research Exchange, as it continues to investigate ways in which Indigenous research and data can be made more readily accessible and useable.

Funding Agreement for native title activities

In June 2021, AIATSIS and the National Indigenous Australians Agency entered into an agreement to support a further four years of AIATSIS native title activities. The Native Title Research Unit was established by the AIATSIS Council in 1992 to undertake research and support the development of the native title sector and has received funding support from successive Indigenous affairs agencies over nearly 30 years, a testament to the value of AIATSIS contribution in this area. This new funding agreement will provide \$5,464,824 over four years to support new projects and partnerships.

Feature 13: Interacting with communities

Refer to tables 4 and 4d for statistics on interacting with Aboriginal and Torres Strait Islander communities. Notable achievements include:

- more than 30 communities directly involved in AIATSIS research projects
- the Return of Cultural Heritage program with the Yindjibarndi and Arrernte language groups and the Wellesley Islands community
- the 2021 AIATSIS Summit repatriation and return sessions
- the First Nations Media Australia Alice Springs digitisation facility
- the Cultural Keepers Darwin Aboriginal Art Fair Foundation Indigenous Curators Program
- the National Gallery and Wesfarmers Indigenous Arts Leadership and Fellowship program
- collaboration with peer organisations including the Museum of Australian Democracy and the Parliamentary Library
- the Indigenous ancestral remains project Restoring Dignity.

Community partners and participants in AIATSIS research

Across the range of research projects undertaken by AIATSIS, more than 30 communities and organisations are actively involved. This can involve visits to AIATSIS to undertake research activities and AIATSIS staff visiting communities. While COVID travel restrictions limited travel, AIATSIS was able to host visits from Karajarri, Yorta Yorta, Quandamooka, and two South Coast communities. In addition, AIATSIS visited more than 25 Local Aboriginal Land Councils as part of the PSR South Coast Voices project. This performance criteria also includes Indigenous research exchange grantee communities that are actively engaged with AIATSIS to communicate about their research and increase the awareness and understanding of their research and results.

Case studies add depth and context to our research. For example, this year, field work was able to be undertaken

with Quandamooka Yoolooburrabee Aboriginal Corporation (QYAC) and the First Peoples' Assembly of Victoria (the Assembly) to hear from Aboriginal young people about their experiences and engagement with regard to native title. The **Indigenous Youth in Governance and Political Processes** project is a research partnership between the Native Title Research Unit (NTRU) at AIATSIS, the Centre for Aboriginal Economic Policy Research (CAEPR), and the Macquarie University Law School. This project focuses on how Indigenous children and youth are participating and engaging in their native title organisations and larger political processes.

The project builds on a program of work that has previously included the Youth Forum at the National Native Title Conferences, the Youth Engagement in Native Title project and the Issues Paper 'What do young fellas reckon? Exploring the experiences of Aboriginal and Torres Strait Islander youth in Native Title'.

Return of Cultural Heritage

The achievements of the Return of Cultural Heritage program are referred to in Feature 4, Communications and Feature 7, Public events. Also refer to Case Study 2: Returning cultural heritage material to Aboriginal and Torres Strait Islander peoples, for a personal insight into the program.

In July 2020 the Minister for Indigenous Australians, the Hon Ken Wyatt AM MP, announced the introduction of the Return of Cultural Heritage (RoCH) program, providing a total of \$9.99 million over the next four years. The program was also expanded to include returns from private collectors and foreign governments, as well as collecting institutions.

Building on the success of the RoCH scoping project (2018–2020) under which AIATSIS returned 85 significant objects to five language groups, 2020–21 saw returns of cultural heritage material from three overseas collecting institutions and two private collectors. As at 30 June 2021, AIATSIS has returned 1,942 objects to Australia.

While the primary aim of the program is the voluntary, unconditional return of cultural heritage material to Australia, it also:

- enables Indigenous communities to understand where their cultural heritage material is held overseas
- influences institutional repatriation practices and policies, and fosters relationships between overseas collecting institutions and Indigenous communities
- enables Aboriginal and Torres Strait Islander peoples to exercise agency over their cultural heritage material – to determine what material is significant

and determine what material should come home.

Throughout the year, AIATSIS has continued to correspond with overseas collecting institutions to develop and strengthen relationships, to research collection holdings and to support the development of the Return of Cultural Heritage database.

The database will store information on Aboriginal and Torres Strait Islander cultural heritage material held in overseas collections, including:

- information about the removal and return of material
- images
- information about collecting institutions and people (field collectors, donors, etc.)
- information about events (domestic and international) such as expeditions
- archival records related to objects, institutions and people.

The database will be accessible to Aboriginal and Torres Strait Islander people and to researchers.

Over 109,000 Aboriginal or Torres Strait Islander cultural heritage objects have been identified in overseas collecting institutions. This does not include a complete account of photographs, audiovisual records, artwork and archival items. It also excludes material in private collections.

Over 300 overseas collecting institutions that hold Aboriginal and/or Torres Strait Islander cultural heritage material have been identified. To date, AIATSIS has made contact with 297 of these institutions. Of those institutions:

- 131 have supplied information on their collections
- 96 are eager to establish a relationship with AIATSIS and Aboriginal and Torres Strait Islander peoples
- significantly, 62 have noted a willingness to consider a return request.

The RoCH program has now facilitated the return of significant cultural heritage material to seven language groups: Bardi, Yawuru, Nyamal, Arrernte, Gangalidda Garawa, Lardil and Yindjibarndi.

In September 2020 the Bardi Jawi Nation at Ardyaloon (One Arm Point), Western Australia, officially celebrated the return of 31 items from the Illinois State Museum in the United States. The objects were returned in 2019 under the RoCH scoping project. However, due to the impact of the global pandemic, the on-country celebrations were delayed. The celebration at Ardyaloon demonstrates how returned artefacts are being brought back to life and reincorporated into the rich cultural practices of the Aboriginal and Torres Strait Islander communities.

In October 2020, representatives of the Yindjibarndi community gathered in Roebourne, Western Australia, to celebrate the unconditional return of eight items from Andover in the United Kingdom. The return was the first repatriation from a private collector under the RoCH program. The repatriated items included a shield, a spear thrower, boomerangs and other artefacts. The items had been in the care of the collector and his family for over a century before being returned to traditional custodians.

In December 2020 a large collection of stone artefacts (over 1,800 objects) was returned from The Israel Museum, Jerusalem. This return was the first from the Middle East under the program.

In May 2021 a celebration was held in Alice Springs to mark the return of 19 sacred Arrernte items from the Manchester Museum (UK) and the decision by the Kluge-Ruhe Aboriginal Art Collection of the University of Virginia (US) to return Arrernte material.

In January 2021 a Lardil ceremonial headdress was returned to Australia. In a first for the RoCH program, the Lardil people and Wellesley Island community asked AIATSIS to temporarily care for the headdress until it can be returned to Mornington Island.

AIATSIS continued to influence the development of changes to institutional repatriation practices, policy and guidelines, by providing input into key national and international repatriation policy, instruments and guidance documents.

Return of cultural heritage material to Yindjibarndi

In April 2020 the RoCH team was contacted by the family of a private collector regarding the unconditional return of eight items in Andover, UK. This included a shield, four spear heads, two boomerangs and a spear thrower. The material was collected from Millstream Station, Western Australia between 1910 and 1913.

In July 2020 the RoCH team contacted Yindjibarndi Aboriginal Corporation (YAC) to confirm custodianship and commence return discussions. Following approval from the Yindjibarndi community, the items were returned to Australia, arriving in Perth in September 2020. On 5 October the Yindjibarndi nation celebrated the return of their cultural heritage material. AIATSIS staff and the family of the private collector participated via videoconference.

YAC CEO Michael Woodley said the return of these artefacts signifies recognition and respect for the Yindjibarndi Nation.

We can all feel proud of the great collective achievement in re-uniting these historical and special objects with its people and Ngurra. Yindjibarndi Nation acknowledges AIATSIS for managing the entire process for the artefacts to arrive safely back to the Pilbara. We also thank the collector's family for their support, care and safekeeping of these Yindjibarndi treasures for the past 105 years.

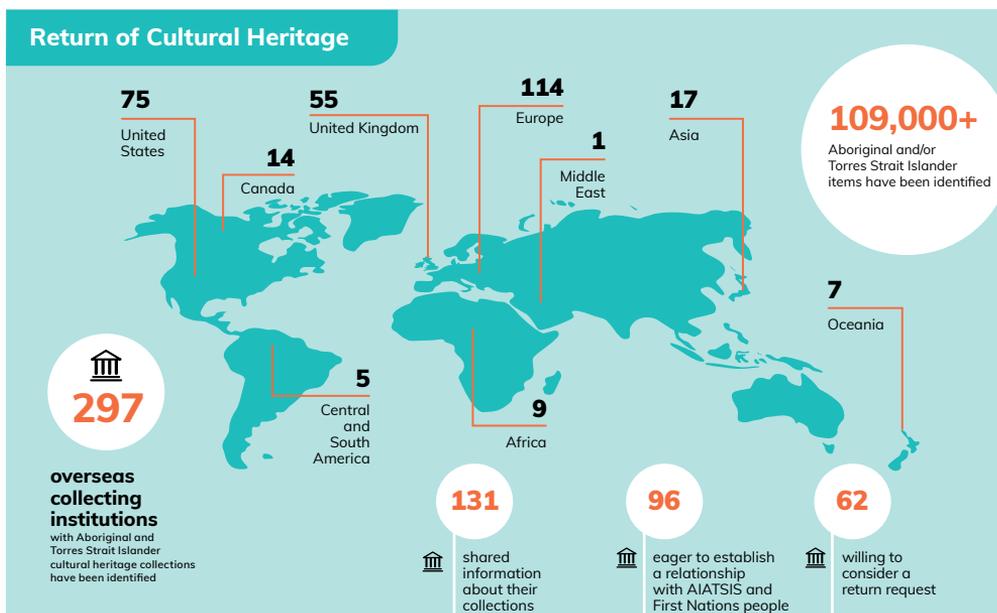


Figure 8: Return of Cultural Heritage by numbers



Middleton Cheedy showing the repatriated yarra (shield) with its distinctive Yindjibarndi markings at the return event. Photograph: Ngaarda Media.

2021 AIATSIS Summit repatriation and return sessions

As part of the Summit, a two-day stream on the repatriation and return of Aboriginal and Torres Strait Islander ancestral remains and cultural heritage material was held. The stream consisted of six sessions, all of which included panel presentations and discussions by Indigenous and non-Indigenous repatriation practitioners, experts and academics.

The stream and associated presentations were well received and attended. The stream provided a valuable platform for Aboriginal and Torres Strait Islander people, academics, government, and repatriation practitioners to discuss the repatriation and return of ancestral remains and cultural heritage material from domestic and international collecting institutions and private collections.

First Nations Media Australia Alice Springs digitisation facility

AIATSIS has provided technical support and training assistance to First Nations Media Australia (FNMA) for a number of years. This year FNMA established an Alice Springs digitisation facility, which will provide pathways for Aboriginal controlled organisations across the Northern Territory and FNMA member organisations to digitise and preserve their extensive collections. AIATSIS is providing analogue playback equipment, technical and engineering support, and opportunities for FNMA and community staff to undertake archive and digitisation training either in Alice Springs or Canberra.

Having this facility in Alice Springs will encourage community and cultural authorities to be an integral part of the digitisation process, and ensure culturally sensitive materials can be digitised.

according to a community's wishes. In addition, supported by FNMA and AIATSIS, it will be a local hub for ongoing archive worker training, enhancing the capacity of communities to preserve their own at-risk collections, and providing broader opportunities for Aboriginal and Torres Strait Islander employment in cultural archiving and preservation.

Cultural Keepers Darwin Aboriginal Art Fair Foundation Indigenous Curators Program and Symposium

The AIATSIS curatorial team participated in the exclusive online 2020 Cultural Keepers Darwin Aboriginal Art Fair Foundation Indigenous Curators Program and Symposium from 6 to 12 August 2020. The program included a number of keynote talks, curator presentations, an international panel discussion, and artist masterclasses. In addition to the official program, AIATSIS curators collaborated with Aboriginal and Torres Strait Islander art centres and built stakeholder relationships.

National Gallery and Wesfarmers Indigenous Arts Leadership and Fellowship program

One of AIATSIS' emerging Indigenous curators participated in the first session of National Gallery and Wesfarmers Indigenous Arts Leadership and Fellowship program from 18 to 24 June 2021. This program is an immersive professional development experience offered to emerging Indigenous arts workers.

Collaboration with peer organisations

The Collection Development team lent their expertise to a number of external initiatives by peer organisations. This included providing curatorial advice on:

- the Museum of Australian Democracy's *History of the APS* exhibition
- the provenance of items in the Parliamentary Library's art collection and content for its Neville Bonner exhibition *AO: Australia's First Indigenous Parliamentarian*.

Indigenous ancestral remains project Restoring Dignity

AIATSIS is a key partner in the Australian Research Council Linkage, Infrastructure, Equipment and Facilities scheme project Restoring Dignity, which seeks to build a digital archive of resources that supports the repatriation of Indigenous ancestral remains. The project is being led by Associate Professor Cressida Fforde (Centre for Heritage and Museum Studies at the ANU) in association with a number of Australian Indigenous community organisations, government agencies and national and international cultural institutions. As a key partner, AIATSIS will provide access to the Repatriation Extension, a restricted component of the archive available to endorsed repatriation practitioners and researchers in communities, museums and other organisations.

Feature 14: Agreements and partners

Refer to tables 4 and 4e for statistics on agreements and partnerships. Also refer to Appendix D, Partnerships.

AIATSIS engages in two types of partnerships:

- Project partnerships, which entail a service/collaboration agreement with specific services/value. They are usually underpinned by a funding or research agreement or research project plan.
- Strategic partnerships, which are established with broad goals of mutual benefit by MoU or other non-legally-binding arrangement.

In addition to our ongoing strategic partnership with the NIAA, notable achievements include two new strategic partnerships with:

- the National Native Title Council
- National Indigenous Australians Agency (native title funding 2021-25)

This takes the total number of strategic partnerships to 18, including national and international institutions that share AIATSIS vision and are actively seeking to work together and facilitate collaboration between our organisations. A further three strategic partnerships are currently in development.

Overall our project partnerships grew in number by 165 per cent (from 20 to 53) and their value grew by \$7.06 million (59 per cent). Seven partnership projects were closed this year and six project new partnerships developed.

Memorandum of Understanding with the National Native Title Council

AIATSIS strengthened its ongoing relationship with the National Native Title Council through the formalisation of an MoU in December 2020. This collaboration will build on existing efforts to promote shared knowledge, collaboration, and greater alignment between work activities relating to the broader native title sector. The MoU supports collaboration under specific projects in relation to compensation and Prescribed Body Corporate reform.





Advise on Aboriginal and Torres Strait Islander culture and heritage

Progress on ensuring we are a trusted advisor delivering world class expertise on the situation and status of Aboriginal and Torres Strait Islander cultures and heritage.

In 2020–21 AIATSIS delivered the following initiatives in line with our mission and functions. Our actions focused on reporting against our Corporate Plan.

- Reports and briefs
- Engagements

Feature 15: Reports and briefs

Refer to tables 5 and 5a for statistics on reports and briefs.

Notable achievements include:

- the release of the National Indigenous Languages Report and an associated AIATSIS and ANU policy forum to explain the findings and implications
- contributing to parliamentary inquiries such as those on the destruction of Juukan Gorge and on the Aboriginal flag
- commencing the process of regularly reporting on the situation and status of Aboriginal and Torres Strait Islander cultures and heritage.

National Indigenous Languages Report

The National Indigenous Languages Report was released in July 2020.

This major report – a collaboration with the Department of Communications and the Arts and the ANU – incorporated the results of the third National Indigenous Languages Survey, carried out by AIATSIS in 2019. The report and AIATSIS advice informed the targets and measures for language (Target 16) set out in the National Partnership Agreement on Closing the Gap.

This is the first time cultural indicators and targets have been included in the Closing the Gap framework. AIATSIS and ANU held a policy forum to explain the findings and implications of the report in November 2020.

Submissions and advice

Other notable achievements include our contributions and submissions to a number of significant government inquiries and reviews, including:

- the parliamentary inquiry by the Joint Standing Committee on Northern Australia into the destruction of Juukan Gorge

- the NIAA's draft report on the Commonwealth review of reforms to the Corporations (Aboriginal and Torres Strait Islander) Act 2006 (Cth) (CATSI Act)
- the Senate Select Committee on the Aboriginal Flag
- Commonwealth consultations on the Indigenous Voice co-design process.

AIATSIS also provided considered advice to government on:

- a government-wide priority-setting workshop on the Productivity Commission's Indigenous Evaluation Strategy, held in Canberra on 14 August 2020
- the draft Australian Government response to the Juukan Gorge inquiry
- the Convention on Biological Diversity's Post-2020 Global Biodiversity Framework
- the National Soils Policy
- the intersection of Commonwealth heritage protection laws and native title.

Our submission to the parliamentary inquiry into the destruction of 46,000 year old caves at Juukan Gorge in the Pilbara region of Western Australia led to an invitation for Dr Lisa Strelein to appear before the Joint Standing Committee on

Northern Australia and to a number of questions on notice to AIATSIS from the committee. The submission and a number of supplementary additions have been published on the committee's website.

AIATSIS also made submissions responding to the NIAA's draft report on the *Corporations (Aboriginal and Torres Strait Islander) Act 2006* (CATSI Act) review. The AIATSIS submission focused on the needs of registered native title bodies corporate (RNTBs) and how the proposed changes to the CATSI Act may impact on RNTBs' ability to self-govern and on their aspirations for autonomy and self-determination. The NIAA requested permission to quote from the AIATSIS submission for their final report. Also of note in this regard are AIATSIS' contribution to the Native Title Representative Body Legal Workshop and the online community conversation about marine rights practice.

Situation and status of Aboriginal and Torres Strait Islander cultures and heritage

Reporting on the situation and status of Indigenous culture and heritage is a specific function under the AIATSIS Act. AIATSIS is developing a framework for reporting regularly on the situation and status of Indigenous cultures and heritage as a specific embodiment of this function. The framework for the report was launched at the AIATSIS Summit to a packed room of over 250 delegates. The **Report on the Situation and Status of Aboriginal and Torres Strait Islander Cultures and Heritage** aims to address the lack of a coherent

way of understanding the place of culture in our lives and in public policy and public action. There have been other reporting frameworks for measuring Aboriginal and Torres Strait Islander wellbeing or the performance of Indigenous policy and programs. But these previous frameworks have focused on health and socioeconomic indicators, often with a deficit approach and a narrowly quantitative lens, rather than the health of culture itself.

The most recent **National Agreement on Closing the Gap** acknowledges what Aboriginal and Torres Strait Islander peoples have always said: that 'cultures are fundamental to improved life outcomes for Aboriginal and Torres Strait Islander people'. Importantly, it states that culture should be promoted rather than diminished through Closing the Gap actions. However, it is evident that there is no adequate framework for measuring cultural vitality and assessing the impact on culture of actions by communities or governments. The AIATSIS Report on the Situation and Status of Aboriginal and Torres Strait Islander Cultures and Heritage will address this gap.

The report will strengthen our partnership with the **Mayi Kuwayi Study of Cultural Determinants of Wellbeing**. AIATSIS is a founding partner in this ground breaking longitudinal large-scale survey, which is now producing significant data on various domains of culture.

Feature 16: Engagements

Refer to tables 5 and 5b for statistics on our engagements.

This measure is directed to measuring our influence, through engagements with decisionmakers. During the year, AIATSIS Research and Education group staff recorded 12 substantive engagements with decision makers, where a direct impact or influence could be expected. During 2020–21, the CEO actively participated in approximately 62 meetings/ gatherings where he consistently shaped our national narrative strengthening the place of the story of Aboriginal and Torres Strait Islander Australia and creating conditions for cultural resurgence. Topics of engagement were diverse, including:

- potential partnerships with the Learned Academies
- the use of First Nations languages in the Disability Royal Commission's work
- the Pacific Regional Culture Strategy 2020–2030 with representatives from the Department of Infrastructure, Transport, Regional Development and Communications
- the Productivity Commission's Indigenous Evaluation Strategy
- the Ngunnawal language with the Department of Foreign Affairs and Trade
- cultural competency with Rio Tinto
- cultural determinants of health policy
- the Decade of Indigenous Languages with the UNESCO steering committee
- the *Environment Protection and Biodiversity Conservation Act 1999* (Cth) review in relation to Indigenous engagement standards
- work on the AIATSIS National Resting Place with the Healing Foundation.

Each of the Executive Directors and their Directors engage with our stakeholder groups: academia, the cultural sector, AIATSIS members, Aboriginal and Torres Strait Islander peoples, the general public, and government to inform policy and practice, create greater understanding and appreciation of the value of Indigenous cultures and knowledge and motivate them to become more involved in our work.



Create a great place to work

Progress on strengthening and enhancing our capability to achieve our mission.

In 2020–21, AIATSIS delivered improved capabilities. Our actions focused on reporting against our Corporate Plan and on the priorities in the 2018–2023 Strategic Plan, which was reaffirmed by the AIATSIS Council. These priorities include strengthening our leadership cohort of Executive Level 2 staff.

- Relationships
- Governance
- Infrastructure capability
- Workforce capability
- ICT capability
- Cost-effective services to and for government

Details on our ongoing capability development are in Part 4, Organisation.

Notable achievements in relation to strengthening and enhancing our capability include:

- refurbishment of and upgrades to the video and motion picture scanning suites
- supporting remote working
- our work with The Israel Museum, Jerusalem – an example of building relationships
- AIATSIS staff receiving Public Service Medals – a reflection of our high-level capability and services to and for government.

Refurbishing and upgrading the video and motion picture scanning suites

This year saw the completion of refurbishment of and upgrades to the video and motion picture scanning suites with more space, new desks, a neutral colour environment and better lighting, together with improved analogue and digital infrastructure. In parallel, the installation of new photographic lighting in our photographic studio was completed, facilitating the photography of larger works and enabling significantly higher quality images to be captured. The resulting capability has elevated the photographic studio to be among the more technically capable facilities in the national cultural sector.

Supporting remote working

This year we provided additional ICT capability to support remote working for our staff, accelerated collection digitisation and completed numerous projects to enhance our presence and reach via online channels.

Leadership Capability

2020–21 saw a continuation of strengthening and building senior leadership capability. The senior leadership team spent much of the year learning together, and supporting one another in becoming a strong and collaborative leadership team. The senior leadership team attended a series of webinars with a focus on how the leadership team leads, encourages and supports colleagues through challenging situations, such as COVID-19.

Feature 17: Relationships

AIATSIS is committed to:

- respectful engagement that continues to build our reputation and standing within Aboriginal and Torres Strait Islander communities
- working closely with the government of the day to support their aspirations in Indigenous affairs
- continuing to partner with key organisations both domestically and internationally
- engaging in collaboration and best practice in the Galleries Libraries Archives and Museums (GLAM) and research sectors
- developing relationships with prospective philanthropic donors for activities such as the Songs of Australia Fund and the Dictionaries Fund
- providing cost-effective services to, and for, government on behalf of all of our stakeholders
- excelling as public servants.

These actions are embedded in reporting our performance against the five strategies. For the purpose of reporting under this heading we highlight our relationship with the Israel Museum, Jerusalem.

Building relationships: The Israel Museum, Jerusalem

In December 2020, AIATSIS finalised the return of a collection of over 1,800 stone artefacts from The Israel Museum, Jerusalem. The collection was donated to the museum in the 1970s.

The collection arrived at AIATSIS in December 2020. A smoking ceremony was held that afternoon by Ngunnawal custodian Richie Allan.

On 23 February 2021 an event was held at AIATSIS to mark the return of the material from Israel. Speaking at the event were AIATSIS CEO Craig Ritchie; the Hon Ken Wyatt AM MP, Minister for Indigenous Australians, and Mr Ron Gerstenfeld, Deputy Chief of Mission at the Embassy of Israel, Canberra.

Speaking at the event, Craig Ritchie said:

This work is central to what we are about in AIATSIS – helping Indigenous people to facilitate cultural resurgence in their communities. It's not just ceremonial items or spiritually-significant objects that matter. These are everyday items, used in everyday life that is the basis of culture.

The other important thing is that this program exerts an influence on the practices of those collecting institutions that engage on the process of return.

The Hon Ken Wyatt said work will continue to bring home other objects that still sit in overseas museums. 'Every time we lose an Elder or a traditional owner we lose a walking encyclopaedia of knowledge that can never be replaced,' he said. 'When you look at those artefacts you think of the old hands that made those, that person making one spearhead, and then you think of its use. But you also see the engineering feat.'

The collection is being temporarily housed at AIATSIS while it is sorted into sub-collections and further research is undertaken. AIATSIS is working with a number of communities about how they wish to proceed with the return of their material to country.

Building relationships: fundraising for projects that support Aboriginal and Torres Strait Islander communities such as the AIATSIS dictionaries project

This is the first year of realising the AIATSIS Philanthropic Fundraising Strategy 2020–2025, managed by the AIATSIS Foundation Board. Heritage architectural firm, Lovell-Chen are an example of one of our donors. For the past two years, they have donated to the AIATSIS dictionaries project, aligning their values and brand to the AIATSIS vision.

Anne-Marie Treweeke, Director, Lovell-Chen said ‘Our philanthropy comes out of walking the talk and incorporating corporate social responsibility into our everyday work’ she said ‘The company through our annual giving program has always looked for ways to support our broad and diverse community with a focus on social, education and heritage. Who we support is in part informed by our employees’.

Anne-Marie said AIATSIS came to our attention through that process. ‘As architects and heritage consultants with a passionate interest in understanding the past so we can contribute meaningfully



The Hon Ken Wyatt AM MP, Mr Ron Gerstenfeld and Mr Craig Ritchie look at stone artefacts returned from the Israel Museum, Jerusalem. Photograph: AIATSIS

to the future of our built environment for everyone, the ability to support an organisation that is also working to sustain a rich and diverse heritage and keep language alive is compelling and so important for all of us. She added 'Our staff benefit from engaging with Indigenous Australia by having everyday conversations that acknowledge Aboriginal and Torres Strait Islander people as part of the fabric of society. It makes us feel more Australian. We believe recognition and truth telling are long overdue'. A sentiment strongly supported by AIATSIS.

Public Service Medals for AIATSIS staff

Twice each year, as part of the Australian Honours, a small number of public servants are recognised for their outstanding achievements. This year two AIATSIS staff were recognised for their contribution. Dr Lisa Strelein was invested with the Public Service Medal (PSM), as part of the Queen's Birthday Honours, for services to native title, cultural competency and ethics, by the Governor-General, His Excellency General the Honourable David Hurley AC DSC (Retd) in a ceremony at Government House on 16 September. Dr Doug Marmion was awarded the PSM in the Australia Day Awards in January 2021 for outstanding public service through the strengthening of Indigenous language infrastructure. Doug received his award from His Excellency the Governor-General in a ceremony held on 3 May 2021.



Lovell-Chen Principals (standing from left) Peter Lovell, Anne-Marie Treweeke, Kate Gray, (seated from left) Kathering White, Milica Tumbas, Kai Chen and Adam Mornement. Photograph: John Gollings

Providing cost-effective services to, and for, government on behalf of all of our stakeholders

Revenue from government is approximately 19.4 million. Additionally AIATSIS generates almost 10 million from other sources. Figure 9 shows the breakdown of our revenue sources in 2020–21.

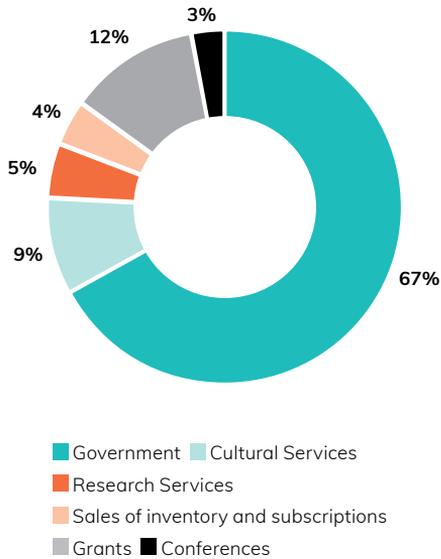


Figure 9: Cost-effective services

CASE STUDY 2:

Returning cultural heritage material to Aboriginal and Torres Strait Islander peoples

Spotlight on Jason Lyons. Director – Return of Cultural Heritage Program

Supporting the return of cultural heritage material to traditional owners and custodians has been my proudest achievement.

I am passionate about the revitalisation and maintenance of Aboriginal and Torres Strait Islander cultures, particularly language revival and maintenance, and the return of cultural heritage material to Aboriginal and Torres Strait Islander peoples.

I am extremely honoured and fortunate to be able to work at an agency dedicated to this, and with a team of people who are as passionate as I am about working in genuine partnership with Aboriginal and Torres Strait Islander peoples to return cultural heritage material to Australia.



My involvements in the handover of cultural heritage material to its traditional owners and custodians have been the proudest moments of my career. As a Wiradjuri man, I think the repatriation of material is significant. It is essential to Aboriginal and Torres Strait Islander peoples' wellbeing and cultural strength – it promotes truth telling, healing, reconciliation and the preservation of our enduring cultures.

CASE STUDY 3:

Supporting research to help Stolen Generations members find their family

Spotlight on Donna-Maree Towney, Acting Director, Collections Access and Support

Reconnecting Stolen Generations and their families to community and country is one of the most rewarding jobs I have ever had.

As a Gunditjmara woman it gives me great pride to work in the AIATSIS Family History team, a program that supports Aboriginal and Torres Strait Islander Stolen Generations members to reconnect with their family.

Uniting over 1,000 Aboriginal and Torres Strait Islander people a year with their families is a way for all of us to connect all Aboriginal and Torres Strait Islander people to country.

I work with a dedicated team who devote their time and research skills to our clients over the phone and face to face to support them with their research journeys. This can be a challenge when sometimes all we have to go on is a photograph or a first name. With access to various databases and government and non-government records we often make the impossible a reality.



I am grateful to be working in a space where I can engage with Aboriginal and Torres Strait Islander people from communities all over Australia and be part of their research journeys.

Family History is a critical and valuable program delivered by AIATSIS that is available to all Stolen Generations members and their families.

Annual performance statement

Introductory statement

I, Jodie Sizer, on behalf of the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) Council, the accountable authority of AIATSIS, present AIATSIS' 2020–21 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:

- is based on properly maintained records
- accurately reflects AIATSIS' performance in the reporting period
- complies with subsection 39(2) of the PGPA Act.

Yours sincerely

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

Jodie Sizer

Chairperson
AIATSIS Council
24 September 2021

Framework of planning, reporting and inputs

AIATSIS' approach to planning and reporting is consistent with the requirements of the *Australian Institute of Aboriginal and Torres Strait Islander Studies Act 1989 (Cth)* and the *Australian Institute of Aboriginal and Torres Strait Islander*

Studies Amendment Act 2016 (Cth), the *PGPA Act* and associated instruments and policies. AIATSIS aims to provide high-quality information to our shareholder minister, the parliament, our customers and the public through clearly linked and integrated planning and reporting, as summarised in Figure 10.

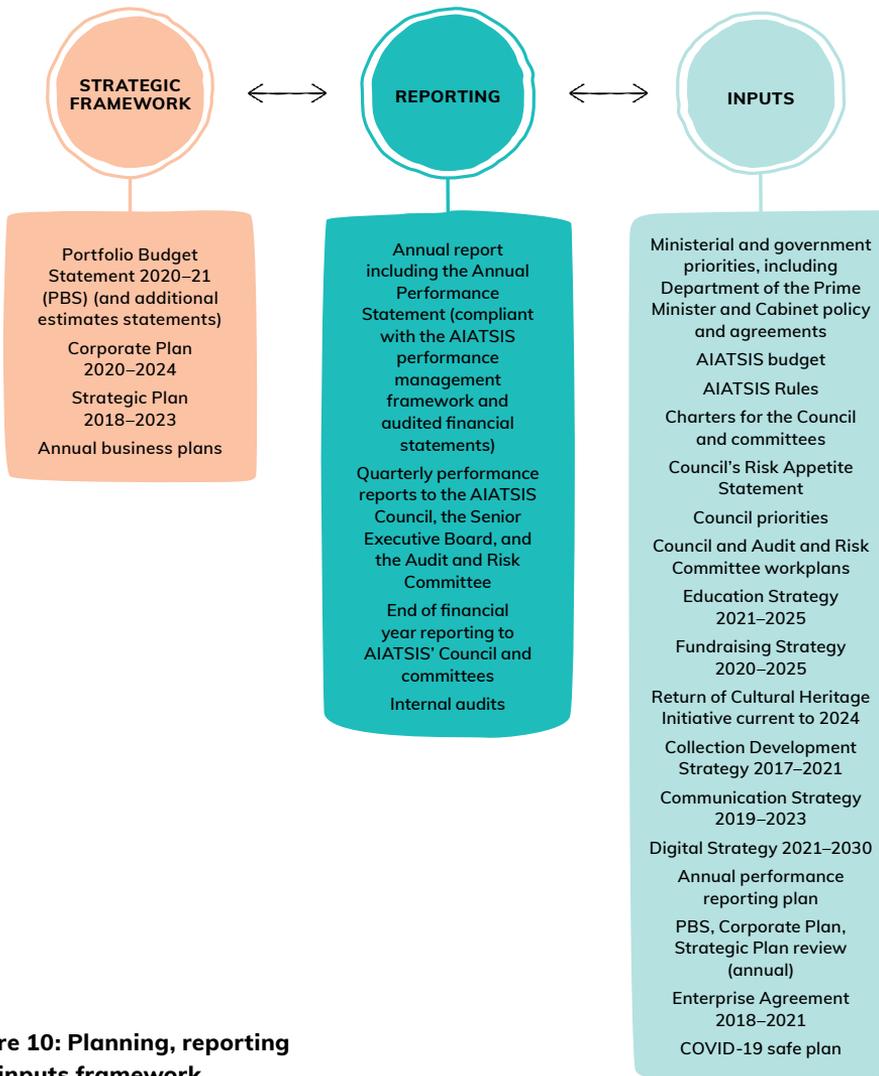


Figure 10: Planning, reporting and inputs framework

Portfolio Budget Statement 2020–21

Our PBS sets out how we intend to expend our annual appropriation.

AIATSIS was appropriated \$19.4 million to support our functions.

Performance ratings for 2020–21

Against the backdrop of the pandemic curtailing our performance, AIATSIS has self-rated its performance using the following approach:

- 1 = fully achieved, very few or no shortcomings
- 2 = substantially achieved, despite a few shortcomings
- 3 = partially achieved, benefits and shortcomings finely balanced
- 4 = very limited achievement, extensive shortcomings
- 5 = not achieved

The results are:

- 1 = fully achieved, very few or no shortcomings
- LEAD AND INFLUENCE ON ABORIGINAL AND TORRES STRAIT ISLANDER RESEARCH ETHICS AND PROTOCOLS AND COLLECTIONS. Progress on ensuring we speak authoritatively, articulate national priorities, arbitrate standards and innovate in ethical, impactful evidence based research and collection practices.

- PARTNER AND COLLABORATE WITH OUR COMMUNITIES, PARTNERS AND GOVERNMENTS. Progress on ensuring we have diverse and enduring partnerships and networks in Australia and across the world underpinned by culturally competent work practices.
- ADVISE ON ABORIGINAL AND TORRES STRAIT ISLANDER CULTURES AND HERITAGE. Progress on ensuring we are a trusted adviser delivering world class expertise on the situation and status of Aboriginal and Torres Strait Islander cultures and heritage.
- 2 = substantially achieved, despite a few shortcomings
- PROMOTE BETTER UNDERSTANDING OF INDIGENOUS PEOPLES, CULTURE AND HERITAGE. Progress on ensuring we are the national forum for dialogue and on delivering transformative experiences, high-quality exhibitions, products and publications.
- 3 = partially achieved, benefits and shortcomings finely balanced
- BUILD AND PRESERVE A NATIONAL COLLECTION AND MAKE IT ACCESSIBLE. Progress on ensuring our collection is representative, relevant, diverse, accessible and digital.

TABLE 1: Build and preserve a national collection and make it accessible

Progress on ensuring our collection is representative, relevant, diverse, accessible and digital.

Performance criteria topics:	Growth Accessibility Digitisation
Performance measures summary:	Growth: Increase by 2% (printed and published media (titles), manuscripts (titles), audio (hours), pictorial (items), film (feet), video (hours), art and objects (items). Accessibility: increase the number of requests met and items provided by 1.5% from 2019–20; action 100% of requests within 60 days . Digitisation: Increase in the proportion of collection digitised by 5% .
Source:	Corporate Plan 2020–2024 Page 13. PBS 2020–21 Page 87.
Result:	3 = partially achieved, benefits and shortcomings finely balanced.
Analysis:	<p>Growth</p> <p>Overall growth of the Collection slowed to an average of 1.22% against the target of 2.0%, possibly as a result of the pandemic and interruptions to accessioning of material. However, year on year there has been an increase in the amount of audio, film, photographic and art and object accessions. It is expected that growth in the film and analogue video formats will remain low given the decreasing use of these formats, although as we approach the 2025 deadline for the viability of magnetic media we can still expect to see deposits of historical material.</p> <p>Accessibility</p> <p>The Collections Transformation Strategy aims to implement improved workflows and new systems, including the creation of discoverable finding aids for unpublished formats. The number of catalogue records upgraded and photographic item-level descriptions has again increased on previous years.</p> <p>The impact of the pandemic meant fewer people were able to personally visit AIATSIS; however, the 20% increase in items supplied indicates the growing awareness of the services offered by AIATSIS. The growth in Aboriginal and Torres Strait Islander individuals (16%) and groups (489%) requesting items is significant, balanced by a decline in requests from non-Aboriginal and Torres Strait Islander individuals (-66%). Overall, requests grew by 19%. The location of requesters fluctuates. A 156% increase from NT, 48% from NSW and 55% from Queensland is balanced by a decline from overseas, the ACT and Tasmania.</p> <p>The impact of the pandemic is quantified in three tables (1b, 1c and 1d) which demonstrate our performance in increasing the number of requests for accessing the collection.</p> <p>84% of requests across all categories in the Collection were actioned within 60 days which did not meet the target of 100%.</p> <p>Digitisation</p> <p>The target of 5% growth was only achieved in motion picture and video, with audio new deposits almost equalled to the volume digitised and reduced the percentage gained. Although the manuscript percentage is a 0.33% increase, it represents a significant volume with the digitisation of 49,160 pages from 282 major titles.</p> <p>The pandemic reduced the number of operational staff working on digitisation in the building at any one time to 50% or less, reducing the output volumes in a similar amount. Regardless of these issues significant progress was made towards digitising all at-risk audio and video materials, with the digitisation of magnetic film soundtrack now at 100% of the current collection. When averaged across the remaining collection categories there was a continued progress of 3.35% increase from the previous year.</p>

Table 1a: Collection growth

Performance criterion: Collection growth

Performance measure: Increase in AIATSIS collection growth

Target: 2% growth from 30 June 2020 baseline

Growth in media type	Size of collection 30 June 2020	2019–20 growth	2020–21 growth	% Growth 2020–21
Printed and published media (titles)	62,731	867	688	1.10%
Manuscripts (titles)	12,666	243	143	1.13%
Audio (hours)	41,851	527	770	1.84%
Pictorial (items)	719,300	10,635	12,971	1.80%
Film (feet)	6,788,451	0	10,400	0.15%
Video (hours)	14,708	259	4	0.03%
Art and object (items)	6,553	45	163	2.49%

Outcome: Overall growth of the collection slowed in 2020–21, possibly as the result of the COVID-19 pandemic and interruptions to accessioning of material. In addition, for printed and published media we undertook a large-scale removal of duplicates throughout 2020–21, resulting in an overall reduction in growth in that format. However, year on year there has been an increase in the amount of audio, film, photographic and art and object accessions. It is expected that growth in the film and analogue video formats will be low in future years given the decreasing use of these formats, although as we approach the 2025 deadline for the viability of magnetic media we can still expect to see deposits of historical material.

* AIATSIS has received almost no offers of film material in recent years.

Table 1b: Collection accessibility—accessibility

Performance criterion: Collection accessibility

Performance measure: Number of requests met and items provided by source and location

Target: 1.5% from 2019–20

Number of collection searches, enquiries and requests	2018–19 result	2019–20 result	2020–21 result	change from 2019–20
Enquiries and requests received (email/phone/in-person/online form)	3,255	3,046	3,065	0.62%
Complex user requests including Return of Material to Indigenous Communities (ROMTIC) completed	1,378	1,256	1,222	-2.71%
Collection items supplied	4,585	4,023	4,934	22.64%
Onsite visitors/clients	1,410	1,317	638	-51.55%
Items used in reading room	5,358	3,615	1,208	-66.58%
Video (hours)	14,708	259	4	0.03%
Art and object (items)	6,553	45	163	2.49%

Outcome: The results in each of the categories reflect the impact of the pandemic, with fewer people able to personally visit AIATSIS. The 22% increase in items supplied indicates the growing awareness of the services offered by AIATSIS.

Table 1c: Collection accessibility—number of collection items supplied by source of request

Performance criterion: Collection accessibility

Performance measure: Number of requests met and items provided by source and location

Target: 1.5% from 2019–20

	Aboriginal and Torres Strait Islander individual	Aboriginal and Torres Strait Islander organisation or community	Non-Aboriginal and Torres Strait Islander individual	Non-Aboriginal and Torres Strait Islander organisation or community	Total
2019–20	2,093	270	1,566	94	4,023
2020–21	2,476	1,641	535	282	4,934

Outcome: This table is for AIATSIS performance management and record keeping. Target numbers for the source of requests are not published in the PBS and Corporate Plan. However, growth in requests from Aboriginal and Torres Strait Islander individuals (16%) and groups (489%) requesting items is significant. This is balanced out by the 66% decrease in requests from Non-Aboriginal and Torres Strait Islander individuals. The total growth in requests increased by 19%.

Table 1d: Collection accessibility—number of collection items supplied by location of requester

Performance criterion: Collection accessibility

Performance measure: Number of requests met and items provided by source and location

Target: 1.5% from 2019–20

	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Overseas	Total
2019–20	740	927	366	670	125	85	316	125	670	4,023
2020–21	351	1,372	938	1,044	465	55	310	374	25	4,934

Outcome: This table is for AIATSIS performance management and record keeping. AIATSIS is committed to maintaining records on both the sources and the locations of requests. The spread of locations of requesters fluctuates. Increases of 156% from the NT, 48% from NSW and 55% from Queensland are balanced by declines from overseas (-96%), the ACT (-53%) and Tasmania (-35%).

Table 1e: Collection accessibility—requests accessed within service standard

Performance criterion: Collection accessibility

Performance measure: Number of requests met and items provided by source and location

Target: 100% of requests across categories are actioned within 60 days

	2019–20	2020–21
Proportion of requests actioned within 60 days	97%	84%

Outcome: Tables 1c and 1d list the sources and locations of requests. This table demonstrates our promptness in responding to requests. The 100% target published in the PBS and Corporate Plan was not met because of the pandemic.

Table 1f: Collection growth and accessibility—proportion of collection digitised by format

Performance criterion: Collection digitisation

Performance measure: Provide an overall increase in the proportion of the collection digitised by format

Target: 5% from 2019–20

	Size of collection 30 June 2021	% of collection digitised 2019–20	% of collection digitised 2020–21	No of items digitised 2020–21	% increase in total items digitised in 2020–21
Manuscripts	12,512 titles	4.22	4.55	282	+0.33
Audio (hours)	42,621 hours	88.97	89.81	1,047	+0.84
Pictorial (items)	732,271 items	60.93	63.23	24,738	+2.30
Film (feet)	6,798,451 feet	32.84	38.50	273,587	+5.66
Video (hours)	14,712 hours	54.24	62.45	925	+8.21
Film sound (hours)	1,075 hours	93.69	100.00	0	0
Art and object (items)	6,716 items	27.32	30.11	237	+2.79
				Overall increase	2.88%

Outcome: This table is for AIATSIS performance management and record keeping. Target numbers for the source of requests are not published in the PBS and Corporate Plan. However, growth in requests from Aboriginal and Torres Strait Islander individuals (16%) and groups (489%) requesting items is significant. This is balanced out by the 66% decrease in requests from Non-Aboriginal and Torres Strait Islander individuals. The total growth in requests increased by 19%.

TABLE 2: Promote better understanding of indigenous people’s cultures and heritage

Progress on ensuring we are the national forum for dialogue and we are delivering transformative experiences and high-quality exhibitions, products and publications.

Performance criteria topics:	Communication Education and cultural learning	Public events Publishing (Aboriginal Studies Press)
Performance measures summary:	<p>Communication: At least 70% of survey respondents rate our public communication, education and engagement as having high-level impact.</p> <p>Education and cultural learning: Increasing the number and type of activities with an education focus.</p> <p>Public events: Deliver at least 5 public events; 70% of survey respondents rate our events as having high-level impact.</p> <p>Publishing: Majority Aboriginal and Torres Strait Islander authorship of Aboriginal Studies Press publications; deliver 8 publications.</p>	
Source:	Corporate Plan 2020–2024, pages 14 and 15. PBS 2020-21, page 69.	
Result:	2 = substantially achieved, despite a few shortcomings.	
Analysis:	<p>AIATSIS is developing impact methodology with a target of 70% for the number and quality of public communication, education and engagement activities. The methodology also includes measuring the number and satisfaction of attendees at AIATSIS events. Consequently, the target of 70% cannot be reported on, although anecdotally feedback has been positive.</p> <p>Communications</p> <p>As anticipated, the initial impact of the pandemic on our media engagement decreased as online engagement increased. Notable results that reflect this change in engagement are AIATSIS Newsletter subscribers increasing by 63%, excluding Native Title and Research Exchange Newsletter subscribers, and our social media audience increasing by 53.6%. Total audience grew to 59,965, a 53.6% increase on the previous year. Engagements (people interacting with us in some way) were also up, from 170,395 in 2019–20 to 247,071. An evaluation methodology is currently in development to measure high-level impact; however we are pleased with the growth in our online presence.</p> <p>Engagement and cultural learning</p> <p>The rapid growth of interest in Core Cultural Learning is demonstrated by institutional uptake growing by 19% last year and 30% this year. Council’s endorsement of education as a strategic initiative implies the growing importance of this activity.</p> <p>This annual report measures sales and downloads of The Little Red Yellow Black Book (LRYBB) and the AIATSIS Map of Indigenous Australia, both of which have increased. It also measures sales and downloads of the teaching resources for LRYBB and Our Land, Our Stories (OLOS), both of which decreased. A slight decrease in figures for OLOS and LRYBB web resources was expected following the first year of release. For this reporting period OLOS sales were \$825,623.17. New education products are in development.</p> <p>Public events</p> <p>We exceeded the target despite having fewer attendees due to COVID-19 restrictions. Our signature event, the AIATSIS Summit, plus the three live streamed virtual events drew lower numbers than in previous years, as expected – a 63% decline.</p> <p>Publications program</p> <p>The number of publications (books, journal editions, other publications) grew by 100% in 12 months and the number of Aboriginal and Torres Strait Islander people who publish via Aboriginal Studies Press continues to grow.</p>	

Table 2a: Communications—number and quality

Performance criterion: Communication

Performance measure: Number and quality of public communication, education and engagement assessed through surveys/feedback channels

Target: 70% of respondents indicate high level impact

Measure	2018–19 result	2019–20 result	2020–21 result
Number of public communications:	62,731	867	688
Media releases, alerts and web news stories	35	24	31
Media interviews with AIATSIS staff or affiliates	43	14	13
Requests for content or information by media	66	170	151
E-newsletter—issues distributed	10	12	17
Newsletter subscribers	Not reported	4,409	7,211*
Media mentions (hard copy and digital)	928	1,843	607
Social media audience (LinkedIn, Facebook, Instagram, Twitter)	39,122	47,549	59,965 **
Surveys distributed (internal and external)	Not reported	9 +70% in online engagement	20
Quality of public communications, assessed through surveys/feedback channels—percentage of respondents who agreed 'high level impact'	Not reported	Evaluation process still being developed	Impact evaluation methodology in development.

Outcome: An evaluation methodology is currently in development to measure high-level impact (as specified in the PBS and Corporate Plan). Performance targets were either met or exceeded. In this reporting period, the impact of the pandemic on our media engagement decreased, and online engagement increased. An increase in AIATSIS Newsletter subscribers by 63% (excludes Native Title and Research Exchange Newsletter subscribers) and an increase in our social media audience by 53.6% are two notable results.

* figures includes subscribers to the AIATSIS Newsletter. Native Title Newsletter and Research Exchange Newsletter reach a further 3,066 subscribers.

** social media is another indicator of our performance in this area.

Engagement numbers (instances where people interacted with our social media in some way) increased from 170,395 in 2019–20 to 247,071.

Facebook – audience 32,671; engagements 176,800

Twitter – audience 10,653; engagements 27,942

Instagram – audience 10,439; engagements 16,826

LinkedIn – audience 5,973; engagements 25,316

YouTube – audience 229; engagements 187

Table 2b: Engagement with education

Performance criterion: Education and cultural learning

Performance measure: Increase in number and type of activities with an education focus

Target:

Measured by:

1. % increase in uptake of Core cultural learning (sales or users)
2. % increase in utilisation of education products and services

Measure	2018–19 result	2019–20 result	2020–21 result
Core Cultural Learning—institutional uptake	92	110	143
Utilisation of AIATSIS education products—purchases/downloads of curriculum resources	25,866	30,585	31,915 (LRYBB)
Existing resources (The Little Red Yellow Black Book (LRYBB) and AIATSIS Map of Indigenous Australia)	25,866	20,647	27,108 (OLOS)
New resources (The Little Red Yellow Black Book teaching resources, Our Land, Our Stories (OLOS))	N/A	1,509	1,330 kits sold
	N/A	8,429	6,461 web views LRYBB
New educational activities and resources introduced	New measure	2	0

Outcome: Products and services designed to educate are integral to our success. With the rapid growth of interest in Core and the Council's endorsement that education is a strategic priority, the measures published in the PBS and Corporate Plan need refinement. For this reporting period OLOS sales were \$ 825,623.17. A slight decrease in figures for OLOS and LRYBB web resources was expected following the first year of release. New education products are in development.

Table 2c: Public event

Performance criterion: Publishing (Aboriginal Studies Press) Public events

Performance measure: Number and satisfaction of attendees at AIATSIS events

Target:

5 annual events

70% of respondents indicate high level impact

Measure	2019–20 result	2020–21 result
Number of AIATSIS public events	9	11
Number of attendees at AIATSIS public events	3,700	1320
Satisfaction levels reported by attendees at AIATSIS events.	Majority 'excellent'	Majority 'excellent'

Outcome: The 2020–2021 result exceeded the target despite fewer attendees due to COVID-19 restrictions. Our signature event, the AIATSIS Summit, had 910 delegates across the 5-day program. These attendance numbers include participation rates for the 3 live streamed virtual events we held, but not the participation rate for the online Indigenous Art Market, as the AIATSIS website provided direct links to the art market website that managed the e-commerce exchanges.

Table 2d: Publication program

Performance criterion: Publishing (Aboriginal Studies Press)

Performance measure: Increase Indigenous authorship through ASP Publications

Target:

Majority Indigenous authors

Publish 8 or more publications annually

Measure	2019–20 result	2020–21 result
Number of publications (books, journal editions, other publications)	13	20 other + 8 ASP publications = 28
Number of ASP authors—Aboriginal and Torres Strait Islander/total	5 Aboriginal and Torres Strait Islander authors or contributors/6 books	Majority Aboriginal and Torres Strait Islander authors or contributors/6 books, 1 journal and 1 research report

Outcome: 28 publications across all types far exceeded the target of 8. Eight titles were published by ASP. Other publications include 7 Newsletters, 6 Research Reports and 7 Community Reports. The number and proportion of Aboriginal and Torres Strait Islander people publishing through ASP continues to grow (29% in 2020–2021).

'Other publications' includes newsletters and community and research reports.

TABLE 3: Lead and influence on Aboriginal and Torres Strait Islander research, ethics, protocols and collections

Progress on ensuring we speak authoritatively, articulate national priorities, arbitrate standards and innovate in ethical, impactful evidence-based research and collection practices

Performance criteria topics:	Code of Ethics Ethics clearances	Collections protocols and standards Requests for advice	Influence in research
Performance measures summary:	<p>Code of Ethics: Improve its use and influence, with approximately 5,000 downloads and/or references.</p> <p>Ethics clearances: Maintain approximately 20.</p> <p>Collections protocols and standards: Increase utilisation of AIATSIS Collections Access and Use Policy, Austlang and thesauri to 600 application and usage events.</p> <p>Influence in research: 5% more formal research relationships; At least 100 publications or presentations by AIATSIS staff.</p> <p>Requests for advice: At least 15 requests for advice and input on Aboriginal and Torres Strait Islander research.</p>		
Source:	Corporate Plan 2020–2024, page 16. PBS 2020–21, page 70.		
Result:	1 = fully achieved, very few or no shortcomings		
Analysis:	<p>Code of Ethics</p> <p>Statistics for downloads of the Code of Ethics for Aboriginal and Torres Strait Islander Research were not available for the entire reporting period; however, in the first 10 days after the Code was released in October 2020 (replacing Guidelines for Ethical Research in Australian Indigenous Studies (GERAIS)) it was downloaded 623 times.</p> <p>Ethics clearances through Research Ethics Committee</p> <p>Ethics clearances far exceeded the target of 20 – by 500%. At the same time there was a decrease in the number of applications requiring resubmission, which reflects an improvement in the quality of applications received. Changes to procedures, committee membership and number of meetings were made to address the increase in demand for AIATSIS ethics review.</p> <p>AIATSIS collection protocols and standards</p> <p>Austlang data was downloaded 1,057 times, far exceeding the target of 600. The decrease from the previous year was expected following a high use rate in the first year of its release.</p> <p>Research – requests for advice</p> <p>The number of requests for advice significantly exceeded the target – by 423%. Advice includes general research advice and requests for ethics advice; further requests relating to education specific, language specific and native title specific queries; comment on reports and policy documents; academic peer review; and thesis examination. It also includes requests to participate on advisory committees, boards and review panels.</p> <p>Research partnerships</p> <p>The target of 21 partnerships was exceeded. Partnerships grew by 50% and their value by \$14.4 million (20.5%).</p> <p>Research presentations by staff</p> <p>Presentations were limited by COVID-19 restrictions on travel and gatherings and impacts on the academic sector. Nevertheless, the total number of publications and presentations exceeded the target. Staff presentations were boosted by opportunities at the AIATSIS Summit and engaging on the new Code of Ethics.</p>		

Table 3a: Use and influence of Guidelines for Ethical Research in Australian Indigenous Studies

Performance criterion: Use and influence of the AIATSIS Code of Ethics (formerly GERAIS)

Performance measure: Number of times GERAIS (AIATSIS Code of Ethics) utilised

Target: 5,000 downloads/references

Measure	2019–20 result	2020–21 result
Downloads of GERAIS/Code	7,095	7,540 engagements 2424 downloads (July-December)

Outcome: Data analytics for downloads was unavailable for the full year. Figures for the third and fourth quarters measure online 'engagements' with the Code of Ethics and GERAIS. Subject to change in data reportage type, this target has been met. Figures include use of both GERAIS and the new Code. The AIATSIS Code of Ethics for Aboriginal and Torres Strait Islander Research was released in October 2020 (replacing GERAIS) and in the first 10 days was downloaded 623 times. The Code framework diagram has been licensed for republication 3 times.

Table 3b: Ethics clearances by external clients through the Research Ethics Committee

Performance criterion: External use of ethics clearances through Research Ethics Committee

Performance measure: Number of ethics clearances annually

Target: 20 annually

Measure	2019–20 result	2020–21 result
Number of ethics clearances for external clients	49	122

Outcome: This target (and previous year results) has been significantly exceeded – 500% more than the target of 20 clearances. A proportion of the increase (14 applications) can be attributed to the research exchange first-round grantees ethics review. This overall increase includes a decrease in the number of applications requiring resubmission, which reflects an improvement in the quality of applications received. Changes to procedures, committee membership and number of meetings were made to address the increase in demand for AIATSIS ethics review.

Table 3c: Take up of our collections protocols and standard

Performance criterion: Take up of AIATSIS collection protocols and standards

Performance measure: An increase in the utilisation of AIATSIS Collections' access and use policy, Austlang and Thesauri

Target: 600 application and usage events

Measure	2018–19 result	2019–20 result	2020–21 result	% change
Austlang dataset downloads from data.gov.au	New measure	2,403	1,057	-56

Outcome: The Austlang data set is made freely available through data.gov.au. The Austlang data has been downloaded 1057 times. This far exceeds the target of 600. The decrease from the previous year result was expected following a high use rate in the first year of its release.

Table 3d: Our influence in Aboriginal and Torres Strait Islander research—requests for advice

Performance criterion: AIATSIS influence in Aboriginal and Torres Strait Islander research

Performance measure: Number and type of requests for advice and input on Aboriginal and Torres Strait Islander research

Target: + 15 requests

Measure	2018–19 result	2019–20 result	2020–21 result	% change
Requests for advice and input on research	Not reported	521	2036	423% increase

Outcome: The result from 2019–20 has been significantly exceeded (423%). The majority of requests are for general research advice and requests for ethics advice. Other further requests relate to: education specific, language specific, and native title specific queries; comments on reports and policy documents; academic peer review; and thesis examination. Also included in this performance measure are requests to participate on advisory committees, boards and review panels. Some of the increase can be attributed to improved reporting on requests.

Table 3e: Our influence in Aboriginal and Torres Strait Islander research—research partnerships

Performance criterion: AIATSIS influence in Aboriginal and Torres Strait Islander research

Performance measure: Number and value of partnerships measured through formal research relationships

Target: 5% increase in number

Measure	2018–19 result	2019–20 result	2020–21 result	% change
Number of research partnerships	14	20	53	+33 (165%)
Value of partnerships	\$2,407,150	\$11,960,748	\$19,025,584	+59%

Outcome: The target of 21 partnerships was exceeded. Partnerships have more than doubled since the previous year and their value has increased by \$7.06 million. The most significant increase in number of partnerships is from the research exchange grants. The Indigenous Research Fund of \$10 million is the most significant portion of the current value and is due to expire in 2021–22. Apart from this, there has been an increase in other funding which reflects a growth in research revenue and improved reporting. Partnerships under this performance indicator include those underpinned by a funding or research agreement or research project plan. Partnerships may include more than 2 parties (See appendix E for a list of partnership projects). Value is calculated on the full life of the project (including multi-year projects).

Table 3f: Our influence in Aboriginal and Torres Strait Islander research—research publications

Performance criterion: AIATSIS influence in Aboriginal and Torres Strait Islander research

Performance measure: Number of publications and presentations by staff by type

Target: 100 publications annually

Measure	2019–20 result	2020–21 result
Number of staff publications	26	43
Number of staff presentations	65	70
Total	89	113

Outcome: Presentations by staff were impacted in the first half of the year by COVID-19 restrictions on travel and gatherings and impacts on the academic sector. Nevertheless, total publications and presentations exceeded the target and the outcome for the previous 2 years. Staff presentations at the AIATSIS Summit contributed to the overall result as did project closures and publication of results from multi-year projects. Information and training sessions on the new AIATSIS Code of Ethics also contributed to an upturn in presentations.

TABLE 4: Partner and collaborate with our communities, partners and governments

Progress on ensuring we have diverse and enduring partnerships and networks in Australia and across the world underpinned by culturally competent work practices

Performance criteria topics:	Membership Collaborations and networks	Communities Partnerships
Performance measures summary:	<p>Membership: Adding more than 10 new members and conducting approximately 3 member events.</p> <p>Collaborations and networks: 3 research collaborations; 3 research networks.</p> <p>Communities: 50 engagements with Indigenous communities.</p> <p>Partnerships: 5 strategic partnerships and 20 partnership projects.</p>	
Source:	Corporate Plan 2020–2024, page 17. PBS 2020-21, page 71.	
Result:	1 = fully achieved, very few or no shortcomings	
Analysis:	<p>Membership</p> <p>The target of 10 new members was exceeded. We now have 706 members. This year 22% of members participated in AIATSIS Council elections and 22 members served on AIATSIS advisory committee boards.</p> <p>Research collaborations and networks</p> <p>This measure relates to collaborations and networks that are not underpinned by research agreements. The number of collaborations increased by 85% (from 26 to 48), far exceeding the target of 3. The number of formal and informal networks we are involved in that share research, information and good practice grew by an estimated 33%. This year's results show an increase from the previous year and far exceed the target of 3 networks and 3 collaborations.</p> <p>Communities</p> <p>While there was an overall increase in community interactions, some types of interaction were lower than in previous years, reflecting travel restrictions and cancellation of community events. A significantly higher number of sponsored delegates from communities at the AIATSIS Summit reflects rebounds from the cancellation of the Native Title Conference in June 2020 and is comparable with previous years. The number of communities engaged as research partners was boosted by community-led research grants through the Indigenous Research Exchange.</p> <p>Partnerships</p> <p>Overall our involvement in partnerships continued to increase. In the 24 months since 2018–19 the number of projects grew by 13% and the number of strategic partnerships by 64%. The targets of 5 strategic partnerships and 20 project partnerships were significantly exceeded, with a total of 18 strategic partnerships and 39 project partnerships currently active.</p>	

Table 4a: AIATSIS membership

Performance criterion: AIATSIS membership

Performance measure: Annual increase to the AIATSIS membership

Target:

Increase by 10 new members

3 members' events annually

Measure	2020–21 result
New AIATSIS members	23 new members
Members events—total	0

Outcome: The target of 10 new members was exceeded. The target of 3 members' events was not achieved due to COVID-19 restrictions. Members were invited to join the Australian Aboriginal Studies Journal editorial team (3 members appointed). A membership drive was conducted with a stall at the AIATSIS Summit, and members took advantage of discounts for attendance at the summit. There were 22 members serving on AIATSIS advisory committee boards, and 22% of members participated in elections for Council.

Table 4b: Research collaborations and networks

Performance criterion: Research collaborations and networks

Performance measure: Type, number and level of interactions in research collaborations

Target: 3 research collaborations

Measure	2018–19 result	2020–21 result	% change
No. of research collaborations*	New measure	48	N/A

Outcome: This measure captures research collaborations that are not underpinned by research agreements. This year's results exceed the previous years' total of 26 collaborations and far exceeds the target of 3 collaborations.

* Includes multi-party projects, co-convened or co-authored publications and joint presentations.

Table 4c: Research networks and collaborations

Performance criterion: Research collaborations and networks*

Performance measure: Number and type of research networks

Target: 3 networks

Measure	2018–19 result	2019–20 result	2020–21 result	% change
Number of networks	New measure	12	16	N/A

Outcome: This measure captures formal and informal networks that share research, information and good practice. It includes networks that AIATSIS convenes as well as those in which we are a member. While there is no base line from 2018–19, this year’s results show an increase from the previous year and far exceed the target of 3.

* Formal or informal coordination with an organisation for the purposes of information-sharing or community of practice.

Table 4d: Interaction with Aboriginal and Torres Strait Islander communities

Performance criterion: Interaction with Aboriginal and Torres Strait Islander communities

Performance measure: Interactions with Aboriginal and Torres Strait Islander communities by type

Target: 50 engagements

Measure	2018–19 result	2019–20 result	2020–21 result	% change
Aboriginal and Torres Strait Islander communities as project partners	New measure	44	65	45.45%
AIATSIS conference stalls/booths at Aboriginal and Torres Strait Islander community events	New measure	6	7	16.67%
Aboriginal and Torres Strait Islander sponsored delegates at AIATSIS conferences/events	New measure	12	80	566.66%
Community visits by AIATSIS	New measure	11	34	209.09%
Family History Unit workshops	New measure	3	6	100%
Community visits to AIATSIS	New measure	22	44	272.72%
TOTAL		98	234	138.77%

Outcome: The results show an overall increase in community interactions. Some types of interaction were comparatively lower than previous years, reflecting travel restrictions and cancellation of community events over 2020 and 2021. A significantly higher number of sponsored delegates reflects the cancellation of the native title conference in 2020-21 but is consistent with previous years. The number of communities engaged as research partners was given a boost by the awarding of community led research grants through the Indigenous Research Exchange.

Table 4e: Partnerships in place

Performance criterion: Partnerships in place

Performance measure: Number of partnerships, partnership projects and those formalised through a MoU

Target: 20 partnership projects and 5 strategic partnerships

Measure	2018–19 result	2019–20 result	2020–21 result	% change since 2018–19
Partnership projects*	27	29	39	13.8%
Strategic partnerships^	11	16	18	63.64%

Outcome: AIATSIS entered in to 6 new collaboration or partnership agreements for research projects this year and 14 research grant agreements. 6 projects came to a close and 3 dictionaries were completed. AIATSIS entered into 2 new MoUs this year to establish strategic partnerships with organisations that share our vision. One MoU has expired and 3 new MoUs are in preparation.

* Project partnerships entail a partnership/collaboration agreement with specific services/value.

^ Strategic partnerships are those established with broad goals of mutual benefit by MoU or other non-legally-binding arrangement.

TABLE 5: Advise on Aboriginal and Torres Strait Islander culture and heritage

Ensuring we are a trusted adviser delivering world-class expertise on the situation and status of Aboriginal and Torres Strait Islander cultures and heritage

Performance criteria topics:	Reports and policy briefs Engagement with government leaders
Performance measures summary:	Deliver 5 reports/policy briefs/ requests for advice and at least 10 engagements with Ministers, decision-makers and policy leaders, advisers and senior public servants.
Source:	Corporate Plan 2020–2024, page 18. PBS 2020-21, page 72
Result:	1 = fully achieved, very few or no shortcomings.
Analysis:	<p>Reports and policy briefs</p> <p>This target has been met with an increase of 200% in 12 months from 30 June 2020.</p> <p>Engagement with government leaders</p> <p>The target of 10 has been significantly exceeded with 74 substantive engagements with public officials to provide advice. Although in-person meetings, roundtables and other engagements were curtailed this year, AIATSIS continued to engage with key decision-makers in government and the Indigenous community in online forums. AIATSIS appeared as witness in two parliamentary inquiries</p>

Table 5a: AIATSIS reports and policy briefs produced

Performance criterion: AIATSIS reports and policy briefs produced

Performance measure: Number of reports, policy briefs and requests for advice

Target: 5 annually

Measure	2019–20 result	2020–21 result
Number of submissions, reports and advice	6	18

Outcome: This target has been significantly exceeded. AIATSIS has published 2 national survey reports, made 6 written submissions to government reviews and inquiries and published 4 policy briefs. AIATSIS responds to regular requests for advice from government agencies, including 6 specific roundtables or interdepartmental committee meetings.

Table 5b: Engagement with decision makers and policy leaders

Performance criterion: Engagement with Ministers, decision makers and policy leaders, advisers and senior public servants

Performance measure: Number and type of engagements

Target: 10 engagements annually

Measure	2019–20 result	2020–21 result
Engagements with Australian governments, including appearances before parliamentary committees and inquiries	14	12 REG 62 CEO

Outcome: This target has been significantly exceeded. Although in-person meetings, roundtables and other engagements were curtailed this year, AIATSIS continued to engage with key decision-makers in government and the Indigenous community. AIATSIS appeared as a witness in two parliamentary inquiries.

CASE STUDY 4:

Workforce capability during the pandemic

Spotlight on Lara McLellan – Assistant Director, International Engagement Strategy and Operations

Working during the pandemic taught me the importance of teamwork and how collectively we could achieve great things in spite of the new challenges we faced.



I was isolated from my team at the start of the outbreak and as a result was thrown into a new world of Zoom meetings and learning how to adapt home base to work functions. While the Zoom meetings helped to pull the team together officially, it was the behind the scenes banter on Zoom chat that helped us to feel we were in the office again. My team didn't work well in front of camera (we were all awkward); however, checking in with each other really helped to break down the isolation.

We soon learned how to support each other through trust. When we each needed it, motivation was a big part of this as there were some challenging times for us in isolation. We had good days and we had bad days – but we were always there for each other.

When needed, we also opened up and shared our journey of working from home, which helped to break the isolation down. We learned that we were still supporting each other to achieve what could be

achieved working from home. This helped to reinforce the fact we could still achieve outcomes by learning new skills to adapt to the new workflows. In fact, we could streamline processes and give great thought to improvements in workflow. I still remember the day I was given VPN access and could then access the catalogue from home base for the first time. This was a game changer – we were connected and functioning to upgrade records. This helped to create the meaningful activity that was needed.

When I finally returned to work after four months in isolation, I thought about the true benefits of having a great team. I missed them all and was keen to reconnect with them. I understood that team building was about each one of us working together towards the shared goals, remembering that what was most important was each person. I am proud of what they all achieved.

CASE STUDY 5:

Growing our ICT capability

Spotlight on Simon Spencer – Chief Information Officer

I joined AIATSIS in August 2020 after the creation of the Chief Information Officer role, and am excited to be a part of our digital transformation journey. The Digital Services team and I have worked hard to deliver the AIATSIS Digital Strategy 2030, which defines the required modernisation of our data and systems to support our staff and stakeholders and preserve the AIATSIS Collection.



To build and preserve a national collection of Aboriginal and Torres Strait Islander heritage requires a digital ecosystem enabling greater discovery, rapid innovation via online channels and new ways to extend the reach of AIATSIS across Australia.

The Digital Services team are leading and partnering with internal and external stakeholders to deliver greater digitisation and preservation outcomes through sustainable data storage, effective management of digital collection assets and enhanced online experiences to ensure the AIATSIS collection is discoverable, supports cultural resurgence and benefits all Australians.

Digital Services are working hard to deliver on our plan for the future and enable our staff with contemporary digital tools and capabilities. New ways of working are required and expected and our investment in ICT reflects the needs of our modern workforce.





PART 4.

Organisation

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Governance

See Part 2 for more information about AIATSIS' organisational structure.

Entities directing, advising and supporting AIATSIS

Three entities support the AIATSIS Council and eight support the Chief Executive Officer (CEO). There are many other entities that support the day-to-day business of AIATSIS - for example, the Consultative Committee, the COVID Taskforce and the Indigenous Caucus. Appendix B contains members' names, remuneration (for the AIATSIS Council and Audit and Risk Committee) and other support information. It should be noted that AIATSIS members also assist in advising on and supporting our work.

Advising the AIATSIS Council

- Audit and Risk Committee
- Membership Standing Committee
- Foundation Board

Advising the CEO

- Senior Executive Board
- Indigenous Research Exchange Advisory Board
- Research Advisory Committee
- Research Ethics Committee
- Native Title Research Advisory Committee
- Collections Advisory Committee
- Education Advisory Committee
- Publishing Advisory Committee

Risk management

AIATSIS' risk management framework sets out the key concepts and processes for managing risk within the institute. It guides the way we identify, manage and report risks that may affect the achievement of our outcomes. The framework aligns with the principles of the *Public Governance, Performance and Accountability Act 2013* (Cth) (PGPA Act) and Commonwealth Risk Management Policy.

The CEO and the Senior Executive Board oversee our framework. The Audit and Risk Committee provides independent advice and assurance to AIATSIS Council on the appropriateness of our accountability and control framework of risk oversight and management.

The AIATSIS Council's Risk Appetite Statement reflects the level of risk taking and tolerances that AIATSIS considers acceptable in achieving our objectives or managing a category of risk. AIATSIS is committed to ensuring that staff at all levels incorporate risk awareness into our culture and everyday business operations.

Business continuity management is integral to our risk management framework. Careful business continuity planning ensures that, if a business interruption event (BIE) occurs, we can continue or quickly resume our critical functions and restore normal operations in a timely way. In the event of a BIE the CEO convenes our Business Continuity Management team, which is the central point of communications and coordination for our response and recovery.

In early 2020 we established a COVID-19 Taskforce to enable staff and management to continue 'business as usual' functions throughout the COVID-19 pandemic with minimal disruption to operations.

Fraud management

AIATSIS has a zero tolerance approach to fraud and takes all reasonable measures to deal with fraud matters.

AIATSIS' Fraud Control Framework provides assurance that the institute is managing its identified fraud risks appropriately. The plan is in place to ensure that AIATSIS complies with section 10 of the Public Governance, Performance and Accountability Rule 2014 and the Commonwealth Fraud Control Framework.

Overseen by our Senior Executive Board, we promote fraud prevention and awareness to staff by conducting regular mandatory fraud awareness training and executive messaging. In 2020–21 we reviewed and updated the Fraud Control Framework, including the Fraud Risk Assessment.

There were no instances of fraud in 2020–21.

Code of Conduct

AIATSIS maintains its standards of conduct in line with the Australian Public Service (APS) Values and Code of Conduct. All employees must adhere to these standards.

Capability development

Our Corporate Plan 2020–2024 sets out five focus areas that we use to strengthen and enhance our capability to achieve our purpose:

- Relationships – respectful engagement, working closely with government, partnering and collaborating on best practice.
- Governance – enhanced financial performance and resource management and meeting our legislative obligations and compliance requirements.
- Infrastructure – realising our infrastructure requirements.
- Workforce – strengthening leadership, cultural competency and increasing the number of Aboriginal and Torres Strait islander staff.
- Information and Communication Technology – AIATSIS Digital Services team have optimised our structure, developed a workforce plan, recruited and retained staff and contractors and initiated an IT Capability Improvement Program to improve capability across the institute.

We take these capability focus areas into account in discussing our performance reporting in Part 3.

In the corporate plan we identify two capability areas for continuing refinement and development:

- increased engagement with stakeholders
- facilities to support optional delivery of the institute's purpose.

Table 6: Entities advising the AIATSIS Council

Name	Role	Eligibility and appointed by	Meeting frequency	Number of members and meetings in 2020–21
Audit and Risk Committee	<p>Provides independent advice and assurance to the AIATSIS Council in line with the <i>Public Governance, Performance and Accountability Act 2013 (Cth)</i> (PGPA Act) and the <i>Public Governance, Performance and Accountability Rule 2014</i> in the areas of financial reporting, performance reporting, risk oversight and management and internal controls.</p> <p>(Functions are set out in the committee's charter: https://aiatsis.gov.au/about/who-we-are/governance-and-structure/committees. Its 2020–2021 work plan is referred to in Appendix C.)</p>	<p>The DCEO and at least 3 persons, appointed by the AIATSIS Council.</p> <p>Members must be persons who are not employees of the entity.</p> <p>Two-year term initially, extension of 2 terms subject to performance review.</p>	<p>Quarterly.</p> <p>Special meetings may be held to review AIATSIS' annual financial and performance statements or to meet other specific committee responsibilities.</p>	<p>Number of members: 5</p> <p>Number of meetings: 4</p>
Membership Standing Committee	<p>Provides advice on membership applications and engagement.</p>	<p>Three AIATSIS Council members.</p> <p>A chair and deputy chair are nominated by the committee members.</p> <p>Members' terms depend on each individual's term as a member of the AIATSIS Council.</p>	<p>Four times per year.</p>	<p>Number of members: 4</p> <p>Number of meetings: 4</p>
Foundation Board	<p>Guides AIATSIS' fundraising activity; connects AIATSIS with strategic partners, including communities, philanthropists, industry, social enterprises and individual donors; and provides advice to the AIATSIS Council and Executive on Foundation Board matters.</p> <p>(Functions are set out in the board's charter.)</p>	<p>Minimum of 5 members and a maximum of 9 members appointed by the AIATSIS Council, as well as the CEO of AIATSIS is also a member.</p> <p>A majority of Aboriginal and Torres Strait Islander members and a gender balance.</p> <p>Three-year terms.</p> <p>No more than 2 consecutive terms.</p>	<p>At least four times per year.</p>	<p>Number of members: 5-9 plus the CEO.</p> <p>Number of meetings: 4</p>

Table 7: Entities supporting the CEO

Name	Role	Eligibility and appointed by	Meeting frequency
Senior Executive Board	Ensures the transition of AIATSIS Council directives through to the business plans programs. Also provides leadership and strategic management of AIATSIS' operations. (No formal charter.)	The CEO, Deputy CEO and 3 Executive Directors, from: <ul style="list-style-type: none"> • Collections Services Group • Research and Education Group • Promotions and Engagement Group. The DCEO is also the Executive Director of the fourth group; Strategic Operations Group	At least twice a year.
Collections Advisory Committee	Provides advice on matters to do with collection development, management and access, including advice on proposals for major donations or deposits, policy development, risks to the collections, major projects and strategic issues. (Functions set out in the committee's charter.)	In recess.	None.
Native Title Research Advisory Committee	Provides advice to the CEO on the AIATSIS native title research priorities program of the Native Title Research Unit and activities. (Functions set out in the committee's charter ratified in September 2018.)	At least 5 and no more than 12 members, appointed by the CEO. Must include: <ul style="list-style-type: none"> • The AIATSIS CEO (also the committee chairperson) or their nominated delegate • A representative of the primary funding body of the AIATSIS native title activities, nominated by the Commonwealth department responsible for Indigenous affairs and approved by the CEO (normally the First Assistant Secretary with responsibility for native title organisations) • The AIATSIS Executive Director of Research and Education • At least 2 native title experts who are in current practice, connected with native title processes and reflect the disciplinary diversity involved in native title practice. 	At least twice a year.
Research Advisory Committee	Provides strategic advice to the CEO on AIATSIS research matters. (Functions set out in the committee's charter ratified on January 2019.)	Up to 10 experts, appointed by the CEO, as well as: <ul style="list-style-type: none"> • The AIATSIS CEO (chairperson and ex officio) • The AIATSIS Executive Director of Research and Education (ex officio). 	At least twice a year.

Name	Role	Eligibility and appointed by	Meeting frequency
Indigenous Research Exchange Advisory Board	Provides advice on the strategic direction of the Indigenous Research Exchange. (Terms of reference were ratified in May 2019.)	Comprises: <ul style="list-style-type: none"> • The members of the AIATSIS Research Advisory Committee • A member of the Senior Executive Service of the National Indigenous Australians Agency (ex officio) • Other experts appointed by the CEO from time to time. 	At least twice a year.
Research Ethics Committee	Provides independent review of the ethical aspects of research projects against the National Statement on Human Research Ethics and the AIATSIS Code of Ethics for Aboriginal and Torres Strait Islander Research. A registered Human Research Ethics Committee. The committee receives internal and external applications.	Must include a majority of Aboriginal and Torres Strait Islander members. As far as practicable, should reflect a gender and age balance. <ul style="list-style-type: none"> • Members are appointed by the CEO • Membership is in line with categories established by the National Health and Medical Research Council. • Members normally serve for 3-year terms. 	At least six times a year.
Education Advisory Committee	Provides expert advice to the CEO on the implementation of the AIATSIS Education Strategy. (Functions are set out in the committee's charter ratified in July 2020.)	Up to 8 members, as well as: <ul style="list-style-type: none"> • The AIATSIS CEO (ex officio) • The AIATSIS Executive Director of Research and Education (Chairperson and ex officio) • The AIATSIS Director of Education. 	At least twice a year.
Publishing Advisory Committee	Evaluates all manuscripts submitted and assessed and makes publishing recommendations to the chairperson. An advisory group to the CEO. (Functions set out in the committee's charter.)	Up to 4 experts, appointed by the CEO, as well as: <ul style="list-style-type: none"> • The AIATSIS CEO (chair and ex officio) • The Executive Director of Research and Education Group (ex officio) • The Director of ASP (ex officio). In appointing members, the CEO considers academic and writing credentials, diversity in Indigenous knowledge, gender balance and majority Indigenous membership.	At least twice a year.

Policy, business and operational environment

In 2020–21 no government policy orders that were in effect applied to AIATSIS. There were no significant judicial decisions or decisions of administrative tribunals; or any reports by the Auditor-General, any parliamentary committee, the Commonwealth Ombudsman or the Office of the Australian Information Commissioner that applied to us.

We were not subject to any ministerial directions made under an Act or instrument during 2020–21.

Strategic and 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.

The AIATSIS Council and the Senior Executive Board conduct a quarterly evaluation and assessment of the targets and measures in the corporate plan.

Financial resource management

In 2020–21 AIATSIS recorded a deficit of \$0.5 million. This resulted from a timing difference in the recognition of revenue and expenses for external funded projects.

In response to PGPA Rule Section 17BE (h) – (i) Significant non-compliance with the Finance Law, in 2020–21 the Minister received no reports of significant noncompliance with the finance law involving AIATSIS.

Table 8: Compliance with finance law

Description of non-compliance	Remedial action
None to report	None to report

External scrutiny

Our operations are scrutinised by external entities such as the Australian National Audit Office (ANAO), the Commonwealth Ombudsman and committees of the Australian Parliament.

On 13 February 2020 senior executives from AIATSIS appeared before the Standing Committee on Indigenous Affairs to provide a private briefing.

On 6 March 2020 senior executives from AIATSIS attended the Finance and Public Administration Legislation Committee Senate estimates hearing on cross-portfolio Indigenous matters. This was a normal estimates hearing, but the questioning touched on the proposed National Resting Place for Aboriginal and Torres Strait Islander ancestral remains.

The ANAO is responsible for auditing AIATSIS' annual financial statements. The ANAO has provided an unqualified audit opinion on our financial statements.

In 2020–21 we did not make any related entity transactions.

In 2020–21 we did not issue any indemnities to the AIATSIS Council, Council members or any officers of AIATSIS.

Environmental sustainability

We contribute to ecological sustainability through practices and initiatives in our collection and research programs.

Our research activity covers many land and water, culture and heritage and native title projects that continue to contribute an understanding of social, cultural and economic factors.

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

In 2020–21 we maintained our accreditation under the ACT Government ACTSmart Business Recycling Program.

This report is printed on recycled paper.

Advertising and market research

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

Managing our people

Employees

As at 30 June 2021 AIATSIS had 122 ongoing employees (compared with 121 at 30 June 2020) and 12 non-ongoing employees (compared with 14 at 30 June 2020) – 118 employees worked full time and 16 part time. 44 employees identified as Aboriginal and/or Torres Strait Islander (compared with 40 at 30 June 2020) – of those, 38 are employed in ongoing arrangements and six are non-ongoing.

The audited financial statement gives information on remuneration for key management personnel and also short-term employee benefits, post-employment benefits and other long-term employee benefits.

Tables 9–14 below present detailed statistics on our employees.

Key management personnel remuneration

During the reporting period ending 30 June 2021, 13 AIATSIS Council members and 6 executives met the definition of key management personnel. Appendix G contains remuneration information for:

- key management personnel
- senior executives
- other highly paid staff.

AIATSIS does not have other highly paid staff paid in the same remuneration bands as senior executives.

Information on key management personnel expenses is contained in the notes to the financial statements in Part 5

Table 9: Ongoing employees by location, 2020–21

	Male			Female			Total			
	Full-time	Part-time	Total Male	Full-time	Part-time	Total Female	Full-time	Part-time	Total Indeterminate	
NSW	1	-	1	-	-	-	-	-	-	1
Qld	-	-	-	-	1	1	-	-	-	1
SA	-	-	-	-	-	-	-	-	-	-
Tas	-	-	-	-	-	-	-	-	-	-
Vic	-	-	-	-	-	-	-	-	-	-
WA	-	-	-	-	-	-	-	-	-	-
ACT	46	2	48	60	12	72	-	-	-	120
NT	-	-	-	-	-	-	-	-	-	-
External Territories	-	-	-	-	-	-	-	-	-	-
Overseas	-	-	-	-	-	-	-	-	-	-
Total	47	2	49	60	13	73	-	-	-	122

Table 10: Non-ongoing employees by location, 2020–2021

	Male			Female			Total			
	Full-time	Part-time	Total Male	Full-time	Part-time	Total Female	Full-time	Part-time	Total Indeterminate	
NSW	-	-	-	1	-	1	-	-	-	1
Qld	-	-	-	-	-	-	-	-	-	-
SA	-	-	-	-	-	-	-	-	-	-
Tas	-	-	-	-	-	-	-	-	-	-
Vic	-	-	-	-	-	-	-	-	-	-
WA	-	-	-	-	-	-	-	-	-	-
ACT	5	-	5	5	1	6	-	-	-	11
NT	-	-	-	-	-	-	-	-	-	-
External Territories	-	-	-	-	-	-	-	-	-	-
Overseas	-	-	-	-	-	-	-	-	-	-
Total	5	-	5	6	1	7	-	-	-	12

Table 11: Ongoing employees by location, 2019–2020

	Male			Female			Total			
	Full-time	Part-time	Total Male	Full-time	Part-time	Total Female	Full-time	Part-time	Total Indeterminate	
NSW	-	-	-	-	-	-	-	-	-	-
Qld	-	-	-	-	-	-	-	-	-	-
SA	-	-	-	-	-	-	-	-	-	-
Tas	-	-	-	-	-	-	-	-	-	-
Vic	-	-	-	-	-	-	-	-	-	-
WA	-	-	-	-	-	-	-	-	-	-
ACT	51	1	52	57	12	69	0	0	0	121
NT	-	-	-	-	-	-	-	-	-	-
External Territories	-	-	-	-	-	-	-	-	-	-
Overseas	-	-	-	-	-	-	-	-	-	-
Total	51	1	52	57	12	69	0	0	0	121

Table 12: Non-ongoing employees by location, 2019–2020

	Male			Female			Total			Total
	Full-time	Part-time	Total Male	Full-time	Part-time	Total Female	Full-time	Part-time	Total Indeterminate	
NSW	-	-	-	-	-	-	-	-	-	-
Qld	-	-	-	-	-	-	-	-	-	-
SA	-	-	-	-	-	-	-	-	-	-
Tas	-	-	-	-	-	-	-	-	-	-
Vic	-	-	-	-	-	-	-	-	-	-
WA	-	-	-	-	-	-	-	-	-	-
ACT	5	0	5	8	1	9	0	0	0	14
NT	-	-	-	-	-	-	-	-	-	-
External Territories	-	-	-	-	-	-	-	-	-	-
Overseas	-	-	-	-	-	-	-	-	-	-
Total	5	0	5	8	1	9	0	0	0	14

Table 13: AIATSIS employees, 2019–2021

	Ongoing employees			Non-ongoing employees			Total		
	30 June 2019	30 June 2020	30 June 2021	30 June 2019	30 June 2020	30 June 2021	30 June 2019	30 June 2020	30 June 2021
Full-time employees	103	108	107	6	13	11	109	121	118
Part-time employees	13	13	15	1	1	1	14	14	16
Female employees	60	69	73	7	9	7	67	78	80
Male employees	56	52	49	0	5	5	56	57	54
Total	116	121	122	7	14	12	123	135	134

Table 14: Key management personnel

Name	Position	Term
Jodie Sizer	Council Chairperson	Full year
Myfany Turpin	Council member	Full year
Clint Bracknell	Council member	Full year
Ash Walker	Council member	Full year
Murray Saylor	Council member	Full year
Henrietta Marie	Council member	Full year
Judith Ryan	Council member	Full Year
Bart Pigram	Council member	Part year – departed 16 May 2021
Sue Kee	Council member	Part year – departed 16 May 2021
Michelle Deshong	Council member	Part year – appointed 17 May 2021
Duane Fraser	Council member	Part year – appointed 17 May 2021
Craig Ritchie	Chief Executive Officer	Full year
Michael Ramalli	Executive Director, Ngurra Business Case Project	Full year
Leonard Hill	Deputy Chief Executive Officer, Chief Operations Officer and Executive Director, Strategic Operations Group	Full year
Lyndall Ley	Executive Director, Collections Services Group	Full year
Lisa Strelein	Executive Director, Research and Education Group	Full year
Ben Phelps	Executive Director, Partnerships and Engagement Group	Part year – appointed 7 June 2021

Work health and safety

We acknowledge and are committed to fulfilling our responsibilities under the *Work Health and Safety Act 2011 (Cth)*, the *Work Health and Safety Regulations 2011* and the *Safety, Rehabilitation and Compensation Act 1988 (Cth)*.

During 2020-21 we:

- sustained a low number of workers' compensation claims - one claim
- maintained a low number of accepted workers' compensation claims - one claim.

We continue to focus on encouraging early identification, reporting and response to workplace hazards and injuries in the workplace to further improve work health and safety and return to work performance.

In 2020–21 we implemented many other initiatives to ensure the health, safety and welfare of our workers - for example, we:

- continued to support from the COVID-19 Taskforce to coordinate a whole-of-institution response to COVID-19
- maintained the rostering system to reduce the number of staff onsite at any one time and to ensure physical distancing
- gave staff in high-risk groups the option of working from home on a continuing basis during the pandemic
- gave all staff access to 10 days of paid leave to enable self-isolation or quarantining, in line with government direction to reduce the spread of COVID-19
- gave staff working from home a reimbursement of up to \$300 as a contribution to maintaining an ergonomic working environment while away from the office
- created a dedicated mailbox for staff to direct any COVID-19-related queries to

- created a dedicated COVID-19 page on the institute's intranet to provide staff updates and advice
- worked with our managers, through our early intervention program, to support ill or injured employees and help them to remain at work or return to work safely
- promoted our Employee Assistance Program and encouraged employees to access the program's physical and mental health and wellbeing services
- developed a Family and Domestic Violence Policy and guidance material that will include family and domestic violence training
- invited our employees to participate in the annual influenza vaccination program to reduce unscheduled absences during the influenza season.

Notifiable incidents

In 2020–2021, there were no notifiable incidents in relation to a serious injury of a person.

No investigations were carried out under part 10 of the *Work Health and Safety Act 2011*.

Carer recognition

AIATSIS is not responsible for the development, implementation, provision or evaluation of policies, programs or services directed to carers or the persons for whom they care. Our ongoing and non-ongoing staff are entitled to carers leave.



ATSIS

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The Shirley Ann Williams Award

Presented to

Pam Saunderson

In recognition of your dedication, contribution and
outstanding service to the
Australian Institute of Aboriginal and Torres Islander Studies

2021



VISITOR

P. Williams
9 March 2021

CASE STUDY 6:

Aboriginal and Torres Strait Islander women in leadership

Spotlight on Jude Barlow. Director People Services

I have worked with some of the most diverse groups of Aboriginal and Torres Strait Islander and non-Indigenous APS employees all across this country, all of them contributors to something bigger than themselves, all valuable and all of them truly capable people.

I have been led by some truly skilful leaders - people who lead by example, allow you to dream, and support and back you because they believe in you.

I have been an Australian Public Servant almost 20 years and I have witnessed true excellence - and, well, some things that were not so excellent.

I believe that we need to support great people to become great leaders. We need to grow them, train them and ensure they have the wherewithal and the humility to lead with passion, intellect, kindness and courage.



I struggle at times with my own leadership skills. Like everyone else, I too am only human. I am fallible. But I am lucky - I am resilient and very good at pulling myself up by my bootstraps when things look their darkest. I also get to live and work on the country of my Ngunnawal ancestors, and I am surrounded by family who remind me every day to keep my feet firmly planted on the earth of this country that is filled with stories, songs and memories.



Warlpiri artist Tess Napaljarri Ross with granddaughter Bethalia Kelly in Yuendumu, NT.



PART 5.

Audited financial statements

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Independent Auditors Report



INDEPENDENT AUDITOR'S REPORT

To the Minister for Indigenous Australians

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 2021:

- (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 2021 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 as at 30 June 2021 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;
- 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 (including Independence Standards)* (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
38 Sydney Avenue, Forrest ACT 2603
Phone (02) 6203 7300

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



Mark Vial
Acting Executive Director
Delegate of the Auditor-General

Canberra

26 August 2021

Statement by the Accountable Authority

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 2021 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 Council of the Australian Institute of Aboriginal and Torres Strait Islander Studies.



Ms Jodie Sizer

Chairperson
26 August 2021



Mr Craig Ritchie

Chief Executive Officer
26 August 2021



Ms Megan Frizell

Chief Financial Officer
26 August 2021

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Statement of Comprehensive Income

for the period ended 30 June 2021

		2021	2020	Original Budget ¹
	Notes	\$'000	\$'000	\$'000
NET COST OF SERVICES				
Expenses				
Employee benefits	1.1A	13,976	13,257	15,446
Suppliers ²	1.1B	13,430	13,941	12,190
Depreciation and amortisation	2.2A	1,420	1,468	1,292
Grants	1.1C	1,167	-	4,100
Finance costs	1.1D	20	8	20
Write-down and impairment of assets ²	1.1E	26	116	-
Total Expenses		30,039	28,790	33,048
Own-source income				
Own-source revenue				
Revenue from contracts with customers	1.2A	6,694	5,837	4,626
Interest		204	435	470
Grants	1.2B	2,611	1,381	-
Other revenue ³	1.2C	304	117	8,515
Total own-source revenue		9,813	7,770	13,611
Gains				
Other gains ³	1.2D	332	260	-
Total gains		332	260	-
Total own-source income		10,145	8,030	13,611
Net cost of services		19,894	20,760	19,437
Revenue from Government	1.2E	19,437	20,371	19,437
Deficit on continuing operations		(457)	(389)	-
OTHER COMPREHENSIVE INCOME				
Items not subject to subsequent reclassification to net cost of services				
Changes to asset revaluation surplus		844	102	-
Total comprehensive surplus/(deficit)		387	(287)	-

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

¹ Budget reported in *Portfolio Budget Statements 2020–21*.

² Reclassification of \$0.01 million in 2019–20 from suppliers to write-down and impairment of other assets.

³ Reclassification of \$0.26 million in 2019–20 from other revenue to other gains.

Statement of Financial Position

as at 30 June 2021

		2021	2020	Original Budget ¹
	Notes	\$'000	\$'000	\$'000
ASSETS				
Financial assets				
Cash and cash equivalents	2.1A	1,768	1,680	1,680
Investments - term deposits		22,402	24,503	24,203
Trade and other receivables	2.1B	787	810	810
Total financial assets		24,957	26,993	26,693
Non-financial assets				
Buildings ²	2.2A	16,401	16,001	15,445
Heritage and cultural	2.2A	12,049	11,826	12,226
Plant and equipment	2.2A	2,896	2,819	3,249
Computer software	2.2A	2	11	19
Inventories	2.2B	205	171	171
Other non-financial assets	2.2C	1,069	987	987
Total non-financial assets		32,622	31,815	32,097
Total assets		57,579	58,808	58,790
LIABILITIES				
Payables				
Suppliers payable	2.3A	1,166	734	734
Other payables	2.3B	7,151	8,963	8,982
Total payables		8,317	9,697	9,716
Interest bearing liabilities				
Leases	2.4A	624	734	623
Total interest bearing liabilities		624	734	623
Provisions				
Employee provisions	3.1A	3,913	4,113	4,113
Other provisions	2.5A	10	10	10
Total provisions		3,923	4,123	4,123
Total liabilities		12,864	14,554	14,462
Net assets		44,715	44,254	44,328
EQUITY				
Contributed equity		4,057	3,983	4,057
Asset revaluation reserve		16,793	15,949	15,949
Retained earnings		23,865	24,322	24,322
Total equity		44,715	44,254	44,328

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

¹ Budget reported in Portfolio Budget Statements 2020–21.

² Right-of-use assets are included in buildings.

Statement of Changes in Equity

for the period ended 30 June 2021

	2021	2020	Original Budget ¹
	\$'000	\$'000	\$'000
CONTRIBUTED EQUITY			
Opening balance			
Balance carried forward from previous period	3,983	3,909	3,983
Contribution by owners			
Equity injection	74	74	74
Closing balance as at 30 June	4,057	3,983	4,057
ASSET REVALUATION RESERVE			
Opening balance			
Balance carried forward from previous period	15,949	15,847	15,949
Comprehensive income			
Changes in asset revaluation reserve	844	102	-
Closing balance as at 30 June	16,793	15,949	15,949
RETAINED EARNINGS			
Opening balance			
Balance carried forward from previous period	24,322	21,331	24,322
Adjustment on initial application of AASB15/1058	-	3,380	-
Adjusted opening balance	24,322	24,711	24,322
Comprehensive income			
Deficit for the period	(457)	(389)	-
Closing balance as at 30 June	23,865	24,322	24,322
TOTAL EQUITY			
Opening balance			
Balance carried forward from previous period	44,254	41,087	44,254
Adjustment on initial application of AASB15/1058	-	3,380	-
Adjusted opening balance	44,254	44,467	44,254
Comprehensive income			
Deficit for the period	(457)	(389)	-
Revaluation increment	844	102	-
Total comprehensive income	387	(287)	-
Contributions by owners			
Equity injection	74	74	74
Closing balance at 30 June	44,715	44,254	44,328

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

¹ Budget reported in Portfolio Budget Statements 2020–21.

Accounting policy – Equity injection:

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

Cash Flow Statement

for the period ended 30 June 2021

	2021	2020	Original Budget ¹
Notes	\$'000	\$'000	\$'000
OPERATING ACTIVITIES			
Cash received			
Receipts from Government	19,437	20,371	23,174
Sales of goods and rendering of services	6,266	5,020	7,126
Interest	186	476	470
Grants	1,362	1,381	-
Other	341	325	2,278
Net GST received	1,216	1,615	-
Total cash received	28,808	29,188	33,048
Cash used			
Employees	13,959	12,786	15,446
Suppliers	14,459	17,435	16,271
Grants	1,167	-	-
Interest payments on lease liabilities	20	8	20
Total cash used	29,605	30,229	31,737
Net cash from/(used by) operating activities	(797)	(1,041)	1,311
INVESTING ACTIVITIES			
Cash received			
Net proceeds from investments	2,101	-	300
Total cash received	2,101	-	300
Cash used			
Purchase of property, plant and equipment	1,152	2,747	1,574
Purchase of collection items	28	-	-
Net investment deposits	-	887	-
Total cash used	1,180	3,634	1,574
Net cash from/(used by) investing activities	921	(3,634)	(1,274)
FINANCING ACTIVITIES			
Cash received			
Contributed equity	74	74	74
Total cash received	74	74	74
Cash used			
Principal payments of lease liabilities	110	35	111
Total cash used	110	35	111
Net cash from/(used by) financing activities	(36)	39	(37)
Net increase/(decrease) in cash	88	(4,636)	-
Cash at the beginning of the financial year	1,680	6,316	1,680
Cash at the end of the financial year	2.1A 1,768	1,680	1,680

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

¹ Budget reported in Portfolio Budget Statements 2020–21.

Overview

Objectives of Australian Institute of Aboriginal and Torres Strait Islander Studies

The Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) is an Australian Government controlled not-for-profit entity. The objectives of AIATSIS is to serve the public by:

- building and preserving a national collection of Aboriginal and Torres Strait Islander culture and heritage and making it accessible;
- promoting better understanding of Indigenous peoples, cultures and heritage;
- leading and influencing on Aboriginal and Torres Strait Islander research, ethics and protocols and collections;
- partnering and collaborating with our communities, partners and governments; and
- advising on Aboriginal and Torres Strait Islander cultures and heritage.

The continued existence of AIATSIS in its present form and with its present programs is dependent on Government policy and on continued funding by Parliament for AIATSIS's administration and programs.

The basis of preparation of the financial statements

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 Australian accounting standards

No accounting standard has been adopted earlier than the application date as stated in the standard.

Australian Accounting Standard AASB 1059 *Service Concession Arrangements: Grantors* became effective from 1 July 2020. The new standard addresses accounting for a service concession arrangement by a grantor that is a public sector entity by prescribing the accounting arrangement from a grantor's perspective.

Adoption of this standard is not applicable to the transactions and balances recognised in the financial statements.

Taxation

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

Events after the reporting period

There are no known events that occurred after 30 June 2021 that have a material impact on the 2020–21 financial statements.

Contingent assets or liabilities

There are no known contingent assets or liabilities.

Notes to and forming part of the financial statements

for the period ended 30 June 2021

1. FINANCIAL PERFORMANCE

1.1: EXPENSES	2021	2020
	\$'000	\$'000
1.1A: EMPLOYEE BENEFITS		
Wages and salaries	10,852	10,074
Superannuation		
Defined contribution plans	1,213	1,077
Defined benefit plans	942	716
Leave and other entitlements	824	1,263
Separation and redundancies	145	127
Total employee benefits	13,976	13,257

1.1B: SUPPLIERS		
Goods and services supplied or rendered		
Consultants, contractors and secondees	7,456	8,043
Community engagement and events	1,410	635
Information technology	956	859
Communications and publishing	704	661
Property operating expenses	636	694
Travel and motor vehicle	589	982
Corporate services	571	425
Staff related	369	501
Other goods and services	203	149
Collection maintenance and preservation	178	116
Cost of goods sold ¹	165	143
Printing and office supplies	47	77
Audit fees	33	37
Total goods and services supplied or rendered	13,317	13,322
Goods supplied	1,777	1,525
Services rendered	11,540	11,797
Total goods and services supplied or rendered	13,317	13,322
Other suppliers		
Short term leases	17	575
Workers compensation expenses	96	44
Total other suppliers	113	619
Total supplier expenses	13,430	13,941

AIATSIS holds two short-term lease commitments with a combined value of \$0.04 million as at 30 June 2021.

¹ Reclassification of \$0.01 million in 2019-20 from cost of goods sold to write off of inventory.

Notes to and forming part of the financial statements

for the period ended 30 June 2021

Accounting policy – Suppliers:

AIATSIS has elected not to recognise right-of-use assets and lease liabilities for short-term leases that have a lease term of 12 months or less or leases of low-value assets (less than \$0.01 million). AIATSIS recognises the lease payments associated with these leases as an expense on a straight-line basis over the lease term.

	2021	2020
	\$'000	\$'000
1.1C: GRANTS		
Not for profit institutions	680	-
Education institutions	487	-
Total grants	1,167	-

	2021	2020
	\$'000	\$'000
1.1D: FINANCE COSTS		
Interest on lease liabilities	20	8
Total finance costs	20	8

The above lease disclosures should be read in conjunction with the accompanying notes 2.4A.

	2021	2020
	\$'000	\$'000
1.1E: WRITE-DOWN AND IMPAIRMENT OF OTHER ASSETS		
Write-off of inventory ¹	10	11
Write-off of non-financial assets	16	105
Total write-down and impairment of other assets	26	116

¹ Reclassification of \$0.01 million in 2019–20 from cost of goods sold to write off of inventory.

Notes to and forming part of the financial statements

for the period ended 30 June 2021

1.2: OWN-SOURCE REVENUE AND GAINS	2021	2020
	\$'000	\$'000
1.2A: REVENUE FROM CONTRACTS WITH CUSTOMERS		
Rendering of services	5,668	5,212
Sale of goods	1,026	625
Total revenue from contracts with customers	6,694	5,837
Disaggregation of revenue from contracts with customers		
Major product / service line:		
Cultural services	2,504	-
Research services	1,466	3,975
Sale of inventory and subscriptions	1,105	625
Grants	826	804
Conferences	793	433
	6,694	5,837
Type of customer ¹ :		
Australian Government (related entities)	5,016	4,583
Non-government entities	1,279	1,018
Research institutes	242	193
State and Territory Governments	157	43
	6,694	5,837
Timing of transfer of goods and services:		
Over time	5,110	4,827
Point in time	1,584	1,010
	6,694	5,837

¹ Customer type has been expanded in 2020–21 and 2019–20 data has been reclassified.

Accounting policy – Revenue from contracts with customers

Revenue from the sale of goods is recognised when control has been transferred to the buyer. An agreement is recognised as revenue from contracts with customers when there is an enforceable contract and the performance obligations are sufficiently specific to enable AIATSIS to determine when they have been satisfied.

The following are principal activities from which AIATSIS generates revenue:

- Rendering of services: is revenue generated from research, cultural or other services agreements, and is recognised as performance obligations are satisfied. Performance obligations may vary and can be recognised at a point in time, over time (on a straight line basis) or as expenses are incurred.
- Sale of goods: sales of inventory where revenue is recognised when control has been transferred to the buyer.

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

Notes to and forming part of the financial statements

for the period ended 30 June 2021

	2021	2020
	\$'000	\$'000
1.2B: GRANTS		
From related entities	2,611	1,381
Total grants	2,611	1,381

Accounting policy – Grant revenue

Grants revenue is recognised on receipt, except where there is a performance obligation or liability to be captured as part of the agreement, which will be brought to account over time or when the performance obligation is satisfied.

	2021	2020
	\$'000	\$'000
1.2C: OTHER REVENUE		
Donations and sponsorship ¹	258	4
Other revenue ²	46	113
Total other revenue	304	117

¹ Reclassification of \$0.26 million in 2019–20 from donations and sponsorship to donated and found assets.

² Reclassification of minor amounts in 2019–20 from other revenue to other gains.

	2021	2020
	\$'000	\$'000
1.2D: OTHER GAINS		
Gains from changes in employee provisions	163	-
Donated and found assets ¹	102	258
Other ²	67	2
Total other gains	332	260

¹ Reclassification of \$0.26 million in 2019–20 from donations and sponsorship to donated and found assets.

² Reclassification of minor amounts in 2019–20 from other revenue to other gains.

1.2E: REVENUE FROM GOVERNMENT

Funding received or receivable from non-corporate Commonwealth entities is recognised as Revenue from Government by AIATSIS unless the funding is in the nature of an equity injection, grant, research service or a loan.

Notes to and forming part of the financial statements

for the period ended 30 June 2021

2. FINANCIAL POSITION

2.1: FINANCIAL ASSETS	2021	2020
	\$'000	\$'000
2.1A: CASH AND CASH EQUIVALENTS		
Cash on hand or on deposit	1,768	1,680
Total cash and cash equivalents	1,768	1,680

Accounting policy – Cash and cash equivalents:

Cash is recognised at its nominal amount. Cash and cash equivalents includes:

- a) cash on hand;
- b) demand deposits in bank accounts with an original maturity of three months or less that are readily convertible to known amounts of cash and subject to insignificant risk of changes in value; and
- c) cash in special accounts.

Notes to and forming part of the financial statements

for the period ended 30 June 2021

	2021	2020
	\$'000	\$'000
2.1B: TRADE AND OTHER RECEIVABLES		
Goods and services receivables		
Goods and services	452	313
Total goods and services receivables	452	313
Other receivables		
GST receivable from the Australian Taxation Office	288	472
Interest receivable	47	29
Total other receivables	335	501
Total trade and other receivables (gross)	787	814
Less impairment loss allowance	-	(4)
Total trade and other receivables (net)	787	810

Credit terms for goods and services were within 30 days (2020: 30 days)

Accounting policy – Trade and other receivables

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.

Notes to and forming part of the financial statements

for the period ended 30 June 2021

2.2: NON-FINANCIAL ASSETS	Buildings ¹	Heritage and Cultural ²	Plant and equipment ³	Computer Software	Total
	\$'000	\$'000	\$'000	\$'000	\$'000
2.2A: RECONCILIATION OF THE OPENING AND CLOSING BALANCES OF PROPERTY, PLANT AND EQUIPMENT AND INTANGIBLES					
As at 1 July 2020					
Gross book value	16,390	11,826	3,834	75	32,125
Accumulated depreciation, amortisation and impairment	(389)	-	(1,015)	(64)	(1,468)
Total as at 1 July 2020	16,001	11,826	2,819	11	30,657
Additions:					
Purchase	345	28	807	-	1,180
Donated and found	-	18	84	-	102
Revaluations and impairments recognised in other comprehensive income ⁴	605	191	48	-	844
Depreciation and amortisation	(420)	-	(861)	(9)	(1,290)
Depreciation on right-of-use assets	(130)	-	-	-	(130)
Assets written off	-	(14)	(2)	-	(16)
Other movements	-	-	1	-	1
Total as at 30 June 2021	16,401	12,049	2,896	2	31,348
Total as at 30 June 2021 represented by:					
Gross book value	16,575	12,049	3,180	75	31,879
Accumulated depreciation, amortisation and impairment	(174)	-	(284)	(73)	(531)
Total as at 30 June 2021	16,401	12,049	2,896	2	31,348
Carrying amount of right-of-use assets	607	-	-	-	607

¹ AIATSIS's building may not be disposed of without prior Ministerial approval.

² Buildings and plant and equipment that met the definition of a heritage and cultural item are disclosed in the heritage and cultural asset class.

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

⁴ 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 2021.

Notes to and forming part of the financial statements

for the period ended 30 June 2021

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.

Lease Right of Use (ROU) Assets

Leased ROU assets are capitalised at the commencement date of the lease and comprise of the initial lease liability amount, initial direct costs incurred when entering into the lease less any lease incentives received. These assets are accounted for by Commonwealth lessees as separate asset classes to corresponding assets owned outright, but included in the same column as where the corresponding underlying assets would be presented if they were owned.

Lease Right of Use (ROU) Assets - continued

On initial adoption of AASB 16 AIATSIS adjusted the ROU assets at the date of initial application by the amount of any provision for onerous leases recognised immediately before the date of initial application. Following initial application, an impairment review is undertaken for any right of use lease asset that shows indicators of impairment and an impairment loss is recognised against any right of use lease asset that is impaired. Lease ROU assets continue to be measured at cost after initial recognition in Commonwealth agency, General Government Sector (GGS) and Whole of Government financial statements.

Notes to and forming part of the financial statements

for the period ended 30 June 2021

Revaluations

Following initial recognition at cost, property, plant and equipment (excluding ROU assets) 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 their 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. In 2020–21 Jones Lang LaSalle Advisory Services Pty Ltd were engaged to perform a revaluation 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 as required by AASB 13 Fair Value Measurement.

Depreciation

Depreciable property, plant and equipment assets are written-off to their estimated residual values over their estimated useful lives using 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:

	2021	2020
Buildings	15 to 70 years	15 to 70 years
Buildings – right-of-use	6 years	6 years
Plant and equipment	1 to 20 years	1 to 20 years
Heritage and cultural	50 to 99 years	50 to 99 years

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

Notes to and forming part of the financial statements

for the period ended 30 June 2021

Impairment

All assets were assessed for impairment at 30 June 2021. Where indications of impairment exist, if the asset's recoverable amount is less than its carrying amount, the asset's recoverable amount is estimated and an impairment adjustment made.

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 AIATSIS were deprived of the asset, the recoverable amounts are expected to be materially the same as fair value. All software assets were assessed for indications of impairment as at 30 June 2021.

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

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

AIATSIS has a performance outcome to support the long-term digital preservation of collection assets held in the Collection. AIATSIS 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

AIATSIS'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 AIATSIS's software are 3 to 5 years.

All software assets were assessed for indications of impairment as at 30 June 2021.

Notes to and forming part of the financial statements

for the period ended 30 June 2021

	2021	2020
	\$'000	\$'000
2.2B: INVENTORIES		
Finished goods	233	236
Less: provision for slow moving and obsolete inventory	(28)	(65)
Total inventories	205	171

In 2020–21 \$0.17 million of inventory held for sale was recognised as an expense (2020: \$0.14 million).

Accounting policy - Inventories

Inventories held for sale are valued at the lower of cost and net realisable value.

Finished goods include the cost of direct materials and labour plus attributable costs that can be allocated on a reasonable basis.

	2021	2020
	\$'000	\$'000
2.2C: OTHER NON-FINANCIAL ASSETS		
Prepayments	1,069	987
Total other non-financial assets	1,069	987

No indicators of impairment were found for other non-financial assets.

Notes to and forming part of the financial statements

for the period ended 30 June 2021

2.3: PAYABLES	2021	2020
	\$'000	\$'000
2.3A: SUPPLIERS PAYABLE		
Trade creditors and accruals	1,142	734
Refunds payable	24	-
Total suppliers payable	1,166	734

Refunds payable of \$0.02 million at 30 June 2021 relate to Summit conference registrations to be returned due to COVID-19 lockdowns (2020: nil).

	2021	2020
	\$'000	\$'000
2.3B: OTHER PAYABLES		
Salaries and wages	220	174
Superannuation	37	29
Unearned income	6,885	8,760
Other	9	-
Total other payables	7,151	8,963

2.4: INTEREST BEARING LIABILITIES	2021	2020
	\$'000	\$'000
2.4A: LEASES		
Lease liabilities	624	734
Total leases	624	734

Total cash outflow for leases for the year ended 30 June 2021 was \$0.13 million (2020: \$0.04 million).

Maturity analysis - contractual undiscounted cash flows		
Within 1 year	136	132
Between 1 to 5 years	533	568
More than 5 years	-	101
Total leases	669	801

The above lease disclosures should be read in conjunction with the accompanying notes 1.1D and 2.5A. AIATSIS in its capacity as lessee has one fixed term lease with a fixed date for expiry. The lease relates to art and artefact storage with the National Archives of Australia with a termination date of 28 February 2026.

Notes to and forming part of the financial statements

for the period ended 30 June 2021

Accounting policy – lease liabilities

For all new contracts entered into, AIATSIS considers whether the contract is, or contains a lease. A lease is defined as 'a contract, or part of a contract, that conveys the right to use an asset (the underlying asset) for a period of time in exchange for consideration'.

Once it has been determined that a contract is, or contains a lease, the lease liability is initially measured at the present value of the lease payments unpaid at the commencement date, discounted using the interest rate implicit in the lease, if that rate is readily determinable, or the applicable incremental borrowing rate.

Subsequent to initial measurement, the liability will be reduced for payments made and increased for interest. It is remeasured to reflect any reassessment or modification to the lease. When the lease liability is remeasured, the corresponding adjustment is reflected in the right-of-use asset or profit and loss depending on the nature of the reassessment or modification.

2.5 PROVISIONS	Provision for restoration	Total
	\$'000	\$'000
2.5A: OTHER PROVISIONS		
As at 1 July 2020	10	10
Additional provisions made	-	-
Amounts used	-	-
Total as at 30 June 2021	10	10

AIATSIS currently has one (2020: one) agreement for the leasing of premises which has a provision requiring AIATSIS to restore the premises to their original condition at the conclusion of the lease. AIATSIS has made a provision to reflect the present value of the obligation.

Notes to and forming part of the financial statements

for the period ended 30 June 2021

3. PEOPLE AND RELATIONSHIPS

3.1: EMPLOYEE PROVISIONS	2021	2020
	\$'000	\$'000
3.1A: EMPLOYEE PROVISIONS		
Annual leave	1,367	1,319
Long service leave	2,546	2,794
Total employee provisions	3,913	4,113

Accounting policy – employee provisions

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.

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 AIATSIS'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 as at 30 June 2021. The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation. During 2020–21 Cumpston Sarjent Actuaries were engaged to undertake a review of the employee provision methodology to ensure compliance with AASB 119 Employee Benefits. The interest rates used in discounting future cash flows relate to government bond rates with a comparable term to the leave obligations.

Notes to and forming part of the financial statements

for the period ended 30 June 2021

Separation and Redundancy

Provision is made for separation and redundancy benefit payments. AIATSIS recognises a provision for termination when it has developed a detailed formal plan for the terminations and has informed those employees affected that it will carry out the terminations.

Superannuation

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

CSS and PSS are defined benefit schemes for the Australian Government. 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.

AIATSIS 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. AIATSIS accounts for the contributions as if they were contributions to defined contribution plans.

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

Notes to and forming part of the financial statements

for the period ended 30 June 2021

3.2: KEY MANAGEMENT PERSONNEL REMUNERATION

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

	2021	2020
	\$'000	\$'000
3.2.A: KEY MANAGEMENT PERSONNEL REMUNERATION		
Short-term employee benefits	1,191	1,131
Post-employment benefits	170	158
Other long-term employee benefits	52	44
Total key management personnel remuneration expenses¹	1,413	1,333

The total number of key management personnel that are included in the above table are 15 (2020: 18).

¹ While the Portfolio Minister is not a key management personnel, we note the Portfolio Minister's remuneration and other benefits are set by the Remuneration Tribunal and are not paid by AIATSIS.

3.3: RELATED PARTY DISCLOSURES

Related party relationships

AIATSIS is an Australian Government controlled entity, whose related parties are key management personnel, the Portfolio Minister and other Australian Government entities.

Transactions with related parties

Given the breadth of Government activities, related parties may transact with the government sector in the same capacity as ordinary citizens. Such transactions include the payment or refund of taxes, receipt of a Medicare rebate or higher education loans. These transactions have not been separately disclosed in this note.

Significant transactions with related parties can include:

- the payments of grants or loans;
- purchases of goods and services;
- asset purchases, sales transfers or leases;
- debts forgiven; and
- guarantees.

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

Notes to and forming part of the financial statements

for the period ended 30 June 2021

4. OTHER INFORMATION

4.1: FINANCIAL INSTRUMENTS	2021	2020
	\$'000	\$'000
4.1A: CATEGORIES OF FINANCIAL INSTRUMENTS		
Financial assets at amortised cost		
Cash on hand or on deposit	1,768	1,680
Investments	22,402	24,503
Goods and services receivable	452	309
Interest receivable	47	29
Total financial assets at amortised cost	24,669	26,521
Financial liabilities measured at amortised cost		
Trade creditors and accruals	1,142	734
Refunds payable	24	-
Total financial liabilities measured at amortised cost	1,166	734
4.1B: NET GAINS OR LOSSES ON FINANCIAL ASSETS		
Financial assets at amortised cost		
Interest revenue	204	435
Net gains on financial assets at amortised cost	204	435

Notes to and forming part of the financial statements

for the period ended 30 June 2021

Accounting policy – Financial instruments

Financial assets

Financial assets are recognised when the entity becomes a party to the contract and, as a consequence, has a legal right to receive or a legal obligation to pay cash. Financial assets are derecognised when the contractual rights to the cash flows expire or are transferred upon trade date. They are classified and measured at amortised cost determined using the effective interest method. The collectability of debts are reviewed at the end of the reporting period and an impairment allowance is recognised.

Financial liabilities

Financial liabilities, including trade and other payables accruals are classified as financial liabilities which are recognised and derecognised upon 'trade date'. Financial liabilities are initially measured at fair value, net of transaction costs and are subsequently measured at amortised cost using the effective interest method. Liabilities are recognised to the extent that 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.

Notes to and forming part of the financial statements

for the period ended 30 June 2021

4.2: CURRENT/NON-CURRENT DISTINCTION FOR ASSETS AND LIABILITIES	2021	2020 ¹
	\$'000	\$'000
4.2A: CURRENT/NON-CURRENT DISTINCTION FOR ASSETS AND LIABILITIES		
Assets expected to be recovered in:		
No more than 12 months		
Cash and cash equivalents	1,768	1,680
Investments	22,402	24,503
Trade and other receivables	787	810
Other non-financial assets	899	987
Inventories	205	171
Total no more than 12 months	26,061	28,151
More than 12 months		
Other non-financial assets	170	-
Buildings	16,401	16,001
Heritage and cultural	12,049	11,826
Plant and equipment	2,896	2,819
Computer software	2	11
Total more than 12 months	31,518	30,657
Total assets	57,579	58,808
Liabilities expected to be settled in:		
No more than 12 months		
Suppliers payable	1,166	734
Other payables	7,151	6,721
Leases	119	111
Employee provisions	1,596	1,542
Total no more than 12 months	10,032	9,108
More than 12 months		
Other payables	-	2,242
Leases	505	623
Employee provisions	2,317	2,571
Other provisions	10	10
Total more than 12 months	2,832	5,446
Total liabilities	12,864	14,554

¹ Discrepancies between totals stated above and amounts published in the 2019–20 annual report are rounding and have occurred due to disaggregation of balances under new disclosure requirements.

Notes to and forming part of the financial statements

for the period ended 30 June 2021

4.3: BUDGETARY REPORTING

Statement of Comprehensive Income

In 2020–21 AIATSIS reported an operating deficit of \$0.46 million. This \$0.46 million variance represents 2 per cent of the \$19.44 million budgeted net cost of services reported in the 2020–21 Portfolio Budget Statements.

AIATSIS's total expenses of \$30.04 million varies by 9 per cent to the original budget. In 2020–21 the estimated budget included all the Indigenous Research Exchange grant funding, as at 30 June 2021 the second round of grant funding had been awarded.

AIATSIS's own source revenue totalled \$9.81 million in 2020–21 which varies by 28 per cent to the original budget. The main cause of the variation relates to the delay in the recognition of Indigenous Research Exchange grant funding milestones as outlined above. In addition revenue has been impacted by a decrease in interest revenue and other revenue due to economic impacts of COVID 19.

Statement of Financial Position

As at 30 June 2021, AIATSIS's total equity was \$44.72 million compared to the original budget of \$44.33 million. The \$0.39 million minor variance relates to the 2020–21 deficit on continuing operations (\$0.46 million) and movement in asset revaluations (\$0.84 million).

Total assets are 2 per cent lower than budget as at 30 June 2021, primarily due to a reduced year-end investment balance related to grant payments made under Indigenous Research Exchange. In addition, lower plant and equipment and heritage and cultural asset balances as a result of reduced asset additions to amounts originally estimated in the budget.

Total liabilities are lower than budget by 11 per cent. The major movements were due to lower than budgeted year-end unearned revenue balance and employee provisions offset by a higher than budgeted supplier payable at 30 June 2021.

Cash Flow Statement

The variances between budget and actuals in the cash flow statement reflect the effects of the events already described.



School children look at the Our Languages Keeping Us Strong exhibition at AIATSIS.

Ngunnawal
Canberra region, ACT and Southern NSW

The Warlpiri of Yuendumu have language written and recorded, to maintain and share the Warlpiri language.

LANGUAGE VITALITY ASSESSMENT:
Warlpiri
Strong Language

PART 6.

Appendices

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And junga nyayu
kurdu-kurdu culture
kalu wangkami "ngaju-n
yirrarnu ngajuku ngaju-
kuja kula-mayi kalu wa
kalu-nyanu fe

After the culture trip the ki
say "this is my dream
(Mother's Mother) ha
that's what they say, th

Elizabeth Kata
Communit

APPENDIX A: Collections

Additions to the Collection

Photography

Part 3 refers to the accessioning of 65 photographic collections comprising 12,971 items. Highlights are:

- Peter Willis collection comprising 4,808 black and white negatives taken in the Kununurra region featuring Miriwoong people and activities in the early 1970s [Miriwoong/Miriuwung K29]
- Dorothy Tunbridge collection of 496 images from fieldwork with the Adnyamathanha people in the Flinders Ranges, SA in the 1980s. [Adnyamathanha L10]
- Darwin Welfare Branch collection (a subdivision of the Northern Territory Administration) consisting of 3,358 black and white negatives taken at various locations in the Northern Territory between 1965 and 1987. Events include the Barunga Festival and NAIDOC celebrations.

Audio recordings

Accessioning of 769.5 hours of audio recordings, 10,400 feet of films and 2 hours of videos, including:

- 14 collections of audio recordings made by the Society of the Catholic Apostolate (Pallottines) between 1960 and 1993, comprising approximately 197 hours of recordings in Great Sandy Desert and Kimberley regions languages. [Karajarri language A64, Nyangumarta language A61, Nyulnyul language K13, Jaru language K12, Mangala language A65, Juwaliny language A88, Walmajarri language A66, Yulparija language A67, Gunin

language K36, Nyikina language K3, Yawuru language K1, Wajarri/Wadjarri language A39, Kukatja language A68]

- Audio recordings that contain interviews on the life story of Wenten Rubuntja, a renowned artist from the Hermannsburg School, political activist, and cultural historian. [Arrente language C8]
- 16 mm films made by Adam Kendon in about 1978 which were part of his investigation into sign language among the Warlpiri at Yuendumu. [Warlpiri language C15]

Manuscripts

156 manuscript accessioned and 24 finding aids created, including:

- Peter Worsley: fieldwork with Anindilyakwa people on Groote Eylandt, 1952–1953 (MS 1857), a manuscript collection which includes 37 fragile and oversized rock art sketches and 17 genealogies hand-drawn on kitchen paper. [Anindilyakwa language N151]
- Professor Jon Altman's third accession of manuscript material. The Jon Altman collection is the largest manuscript collection held by AIATSIS, amounting to approximately 430 boxes of material. [Kunwinjku language N65]
- Research on and integration of material connected to the Alice Moyle collection (MS 3501) which fills a large gap of correspondence to and from Alice Moyle during 1965. [Pitjantjatjara language C6]

Other additions

- 688 new published items were accessioned, including rare books and rare serials, representing a 5.85% increase of published items in the Collection

- 206 different languages and 246 different people groups were added to new catalogue records to describe collection material by the Descriptive Metadata and Cataloguing team. Numerous collection items were added that included Arrernte language C9, Wiradjuri language D10, Gamilaraay/Gamilaroi/Kamilaroi language D23, Warlpiri language C15 and Gupapuyngu language N122.1
- A number of art works by emerging and established Aboriginal and Torres Strait Islander artists were acquired to fill gaps and strengthen existing stories in the Collection.

Significant additions to the AIATSIS Collection

Utopia batik artist movement

A large mixed-media collection from Jenny Green representing a significant record of the development of the Utopia batik artists movement between 1977 and 1999. The collection consists of audio recordings, photographic materials, interviews, transcripts, field notes and other documentation.

Papers relating to Mimbi Caves and Gooniyandi Country

A collection of personal materials (field notes, photographs, draft reports, booklets, correspondence and an artwork) collected by anthropologist Sandy Toussaint, who worked on the Kimberley Cultural Tourism Project and other initiatives with the Mimbi Gooniyandi Traditional Owners and Custodians in the 1990s and 2000s.

Aboriginal Tent Embassy and La Perouse Photographs

Six colour slides taken by Leon Arundel, depicting police activity at the Aboriginal Tent Embassy in 1972 (AIAS696.130520), and 3 photographs taken by social worker Esma Banner at the La Perouse camp for Indigenous children in the early 1950s (AIAS699.020620).

Mabo Photographs

A significant collection of 369 digital photographs from the 1989 production *Land Bilong Islanders* and personal photographs of Eddie Koiki Mabo and his family, offered by filmmaker Dr Trevor Graham under the Cultural Gift program.

Blackfella Films material

Feature documentary and associated production materials for *In my own words* and *Maralinga Tjarutja*, offered by filmmaker Rachel Perkins (Blackfella Films Pty Ltd) under the Cultural Gift program.

The Jon Altman Collection

Professor Jon Altman's third consignment of manuscript material. Jon Altman is a social scientist with a disciplinary focus on anthropology and economics. He has undertaken research in the Maningrida region, central Arnhem Land for over 20 years, as well as other locations including north Queensland, the Torres Strait, the Kimberley and Central Australia. The Jon Altman collection (MS 4721) is the largest manuscript collection held by AIATSIS, amounting to approximately 430 boxes. The collection covers a broad range of subject matter relating to Aboriginal Australians including visual arts and crafts, mining, tourism, royalties, land rights, native title, outstations and economic development.

Collection discoverability and accessibility

Table 17 measures AIATSIS' performance in relation to discoverability and therefore accessibility of the collection. However, it does not contribute to the target published in the PBS and Corporate Plan which can be found in Table 1, Part 3 Performance.

Table 15: Number of finding aids, descriptions and catalogue records

Performance criterion: Collection accessibility

Performance measure: Increase in discoverability aids

Target: Contributes to online collection discoverability and accessibility

Number of finding aids, descriptions, catalogue records	2018–19 result	2019–20 result	2020–21 results by media					2020–21 result	Change from 2019–20
			Audio	Film / video	Photo graph	Print / manuscript	Art and object		
Catalogue records created	1,146	1,276	30	10	65	818	158	1,081	-15.3%
Catalogue records upgraded	4,203	6,198	46	105	157	6,640	1,364	8,312	+34.11%
Finding aids created	51	48	7	2	NA	24	NA	33	-31.25%
Photographic item level descriptions created	10,115	16,539	NA	NA	19,815	NA	NA	19,815	+19.8%
Audition sheets	124	33	15	11	NA	NA	NA	26	-21.2%

Outcome: Overall growth of the collection slowed in 2020–21, possibly as the result of the COVID-19 pandemic and interruptions to accessioning of material. In addition, for printed and published media we undertook a large-scale removal of duplicates throughout 2020–21, resulting in an overall reduction in growth in that format. However, year on year there has been an increase in the amount of audio, film, photographic and art and object accessions. It is expected that growth in the film and analogue video formats will be low in future years given the decreasing use of these formats, although as we approach the 2025 deadline for the viability of magnetic media we can still expect to see deposits of historical material.

APPENDIX B: Governance

This appendix provides further insight into the Council and entities supporting the Council and supporting the CEO.

AIATSIS Council

Refer to Part 1 for details of the Council members at 30 June 2021, including a brief biography, their position and duration on the Council, whether they are elected or appointed, whether they are Aboriginal and Torres Strait Islander, their residency and their qualifications.

Refer to Appendix G for remuneration and to Part 4 for details about the role of Council, how members are appointed, meeting frequency and more.

In accordance with PGPA Rule section 17BE(j)(i)–(v) – Accountable Authority – Details of Accountable Authority during the reporting period (2020–2021), Table 16 provides information on each of the AIATSIS Council members during 2020–21. Additional information is Part 1.

Committees supporting the AIATSIS Council

Refer to Part 4 for additional information.

Audit and Risk Committee

2020–21 members and their qualifications, meeting attendance and remuneration are set out in Table 17.

AIATSIS Foundation

During 2020–21, AIATSIS Foundation Board members were:

- Dr Clint Bracknell (AIATSIS Council Board member) (Chair from May 2020)
- Ms Henrietta Marrie (Deputy Chair) from May 2020
- Dr Myfany Turpin (AIATSIS Council Board member)
- Professor Tony Dreise (Foundation Board member)
- Mr Glenn Johnson (Foundation Board member)
- Mr Craig Ritchie (CEO)
- Mr Michael Ramalli (Deputy CEO)
- Mr Steve Kinnane (Foundation Board member) from November 2020
- Ms Sue Kee (Foundation Board member) from March 2020

Committees supporting the CEO

Education Advisory Committee members 2020–21

- Dr Kaye Price (University of South Australia)
- Ms Patsy Konigsberg (Department of Education, Western Australian Government)
- Professor Peter Anderson (Queensland University of Technology)
- Ms Susan Christiansen (ACT Schools, in-service teacher)
- Mr Joe Sambono (Australian Curriculum, Assessment and Reporting Authority)
- Ms Jessica Staines (Koori curriculum)
- Ms Carly Jia (Australian Institute for Teaching and School Leadership)

- Mr Craig Ritchie (Chair, CEO)
- Dr Lisa Strelein (Executive Director, Research and Education)

Senior Executive Board members 2020–21

- Mr Craig Ritchie (Chair, CEO)
- Mr Leonard Hill (Deputy CEO/Chief Operating Officer/ Executive Director Strategic Operations)
- Dr Lisa Strelein (Executive Director, Research and Education)
- Ms Lyndall Ley (Executive Director, Collections Services)
- Mr Ben Phelps (Executive Director, Partnerships and Engagement).

Research Ethics Committee members 2020–21

- Mr Kevin Williams (Chair) from November 2019
- A/Professor Andrew Crowden (Deputy Chair) from November 2019
- Mr Alwyn Chong from November 2020
- Ms Mandy Downing from November 2019
- Dr Rowan Savage from November 2019
- Mr Trent Shepherd from November 2019
- Ms Tara Harriden from November 2019
- Ms Kay Blades from November 2019
- Dr Tracey Powis from November 2019
- Dr Areti Metuamate from November 2019
- Ms Caroline Hughes from November 2019
- Mr Cheyne Halloran from November 2019
- Ms Teela Reid until December 2020
- Ms Helen McHugh until August 2020

- Ms Melanie Gentgall from until May 2021
- Mr Robert Kelly from Until June 2021
- Dr Margaret Raven until July 2020

Native Title Research Advisory Committee members 2020–21

- Mr Craig Ritchie (Chair, CEO)
- Dr Lisa Strelein (Executive Director, Research and Education)
- Mr Wayne Beswick (National Indigenous Australians Agency representative)
- Ms Natalie Rotumah (NTSCORP)
- Dr Valerie Cooms (Quandamooka Yoolooburrabee Aboriginal Corporation)
- Mr Jason Behrendt (Chalk & Behrendt)
- Ms Kaylene Malthouse (North Queensland Land Council)
- Ms Debra Pigram (Yawuru Prescribed Body Corporate)
- Mr Ned David (Gur A Baradharaw Kod Torres Strait Sea and Land Council).

Publishing Advisory Committee members 2020–21

- Mr Michael Ramalli, PAC Chairperson (Deputy CEO, AIATSIS)
- Dr Lisa Strelein (Executive Director, Research and Education, AIATSIS)
- 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, Communications, Marketing, Public Program and Publishing, AIATSIS).

Research Advisory Committee members 2020–21

- Mr Craig Ritchie, Chair from September 2018 (CEO, AIATSIS)
- Dr Lisa Strelein from September 2018 (Executive Director, Research and Education, AIATSIS)
- Professor Bronwyn Fredericks from September 2018 (Pro-Vice Chancellor – Indigenous Engagement, The University of Queensland)
- Professor Maggie Walter from September 2018 (Pro-Vice Chancellor – Aboriginal Research and Leadership, University of Tasmania)
- Professor Colleen Hayward from September 2018 (Honorary Professor, School of Education, Edith Cowan University)
- Professor Peter Anderson from September 2018 (Executive Director, Curumba Institute, Queensland University of Technology)
- Professor Jacinta Elston from February 2020 (Pro-Vice Chancellor – Indigenous, Monash University)
- Professor Braden Hill from February 2020 (Pro-Vice Chancellor – Equity and Indigenous, Edith Cowan University)

Indigenous Research Exchange Advisory Board members 2020–21

- Mr Craig Ritchie, Chair from September 2018 (CEO, AIATSIS)
- Dr Lisa Strelein from September 2018 (Executive Director, Research and Education, AIATSIS)
- Professor Bronwyn Fredericks from September 2018 (Pro-Vice Chancellor – Indigenous Engagement, The University of Queensland)
- Professor Maggie Walter from September 2018 (Pro-Vice Chancellor – Aboriginal Research and Leadership, University of Tasmania)
- Professor Colleen Hayward from September 2018 (Honorary Professor, School of Education, Edith Cowan University)
- Professor Peter Anderson from September 2018 (Executive Director, Curumba Institute, Queensland University of Technology)
- Professor Jacinta Elston from February 2020 (Pro-Vice Chancellor – Indigenous, Monash University)
- Professor Braden Hill from February 2020 (Pro-Vice Chancellor – Equity and Indigenous, Edith Cowan University)
- Mr Kenny Bedford from May 2019 (Director, My Pathway)
- Ms Michelle Deshong from May 2019 (CEO, Australian Indigenous Governance Institute)
- Mr Blair Exell from April 2020 (Deputy CEO, National Indigenous Australians Agency)

Entities supporting the business of AIATSIS

Membership of these entities is drawn from AIATSIS staff.

- Indigenous Caucus
- Consultative Committee
- COVID-19 Taskforce
- Health and Safety Committee

Table 16: Details of AIATSIS Council members

Period as the accountable authority or member within the reporting period

Name and gender F = female M = male I = indeterminate	Experience of the accountable authority	Position title / position held Executive / Non-executive	Date of commencement	Date of cessation	Number of meetings of accountable authority attended	Meetings eligible to attend
Jodie Sizer APPOINTED. F	Over 20 years predominantly in the finance sector	Council Chairperson Non-executive	10/02/2015	30/06/2024	4	4
Myfany Turpin ELECTED. F	4 years predominantly in the education and the arts sectors	Council member Non-executive	17/05/2017	01/10/2025	3	4
Ashley Walker APPOINTED. M	2 years predominantly in the legal sector	Council member Non-executive	24/12/2019	30/06/2024	3	4
Henrietta Marrie AM APPOINTED. F	Over 20 years in the governance sector. Henrietta is an Aboriginal Elder	Council member Non-executive	12/01/2020	30/06/2024	4	4
Judith Ryan AM APPOINTED. F	Over 20 years predominantly in the fine arts sector	Council member Non-executive	24/12/2019	30/06/2024	4	4
Murray Saylor APPOINTED. M	Over 20 years predominantly in the business and economics sectors	Council member Non-executive	12/01/2020	01/07/2024	4	4
Clint Bracknell ELECTED. M	2 years predominantly in the education and arts sectors	Council member Non-executive	17/05/2021	01/10/2025	4	4
Michelle Deshong ELECTED. F	5 years predominantly in the leadership, governance and politics sectors	Council member Non-executive	17/05/2021	01/10/2025	N/A	N/A
Duane Fraser ELECTED. M	5 years predominantly in the strategic governance sector	Council member Non-executive	17/05/2021	01/10/2025	N/A	N/A

Table 17: Audit and Risk Committee

The committee's charter is published on the AIATSIS website.

<https://aiatsis.gov.au/sites/default/files/2021-01/aiatsis-audit-and-risk-committee-charter-september-2020.pdf>

Member name	Qualifications	2020–21 eligible meetings	2020–21 meetings attended	Remuneration 2020–21 \$
Karen Hogan FCPA, GAICD Chair Independent member	Bachelor of Commerce (Accounting), Fellow of CPA Australia and graduate of the Institute of Company Directors	5	5	\$16,500
Andrew Cox Independent member	Corporate governance professional with extensive experience in governance, audit and risk management Master of Business Administration, Master of Electronic Commerce, Graduate Diploma in Science, Graduate Certificate in Performance Audit, Associate Diploma in Accounting	5	4	\$9,075
Ashley Walker Deputy Chair AIATSIS Council member	Master of Business Administration and Bachelor of Laws/Commerce	5	5	\$0
Sue Kee AIATSIS Council member	Bachelor of Arts (Honours) in Anthropology and Bachelor of Law (Honours)	4	4	\$0
Murray Saylor AIATSIS Council member	Procurement supplier diversity and community development professional with over 20 years' experience.	5	4	\$0

APPENDIX C: Partnerships

This appendix contains additional information complementing Part 3.

Strategic partnerships

These are high-level agreements for mutual benefit, generally formalised in a memorandum of understanding or other non-binding instrument.

New strategic partnerships in 2020–21

- National Native Title Council
- National Indigenous Australians Agency native title 2021–25

Ongoing strategic partnerships

- National Indigenous Australians Agency
- The Australian National University
- First Languages Australia
- Kimberley Aboriginal Law and Culture Centre
- University of Sydney
- Manchester Museum, University of Manchester
- Biennale of Sydney
- National Institute of Indigenous People (INPI), Mexico
- Te Papa
- Pitt Rivers Museum (The Chancellor Masters and Scholars of the University of Oxford)
- Kings College, Cambridge
- The Smithsonian Institution's National Museum of the American Indian
- First Nations Media
- National Museum of Australia

- National Film & Sound Archive
- Family History Access MoU with National Library of Australia, National Archives of Australia, Australian War Memorial, Noel Butlin Archives Centre—ANU, and ACT Territory Records/Heritage Library
- Parliamentary Friends

APPENDIX D: Research project summaries

See additional information in Part 3.

Table 18: New research projects

Mapping Indigenous Research in Australia

Partners: Curtin University (Faculty of Humanities) and the Curtin Open Knowledge Initiative

Project Summary: Develop a proof-of-concept interactive visual dashboard that maps Indigenous scholarly research publications. The dashboard will allow users to search an existing corpus of formal research literature to analyse relevant Indigenous research outputs.

Nyingarn: a platform for primary sources in Australian Indigenous languages

Partners: University of Melbourne, Australian National University, La Trobe University, University of Sydney, Australian National University, Edith Cowan University, National Library of Australia, First Languages Australia, State Library of New South Wales, State Library of Western Australia.

Project Summary: The collaborating partners successfully applied for funding under the Australian Research Council Linkage Infrastructure and Education Funding (LIEF) program to build 'Nyingarn', an online platform of digital text versions of early Australian Indigenous language manuscripts, alongside images of the original documents. Nyingarn will provide cutting-edge methods for ingesting, analysing, and presenting these historical materials. The final platform will be hosted by AIATSIS at the conclusion of the project.

Professional e-learning module for teachers

Partners: IndigenousX

Project summary: The project will result in an online course designed specifically for in-service teachers to develop capabilities and confidence to teach Aboriginal and Torres Strait Islander content in their classrooms. The online learning will be supported by access to resources and tools and face to face training.

Defence Dual naming

Partners: Department of Defence

Project summary: The Department of Defence sought AIATSIS advice and entered into a partnership to establish dual naming for Australian Defence force bases.

Australian conflicts

Partners: Mary-Anne Jebb

Project summary: Curriculum resources on Indigenous peoples' involvement in Australian conflicts will be developed for Australian Schools by leading historian and co-author of Our Mob Served.

Truth, justice and healing

Partners: Ebony Institute

Project summary: The Project aims to generate an evidence base to help inform more ethically and culturally safe ways of talking about the truth, and provide a strong and sustainable foundation for meaningful engagement with traumatised communities.

Table 19: Continuing research projects

Title	Start date	End date
Preserve, Strengthen, Renew: South Coast	2019	2022
Partners: Nowra Local Aboriginal Land Council (LALC), Jerrinja LALC, Ulladulla LALC, Mogo LALC, Cobowra LALC, Bodalla LALC, Wagonga LALC, Merrimans LALC, Bega LALC, Batemens Bay LALC, CBACH, Morgan family, Thomas family, Bond family, Wreck Bay Aboriginal Community Council		
Livelihood values of Indigenous customary fishing (extended)	2016	2022
Partners: NSW Aboriginal Fishing Rights Group, Fisheries Research Development Corporation		
Indigenous Research Exchange—(extended)	2019	2022
Partners: National Indigenous Australians Agency		
University of Sydney Collaboration	2020	2022
Partners: University of Sydney		
Online ethics module (extended)	2020	2022
Partners: University of Queensland, University of Sydney		
Ethics service—provision of ethics reviews and ethics training	2019	2022
Partners: National Indigenous Australians Agency		
Return of Native Title Materials	2018	2021
Partners: Robe River Kuruma Aboriginal Corporation (RRKAC), Yamatji Marlpa Aboriginal Corporation (YMAC), Esperance Tjaltjraak Native Title Aboriginal Corporation RNTBC (ETNTAC) South West Aboriginal Land and Sea Council (SWALSC) Kimberley Land Council (KLC)		
Aboriginal Land Claims in the Northern Territory: Documenting and preserving the records and memories	2018	2021
Partners: Monash University, Central Land Council, Northern Land Council, National Archives of Australia		

Title	Start date	End date
Native Title decision-making	2018	2021
Partners: Taungurung Land and Waters Council (TLaWC), Barengi Gadjin Land Council (BGLC), Right people for Country and Aboriginal Victoria		
AIATSIS Dictionaries Project (extended by 3 years)	2018	2024
Partners: National Indigenous Australians Agency, 20 community and research partners		
Songlines	2018	suspended
Regional Settlements: Modelling Native Title Compensation	2018	2021
Partners: National Native Title Council		
Regional representation and economic coordination	2018	2021
Partners: Gur A Baradharaw Kod Torres Strait Sea and Lan Council (GBK), First Peoples' Assembly of Victoria (FPAV)		
Aboriginal and Torres Strait Islander youth in governance and political processes	2019	2021
Partners: First Peoples' Assembly Victoria, Quandamooka Yoolooburrabee Aboriginal Corporation, Bigambul Native Title Aboriginal Corporation, Australian National University and Macquarie University		
Restoring Dignity: Networked Knowledge for Repatriation Communities (Return, Reconcile, Renew)	2017	2021
Partners: Australian National University, Kimberley Aboriginal Law and Culture Centre (KALACC)		
Mayi Kuwayu—national longitudinal study of Aboriginal and Torres Strait Islander people's health and wellbeing	2014	2022
Partners: Australian National University, National Aboriginal Community Controlled Health Organisation (NACCHO)		
Ngaiyuriija Ngunawal language revitalisation project	2014	ongoing
Partners: Winanggaay Ngunawal Language group		

Table 20: Research projects completed

Title	Start date	Completion date
National Indigenous Languages Report	2018	2021
Partners: Department of Communications and the Arts, Australian National University		
Project Summary: This is the third national survey on the state of Australia's Indigenous languages undertaken by AIATSIS. The Report strengthens the evidence base regarding the use, importance, and state of Aboriginal and Torres Strait Islander languages. It identifies the strengths and speaker numbers of Australia's Indigenous languages, as well as the many economic and social benefits gained through the recognition, use and reawakening of those languages.		
Review of Guidelines for Ethical Research in Australian Indigenous Studies (GERAIS)	2018	October 2020
Partners: nil		
Project Summary: The review and public consultation ensures AIATSIS remains at the forefront of best ethical practice and guidance, resulting in the publication of the AIATSIS Code of Ethics for Aboriginal and Torres Strait Islander Research		
Culture in Policy and Practice	2018	2021
Partners: various authors		
Project summary: The project focused on approaches to engaging with culture in Australian policy. Two symposia held in 2018 and 2019 resulted in a series of articles by Indigenous experts from a diverse range of sectors, which have been submitted to the Australian Aboriginal Studies Journal for publication.		
PBC Prosperity: A Longitudinal Study (PBC Survey Project)*	2018	2020
Partners: National Native Title Tribunal, CSIRO		
Project summary: The 2019 Prescribed Bodies Corporate (PBC) Survey continues AIATSIS' research on the aspirations and activities of PBCs and identifies existing barriers to the effective operation of native title organisations.		
NSW Aborigines Protection/Welfare Board 1883–1969: A History	2015	2020
Partners: University of Newcastle, Australian National University, University of New England, University of Sydney		
Project summary: This research into the Aborigines Protection/Welfare Board (APWB) is a comprehensive study into the activities of the NSW Aborigines Protection/Welfare Board. From 1883 until 1969, the lives and affairs of Aboriginal people in NSW were utterly controlled by the APWB. For the first time, research on the Board's activities and subsequent effects on the lives and families of Aboriginal people in NSW will be undertaken, including both archival and oral history research.		

Title	Start date	Completion date
Continuous Improvement process: Always Be You resources	2019	December 2020
<p>Partners: Beyond Blue</p>		
<p>Project summary: Review and evaluate the current Beyond Blue 'Always Be You' resources and provide recommendations for the development of new materials to support teachers to understand Indigenous mental health and social and emotional wellbeing</p>		
Preserve, Strengthen, Renew in Community: Pilot	2016	December 2020
<p>Partners: Karajarri Traditional Lands Association, Kiwikurra community, Wangka Maya Pilbara Aboriginal Language Centre, Kimberley land Council, Central Desert Native Title Services, Desert Support Services</p>		
<p>Project summary: Preserve, Strengthen and Renew aimed to return material held in the AIATSIS archive, record new material with community members and to help establish protocols for keeping cultural material safe. This project enabled Indigenous communities are able to access relevant cultural material held in collections and to determine their own processes for knowledge production, documentation, and preservation. The final report from the pilot project was published in December 2020.</p>		

APPENDIX E: Publications and presentations

The COVID-19 pandemic reduced the number of publications, submissions, multimedia submissions, presentations and workshops; however, AIATSIS continued to deliver an impressive array of outputs.

Publications by staff

Articles, book chapters, reports

- AIATSIS 2020, 'AIATSIS building name "Maraga" celebrates Ngunnawal language', *Native Title Newsletter*, AIATSIS Canberra, pp. 16–17.
- AIATSIS 2020, 'How much of Australia is recognised in native title', *Native Title Newsletter*, AIATSIS Canberra, pp. 16–17.
- AIATSIS 2021, *Aboriginal land claims in the Northern Territory: Documenting and preserving the records and memories*, AIATSIS, Canberra, viewed 4 June 2021.
- AIATSIS 2021, *Indigenous Research Exchange Newsletter* issue 1/2021, AIATSIS Canberra.
- AIATSIS 2021, *PBC resource: Metadata and digital files*, AIATSIS, Canberra.
- AIATSIS 2021, *PBC resource: Metadata*, AIATSIS, Canberra, ACT, viewed 22 April 2020.
- AIATSIS, ANU, DOCA, 2020 National Indigenous Languages Report, DOCA, Canberra, (27 July).
- AIATSIS, Aranda-Kenhe Akngetyalpuma report. Return of Cultural Heritage Project: Repatriation of Aranda cultural heritage material from Illinois State Museum and Manchester Museum, AIATSIS, Canberra.
- AIATSIS. Return of Bardi Jawi artefacts to Country report, Return of Cultural Heritage Project: Repatriation of Bardi Jawi cultural heritage material from the Illinois State Museum, AIATSIS, Canberra.
- AIATSIS. Return of Cultural Heritage Report 2018–2020. Final Report of RoCH scoping project outlining key findings, return procedures and lessons learnt, AIATSIS, Canberra.
- AIATSIS. Return of Nyamal artefacts to Country report. Return of Cultural Heritage Project: Repatriation of Nyamal cultural heritage material from the Manchester Museum, AIATSIS, Canberra.
- AIATSIS. Return of Yawuru artefacts to Country report. Return of Cultural Heritage Project: Repatriation of Yawuru cultural heritage material from the Manchester Museum, AIATSIS, Canberra.
- AIATSIS. Thaalijarmatha Nijinda Durlga Mougibi report. Return of Cultural Heritage Project: Repatriation of Gangalidda and Garawa cultural heritage material from the Manchester Museum, AIATSIS, Canberra.
- AIATSIS. (in press) 'Wayinyjarri-nha (came back) Return of Cultural Heritage to Yindjibarndi. Return of Cultural Heritage program, Yindjibarndi community case study report', AIATSIS, Canberra.
- Bligh, P & Cooms, V 2021, 'Youth in Native Title: Quandamooka Yoolooburrabee Aboriginal Corporation case study', *Native Title Newsletter*, AIATSIS Canberra, pp. 16–17.
- Bowles, D 2021, 'First Glance: the native title podcast', *Native Title Newsletter*, AIATSIS Canberra, p. 11.

- Burbidge, B, Barber, M, Kong, TM & Donovan, T 2021, *Report on the 2019 survey of Prescribed Bodies Corporate (PBCs)*, AIATSIS, Canberra.
- Faulkner, S & Albert, P 2020, 'Providing leadership in ethics and protocols for Aboriginal and Torres Strait Islander research', *Native Title Newsletter*, AIATSIS Canberra, p. 13.
- Harden, A 2021, *Prescribed Bodies Corporate: Where are they now?*, Native Title Policy Paper, AIATSIS, Canberra.
- Harden, A 2021, *Prescribed Bodies Corporate: Where they want to be in the future*, Native Title Policy Paper, AIATSIS, Canberra.
- Ireland, L 2021, 'Under the Sea: Sea Country connections on the south coast of New South Wales', *Native Title Newsletter*, AIATSIS Canberra, pp. 2–4.
- Keller, C 2020, 'PBC website refresh project 2019–20: Report to the National Indigenous Australians Agency', AIATSIS, Canberra.
- Keller, C 2020, 'Updating the PBC website', *Native Title Newsletter*, AIATSIS Canberra, pp. 18–19.
- Keller, C 2021a, '2019 PBC Survey Report', *Native Title Newsletter*, AIATSIS Canberra, pp. 7–8.
- Keller, C 2021b, 'Land claim and native title archives survey', *Native Title Newsletter*, AIATSIS Canberra, pp. 12–13.
- Keller, C 2021c, *Engaging with Traditional Owners*, AIATSIS, Canberra, viewed 22 January 2021, https://aiatsis.gov.au/sites/default/files/research_pub/FPIC_Snapshot_2020.pdf.
- Keller, C et al. 2021, *Returning Native Title Materials: Esperance Tjaltjraak Native Title Aboriginal Corporation (ETNTAC) case study report*, AIATSIS, Canberra, ACT.
- Lee, L & Stone, M 2021, 'National First Peoples' Gathering on Climate Change', *Native Title Newsletter*, AIATSIS Canberra, p. 14.
- Lissarrague, A 2020. *Dhanggati grammar and dictionary with Dhanggati stories*. Nambucca heads: Muurrbay ALCC.
- Murray, K & Shoveller, W 2021, 'Culture in practice: Using AIATSIS archives to maintain native title rights and interests', *Native Title Newsletter*, AIATSIS Canberra, p. 15.
- Ritchie C 2021 'Guest Editorial' *Australian Aboriginal Studies Journal* 1/2021.
- Ritchie, C 2020 (witness) Appearance before the Senate Select Committee Inquiry into the Aboriginal Flag, Australian Parliament House, Hansard Canberra, 22 September 2020.
- Rubinich, O & Keller, C 2020, 'Native title snapshot', *Native Title Newsletter*, AIATSIS, no. 2/2020, pp. 14–15.
- Rubinich, O 2020, 'An emotional and cultural archive', *Native Title Newsletter*, AIATSIS Canberra, pp. 7–8.
- Schilling, A 2020. 'The Alice Moyle project: rebuilding dissociated collections at AIATSIS'. *Australasian Sound Archive* (No. 44).
- Stone, M & O'Donnell, M 2021, 'Takeaways from the Native Title Legislation Amendment Act 2021 (Cth)', *Native Title Newsletter*, AIATSIS, Canberra, pp. 5–6.
- Stone, M 2020, '10 Years of native title', *Native Title Newsletter*, AIATSIS Canberra, p. 9,12.
- Stone, M 2020, 'Native title timeline', *Native Title Newsletter*, no.2/2020, AIATSIS, Canberra, pp. 10–11.
- Stone, M 2021, 'Developing a national strategy for native title compensation', *Native Title Newsletter*, AIATSIS Canberra pp. 9–10.

- Strelein, L, (witness) Appearance before the Parliamentary Committee inquiry into the destruction of 46,000 year old caves at the Juukan Gorge in the Pilbara region of Western Australia, Hansard, Canberra, 22 August 2020.
- Wang, T & Tran, T 2021, 'Principles for engagement in projects concerning Aboriginal and Torres Strait Islander peoples', AIATSIS, Canberra, viewed 22 January 2021.
- Barber, M et al. 2021, 'The 2019 survey of prescribed bodies corporate', paper presented at AIATSIS Summit 2021, Adelaide, AIATSIS.
- Barber, M et al. 2021, 'The 2019 survey of prescribed bodies corporate', paper presented at Minerals Council Australia, Melbourne.
- Bauman, T & Parsons, D 2021, 'Land claims in the Northern Territory: the records and memories', paper presented at AIATSIS Summit 2021, Adelaide, AIATSIS.

Submissions

- Faulkner, Samantha; Martin, Jaylee; Costanzo, Catherine & Reed, Lauren. AIATSIS Submission to NHMRC regarding revisions to the National Statement on Ethical Conduct in Human Research, Sections 4 and 5, October 2020
- Ritchie, C, L Strelein, P Bligh, T Wang, M Stone, T Tran, AIATSIS Submission to the Indigenous Voice Proposals, AIATSIS, Canberra, May 2021.
- Strelein, L, Bligh, P, Tran, T & Bloxsome, S 2020, 'Submission to the parliamentary inquiry into the destruction of 46,000 year old caves at the Juukan Gorge in the Pilbara region of Western Australia', AIATSIS, Canberra, July.
- Strelein, L, Rubinich, O & Millward, C 2020, 'AIATSIS submission to the review of the CATSI Act: Phase two', AIATSIS, Canberra, October.
- Strelein, L & L Reed, 2021, 'AIATSIS Submission to IP Australia: Indigenous Knowledge Consultation Paper', May 2021.
- Bauman, T 2021, 'Critiquing PBC decision-making guide templates', workshop presented at AIATSIS Summit 2021, Adelaide, AIATSIS.
- Bligh, P 2021, 'Introduction to Native Title', presented at Youth forum, AIATSIS Summit 2021, Adelaide, 2 June.
- Davis, S 2020, presenter 'AITSL Indigenous Cultural Competency Youth forum', ZOOM, 9 December.
- Davis, S 2020, presenter, 'AITSL Indigenous Education Experts forum', ZOOM, 25 November.
- Davis, S 2020, panellist, 'AITSL NAIDOC Panel session', ZOOM, 12 November.
- Davis, S 2020, panellist, 'Cengage – Expert panel', ZOOM, 14 October 14.
- Davis, S 2020, presenter 'Education Strategy', National Indigenous Australians Agency, Canberra, 18 November.
- Davis, S 2021, presenter 'Education Strategy', NSW Education department, Sydney, 1 April.

Presentations and workshops

Presentations by staff

- Angeles, S, 2021 'Return of Cultural Heritage', presented at the Provenance Research on Collections from Colonial Contexts. Principles, Approaches, Challenges – International Conference, online, June 2021.
- Davis, S 2021 presenter, Reconciliation Australia, Canberra, 6 April 6.
- Davis, S 2021 presenter 'AITSL National Dialogue. AITSIL, Canberra, 13 April.
- Davis, S 2021 presenter, Paul Ramsay Foundation, ZOOM, 16 April.
- Davis, S 2021 interview 'Reconciliation week', ABC Radio (national), 26 May.

- Davis, S 2021 panellist, 'CASS Reconciliation Q & A Forum. Australian National University, Canberra, 27 May.
- Douglas, J 2021, 'Using the AIATSIS Subject Thesaurus', "Trove Take 20", National Library of Australia, Canberra, 18 May.
- Faulkner, S 'AIATSIS Code of Ethics' presentation to the Commonwealth Research Agencies Meeting , Canberra, 19 November 2020.
- Keller, C, & Stone, M 2020. 'Information Hub for PBCs: Updating the PBC Website.' ZOOM, 24 November 24.
- Keller, C, Stone, M & Lee, L 2021, 'Information and resources for PBCs', paper presented at AIATSIS Summit 2021, Adelaide, 31 May–4 June.
- Keller, C, & Stone, M 2020 Information Hub for PBCs: Updating the PBC Website." Zoom, November 26, 2020.
- Keller, C, Stone, M & Lee, L 2021, 'Information and resources for PBCs', paper presented at AIATSIS Summit 2021, Adelaide, 31 May–4 June.
- Ley, L & J Lyons, Return of Cultural Heritage, presented at the Manchester University and Melbourne University on-line Workshop on the Return of Cultural Heritage, March 2021.
- Ley, L, Return of Cultural Heritage, presented at the First Nations Media Australia Conference, Lismore, May 2021.
- Lissarrague, A 2020, Austlang presentation, VALA – Libraries/ Technology and the Future: Tech Ex Session 1: First Nations.
- Lyons, J, 'Return of Cultural Heritage', presented at the AMaGA Creating the Future: Trust. Diversity. Imagination, Canberra, June 2021.
- Lyons, L, 'Return of Cultural Heritage', presented at the 2021 AIATSIS Summit, Adelaide, AIATSIS.
- Marmion D & F Cobbo 2021 'Paper & Talk: Out of the archives and back into communities' paper presented at AIATSIS Summit 2021, Adelaide, AIATSIS, 31 May 2021.
- Marmion, Doug 'Intro to Australian Languages', ACT Education, Canberra, Multiple Dates (15).
- Marmion, Doug 'Ngunnawal Acknowledgement', DFAT, Canberra, Multiple Dates (6).
- Marmion, Doug panellist 'NILR Policy Forum' Canberra, 24 November 2020.
- Marmion, Doug, Ngunnawal Acknowledgment of Country workshop, DFAT Diplomatic Academy, 20 May 2021 (morning session).
- Marmion, Doug, Ngunnawal Acknowledgment of Country workshop, DFAT Diplomatic Academy, 20 May 2021 (afternoon session).
- Moloney, K. 2020. 'The affect of colonial legacies on archival collections and history in Melanesia', Seminar presentation to Pacific History Archive students at the University of Hawai'i, October.
- Norton, P., 2021, 'Connection before Collection: honouring the spiritual lives of collection material to create culturally safe spaces', Australia Museums and Galleries Association Conference, Canberra, 9 June.
- Oberleuter, TJ, Reed, LW & Davis, S 2021 'AIATSIS Code of Ethics: Workshop 1, workshop presented at AIATSIS Summit 2021, Adelaide, AIATSIS, 31 May.
- Oberleuter, TJ, Reed, LW & Davis, S 2021 'AIATSIS Code of Ethics: Workshop 2, workshop presented at AIATSIS Summit 2021, Adelaide, AIATSIS, 31 May.
- Oberleuter, TJ, Reed, LW & Davis, S 2021 'AIATSIS Code of Ethics: Workshop 3, workshop presented at AIATSIS Summit 2021, Adelaide, AIATSIS, 1 June.

- Oberleuter, TJ, & LW Reed 'Introduction to Indigenous Research Ethics', National Indigenous Australians Agency, Canberra, May 31 2021 (session 1).
- Oberleuter, TJ, & LW Reed 'Introduction to Indigenous Research Ethics', National Indigenous Australians Agency, Canberra, May 31 2021 (session 2).
- Pollock-Harris, A & T Porter, 'Research, Data and Self-Determination: Learnings from the Knowledge Exchange Platform', presented at the 2021 AIATSIS Summit, Adelaide, AIATSIS.
- Pollock-Harris, A & Graham, J 2021 'Knowledge Exchange Platform', presented at the June AIATSIS All Staff Meeting, Canberra, AIATSIS.
- Reed, LW 2021 'AIATSIS Code of Ethics', Australian Marine Sciences Association. Online, 29 June.
- Reed, LW & Smith, R 2021, 'Indigenous Languages Workshop', Amaroo School (ACT), Indigenous Languages Workshop, Amaroo School, 7 May.
- Ritchie, C 2020, Presenter, Australian National University (ANU) Future Shapers Forum, "Leadership Development (II): learning from strength-based approaches in Indigenous leadership", 14 July.
- Ritchie, C 2020, Participant, Productivity Commission priority setting workshop to inform the Australian-Government's evaluation strategy for policies and programs affecting Aboriginal and Torres Strait Islander people, 14 August.
- Ritchie, C 2020, Participant, EPBC Act Review – Indigenous Engagement Standards Roundtable, 31 August.
- Ritchie, C 2020 (witness) Appearance before the Senate Select Committee Inquiry into the Aboriginal Flag, Australian Parliament House, Canberra, 22 September.
- Ritchie, C 2020, Presenter, Indigenous Leadership Summit (The Leadership Institute), 19 November.
- Ritchie, C 2021, Presenter, Ngunnawal Language Workshops, Department of Foreign Affairs and Trade Diplomatic Academy, 11 February.
- Ritchie, C 2021, Presenter, Department of Infrastructure, Transport, Regional Development and Communications – Pacific Regional Culture Strategy Roundtable, Canberra, 1 March.
- Ritchie, C 2021, Participant, Truth Telling, Justice & Healing National Roundtable, Ebony Aboriginal and Torres Strait Islander Institute, Melbourne, 24 March.
- Ritchie, C 2021, Speaker, Ceremony for the return of sacred Arrernte objects from overseas collections, AIATSIS, Canberra, 18 May.
- Ritchie, C 2021, Panellist, Shared Experiences on Reconciliation & Treaty Processes Panel Discussion, NZ High Commission, Canberra, 26 May.
- Ritchie, C 2021, Return of Cultural Heritage', presentation to the Ecsite International Conference, online, May.
- Ritchie, C (with T Wang) 2021, Keynote presentation, paper presented at AIATSIS Summit 2021, Adelaide, AIATSIS, 1 June.
- Schilling, A 2021. 'Whose Stories Do We Tell? A New Professionals Picnic Blanket on Digitisation Strategy', International Council of Archives New Professionals Program, June.

- Smith, R 2020, Dictionaries Project, presentation to CSIRO.
- Strelein, L 2021, 'Compensation Principles', presented at the NTRU Legal Workshop, convened by the Australian Institute of Aboriginal and Torres Strait Islander Studies, Darwin, 16–17 February.
- Strelein, L 2021, 'Code of Ethics – government research and evaluation' National Indigenous Australian Agency, 25 February.
- Strelein L 2021, 'AIATSIS Code of Ethics' Australian Research Data Commons Sensitive Data Community of practice (online), 17 March.
- Strelein, L, Ritchie, C & Barrett, L 2021 'The Situation and Status of Indigenous Cultures and Heritage', presented at the AIATSIS Summit, Adelaide, 1 June.
- Strelein, L 2021, 'Code of Ethics – government research and evaluation' National Indigenous Australian Agency (online), 25 February.
- Strelein, L 2020, 'NAIDOC week', radio interview, ABC radio, July.
- Strelein, L 2020, 'Indigenous languages and dictionaries project' radio interview by National Indigenous Radio, July.
- Smith, R 2021, Wiradjuri language workshop, AIATSIS Caucus 5 May.
- Tran, T 2020 'Preserve, Strengthen and Renew in Community: Supporting Access to the AIATSIS Collections.' Presented at the Cultural Institutions Working Group meeting, ZOOM, 15 October.
- Tran, T 2020 'Scope and Purpose Update.' Presented at the IEEE Indigenous Data Provenance Working Group Meeting, ZOOM, 28 October.

Workshops and conferences convened

- AIATSIS Summit 2021, Adelaide, AIATSIS, 31 May–4 June 2021.
- Marine Rights Discussion, online, 16–17 February 2021.
- PBC Website outreach webinar, online, 24 and 26 November 2021.
- IRX Data Workshop, online, 8 December 2021.
- IRX Community Workshop, online, 16 March 2021.

APPENDIX E: Key management personnel remuneration

The following tables comply with our reporting responsibilities in PGPA Rule section 17 BE (ta) – Executive Remuneration.

Table 21: Key management personnel remuneration

Name	Position title	Short-term benefits			Post-employment benefits	Other long-term benefits		Termination benefits	Total remuneration
		Base salary	Bonuses	Other benefits and allowances	Superannuation contributions	Long service leave	Other long-term benefits		
Jodie Sizer	Council Chairperson	5,830	-	-	554	-	-	-	6,384
Myfany Turpin	Council member	2,628	-	-	250	-	-	-	2,878
Clint Bracknell	Council member	4,380	-	-	675	-	-	-	5,055
Ash Walker	Council member	5,256	-	-	499	-	-	-	5,755
Murray Saylor	Council member	5,256	-	-	499	-	-	-	5,755
Henrietta Marrie	Council member	5,256	-	-	499	-	-	-	5,755
Judith Ryan	Council member	2,628	-	-	416	-	-	-	3,044
Bart Pigram	Council member	3,066	-	-	291	-	-	-	3,357
Sue Kee	Council member	5,256	-	-	499	-	-	-	5,755
Michelle Deshong	Council member	279	-	-	-	-	-	-	279
Duane Fraser	Council member	279	-	-	-	-	-	-	279
Craig Ritchie	Chief Executive Office	252,295	34,543	949	37,466	6,481	-	-	331,734
Michael Ramalli	Executive Director, Ngurra Business Case	171,940	-	27,275	26,689	4,779	-	-	230,683
Leonard Hill	Deputy Chief Executive Officer	232,199	-	949	36,880	6,955	-	-	276,983
Lyndall Ley	Executive Director, Collection	159,954	-	25,870	26,334	6,327	-	-	218,484
Lisa Strelein	Executive Director, Research	199,819	28,350	949	35,675	27,234	-	-	292,028
Benjamin Phelps	Executive Director, Partnerships and Engagement	15,404	-	141	3,007	474	-	-	19,026

Table 22: Information about remuneration for other highly paid staff

Total remuneration bands	Short-term benefits				Post-employment benefits	Other long-term benefits		Termination benefits	Total remuneration
	Number of other highly paid staff	Average base salary	Average bonuses	Average other benefits and allowances	Average superannuation contributions	Average long service leave	Average other long-term benefits	Average termination benefits	Average total remuneration
\$230,001 - \$245,000	1	82,373	-	150	13,558	1,782	-	145,075	242,938
\$245,001 - \$270,000	-	-	-	-	-	-	-	-	-
\$270,001 - \$295,000	-	-	-	-	-	-	-	-	-
\$295,001 - \$320,000	-	-	-	-	-	-	-	-	-
\$320,001 - \$345,000	-	-	-	-	-	-	-	-	-
\$345,001 - \$370,000	-	-	-	-	-	-	-	-	-
\$370,001 - \$395,000	-	-	-	-	-	-	-	-	-
\$395,001 - \$420,000	-	-	-	-	-	-	-	-	-
\$420,001 - \$445,000	-	-	-	-	-	-	-	-	-
\$445,001 - \$470,000	-	-	-	-	-	-	-	-	-
\$470,001 - \$495,000	-	-	-	-	-	-	-	-	-
\$495,001 - ...	-	-	-	-	-	-	-	-	-

Kids playing in the water while their parents fish on Mer (Murray Island) in the Torres Strait.





PART 7.

Aids to access

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Compliance index

This table indicates where in this report you can find the information required to be included in the annual report of a corporate Commonwealth entity under the PGPA Act and PGPA Rule. It complies with *Resource Management Guide No. 136*, updated 1 July 2021, issued by the Department of Finance.

PGPA Rule Reference	Part of Report	Description	Requirement
17BE	Contents of annual report		
17BE(a)	Legislation and purpose Page 23	A summary of the objects and functions of the entity as set out in legislation.	Mandatory
17BE(b)(i)	Legislation and purpose Page 23	The purposes of the entity as included in the entity's corporate plan for the reporting period.	Mandatory
17BE(b)(ii)	Legislation and purpose Page 23	The names of the persons holding the position of responsible Minister or responsible Ministers during the reporting period, and the titles of those responsible Ministers.	Mandatory
17BE(c)	Portfolio and responsible Minister Page 23	Directions given to the entity by the Minister under an Act or instrument during the reporting period.	If applicable, mandatory
17BE(d)	N/A	Any government policy order that applied in relation to the entity during the reporting period under section 22 of the Act.	If applicable, mandatory
17BE(e)	N/A	Any government policy order that applied in relation to the entity during the reporting period under section 22 of the Act	If applicable, mandatory
17BE(f)	N/A	Particulars of non-compliance with: (a) a direction given to the entity by the Minister under an Act or instrument during the reporting period; or (b) a government policy order that applied in relation to the entity during the reporting period under section 22 of the Act.	If applicable, mandatory
17BE(g)	Annual Performance Statement Pages 93–114	Annual performance statements in accordance with paragraph 39(1)(b) of the Act and section 16F of the rule.	Mandatory

17BE(h), 17BE(i)	N/A	A statement of significant issues reported to the Minister under paragraph 19(1)(e) of the Act that relates to non-compliance with finance law and action taken to remedy non-compliance.	If applicable, mandatory
17BE(j)	AIATSIS Council Pages 9–13 Page 175	Information on the accountable authority, or each member of the accountable authority, of the entity during the reporting period.	Mandatory
17BE(k)	Organisational structure Page 27	Outline of the organisational structure of the entity (including any subsidiaries of the entity).	Mandatory
17BE(ka)	Employees Pages 126–128	Statistics on the entity's employees on an ongoing and non-ongoing basis, including the following: (a) statistics on full-time employees; (b) statistics on part-time employees; (c) statistics on gender; (d) statistics on staff location.	Mandatory
17BE(l)	Location Page 25	Outline of the location (whether or not in Australia) of major activities or facilities of the entity.	Mandatory
17BE(m)	Organisation Pages 119–125	Information relating to the main corporate governance practices used by the entity during the reporting period.	Mandatory
17BE(n), 17BE(o)	N/A	For transactions with a related Commonwealth entity or related company where the value of the transaction, or if there is more than one transaction, the aggregate of those transactions, is more than \$10,000 (inclusive of GST): (a) the decision making process undertaken by the accountable authority to approve the entity paying for a good or service from, or providing a grant to, the related Commonwealth entity or related company; and (b) the value of the transaction, or if there is more than one transaction, the number of transactions and the aggregate of value of the transactions.	If applicable, mandatory
17BE(p)	N/A	Any significant activities and changes that affected the operation or structure of the entity during the reporting period.	If applicable, mandatory

17BE(q)	N/A	Particulars of judicial decisions or decisions of administrative tribunals that may have a significant effect on the operations of the entity.	If applicable, mandatory
17BE(r)	N/A	Particulars of any reports on the entity given by: (a) the Auditor-General (other than a report under section 43 of the Act); or (b) a Parliamentary Committee; or (c) the Commonwealth Ombudsman; or (d) the Office of the Australian Information Commissioner.	If applicable, mandatory
17BE(s)	N/A	An explanation of information not obtained from a subsidiary of the entity and the effect of not having the information on the annual report.	If applicable, mandatory
17BE(t)	N/A	Details of any indemnity that applied during the reporting period to the accountable authority, any member of the accountable authority or officer of the entity against a liability (including premiums paid, or agreed to be paid, for insurance against the authority, member or officer's liability for legal costs).	If applicable, mandatory
17BE(taa)	Audit and Risk Committee Pages 171 & 176	The following information about the audit committee for the entity: (a) a direct electronic address of the charter determining the functions of the audit committee; (b) the name of each member of the audit committee; (c) the qualifications, knowledge, skills or experience of each member of the audit committee; (d) information about each member's attendance at meetings of the audit committee; (e) the remuneration of each member of the audit committee	Mandatory
17BE(ta)	Key management personnel remuneration Pages 189–190	Information about executive remuneration.	Mandatory

Abbreviations and acronyms

AASB	Australian Accounting Standards Board
ACT	Australian Capital Territory
AIAS	Australian Institute of Aboriginal Studies (now AIATSIS)
AIATSIS	Australian Institute of Aboriginal and Torres Strait Islander Studies
AIATSIS Act	<i>Australian Institute of Aboriginal and Torres Strait Islander Studies Act 1989 (Cth)</i>
AITSL	Australian Institute for Teaching and School Leadership
ANIRC	AIATSIS National Indigenous Research Conference
AM	Member of the Order of Australia
AMaGA	<i>Australian Museums and Galleries Association</i>
ANU	Australian National University
APS	Australian Public Service
ASP	Aboriginal Studies Press
APWB	Aborigines Protection/Welfare Board
ARC	Australian Research Council
AR&C	Audit and Research Committee
AUSTRLANG	information about Aboriginal and Torres Strait Islander languages
CEO	Chief Executive Officer
CAEPR	Aboriginal Economic Policy Research
CATSI Act	<i>Corporations (Aboriginal and Torres Strait Islander) Act 2006 (Cth)</i>
CIT	Canberra Institute of Technology
Code	AIATSIS Code of Ethics for Aboriginal and Torres Strait Islander Research
Core	Core Cultural Learning Program / Core Cultural Competency Program
CSIRO	Commonwealth Scientific and Industrial Research Organisation
CSS	Commonwealth Superannuation Scheme
Cth	Commonwealth
CTS	AIATSIS Collections Transformation Strategy
DFAT	Department of Foreign Affairs and Trade
EA	Enterprise Agreement
FCPA	Fellow of CPA Australia
FNMA	First Nations Media Australia
FPAV	First Peoples' Assembly of Victoria

GAICD	Graduate of the Australian Institute of Company Directors
GERAIS	Guidelines for Ethical Research in Australian Indigenous Studies
GLAM	Galleries Libraries Archives and Museums
INPI	National Institute of Indigenous People Mexico
IYIL19	International Year of Indigenous Languages 2019
KALACC	Kimberley Aboriginal Law and Culture Centre
KEP	Knowledge Exchange Platform
LRYBB	<i>The Little Red Yellow Black Book</i>
MoU	memorandum of understanding
MP	Member of Parliament
NAA	National Archives of Australia
NACCHO	National Aboriginal Community Controlled Health Organisation
NAIDOC	National Aborigines and Islanders Day Observance Committee
NIAA	National Indigenous Australians Agency
NITV	National Indigenous Television
NMA	National Museum of Australia
NSW	New South Wales
NT	Northern Territory
NTC	National Native Title Conference
NTRB	Native Title Representative Body
NTRU	Native Title Research Unit (AIATSIS)
NTSCORP	Native Title Service Provider for Aboriginal Traditional Owners in NSW and ACT
N/A	not applicable
OLOS	<i>Our Land, Our Stories</i>
PBC	Prescribed Body Corporate
PBS	Portfolio Budget Statement
PGPA Act	<i>Public Governance, Performance and Accountability Act 2013 (Cth)</i>
PM&C	Department of the Prime Minister and Cabinet
PSM	Public Service Medal
PSS	Public Sector Superannuation Scheme
QAGOMA	Queensland Art Gallery and Gallery of Modern Art

QLD	Queensland
RNTB	Registered Native Title Bodies Corporate
RoCH	Return of Cultural Heritage program
SA	South Australia
TAS	Tasmania
UTS	University of Technology Sydney
VALA	Victorian Association for Library Automation
VIC	Victoria
WA	Western Australia
WHS	work health and safety
YAC	Yindjibarndi Aboriginal Corporation

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