ANNUAL REPORT

2022–2023

AIATSIS

AUSTRALIAN INSTITUTE OF ABORIGINAL AND TORRES STRAIT ISLANDER STUDIES

Annual Report 2022–2023

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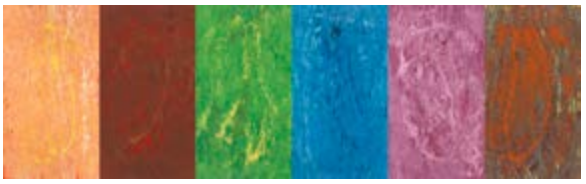
Daniel O'Shane, *Ii ra mer ene Gawei (the sounds of tears and Gawei)*, 2016, vinylcut print with black ink on paper, 115.5 x 215.5 cm, AIAS093_001
Acquired from Canopy Art Centre, Cairns, 2017



Yondee Shane Hansen, *Six Seasons*, 2022, Acrylic on canvas, 606 x 183cm (overall), 6 panels, AIAS14294, Acquired from Japingka Gallery, 2023

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

AIATSIS acknowledges the Traditional Owners and Custodians of Country throughout Australia and acknowledges their continuing connection to land, waters, culture and community. We pay our respects to the people, the cultures and the elders past, present and emerging.

Annual Report
2022–2023

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 Ber-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. Linda Burney 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 2023 under section 46 of the *Public Governance, Performance and Accountability Act 2013* (Cth) (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.

Yours sincerely

Jodie Sizer
Chairperson
AIATSIS Council
22 September 2023

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Smoking ceremony welcoming delegates to the 2023 AIATSIS Summit on Noongar Boodja Country.

PART 1

Executive overview

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Noongar Elder Liz Hayden giving a Welcome to Country at the AIATSIS Summit 2023.

Vision, mission and purpose

Our vision

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

Our mission

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

Our purpose as stated in our corporate plan

The purpose of AIATSIS is set out in the mission statement and the functions described in 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).

Our functions

The functions described in the *Australian Institute of Aboriginal and Torres Strait Islander Studies Act 1989* are:

1. To develop, preserve and provide access to a national collection of Aboriginal and Torres Strait Islander culture and heritage;
2. To use that national collection to strengthen and promote knowledge and understanding of Aboriginal and Torres Strait Islander culture and heritage;
3. To provide leadership in the fields of:
   a. Aboriginal and Torres Strait Islander research;
   b. Ethics and protocols for research and other activities relating to collections related to Aboriginal and Torres Strait Islander culture and heritage; and
   c. Use (including use for research) of the national collection and other collections containing Aboriginal and Torres Strait Islander culture and heritage;
4. To 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; and
5. To provide advice to the Commonwealth on the situation and status of Aboriginal and Torres Strait Islander culture and heritage.

AIATSIS is a statutory authority under the *Public Service Act 1999* (Cth) and a Corporate Commonwealth entity under the PGPA Act.

Chairperson's statement

As AIATSIS approaches its 60th anniversary in 2024, we reflect on how far we have come. During the 2022–23 reporting period, AIATSIS has continued to tell the story of Aboriginal and Torres Strait Islander First Nations peoples and committed to creating opportunities for the Australian public and international communities to encounter, engage with and be transformed by that story.

Summit

In June 2023, a highlight was our annual AIATSIS Summit, held on Noongar Boodja Country Perth. Summit's theme, 'Navigating the spaces in between', continued conversations from the 2022 Summit 'expanding on the brilliance and value of Indigenous ways of knowing, seeing and being in the world'. Co-convened with the South West Aboriginal Land and Sea Council, the program featured over 150 presentations with around 400 presenters contributing to the largest gathering of its kind in the southern hemisphere. The program provided attendees with the opportunity to bring things from the periphery into focus, recognising that in the spaces in-between there are opportunities for innovation, excellence, risks, and complexity.

The Minister for Indigenous Australians, the Hon. Linda Burney MP, and our inaugural Ambassador for First Nations People, Justin Mohamed, addressed day one of Summit to a full auditorium.

I had the pleasure of introducing Eddie Koiki Mabo's daughter Gail Mabo and grandson Kaleb Mabo for a plenary session for the 31st anniversary of the Mabo lecture. Gail and Kaleb delivered a moving address acknowledging the significance of the AIATSIS Summit to the Mabo family, and the Gur A Baradharaw Kod (GBK) Chair, Ned David, presented the 2023 Mabo Lecture. Though the focus was on First Nations history and cultural belonging, Gail celebrated the achievements of those that have gone before us, and recognised that the time has come for the next generation to come to the forefront. Gail proceeded to formally hand over to Kaleb, informing the audience that she will take a step back and support Kaleb in uplifting the next generation to lead us into the future, taking ownership of our history, culture and story.

United Nations – International Decade of Indigenous Languages

In December 2022, AIATSIS Chief Executive Officer (CEO), Craig Ritchie and I attended the launch of the 2022–23 International Decade of Indigenous Languages (IDIL) hosted by

the United Nations Educational, Scientific and Cultural Organisation.

The United Nations General Assembly proclaimed the period between 2022 and 2032 as the IDIL and that the initiative sought to draw global attention on the critical situation of many Indigenous languages. Along with representatives from First Languages Australia, the Australian Office of the Arts and various members of the Aboriginal and Strait Islander community, the participation of AIATSIS allowed us to integrate a best practice approach in partnership with First Nations peoples to protect, promote and revitalise Indigenous languages.

Partnerships

Our valued corporate and community partnerships, including the Institute's collaborative agreement with the Kimberley Aboriginal Law and Cultural Centre, Memorandum of Understanding (MoU) with the National Film and Sound Archive, First Nations Media Australia (FNMA), University of Melbourne, University of Sydney and several other universities Australia wide, Muruwari Ngulli Yaandhibu, Manchester Museum, Anindilyakwa Land Council and Art Centre and the National Indigenous Australians Agency, all support the Institute in achieving our mission.

I thank Council for their continued expertise and guidance in shaping the strategic direction of AIATSIS which is delivered by dedicated and passionate staff, all who play a critical role in telling the story of Aboriginal and Torres Strait Islander Australia through caring for and celebrating our unique collection which is at the heart of AIATSIS.

Personal message

On a personal note, I would like to thank the Hon. Linda Burney MP for her continued leadership and vision as our Minister. As AIATSIS continues to progress on its key business objectives, Minister Burney's support is invaluable to ensure AIATSIS effectively supports First Nations peoples through creating opportunities for engagement and preservation of culture, in addition to meeting our mission, vision and guiding principles.

As the Council Chair, I am proud to lead AIATSIS in creating a world in which Aboriginal and Torres Strait Islander people's knowledge and culture are recognised, respected, celebrated and valued as this remains the central vision of Council and underpins our collective mission.

Jodie Sizer
Chairperson

The Council

AIATSIS Council members as at 30 June 2023 are listed below. More information on councillors who served during the reporting period is in Appendix A. Additional biographical information can be found on the AIATSIS website.

Jodie Sizer, Chairperson
Appointed

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

Jodie Sizer, the inaugural CEO of the Great Ocean Road Parks and Coast Authority, is a Djab Wurrung, Gunditjmara woman, long-time Torquay resident and one of Australia's foremost Indigenous leaders. Jodie Sizer commenced as CEO of the Authority in July 2021.

With a strong background in corporate governance, she graduated from the University of Ballarat with a Bachelor of Commerce in 2000, was a graduate of the Hedland Leadership program and University of Melbourne Asia-Australia New Leaders Program and is a qualified Certified Practising Accountant.

Jodie was a Co-Founder and Co-CEO of PricewaterhouseCoopers Indigenous Consulting. Jodie is currently the Chair of the Australian Institute of Aboriginal Torres Strait Islander Studies and is also currently Vice President of the Collingwood Football Club, Board member of the Ebony Institute and an Enterprise Professor of the University of Melbourne.

Jodie is a recipient of the Prime Minister's Centenary Medal and is listed in the Australian Women's Who's Who publication, inducted on the Victorian Honour Roll of Women, and listed as one of the *Australian Financial Review*'s 100 Women of Influence.

Jodie has worked with tertiary institutions, governments, sports codes and major businesses in creating meaningful change for Aboriginal people. She is a passionate advocate and leader for meaningful change. Jodie has led change process advancing Aboriginal self-determination and opportunities for Aboriginal and Torres Strait Islander peoples in her own community, interstate communities and internationally.

Residence: Doonmarngwaring, Wadawurrung Country (Torquay), Vic.

Prof. Clint Bracknell, Deputy Chairperson
Appointed Deputy Chair
(Elected member)

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

Clint Bracknell is a Noongar song-maker, composer and Professor of Music at the University of Western Australia. He investigates connections between song, language and landscapes while working on projects to improve Indigenous community access to cultural heritage collections. Clint received the 2020 Barrett Award for Australian Studies and has co-translated world-first Indigenous language works in film and theatre.

Residence: Boorloo (Perth), WA.

Ashley Walker, Member
Appointed

Qualifications: Master of Business Administration (Distinction), Bachelor of Laws/Commerce, Graduate of the Australian Institute of Company Directors (GAICD).

Ash Walker is a Dharawal/Dhurga man belonging to the La Perouse Aboriginal community in coastal Sydney. Ash runs his own consultancy practice, Wagal Advisory, and has previously 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; Gimuy (Cairns), QLD.

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, biological diversity and traditional knowledge, intellectual property law, heritage legislation and philanthropy. Additionally, Henrietta has had over 60 papers published in academic books and journals. On 26 January 2018 Henrietta was made a Member of the Order of Australia in the General Division, and on 8 June she was recognised as a Queensland Great. She is also a member of the Queensland Human Rights Commission's Aboriginal and Torres Strait Islander Advisory Group. She is currently an Honorary Professor with the University of Queensland.

Residence: Gimuy (Cairns), Qld.

Murray Saylor, Member
Appointed

Qualifications: Bachelor of Business (Management).

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' experience in procurement, supply chain management, policy and program management within the government and commercial sectors. Murray is the Managing Director of Tagai Management Consultants – a company that delivers market-leading procurement and supply chain management, business advisory, advanced futures and community development services across the Asia-Pacific region.

Residence: Meeanjin (Brisbane), Qld.

Judith Ryan AM, Member
Appointed

Qualifications: Bachelor of Arts (Honours) in Fine Arts and English Literature, University of Melbourne; Certificate in Education, Oxon.

Judith is Senior Curator, Art Museums, Museums & Collections, Strategy and Culture at the University of Melbourne. Formerly the Senior Curator of Indigenous Art at the National Gallery of Victoria, Judith 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 over 50 exhibitions and has published widely in the field.

Residence: Naarm (Melbourne), Vic.

Assoc. Prof. Myfany Turpin FAHA, Member
Elected

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

Myfany is a linguist and musicologist at the University of Sydney. She has conducted research with Aboriginal communities since 1994, focused on Aboriginal song-poetry, ethnobiology and the Australian language Kaytetye. She is the co-author of the *Kaytetye to English Dictionary*, IAD Press, 2013.

Residence: Mparntwe (Alice Springs), NT; Gadigal Country (Sydney), NSW.

Michelle Deshong, Member
Elected

Qualifications: BA Honours in Political Science and Indigenous studies at James Cook University; Fulbright Scholar, Churchill Fellowship, MAICD, MAIATSIS.

Michelle is a Kuku Yalanji woman and has had an extensive career in both the Public Service and the not-for-profit sector, drawing on years of experience in governance, leadership, politics and gender equity. Michelle holds a BA Hons in Political Science and has been both a Fulbright Scholar and a Churchill Fellow. More recently Michelle was the CEO of the Australian Indigenous Governance Institute before transitioning full time into her consulting company. She has maintained a strong interest in Indigenous affairs and holds several board roles including Co-Chair of Supply Nation and member of the Reef Restoration and Adaptation Board.

Residence: Wulgurukaba and Bindal (Townsville), Qld.

AIATSIS Chair Jodie Sizer, Minister for Indigenous Australians the Hon. Linda Burney MP, and Ambassador for First Nations People Justin Mohamed at the AIATSIS Summit 2023 welcome reception.

Chief Executive Officer's message

Over the 2022–23 financial year, AIATSIS has continued to align its objectives to the Institute's vision, through recognising, respecting and celebrating Aboriginal and Torres Strait Islander knowledge and cultures, and to our mission to tell, support, create and shape our national narrative.

AIATSIS Central Australia facility

As the Institute's largest project continues to progress, another nears completion. For the first time in its almost 60-year history, AIATSIS is expanding its footprint outside Canberra to Mparntwe (Alice Springs). Having a prominent location in the Todd Mall pedestrian precinct – close to the tourist information centre, art galleries and other public attractions, the AIATSIS Central Australia Facility - an engagement and digitisation centre will hold exhibitions and preservation work while providing culturally appropriate digitisation and storage capacity along with training in archiving skills for local staff. The Central Australian Facility will also have FNMA co-located at this facility enabling much greater collaboration and partnership with Indigenous media organisations. The facility represents the historic next stage for the Institute in telling our national story in partnership with local communities and working alongside FNMA.

Ngurra: the National Aboriginal and Torres Strait Islander Cultural Precinct

The establishment of the National Aboriginal and Torres Strait Islander Cultural Precinct: Ngurra in the heart of the national capital, Canberra, is progressing. Consultations are ongoing with local and national Traditional Custodians and other key stakeholders. Ngurra will close the widely acknowledged gap among existing institutions and will build a shared understanding of our present and future, furthering the national narrative of what it means to be an Australian.

Collections, exhibitions and events

The AIATSIS collection is at the heart of the Institute and plays a pivotal role in telling the story of First Nations

people. Following the success of the Aboriginal Studies Press publication *Ngirramanujuwal: The Art and Country of Jimmy Pike*, in August 2022 AIATSIS shared a curated exhibition of works from the publication at the Edinburgh Fringe Festival, House of Oz. This was followed by a smaller immersive display at Government House in Perth for National Reconciliation Week, and a temporary installation at the AIATSIS Summit 2023 on Noongar Boodja Country.

In 2022–23, AIATSIS continued to promote a better understanding of Indigenous people's culture and heritage through a number of carefully curated exhibitions at Maraga and abroad, including Ngirramanujuwal: The Art and Country of Jimmy Pike; Reflections of Strength, Belonging and Identity and Blak Excellence: The Aboriginal and Islander Sporting Hall of Fame.

Once again we have seen growth in our collection, reiterating AIATSIS' global presence within the collecting, research and education sector, caring for more than one million items of Aboriginal and Torres Strait Islander heritage. AIATSIS continues to develop and adopt world-leading preservation techniques to securely store, care for and preserve its growing collection, which comprises an array of analogue formats including film, video, audio, photographic formats, and print materials. To ensure the collection remains preserved for future generations, some of the collection items, including black-and-white negatives, have been digitised to provide a glimpse into representations of Aboriginal and Torres Strait Islander people in the periods in which the formats were produced.

In November 2022, an AIATSIS delegation travelled to New Zealand to the Tāmaki Paenga Hira Auckland War Memorial Museum and the Tūhura Otago Museum for a return of cultural heritage event. The cultural handover ceremony saw 10 items of cultural significance returned to the Warumungu community.

Community partnerships

AIATSIS continues to partner and collaborate with communities, including through the AIATSIS Dictionaries Project. The project commenced in 2021 and boasts numerous successes. A significant milestone was the publication of the *Warlpiri Encyclopaedic Dictionary* in December 2022. On 8 March 2023, the dictionary was officially launched at the Yuendumu School with over 50 community members and visitors present. The project, more than 50 years in the making, involved collaboration with hundreds of Warlpiri speakers and contributions by the Warlpiri community. Preservation of Warlpiri language through the publication of this dictionary is critical to ensure this First Nations dialect is accurately preserved.

Other notable highlights

Other significant highlights for the Institute in the 2022–23 reporting period include fostering relationships with many local and international diplomatic missions. Our reputation has resulted in an array of dignitaries and organisations reaching out to us to learn more about the work of AIATSIS. Demand for the AIATSIS Core Cultural Learning program remained strong across the full range of workplaces. The Core Cultural Learning program continued to build on previous

year's successes with 57 new fee pay clients (87 in total) representing a growth of 24 per cent. In addition to the Core Cultural Learning program, two specialised e-learning modules were developed to the core suite. Core: Ethics for Aboriginal and Torres Strait Islander Research was released in early 2023 in partnership with the University of Sydney and the University of Queensland. Core: Culturally Responsive Teaching, due for release in late 2023, is a five hour e-learning targeting school-based educators.

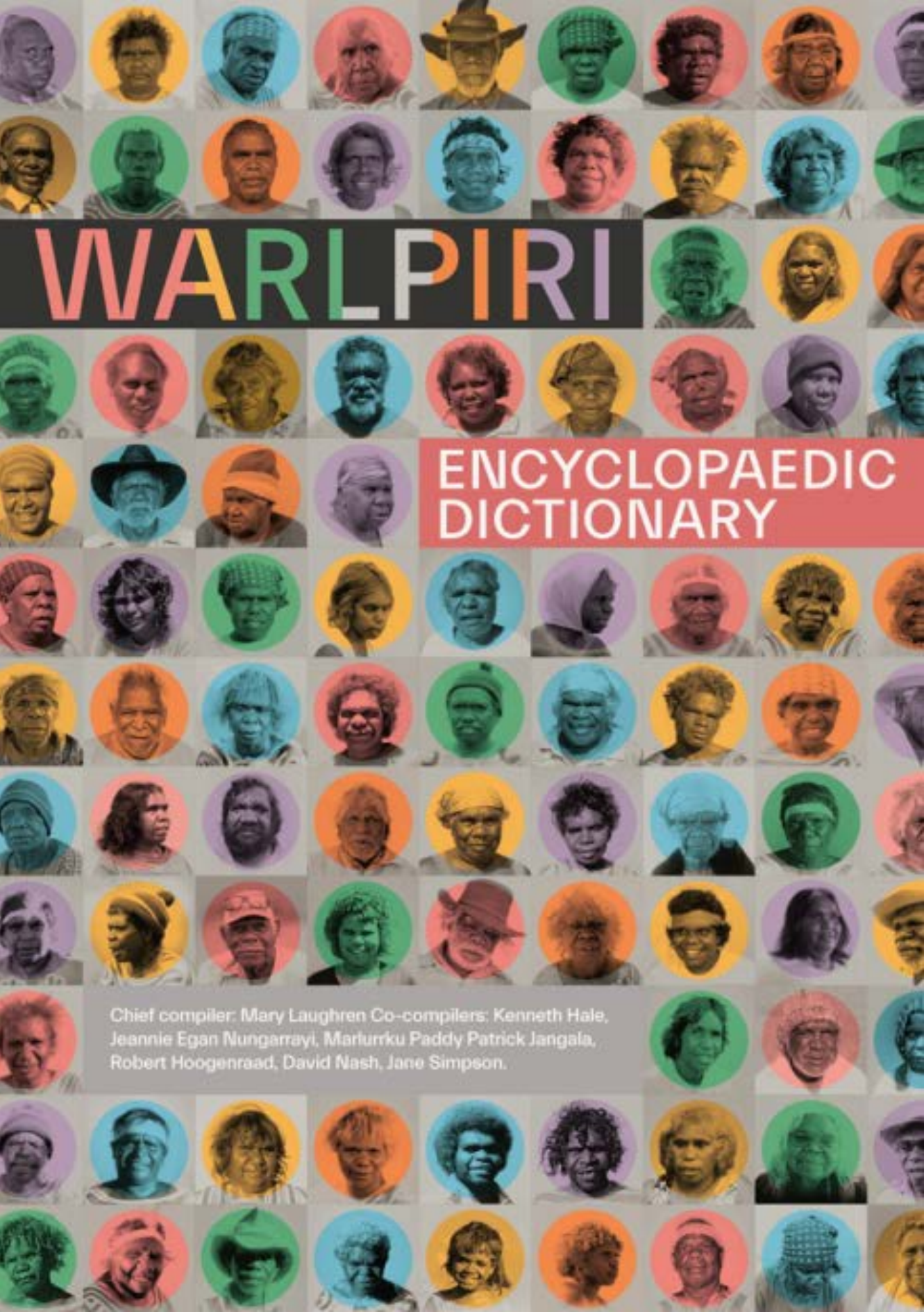
Separately, in April 2023, the Collection Access and Family History team visited the Bwgcolman / Palm Island community. During their visit, the team facilitated family history research with community members and returned over 9,500 digital copies of collection items to the community.

In 2022–23, new funding enabled the development of a comprehensive work plan and resourcing to establish the AIATSIS Centre for Australian Languages, reflective of its collaborative approach in this area of work.

Personal message

I would like to extend my gratitude and appreciation to the Minister for Indigenous Australians the Hon. Linda Burney MP and AIATSIS Council, who continue to support and lead the Institute's strategic direction. I would also like to extend my sincere appreciation to the dedicated and resilient AIATSIS staff, who produce high-quality work, contributing to the preservation, storytelling and knowledge sharing of Aboriginal and Torres Strait Islander histories and cultures.

Craig Ritchie
Chief Executive Officer



WARLPIRI

ENCYCLOPAEDIC DICTIONARY

Chief compiler: Mary Laughren Co-compilers: Kenneth Hale, Jeannie Egan Nungarrayi, Marlurrku Paddy Patrick Jangala, Robert Hoogenraad, David Nash, Jane Simpson.

Local Whadjuk and Balladong teacher and owner of Culture Wave, Nadine Foley.

PART 2

Introduction and summaries

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Introduction and summaries

Portfolio and responsible Minister

During 2022–23, the Minister responsible for AIATSIS was the Hon. Linda Burney MP, Minister for Indigenous Australians.

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

Location

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

People

At 30 June 2023, our workforce comprised of 133 ongoing employees, 51 who identified as Aboriginal and/or Torres Strait Islander people.

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 five groups: Strategic Operations, Research and Education, Collections Services, Partnerships and Engagement and the Ngurra Project Taskforce. Refer to Figure 1.

Our history

AIATSIS was 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.

As the Institute approaches its 60th anniversary in 2024, 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 it has in our nation's story.

Our history is summarised in Figure 2.

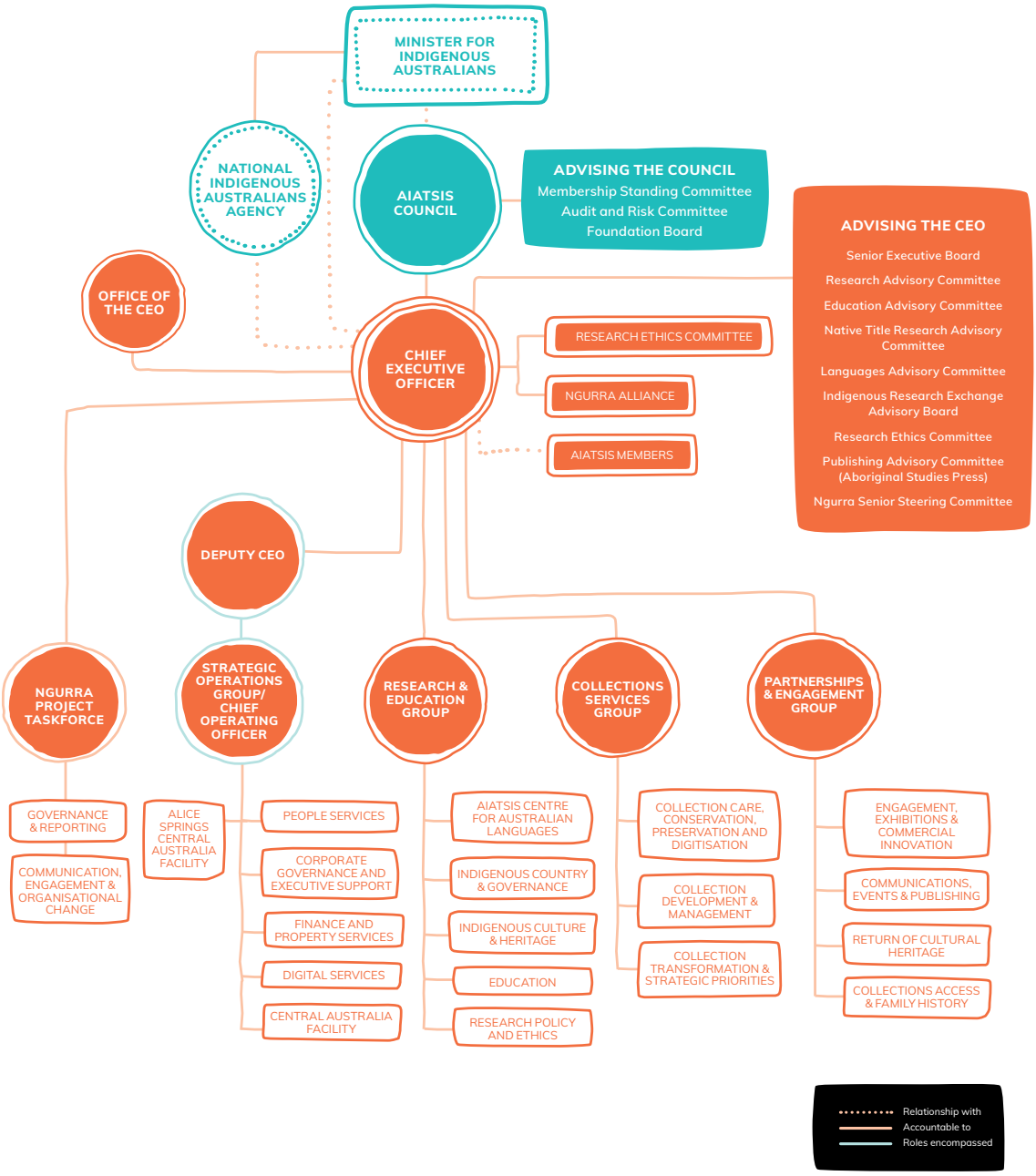


Figure 1: Organisational structure

Our timeline

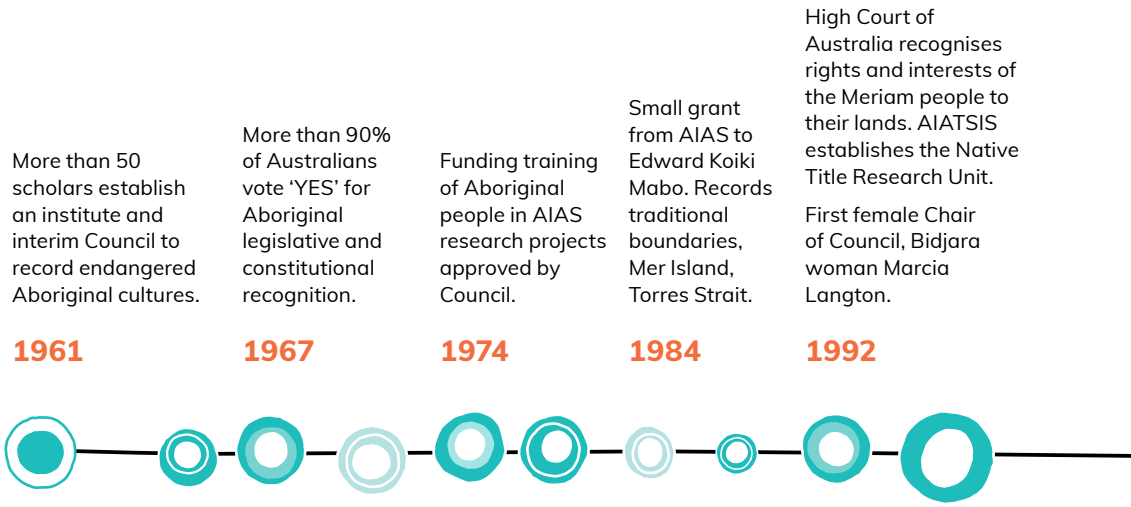


Figure 2: Timeline

1996

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

2008

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

2015

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

2016

Parliament introduces changes to AIATSIS legislation.

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

2017

AIATSIS CEO, Craig Ritchie, leads the Australian Government delegation to the 10th session of the Expert Mechanism on the Rights of Indigenous Peoples.

2018

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

2019

First observance of UN International Year of Indigenous Languages.

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

2020

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

2021

60 years after the first conference leading to the establishment of the Institute, AIATSIS and the SA Native Title Services and Kaurna Yerta Aboriginal Corporation host the AIATSIS Summit.

2022

The Australian Government announces commitment to building Ngurra: The National Aboriginal and Torres Strait Islander Cultural Precinct (and new home for AIATSIS) in the heart of Canberra.

2023

Completion nears of the new AIATSIS Engagement and Digitisation facility in Mpartwe (Alice Springs), the first located outside Maraga in Canberra.

Strategic framework

Our strategic intent to focus initiatives to realise strategies published in AIATSIS's 2022–26 *Corporate Plan*, 2018–23 *Strategic Plan* and the 2022–23 Portfolio Budget Statements are outlined below in Figure 3.

OUR STRATEGIES

Build and preserve a national collection, and make it accessible.

GOALS

Ensure that our collection is representative, relevant and diverse.

Optimise appropriate accessibility.

Maximise opportunities provided by digital innovation.

Promote better understanding of Indigenous peoples' cultures and heritage.

GOALS

Position AIATSIS as the national forum for dialogue on Aboriginal and Torres Strait Islander culture.

Deliver transformative experiences of Aboriginal and Torres Strait Islander cultures, histories and heritage.

Deliver high-quality exhibitions, products and publications.

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

GOALS

Speak authoritatively through evidence based research and culturally based representative networks.

Articulate national priorities for Aboriginal and Torres Strait Islander research.

Position AIATSIS as the arbiter of standards in relation to research ethics, Indigenous research and management of Indigenous collections.

Foster innovation in ethical, impactful research and collection practice.

Partner and collaborate with our communities, partners and governments.

GOALS

Actively build diverse and enduring relationships domestically and internationally.

Be responsive and professional, with culturally competent work practices.

Build an active network of corporate partners.

Engage with our network of members, friends, volunteers, visitors and affiliates.

Help to develop community capability in relevant areas.

Advise on Aboriginal and Torres Strait Islander culture and heritage.

GOALS

Position AIATSIS as a trusted adviser.

Build our policy capacity and capability to deliver world class expertise.

Report regularly on the situation and status of Indigenous cultures and heritage.

OUR PRIORITIES

DISCOVERY

Help Australians discover the richness of the histories, cultures and heritage of our First Nations people.

This initiative includes a new state-of-the-art home for AIATSIS.

RESURGENCE

Contribute to the ongoing cultural resurgence across Aboriginal and Torres Strait Islander Australia.

Projects include the publication of Indigenous language dictionaries and the Songlines critical project.

TRANSFORMATION

Transform people's understanding of Aboriginal and Torres Strait Islander Australia.

Measures include developing teaching resources for schools and corporate Australia.

EXTENDING OUR REACH

Extending the reach of AIATSIS, in presence and influence, through physical and digital means.

Initiatives include an impactful web presence and potential physical presence beyond Canberra.

SPECIAL PROJECTS

Return of Cultural Heritage Project.

UNDERPINNING COMMITMENTS

AIATSIS technical expertise and capability is sustained for national and regional impact.

AIATSIS is characterised by an Indigenous voice in all that it does.

AIATSIS is a financially sustainable organisation.

AIATSIS operates cohesively as a single entity embodying the concept of Yindyamarra.

AIATSIS is positioned to influence a range of sectors.

AIATSIS is an innovative and flexible institution.

AIATSIS is a proactively engaged and outward-looking institution.

Figure 3: Strategic framework

Grace Lillian Lee, *Acceptance*, 2016, cotton webbing, goose feathers, beads, timber cane, cotton and wool thread, R02041.ATS1041. Acquired from Cairns Regional Art Gallery, 2016.

Jenni Kemarre Martiniello, *Cloak for the Fallen: Gallipoli Warriors Possum Skin Cloak*, with Gallipoli honour roll and First World War AIF jacket, AIAS807.021221.

PART 3

Performance

Build and preserve a national collection, and make it accessible 32

Promote better understanding of Indigenous peoples' cultures and heritage 42

Lead and influence on Aboriginal and Torres Strait Islander research ethics, protocols, and collections 52

Partner and collaborate with our communities, partners and governments 58

Advise on Aboriginal and Torres Strait Islander culture and heritage 74

Build and preserve a national collection, and make it accessible

Collections growth

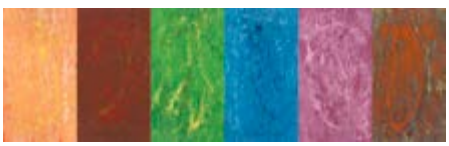
The AIATSIS collection has grown in line with the 2017-21 Collection Development Strategy by an average of 0.79 per cent during 2022-23 and continues to reflect the diversity of Aboriginal and Torres Strait Islander peoples' knowledges, cultures and histories. The small growth is due to the decreased deaccessioning activity for print and published material during the financial year. However, there was steady collection growth in all formats year on year.

Art and rare book acquisitions

Yondee Shane Hansen's Six Seasons

Yondee Shane Hansen is a Whadjuk Ballardong artist. Yondee was nurtured by his relatives, who used melaleuca paperbark trees to do their artwork along the Swan River around the Guilford and Midland areas of Perth. The artist's bush name, 'Yondee', which means Black Goanna, reflects his deep connections to Noongar Boodjar – Noongar Country.

The *Six Seasons* artwork is Yondee's creative homage to the cyclical six seasons on Noongar Boodjar. It encapsulates the artist's spiritual affiliation to his culture and Country. Yondee's use of eucalyptus leaves to apply acrylics and create a layered texture and patterns on canvas reflects the transformation of the various colours that emerge on Country throughout the six seasons.



Yondee Shane Hansen's *Six Seasons*, 2022, acrylic on canvas, AIAS14294.

Kaylene Whiskey's Flying Over Indulkana

Kaylene Whiskey is a Yankunytjatjara artist who combines pop culture with traditional Anangu culture. Her works are a playful and cheeky interpretation of her life on Country, as well as a celebration of sisterhood.

Flying Over Indulkana is an acrylic on digital print of Kaylene Whiskey flying like a superhero over Indulkana alongside various heroic women: musicians Dolly Parton, Cher and Tina Turner and comic book icons Wonder Woman and Catwoman, as well as Whoopi Goldberg's character from the *Sister Act* movies.

These Kungka Kunpu (strong women) are shown alongside Kaylene as they discuss hunting, noodling and partying. The bright colours, shapes, butterflies and honey ants add to the cheerful and playful mood of the work.

Kaylene Whiskey, *Flying Over Indulkana*, 2002, acrylic on digital print on rag paper, AIAS14317. Photo courtesy of David Suyasa. Courtesy of the artist and Roslyn Oxley9 Gallery, Sydney.

Works from Apmere Itelareme: Remembering Country

Shaun Angeles Penangke is an Arrernte and Kungarakan artist who grew up in Mparntwe in the Central Desert. Shaun's artworks use contemporary mediums to convey cultural knowledge, cultural practice and representations of Altyerre (Dreaming). His art practice includes using sculptured wood, acrylic paints, and feathers from native birds.

Shaun's artworks *Apmwe Kwelaye Pintye-nge* and *Artwe Kwatye* are representations of Altyerre (Dreaming) stories depicting creation ancestors from his family's Country, Ayampe, located about 70 kilometres north of Mparntwe. Shaun's late grandfather, Patrick McMillan Perrurle, taught him the stories and sites when he was in his early twenties and a young caretaker of his Country.

The artworks are tactile in nature. They were deliberately crafted to be physically touched by audiences, thus inviting people with vision impairment to experience feeling and being on Country and engage with the stories.

> 'When you touch these works, it is like you are touching my homeland. While shaping each individual piece of wood, it's like I'm touching my Country again from thousands of kilometres away. My mind is back there, and I remember the beautiful moments I shared with my grandfather as a young man learning about our land.'
>
> **Shaun Angeles Penangke, 2022.**

Shaun currently works with the Return of Cultural Heritage team at AIATSIS. The team works with international institutes and private collections to return Indigenous cultural material to communities.

Shaun Angeles Penangke with *Apmwe Kwelaye Pintye-nge*, acrylic on wood and emu feathers, AIAS14363_002.

The Ankkinyi Apparr, Ankkinyi Mangurr collection

In 1966, linguist Prithvindra Chakravarti came to Warumungu Country to meet local people and study Warumungu language. Chakravarti made audio recordings of Apparr (language) and Winkarra (Dreaming, stories and law), helping to preserve the language and culture of the Warumungu people. His work was funded by the Australian Institute of Aboriginal Studies (AIAS, now AIATSIS).

In 2018, linguists Rosemary Plummer, Sandra Morrison and Dr Samantha Disbray and artists Heather Anderson, S Nakamarra Nelson, G Napurrurla Anderson, Lindy Brodie, Penny Kelly and Joseph Williams collaborated to produce the Ankkinyi Apparr, Ankkinyi Mangurr collection (Our Language, Our Designs).

Artists listened to the recordings made by Chakravarti and responded with paintings, developing the Ankkinyi Apparr, Ankkinyi Mangurr collection over two years. The collection features work depicting ancestral stories, traditional healing, whitefellas' arrival and station life.

'The Ankkinyi Apparr, Ankkinyi Mangurr collection is rich, the artworks are outstanding, they help people better understand Warumungu ways, and they help connect people to Warumungu language, and culture', says Rosemary. 'We are very excited that Ankkinyi Apparr, Ankkinyi Mangurr will become part of the AIATSIS collection.'

Rosemary Plummer introducing Ankkinyi Apparr, Ankkinyi Mangurr at the Art Gallery of South Australia during Tarnanthi Festival 2019.

Rare book acquisition

AIATSIS acquired several rare books in 2022–23. One of these is an original edition of *A report on the condition, capabilities, and prospects of the Australian Aborigines*, by William Westgarth (Melbourne, 1846, **RB W529.18/R1**) – a book that the *Australian Dictionary of Biography* states is 'notable for its sympathy and insight'. This acquisition is a significant contribution to AIATSIS' ongoing effort to build a more substantial print collection on the history of the peoples of the Kulin nation (Woiwurrung, Boonwurrung, Taungurung and Ngurai-illam-wurrung; and the western language group of Wathaurung).

Another acquisition is a collector's edition of *Kulinmaya! Keep listening, everybody!* (**RB W725.34/K2**). This monograph by the late Anangu leader and renowned political artist Kunmanara Mumu Mike Williams is one of only 20 limited-edition copies of this book. The dust jacket is sewn from Australia Post mailbags, and the purchase included a custom-made archival storage box and a screen-print from original drawings by the artist on an archival map of Australia.

Kunmanara Mumu Mike Williams, *Kulinmaya! Keep listening, everybody!* (RB W725.34/K2)

This book is a valuable addition to the AIATSIS print collection, as it speaks of the importance of Tjukurpa Law to Anangu people, the importance of maintaining language and Mr Williams' life story as a cultural leader. In 2018 in 2018 Mr Williams stated:

> Kuwari, year nyangatja 2016 ngayulu tjatamilanu nyaa paintamilaningi, map panya, Australiala winki tjara, ara tjakultjunkunytjaku. Ka ngayulu tjukurpa Pitjantjatjara walkatjunkupai kutju, tjukurpa nyaa tjara, tjilpi pampa tjutangku ngura palula titutjara kanyini, ngura miilmiilpa tjuta, malatja malatja tjutaku. Ngayulu wangkapai tjukurpa wiru tjuta, nganampa tjukurpa kunpu kanyinytjikitjangku. Australia map panya tjukurpa uwankaraku, Ananguku munu piranpa tjutaku, Australiala winki.
>
> I started painting the map of Australia in 2016 and using my paintings to talk about important things. I write in Pitjantjatjara about how the old men and women are custodians of their land, how they've got to keep culture strong, protect sacred sites and pass all their knowledge on to the younger ones. I'm talking about things where I live, about how we've got to be strong and protect our land and culture. The map of Australia shows that even though I'm writing in my language and talking about my country, these stories are important for Aboriginal people everywhere, all over Australia.

Collection accessibility

Collections Access and Family History team's visit to Bwgcolman, Palm Island

Palm Island is home to the traditional owners, the Manbarra people (Mun-burra) and the Bwgcolman people – members of more than 70 different Nations removed from Queensland and other states, including the Northern Territory and South Australia.

In April 2023, the Collections Access and Family History team visited the Bwgcolman Indigenous Knowledge Centre at the Palm Island Library. Team members supported community members to undertake family history research, access information about their families and get copies of numerous collection items in digital and print formats.

Collections Access and Family History staff digitally returned over 9,500 open-access collection items to the Bwgcolman Indigenous Knowledge Centre. The returned collections included photographic images of people at schools and the mission dating back over 100 years; images of a corroboree dance performance for tourists from 1931; and moving image collections of students undertaking cultural activities and community events, sports and dances throughout the 1970s and 1980s.

Kylie Moloney and Astrid Bligh conducting Family History research.

Many community members were inspired and uplifted by the visit. Aunty Jen Ketchell said:

> I've been talking to local people about the AIATSIS visit who have said 'I didn't know mum and dad did this!' and I say 'Well there you go; you must always do research. That way it'll point you in the right direction of what you must do for your own children.' We're all happy and I'm glad the team came up here.

Calvin Butler and Owen Marpoodan searching photos from the AIATSIS photographic collection.

Collections digitisation

Digitisation of Jenni Kemarre Martiniello's Cloak for the Fallen: Gallipoli Warriors Burial Possum Skin Cloak

AIATSIS recently acquired the artwork *Cloak for the Fallen: Gallipoli Warriors Burial Possum Skin Cloak* (AIAS807.021221_001) by contemporary glass artist Jenni Kemarre Martiniello OAM. This work was the focal point for the Canberra Glassworks' ANZAC centenary exhibition, inspired by the narratives of First Nations Australian and New Zealand soldiers who fought and died in the First World War.

Portrait of artist Jenni Kemarre Martiniello, taken during her visit to AIATSIS in May 2023.

The work is composed from many individual items and materials, including 40 possum skins. Stitched to each pelt are 40 kiln-formed glass medal ribbons engraved with the names of Aboriginal soldiers who fought and fell at Gallipoli. The cloak is displayed draped over an original First World War Australian Imperial Force (AIF) jacket with rising sun collar studs and Australian insignia on the shoulders.

Because of the complexity of the work, the Photographic Digitisation team needed to use many different techniques to capture the artwork in multiple ways.

Digital preservation requires that all parts be captured with no portions obscured by others. The team achieved this by laying the cloak on the studio floor and positioning the camera directly above, creating a flat, two-dimensional representation. The camera could not be raised high enough to capture the cloak in a single image, so the final image was created from two individual photographs digitally stitched together. The team also captured each individual glass ribbon in high-resolution detail so that the engraved names could be clearly seen.

The team employed a muted background and subdued lighting to capture the work as a complex, three-dimensional object, with the cloak placed on a mannequin and displayed shrouded over the First World War AIF jacket. This presentation captured the artwork in the way that the artist wanted it to be represented and viewed in an exhibition space.

In May 2023 we had the pleasure of welcoming Jenni to AIATSIS to have her portrait taken with the cloak.

AIATSIS conservator Eileen Proctor and Photographic Digitisation team leader Colin MacDougall carefully preparing the cloak for digitisation.

Detail of one of 40 engraved glass medal ribbons, honouring 'William Joseph Napoleon', an Aboriginal soldier who fought and fell at Gallipoli.

Digitisation of the University of Sydney Archives anthropological records concerning Aboriginal and Torres Strait Islander peoples

AIATSIS' robust cultural safety practices, cultural awareness and standards-compliant digitisation capability, and our world's best practice expertise, make us a provider of choice for the preservation and digitisation of Aboriginal and Torres Strait Islander material. For this reason, external clients are increasingly engaging the Collections Care, Conservation and Preservation and Digitisation teams to assist with preserving their collections. This work often takes place under an MoU.

In 2022–23 a notable example of our digitisation work was the establishment of an MoU with the University of Sydney to digitise elements of their archive collection of anthropological records concerning Aboriginal and Torres Strait Islander peoples.

The collection includes:

- 54 rare vinyl audio recordings collected by anthropologist Adolphus Peter Elkin;
- 4,000 pages of paper records from field notebooks and correspondence, including a large fold-out handwritten family tree that was captured by the Manuscripts team in multiple shots and then digitally pieced together; and
- 60 photographic prints by Radcliffe Brown (c. 1900–1950s), including very fragile items over 100 years old.

After successful capture, these original items and their digital copies were returned to the University of Sydney, which praised the responsiveness and quality of service that we provided.

Midn Marr Dreaming performing at the 2023 AIATSIS Summit.

Promote better understanding of Indigenous peoples' cultures and heritage

Communications

Social media

In 2022–23, AIATSIS continued to use social media as an effective tool for telling the story of Indigenous peoples' cultures and heritage. Our use of social media to showcase collection material, share details of upcoming events and highlight Aboriginal Studies Press publications resulted in the growth of our social media total audience to 90,164 – a 16.9 per cent increase since last year. Engagements (people interacting with content in some way) also increased, from 314,660 in 2021–22 to 320,748 in 2022–23 – an increase of 1.9 per cent. Content that promoted the achievements of Aboriginal and Torres Strait Islander people and their history performed the best across all platforms.

Our highest performing post of 2022–23 was a story about Aboriginal cricketers. The first Australian cricket team to travel to England was a team of 13 Aboriginal men – Jardwadjali, Gunditjmara and Wotjobaluk men. This was the first time an organised sporting group had travelled to England as representatives of Australia.

The team left Sydney in February 1868 and arrived in England in May 1868. The team played 47 matches against English teams between May and October 1868. The Australians surprised their competitors with their sporting prowess, winning 14, losing 14 and drawing 19 of their 47 matches.

The first event, at the Surrey team's home ground, drew 20,000 spectators. The tour made headlines in England and Australia and remains a significant moment in Australia's cricketing history, racial relations and national identity.

A poster that was created as part of the promotion and commemoration of the tour is held in the AIATSIS Collection.

Commemorative poster of the first Australian representative cricket team (all Aboriginal) to tour England, c. 1868, KERRY_KING.001.BW-N03160_06. AIATSIS Collection.

Blak in Books podcast

Our new podcast series *Blak in Books* focuses on Indigenous authors – the importance of representation and self-determination in fiction, what representation means to them, their creative journeys, and their thoughts on Aboriginal and Torres Strait Islander peoples' recognition, support and identity in creative spaces. The podcast is a collaboration between AIATSIS and award-winning First Nations creatives.

Over three thought-provoking episodes, Wulli Wulli woman Lisa Fuller yarns with Mununjali author Ellen Van Neervan about their journeys to editing and writing and the changes they've seen in the industry since they started. They also talk about what needs to happen to encourage safer spaces for First Nations creatives. Ellen brings a wealth of experience and thoughtful conversation to these and many other issues.

Lisa also yarned with Yuin man Gary Lonesborough about his experience as a relative newcomer to the industry, what it means to have his voice out in the world and why control over how First Nations people are represented in literature is important.

Lisa's discussions with Kulkalgal woman Jasmin McGaughey and Zagareb and Wagadagem woman Rhianna Patrick tackled the difficult questions of why there are not more Torres Strait Islander writers being published and what barriers to equitable participation exist in the industry.

Prescribed Body Corporate website nativetitle.org.au

The Prescribed Body Corporate (PBC) website provides a wide range of information and resources about native title and associated matters, primarily to support access to relevant information for PBCs. It is maintained by AIATSIS' Indigenous Country and Governance team.

In 2022–23, the website had 262,647 page views, of which 217,932 were unique page views. This represents an increase of 15.2 per cent in page views and an increase of 17 per cent unique page views from last financial year.

Education and cultural learning

Professional learning workshops for teachers

During the reporting period the AIATSIS Education team developed and facilitated a series of professional development workshops for educators focusing on culturally responsive teaching for Aboriginal and Torres Strait Islander students. The workshops highlight culturally responsive practices such as establishing a culturally safe learning environment, finding ways to connect students' learning to their lived experience, and making their learning meaningful and relevant.

The workshops emphasise the *AIATSIS guide to evaluating and selecting resources* as a critical reflection tool that assists educators in selecting quality educational resources for and about Aboriginal and Torres Strait Islander peoples. Each workshop is aligned to the Australian Institute for Teaching and School Leadership (AITSL) Australian Professional Standards for Teachers.

In 2022–23, we delivered eight workshops with over 80 per cent of participants providing feedback that they felt more confident in building a culturally responsive classroom after attending the workshop.

Boox Kid with sand art by Liz Narkle and Shannon Kearing Snr performing at the 2023 Summit gala dinner.

Public events

2023 AIATSIS Summit

In June 2023, the annual AIATSIS Summit was held on Noongar Boodjar (Western Australia). This year more than 1,750 delegates from around the country came together both in person and virtually for the largest AIATSIS Summit to date. The Summit was made possible thanks to our co-convenors, South West Aboriginal Land and Sea Council.

Over five fantastic days, delegates heard from over 400 presenters on a wide range of topics. On the first day, AIATSIS Chair Ms Jodie Sizer gave an introduction to the Summit, and the Ambassador for First Nations People, Ambassador Mohamed, delivered the keynote presentation at the opening plenary session. The first day concluded with an engaging presentation from the Minister for Indigenous Australians, the Hon. Linda Burney MP. Minister Burney shared personal stories with delegates before joining everyone at the welcome reception.

Over the following days, delegates were presented with a daily smoking ceremony and Welcome to Country by Noongar elders. Aunty Liz Hayden gave a warm Welcome to Country before presenting to the gathered delegates, sharing the importance of coming together, healing together and family.

On the third day of the Summit, Ms Gail Mabo and her son Kaleb Mabo were greeted onstage with a warm round of applause. In a historic moment, Ms Mabo announced she was passing down responsibility to her son Kaleb to allow the next generation to step up and shine. Kaleb spoke of the significance of the AIATSIS Summit to the Mabo family. He spoke of the spirits of the ancestors guiding the next generation as they step up and take responsibility. Kaleb shared the background and history of his family, Mer Island and the story of Mabo's law. Their session was given a standing ovation.

AIATSIS Summit 2023, plenary hall.

After Kaleb's presentation, Gur A Baradharaw Kod (GBK) Chair Ned David delivered the Mabo Lecture. He spoke of the honour and privilege he felt in being asked to present the 2023 Mabo Lecture. He shared the background of GBK and its commitment to creating a platform to strengthen communities.

Kaleb Mabo and Gail Mabo presenting at the AIATSIS Summit 2023.

AIATSIS hosted three social evenings during the Summit: a welcome reception on day one in the exhibition space, a social evening at Claremont Showground, and a gala dinner on the final evening. During each event, delegates were entertained by Noongar singers and dancers, providing a personal experience of Noongar culture. They also had the opportunity to network with their fellow delegates.

Whadjuk artist Julianne Wade's *Maali on the Derbal Yerrigan* was the feature art piece at the AIATSIS Summit. AIATSIS obtained permissions to use Julianne's beautiful swan artwork, and we were thrilled to host her at the Summit. She is pictured here with her artwork reproduced on the official AIATSIS Summit umbrella.

Whadjuk artist Julianne Wade at the AIATSIS Summit, holding the official Summit umbrella designed with her artwork *Maali on the Derbal Yerrigan*.

AIATSIS Summit 2023, plenary hall.

Other notable public events

Virtual Indigenous Art Market

The AIATSIS Indigenous Art Market has been an annual event in Canberra since 2014. Notably, 100 per cent of sales from the art market go back to Indigenous art centres, artists and their communities.

In 2020, the art market was held online for the first time, connecting people from the Canberra region and beyond with Indigenous artists, art centres and remote communities.

In 2022 the AIATSIS Indigenous Art Market showcased a diverse range of paintings, textiles, sculptures and much more. AIATSIS worked with the Darwin Aboriginal Art Fair Foundation on the art market to ensure an integrated online experience to support the ethical purchase of authentic Australian Indigenous art.

AIATSIS Indigenous Art Market digital poster.

Jimmy Pike House of Oz exhibition

In 2022, AIATSIS curatorial staff developed a site-specific installation of Jimmy Pike's works for the House of Oz exhibition as part of the Edinburgh Fringe and UK/Australia Season of Culture (5–29 August 2022).

In July 2022, two staff members travelled to Edinburgh to oversee its installation and give in-person public talks and briefings to House of Oz staff about the selected works. The venue won the Award for Best Venue at the 2022 Edinburgh Fringe Awards.

Jimmy Pike exhibition at Government House, Western Australia

In 2023 AIATSIS presented the exhibition Ngirramanujuwal: The Art and Country of Jimmy Pike at Government House in Perth (30 May – 2 June 2023).

Jimmy Pike installation outside Government House, Western Australia.

'Ngirramanujuwal' means 'one who adds colour'. The immersive exhibition highlighted Pike's colourful manifestations of Country. Through his vivid drawings, paintings and prints, Pike describes the four Walmajarri seasons – Makurra (cold/dry), Parranga (hot), Yitilal (rainy) and Jutalkarra (green grass) – revealing the desert as a place teeming with colourful life, history and stories.

Blak Excellence exhibition

From April to June 2023 the Blak Excellence exhibition, held in the Stanner Reading Room, Maraga, showcased several inspiring First Nations sports icons along with selected ephemera reflecting their resilience and excellence across the sporting fields. The exhibition builds on a collection of photographs donated to AIATSIS from the Aboriginal and Islander Sports Hall of Fame and previously highlighted in Aboriginal Studies Press publication *Black Pearls*, which you can access at: **https://shop.aiatsis.gov.au/products/black-pearls**.

International Women's Day curriculum resource Always Here

On 8 March 2023, to celebrate International Women's Day, we released a curriculum resource, *Always here – teacher's notes and learning sequence*, which explores Aboriginal and Torres Strait Islander peoples' ongoing activism and resistance. The resource focuses on the experiences of women and the varied ways they have spoken out against colonisation, and features artworks from the AIATSIS Collection by Wiradjuri and Ngiyampaa woman Charlotte Allingham.

The teaching and learning sequence is aligned with the Australian Curriculum (version 9) areas of year 10 Visual Arts and History, as well as the Aboriginal and Torres Strait Islander Histories and Cultures cross-curriculum priority.

You can access the resource at: **https://shop.aiatsis.gov.au/products/always-here-teacher-s-notes-and-learning-sequence**

Blak Excellence exhibition prints, Stanner Reading Room, AIATSIS.

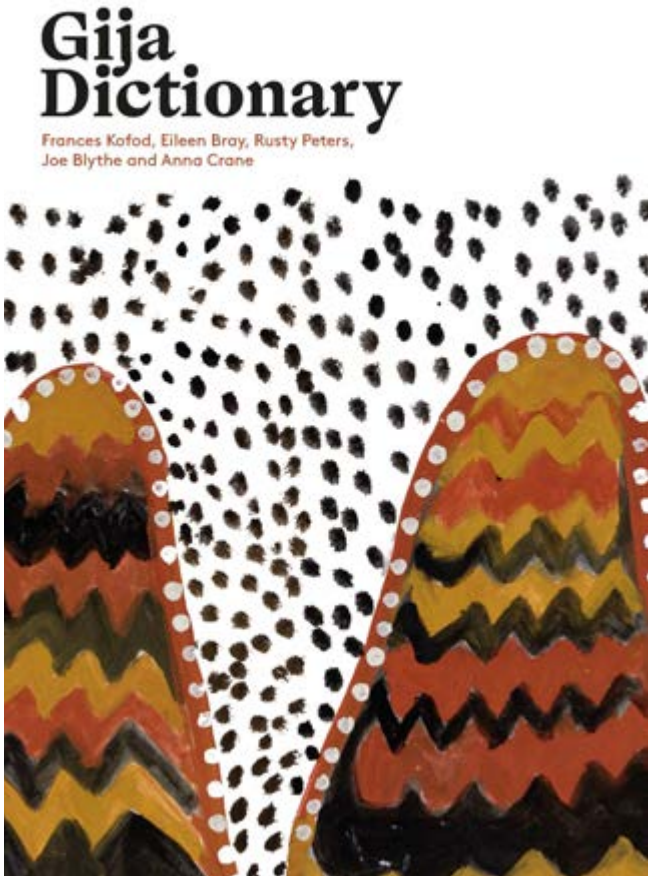
Publishing

Gija Dictionary

In November 2022, after 40 years of joint research, Aboriginal Studies Press published the *Gija Dictionary*, which records the traditional language of the East Kimberley region that extends north of Warmun (Turkey Creek) in the upper reaches of the Ord and Dunham rivers, east to the Purnululu National Park, south to Halls Creek, and west to Lansdowne and Tableland stations.

The *Gija Dictionary* is a comprehensive record of the language, involving research and contributions from more than 80 people. It includes 248 pages of Gija descriptive word entries and 60-odd pages of cultural and grammatical information.

You can access the dictionary at: **https://shop.aiatsis.gov.au/products/gija-dictionary**



***Gija Dictionary*, 2022.**

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

Ethics clearances and e-learning module

Ethics clearances

The AIATSIS Research Ethics Committee provides independent assessment of the ethical appropriateness of research projects. The committee reviews projects conducted by AIATSIS and also receives external applications from researchers, consultants, government agencies and Indigenous organisations. There is a continued demand for the committee's ethical review and in 2022–23, the Research Ethics Committee approved a total of 48 applications.

During the reporting period, to build the Research Ethics Committee's capacity for the review and monitoring of research as demand increases, AIATSIS implemented a bespoke AIATSIS Ethics Portal, designed by F1 Solutions.

Core: Ethics for Aboriginal and Torres Strait Islander Research e-learning module

Core: Ethics for Aboriginal and Torres Strait Islander Research is an innovative e-learning module that is designed to strengthen individual and institutional capacity in higher education settings around ethical practice in Aboriginal and Torres Strait Islander research. It was launched at the 2023 AIATSIS Summit. The module was developed over the last two years through a partnership between AIATSIS, the University of Sydney and the University of Queensland.

The module is based on the AIATSIS Code of Ethics for Aboriginal and Torres Strait Islander Research (2020) and its four key principles: Indigenous self-determination, Indigenous leadership, Impact and value, and Sustainability and accountability.

The module provides learners with nine units of self-paced interactive learning and features over 25 real-life case studies of Aboriginal and Torres Strait Islander researchers and communities across Australia. To support learning, Core: Ethics for Aboriginal and Torres Strait Islander Research also contains short videos, multiple-choice questions, practical examples and critical reflection questions.

Influencing research and practice

Implementing the Tandanya Declaration

In 2023, the Australian Society of Archivists annual conference was held in Canberra, with extensive participation of AIATSIS Collections staff, particularly those working in archival management.

AIATSIS hosted a workshop on implementing the Tandanya-Adelaide Declaration on Decolonising the Archive. Participants joined the workshop from across the gallaries, libraries, archives, museums and records sector, including representation from national collecting institutions, university archives and community archives.

Archival staff also represented AIATSIS on the programming and organising committees and as members of the Aboriginal and Torres Strait Islander Special Interest Group Executive Committee.

Director of Collections Access and Family History Kylie Moloney presenting to the Tandanya Declaration workshop.

'More than just art' presentation

At the AIATSIS Summit 2023, AIATSIS First Nations curators and art workers Natasha Best and Charles Nelson discussed their experiences and personal connections with the AIATSIS Collection and their art practices in a presentation titled 'More than just art'.

They explored the methods they use to care for First Nations art and objects in an appropriate way and how they acknowledge the significance of cultural material well beyond the description of 'art and object'.

They also discussed the importance of engaging with communities to connect/reconnect with cultural material in the collection and how to incorporate Indigenous cultural knowledge into collections management.

Collections Development and Management Curator Natasha Best presenting at the AIATSIS Summit 2023.

Mura Maarni: Chasing Mob through the Archives

Mura Maarni is an oral history and interdisciplinary multimedia research project that focuses on the Mura (history, cultural knowledge and language) of the Corner Country held in collecting institutions such as archives, galleries, and museums. Taragara researchers and Aboriginal communities of the Corner Country have been chasing their mob in the archives and transforming their Mura held in collecting institutions into Maarni (new forms of music, art and songs). What was stolen is returned. What is returned is celebrated. Mura Maarni supports collecting institutions to reduce their footprint regarding Aboriginal cultural materials, and to repatriate them to the Corner Country. Mura is Aboriginal history commonly known as Songlines. Mura are the ancestors, their tracks, each with their own song, dance and ceremony. Maarni is cultural knowledge created from Mura and performed on Country.

Mura Maarni aims to:

- discover, identify and document the Mura of the Corner Country
- develop with cultural knowledge holders the appropriate protocols for access and use of cultural material held in institutions
- identify with cultural knowledge holders creative mediums appropriate for the translation of Mura into Maarni to reanimate cultural practice in communities in the Corner Country
- identify with cultural knowledge holders what is culturally safe to repatriate
- generate Maarni – new cultural practice for the repatriation of cultural materials
- refine Mura Maarni to effectively improve current practice for national collection institutions
- use film to record the process of Mura Maarni to create a cultural repository for data sovereignty.

Mura Maarni project leader Dr Lorina Barker is a Wangkumara/Muruwari oral historian and descendant of the Adnyamathanha, Barkindji, Kunja, Kooma and Wiradjuri. She uses multimedia in research and community projects, to translate and transfer history, knowledge and culture in film, stories, poetry, art, music, sculpture, and performance theatre. Lorina is a Director of Taragara Aboriginal Corporation and works in partnership with the University of New England on research and community projects.

Dr Lorina Barker.

AIATSIS Languages Advisory Committee

The AIATSIS Languages Advisory Committee (LAC) provides the AIATSIS CEO with advice on matters relating to Aboriginal and Torres Strait Islander languages. The LAC was established in May 2023 and held its inaugural meeting at the AIATSIS Summit in Perth on 7 June 2023.

Inaugural LAC members all have substantial qualifications and experience working on Australian Indigenous languages, along with an enduring commitment to this work. They provide expert advice that benefits AIATSIS by helping to shape AIATSIS' language work plans and activities moving forward.

Digitisation of fragile glass photographic negatives and lantern slides

In 2022–23, the Pictorial Digitisation team undertook a project to capture any remaining undigitised glass plate collections in the Photographic archive. This involved digitising 19 glass plate negatives, 46 stereographs and one lantern slide.

The black-and-white glass negatives from c. 1910 varied in size and several were badly damaged, including some with large sections broken off completely.

Lantern slides are a unique format widely used from the 18th to mid-20th centuries allowing glass photographic transparencies to be displayed using a magic lantern projector. Many, including the example shown here, were hand-tinted by carefully painting translucent colour over the original black-and-white photographic image.

The final stage of the project involved digitising 19 glass plate negatives, 46 stereographs and one lantern slide. These unique items were considered at risk due to their fragile nature and existing damage.

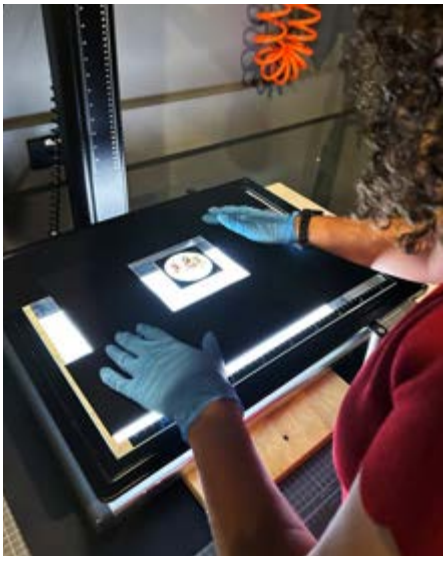
Stereographic photographs were produced in pairs, often by a special camera with two lenses. When viewed through a handheld optical viewer, the two images combined to create a single highly detailed three-dimensional photograph.

The items were digitised via camera capture in our studio. A backlit capture stage was created to allow the correct amount of even, constant light illuminating the glass plates from the reverse side of the image. Great care was required to avoid further damaging the already fragile items.

Digitising these items preserves them for future generations and provides a glimpse into representations of Aboriginal and Torres Strait Islander people in the periods when the formats were produced. Digitising also allows viewers to see much more detail than they would if they were looking at the item with the naked eye.

Chambers Pillar, Central Australia, NT, 1911. HILL.G01.BW-N02976_05.

Torres Strait Islander dancers performing in Dhari headdresses, Torres Strait Islands, Qld. c. 1905. AIATSIS, 210.DF-D00036611.



Lantern slide digitisation.

Partner and collaborate with our communities, partners and governments

Members

Our AIATSIS membership network is a unique part of our organisation's structure and through membership elected Council members, helps play a pivotal role in shaping the strategic direction of AIATSIS. As membership is endorsed through the Membership Standing Committee, this year we added 14 members to a network of 738 involved in all aspects of Aboriginal and Torres Strait Islander peoples' knowledge and culture.

For this reporting period we held two of the anticipated three membership events. The first event was held in Cairns, Queensland on Gimuy Country in September 2022 and an end-of-year stakeholder event in December 2022 on Ngunnawal Country. The event was hosted in Drill Hall Gallery in Canberra encompassing the Still in My Mind: Gurindji Location, Experience and Visuality exhibition, curated by Professor Brenda L Croft.

Collaborations and networks

Wentworth Lecture

This year we had the pleasure of inviting our former colleague and dear friend Professor Greg Lehman to AIATSIS to deliver the 2023 Wentworth Lecture. Professor Lehman's lecture examined the ways in which colonial art has subdued national history.

Professor Lehman is a descendant of the Trawulwuy people of north-east Tasmania. He is a well-known Tasmanian art historian, curator, essayist and commentator on Indigenous identity and place and has an intimate relationship with the island's Indigenous culture. His creative works explore the impact of colonisation on Tasmania's social fabric.

You can view the Wentworth Lecture at: **https://aiatsis.gov.au/whats-new/events/wentworth-lecture**

Professor Greg Lehman presents the 2023 Wentworth Lecture at AIATSIS.

Shared goals achieved through collaboration

In October 2022, AIATSIS signed a collaborative agreement with the Kimberley Aboriginal Law and Culture Centre (KALACC). KALACC is the region's peak cultural centre. Its mission is 'to assist and promote the ceremonies, songs, and dance of Kimberley Aboriginal people, to encourage and strengthen their social, cultural and legal values and ensure their traditions a place in Australian society'. AIATSIS and KALACC share several general objectives, including the goal of ensuring permanent preservation of, and access to, Aboriginal and Torres Strait Islander peoples' cultural materials, knowledge, languages, and stories, aligned with traditional owners' cultural directions.

The agreement establishes the terms and conditions of the collaboration. It will guide the description and information exchange of important audiovisual materials for digitisation and ensure that Indigenous cultural and intellectual property principles are adhered to and community aspirations are met.

2022 Native Title Representative Bodies Legal Workshop

The 2022 Native Title Representative Bodies Legal Workshop, convened by the Indigenous Country and Governance team (ICG), was held from 30 August to 1 September 2022 in Naarm (Melbourne).

The workshop, a continuing professional development event, presented a unique opportunity for in-house lawyers from Native Title Representative Bodies, Native Title Service Providers and Prescribed Bodies Corporate to network and share their knowledge and experience of contemporary native title issues. The 2022 workshop had a record attendance, with 70 in-person participants.

Russell Taylor AM Oration

The Russell Taylor AM Oration is an annual event marked to celebrate the achievements and contributions of prominent Aboriginal and Torres Strait Islander people in the Australian Public Service (APS). The oration aims to inspire the next generation of First Nations talent in the public sector. The oration was established in celebration of the service of former AIATSIS CEO the late Russell Taylor AM.

National Indigenous Australians Agency CEO Jody Broun delivered the oration, focusing on First Nations staff retention in the APS highlighting that while the APS is improving recruitment of Aboriginal and Torres Strait Islander staff, retention remains a challenge. The 2021–22 *State of the Service Report* demonstrates that the median length of service of an Indigenous employee is only four years, compared to 8.9 years for non-Indigenous employees. Ms Broun discussed reasons for this and the potential actions we can take to improve people's experience in the APS – for example, using a First Nations-focused APS career value proposition.

It was with great sadness that AIATSIS learned of Russell Taylor's passing in April 2023. AIATSIS acknowledges and remembers Russell's leadership legacy, his service and dedication to Aboriginal and Torres Strait Islander peoples and the Australian nation, and his contribution to the APS.

Interacting with communities

Launch of the Warlpiri Encyclopaedic Dictionary

The AIATSIS Dictionaries Project funds the publication of Aboriginal and Torres Strait Islander language dictionaries.

Through this project the Warlpiri community reached a significant milestone: the publication of the *Warlpiri Encyclopaedic Dictionary*. The dictionary was released in December 2022 and was officially launched on 8 March 2023 at the Yuendumu School in front of more than 50 community members and visitors.

Warlpiri is a language of the Tanami Desert area of the Northern Territory. Hundreds of Warlpiri speakers from the Warlpiri communities of Yuendumu, Willowra, Lajamanu, Nyirrpi and Alekarenge, as well as scores of non-Warlpiri linguists, teachers and others, contributed to the Warlpiri dictionary.

The arrival of the *Warlpiri Encyclopaedic Dictionary* in Yuendumu, Northern Territory.

The *Warlpiri Encyclopaedic Dictionary* was shortlisted in the Small Publishers Adult Book of the Year category of the Australian Book Industry Awards, demonstrating the value of such publications and their impact on both Indigenous communities and the literature sector.

Launch of the *Warlpiri Encyclopaedic Dictionary*. From left: Ned Hargraves Jampijinpa, Wendy Baarda, Otto Sims Jungarrayi, Mary Laughren, Zaan Hoogenraad, Tyron Hoogenraad, teacher, Jane Simpson, teacher Tommy Watson Jangala. Sitting in front: Yarramari Ruth Stewart Napaljarri, Yamurna Oldfield Napurrurla.

Gija Dictionary Book Launch

On 3 May 2023 the Warmun community came together to celebrate the launch of the *Gija Dictionary*. The event was also a celebration of the Gija language, and the community connected through speeches, ceremony, culture and, most importantly, honouring the survival and continuation of language and culture.

Russell Gregory says the Gija language is grounded in people's connection to the landscape. Photo courtesy of ABC Kimberley and Ted O'Connor.

Shirley Purdie at the community launch of the *Gija Dictionary*. Shirley grew up speaking Gija at Mabel Downs Station. Photo courtesy of ABC Kimberley and Ted O'Connor.

The *Gija Dictionary* is the product of 40 years of joint research, recording the traditional language of the East Kimberley region that extends north of Warmun (Turkey Creek) in the upper reaches of the Ord and Dunham rivers, east to the Purnululu National Park, south to Halls Creek, and west to Lansdowne and Tableland stations.

Linguist Frances Kofod, who led the dictionary's compilation, said:

> The Gija contributors are highly engaged in attempting to reinvigorate the language and to ensure that Gija culture remains strong and vibrant. This dictionary represents a major resource for community members in their efforts to maintain their language. It will form the backbone of language and cultural programs through the schools, ranger groups and the Warmun Art Centre. It will help to ensure that Gija is spoken well into the future.

Co-authors Eileen Bray (Warmun language teacher and artist), the late Rusty Peters (lawman, stockman and artist), Dr Joe Blythe and Anna Crane (linguists) were also at the launch event.

luwa tara luwa waypa book launch

In July 2022 Aboriginal Studies Press celebrated Tasmanian Aboriginal culture by launching Dave mangenner Gough's new book *luwa tara luwa waypa* at the Tiagarra Aboriginal Culture Centre and Museum in Devonport (Tasmania).

The launch was attended by community and book lovers alike. Akillies Everett and Hadies Everett hosted a smoking ceremony, and Karen Smart gave a beautiful Welcome to Country.

***luwa tara luwa waypa* book launch.**

The launch was so popular that Aboriginal Studies Press sold out of copies (200) of Gough's book during the event.

Dave mangenner Gough at the *Iuwa tara Iuwa waypa* book launch.

2022 Youth Forum

The 2023 AIATSIS Summit Youth Forum was held on 9 June 2023. It drew together approximately 40 young native title holders, students, community organisers, advocates and other stakeholders to discuss the experiences of Indigenous youth in, and opportunities to engage with, native title, governance and nation-building.

Noongar representatives Jack Collard and Rickeeta Walley opened and facilitated the forum and discussed their views on Noongar youth engagement in nation-building. Rickeeta began by speaking about the culture and traditions that were lost, as well as other impacts of colonisation. This led to a discussion of the importance of youth engagement and the opportunities that young people are being given, as they will keep culture alive and ensure that it is easily accessible for future generations.

Further conversation topics included a range of barriers that restrict young people from participating in discussions about First Nations issues – for example, the complexities of navigating native title. The ICG team stated that it wants to develop resources that will support young people in their involvement in these discussions and ensure they are armed with good information.

Delegates were invited to share what sorts of information and activities they would like ICG to undertake to support youth participation in these important discussions. A feedback form was distributed and a videography session was held to inform the group that these outcomes and reflections would be integral to setting up the ICG youth governance website.

A discussion was held on youth involvement in nation-building. It was pointed out that this is an important time for young people to get involved, especially given the recent South West Native Title Settlement. There will be many opportunities for young people to enhance not only their own quality of life but also that of their community, and their involvement can help to break harmful stereotypes and stigma that sometimes surround Indigenous people, especially Indigenous youth. Jack Collard talked about how these opportunities can lead to Indigenous communities being self-sufficient and no longer reliant on government support and/or funding.

By bringing together young Aboriginal and Torres Strait Islander people who have a shared interest in native title, governance and nation-building, the Youth Forum provided delegates an opportunity to form valuable relationships and networks to support one another on their journeys.

Anindilyakwa return project

In late August to early September 2022, representatives from Manchester Museum (UK) joined the AIATSIS Return of Cultural Heritage (RoCH) team for a week of consultations with the Anindilyakwa community – the traditional owners of Groote Eylandt (Northern Territory). Supported by the Anindilyakwa Land Council, the discussions focused on items of significance held in Manchester Museum's Worsley Collection. Professor Peter Worsley (1924–2013) was a renowned British sociologist and anthropologist who completed 10 months of fieldwork on Groote Eylandt, investigating the sophisticated and changeable kinship relation systems of the Anindilyakwa people of Groote Eylandt for his PhD thesis. He later held a position at Manchester University, at which time he donated the material he collected.

Manchester Museum holds approximately 183 items in the Worsley Collection. Of these, 174 were made by the Anindilyakwa people. The remaining items are duplicates of audiovisual material.

Discussions were held on whether items in the Worsley Collection are best returned to Anindilyakwa custodianship. Further conversations in November 2022 and January 2023 resulted in the Anindilyakwa community directing the RoCH team to write a formal return request to Manchester Museum for most the items.

Left to right: Iain G Johnston (AIATSIS), Njabulo Chipangura (Manchester Museum), Russell Wurrawilya, Torrence Wurrawilya, Stanley Bara and Naomi Wurramara.

Included in the Worsley Collection are 70 painted shells, which Worsley described as toy dolls used by Anindilyakwa girls. Worsley wrote:

> Although they are used merely as playthings, the girls' dolls, which are marine shells, represent the females of different clans, according to the kind of shell, although not every clan is represented.

Edith Mamarika, the oldest person at Umbakumba, confirmed that the shells represent the different clans of Groote Eylandt and were used by parents and children to understand the Anindilyakwa clan and kinship system. For this reason, she said they were 'very special to us and important'.

The outcomes of return projects are many and varied. This project was the catalyst for the Anindilyakwa women's art program's Dadikwakwa-Kwa (doll shell) project. Led by Noleen Lalara, the project is an example of the exciting possible outcomes of returning material to communities, and highlights how custodians need to be able to genuinely engage with their cultural heritage material held in museums. This project also highlights how such engagement often has to occur within communities, as it did in the communities of Umbakumba and Angurugu, where the stories about the shell dolls were shared. These stories in turn inspired the younger artists to engage with and reinvigorate this art practice. Having revitalised the practice of making shell dolls, the community aims to exhibit them in the future in Australia and Manchester.

Before arriving on Groote Eylandt, the Manchester Museum staff, Georgina Young (Head of Exhibitions and Collections), Alexandra Alberda (Curator of Indigenous Perspectives) and Njabulo Chipangura (Curator of Living Cultures) also visited AIATSIS in Canberra to learn more about how the RoCH team works and the other work of the Institute.

From left to right: Georgina Young, Alexandra Alberda, Amethea Mamarika, Ophelia Rubinich, Macie Lalara and Janelle Mamarikia at Umbakumba beach, examining material collected by Peter Worsley and held in the Manchester Museum Worsley Collection.

Warumungu handover from Auckland War Memorial Museum

In November 2022, members of the RoCH team attended a ceremony where the Tāmaki Paenga Hira Auckland War Memorial Museum handed over four items of cultural significance to the Warumungu community, the Traditional Custodians of the land in and around the township of Tennant Creek in Northern Australia.

The four items – a palya/kupija (adze), a ngurrulumuru (axe/pick) and 2 wartilykirri (hooked boomerang) – were collected more than a century ago by anthropologist Walter Baldwin Spencer. In the early 1900s Spencer worked with Warumungu people alongside Francis Gillen and James Field, the telegraph operator at Tennant Creek.

The event began with the iwi of Tāmaki Makaurau (local people of Auckland) greeting the Warumungu delegation with a pōwhiri (welcoming ceremony) to initiate the handing back of responsibility for these treasures to their original owners.

Representatives from Tāmaki Paenga Hira Auckland War Memorial Museum then completed the formalities.

Warumungu man Jimmy Frank Jupurrula spoke of the significance of the occasion:

> These objects left our country 120 years ago. In those artefacts there is signatures that are Warumungu. When I look at that I find that it's important 'cause the signatures – that artefact that I'm seeing today 120 years later – the similarity is there.
>
> My grandparents made this out of rock, today I'm using a steel axe and a grinder. But the significant shape, the signatures are still the same today. Even though we are living in two different era. But it's still there.
>
> And that goes for our culture. We might live in different worlds today but we still the same people.

Matua Bobby Newson, representing the Tāmaki Makaurau iwi, said:

> Today was an important meeting of cultures. People meeting people, people meeting land, and people meeting the taonga (treasures) of their ancestors under the guidance of tikanga customs and protocols.
>
> We've looked after these taonga like they are our own and we are proud to be returning them to the Warumungu people on this momentous day.

AIATSIS has been working with the Warumungu community since 2019. In March 2021, we began talks with senior Warumungu men and the Tumu Here Iwi Relationships Manager and curatorial staff at Tāmaki Paenga Hira Auckland War Memorial Museum on the future of the four items. In June 2022 the museum's Trust Board endorsed a repatriation request, and the agreement on the return was announced publicly in September 2022.

The Warumungu community has indicated that a selection of the returned material will be displayed eventually at the Nyinkka Nyunyu Art and Culture Centre in Tennant Creek.

Matua Bobby Newson (left) receives a wartilykirri (hooked boomerang) and shield from senior Warumungu men Laurance Williams Japangarti (middle) and Jimmy Frank Jupurrula (right) during the handover ceremony.

Warumungu handover from Otago Museum

In March 2021, AIATSIS began talks between senior Warum ungu men, members of Tūhura Otago Museum's Māori Advisory Committee, and museum staff on the return from Tūhura Otago Museum in Dunedin (New Zealand) of six culturally important items belonging to Warumungu people. In June 2022, the museum's Trust Board endorsed a repatriation request. In November 2022, these items were handed over in a ceremony.

The Warumungu people are the Traditional Custodians of land in and around the township of Tennant Creek. Almost a century ago Tūhura Otago Museum began to acquire Warumungu material, including a kalpunta (boomerang), a palya/kupija (adze) and a selection of marttan (stone knives). These were collected originally in the late 19th or early 20th century by James Field, the telegraph station master in Tennant Creek; and Walter Baldwin Spencer, the British-born anthropologist.

The Kāi Tahu (traditional owners) of Dunedin received the Warumungu delegation with a pōwhiri (welcoming ceremony) to initiate the handover of the collection with the appropriate cultural protocols. Then the Kāi Tahu and officials from Tūhura Otago Museum completed the formalities to fulfil their commitment to return the Warumungu material.

Warumungu man Jimmy Frank Jupurrula spoke on behalf of his community:

> We are here to represent our elders and to pick up our mob, our treasures, and take them back home. In our way we call it 'Nyijinkirri' and it is a promise. It's a cultural protocol that we follow when we enter other people's country.
>
> Today we give you this shield and a kalpunta as a promise to follow Māori ways while we are on your country. In European words, it's like a contract. This is the beginning of our relationship so we can carry our friendship into the future. It's a gift to our Māori brothers and sisters to say thank you for looking after our treasures and we carry the spirit of our elders with us into the future.

Kāi Tahu spokesperson Rachel Wesley said:

> The trade and exchange of indigenous cultural materials has long been a feature of the colonisation of cultural heritage across the globe, removing tangible links between descendent communities and their past. The long-held idea that museums are the appropriate place for the collection and interpretation of indigenous worldviews is no longer seen as acceptable as it once was, and I celebrate the openness with which Tūhura Otago Museum is returning taoka (treasures) to the Warumungu and in rectifying the wrongs of the past.

The Warumungu community has indicated that a selection of the returned material will be displayed eventually at the Nyinkka Nyunyu Art and Culture Centre in Tennant Creek.

Warumungu men Jimmy Frank Jupurrula (left) and Laurance Williams Japangarti (right) standing with a wartilykirri (hooked boomerang) and shield gifted to the Tūhura Otago Museum during the handover ceremony.

Agreement and partnerships

Core cultural capability

Core Cultural Learning: Aboriginal and Torres Strait Islander Australia (Core) is an innovative online course developed to strengthen an organisation's cultural capability. It is designed to be informative and interactive and to create a greater awareness of the vast history and cultural heritage of Aboriginal and Torres Strait Islander peoples. It was first developed by AIATSIS for the APS and is now available to the public through the AIATSIS online learning environment, Learning Ground. Core user numbers continued to grow throughout 2022-23, with 106 non-APS fee-paying clients, which is a 51 per cent increase from the previous year. Core's presence increased substantially in various sectors (not-for-profit, corporate, government and education).

Most notably, new Core clients include Brisbane Airport, Queensland Museum Network and Melbourne & Olympic Parks.

Our presence in the university sector continues to grow with four 'whole of university' licence agreements, and agreements with an additional eight universities. We also have international clients such as the British High Commission and the Embassy of the United States in Canberra. International inquiries about Core remain high, with institutions like the National Gallery of Art in Washington, DC, currently trialling the program.

During 2022–23, over 50 non-APS fee-paying clients renewed a licence for the Core program. A further 15 individual APS agencies have directly contacted AIATSIS to access the Core program. Further in 2022–23, we granted trial access to the Core program to around 200 organisations.

Engagement with the APS remained consistent. Non-APS uptake was strongest in the not-for-profit sector, which represented 35 per cent of new clients; education accounted for 30 per cent, corporate 18 per cent, and state government 17 per cent. Ten per cent of these new clients committed to a three-year licence agreement.

AIATSIS Central Australia

In 2015, AIATSIS established a MoU with FNMA, agreeing to assist and provide technical support and training for their proposed media archiving activities.

In 2020, AIATSIS started to create a joint digitisation and training facility, together with office and exhibition space, in the Alice Springs town centre. AIATSIS received planning approval in October 2021 and commenced the refurbishment of two adjoining buildings to create an 1,800 m^2 facility, to be fully completed by the end of 2023.

The facility will offer exhibition spaces, community engagement and collections access areas, together with technologically advanced digitisation and storage capabilities. The exhibition space will provide opportunities for events such as NAIDOC and return of cultural heritage handovers, as well as exhibitions that will deliver experiential encounters with the living history and cultures of Australia's First Peoples as part of our national story.

A client services team will facilitate the same access to the AIATSIS Collection, catalogue and digitised items as visitors would enjoy in Maraga, the Institute's Canberra location.

The facility will act as the hub for preservation initiatives, providing extensive digitisation capabilities for all media, both in-house and on-country. These initiatives will enable greater possibilities for preserving community-held collection materials while it is still technically possible, and simultaneously offer training opportunities to interested schools and community members in collection management, preservation and digitisation.

Cultural diplomacy

Madrid Jimmy Pike display

On 25 May 2023, the exhibition Ngirramanujuwal: The Art and Country of Jimmy Pike was showcased in Madrid at the Museo del Traje, a public museum managed by the Spanish Ministry for Culture. The event commemorated the start of National Reconciliation Week. Professor Gary Thomas, RMIT's first Pro Vice-Chancellor of Indigenous Education, Research and Engagement, was the keynote speaker at the event. Guests were served native Australian food and were entertained by an Australian soprano singing 'I am Australian' in English and Pitjantjatjara language among Jimmy Pike's beautiful panels. The event was a massive success for AIATSIS, the Museo del Traje and the Department of Foreign Affairs and Trade.

Left to right: Spanish Secretary of State for Global and Foreign Affairs, Ángeles Moreno Bau; RMIT's first Pro Vice-Chancellor of Indigenous Education, Research and Engagement, Professor Gary Thomas; and Australian Ambassador to Spain Sophia McIntyre. Image courtesy of the Australian Embassy, Madrid; and photographer Terrence Hamilton.

Ngirramanujuwal: The Art and Country of Jimmy Pike at the Australian Embassy, Madrid. Image courtesy of the Australian Embassy, Madrid; and photographer Terrence Hamilton.

Upopoy and AIATSIS exchange

The Australian diplomatic mission in Tokyo has been working with AIATSIS to connect us with cultural institutions in Japan.

The engagement started with Upopoy National Ainu Museum and Park in June 2022. In January 2023 the institutions held two webinars to exchange information. AIATSIS presented information about the Ngurra Cultural Precinct, research and education, collection access and Core Cultural Learning. In exchange, Upopoy shared information about Ainu Museum's craft studio/workshop (cultural exchange) and traditional Ainu village. The exchange was successful between AIATSIS, Upopoy, Australia and Japan as it has help create the launch pad for a joint work plan of activities through proposed future engagement and exchange.

AIATSIS and Instituto Nacional de los Pueblos Indígenas exchange

AIATSIS, in collaboration with the Instituto Nacional de los Pueblos Indígenas (INPI) and the embassies of Mexico and Australia, undertook a cycle of dialogues to assist in the exchange of best practices, information and specialist knowledge in support of our MoU to strengthen culture and wellbeing for First Nations peoples in each country.

Following the theme 'Documentation and Cataloguing of the Cultural Heritage of Indigenous People', each institution presented a conversation cycle (online exchange sessions with simultaneous translation) across 10 sessions from June to November 2022. The final cycle of dialogue was completed on 10 November 2022. This activity was a benchmark of the joint work plan with INPI and has set up the

foundation for successful exchanges with international partners.

Ngurra: the National Aboriginal and Torres Strait Islander Cultural Precinct

In January 2022, the Australian Government committed to build Ngurra: the National Aboriginal and Torres Strait Islander Cultural Precinct.

Ngurra will be nationally significant in speaking to the central place that Aboriginal and Torres Strait Islander peoples hold in Australia's story.

It will comprise two key and distinct elements:

- **National Indigenous Knowledge and Cultural Centre** with new and expanded facilities for AIATSIS that empower and support Aboriginal and Torres Strait Islander peoples to tell their own stories and celebrate the 65,000-year history of this nation
- **National Resting Place** to house and care for repatriated limited provenance ancestral remains and associated cultural material on their journey back to Country.

Ngurra will be located in the heart of our nation's capital, Commonwealth Place in the National Triangle, close to the centre of government and alongside other principal Australian cultural institutions from where our national story is told.

AIATSIS has commenced Stage 3 – Project Establishment activities, which consist of a national architectural design competition; pre-construction planning and technical studies; and continued consultation with key stakeholders, including Aboriginal and Torres Strait Islander peoples.

AIATSIS continues to work with government in progressing the Ngurra project with further consideration by government on next stages in 2023–24, based on the outcomes of the Stage 3 activities, including a preferred design concept to undertake further co-design with project stakeholders.

Ngurra site – Commonwealth Place, Canberra.

Advise on Aboriginal and Torres Strait Islander culture and heritage

Reports and briefs

Native Title Newsletter

AIATSIS publishes the *Native Title Newsletter* twice a year. It provides a review of key developments in the native title case law for the preceding six months; a national and state/territory snapshot of the status of native title claims, determinations and Prescribed Bodies Corporate; and information about events delivered by the Indigenous Country and Governance team.

Submissions

National Cultural Policy submission

In September 2022, AIATSIS provided a submission to the consultation on the proposed new National Cultural Policy for Australia. In doing so, AIATSIS called upon the nation to reshape the perception of culture and cultural practice as being defined by creative expression and the arts. Focusing on culture as way of life provides a platform to highlight the work of institutions – such as AIATSIS, Keeping Places and community archives – in holding knowledge and supporting cultural resurgence for Aboriginal and Torres Strait Islander peoples across Australia.

The National Cultural Policy *Revive: a place for every story, a story for every place* was launched on 30 January 2023. The policy is structured around five interconnected pillars which set out the government's strategic objectives:

- First Nations First: Recognising and respecting the crucial place of First Nations stories at the centre of Australia's arts and culture.
- A Place for Every Story: Reflecting the breadth of our stories and the contribution of all Australians as the creators of culture.
- Centrality of the Artist: Supporting the artist as worker and celebrating artists as creators.
- Strong Cultural Infrastructure: Providing support across the spectrum of institutions which sustain our arts, culture and heritage.
- Engaging the Audience: Making sure our stories connect with people at home and abroad.

Under Pillar 4, 'Strong Cultural Infrastructure', AIATSIS provided a case study on building workforce capacity and improving access to collections, which told the story of the opening of our first regional facility, AIATSIS Central Australia: the Alice Springs Engagement and Digitisation Centre in Mparntwe/Alice Springs.

Engagements

Measuring our influence through engagement with decision-makers includes our key 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.

Decade of Indigenous Languages

In December 2022, AIATSIS representatives attended the launch of the IDIL at the United Nations Educational, Scientific and Cultural Organisation (UNESCO) headquarters in Paris.

With more than 2,300 people from 125 countries attending the celebration, UNESCO highlighted a 10-year global action plan to draw attention to the critical loss of Indigenous languages and the urgent need to preserve, revitalise, promote and celebrate them. The action plan sets out a global framework for joint action and outlines the major steps that need to be taken in the next 10 years.

The IDIL is based in the principles laid out in the UN Declaration on the Rights of Indigenous Peoples, an international legal instrument that acknowledges the minimum standards and the rights of Indigenous peoples. Specifically, Articles 13, 14 and 16 entitle Indigenous peoples to revitalise, use, develop and transmit their languages and writing systems to future generations.

Australia's standing delegation was led by our CEO, Craig Ritchie, and made up of representatives from AIATSIS, First Languages Australia, the Australian Office for the Arts and various members of the Aboriginal and Torres Strait Islander community.

AIATSIS and other Australian representatives are proud to be part of this global task force, contributing to this initiative and the 10-year global action plan. Our participation provides us with an opportunity to integrate a best practice approach in partnership with First Nations peoples to protect, promote and revitalise Indigenous languages.

L'Australie en France – Facebook.

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' 2022–23 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

Jodie Sizer
Chairperson
AIATSIS Council
22 September 2023

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.

Performance ratings for 2022–23

Against the continued backdrop of the COVID-19 pandemic limiting our activities and the impacts of staffing shortfalls, 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

- ADVISE ON ABORIGINAL AND TORRES STRAIT ISLANDER CULTURES AND HERITAGE. Focus 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, CULTURES AND HERITAGE. Focus on ensuring we are the national forum for dialogue and on delivering transformative experiences, high-quality exhibitions, products and publications.
- PARTNER AND COLLABORATE WITH OUR COMMUNITIES, PARTNERS AND GOVERNMENTS. Focus on ensuring we have diverse and enduring partnerships and networks in Australia and across the world underpinned by culturally competent work practices.

3 = partially achieved, benefits and shortcomings finely balanced

- BUILD AND PRESERVE A NATIONAL COLLECTION AND MAKE IT ACCESSIBLE. Focus on ensuring our collection is representative, relevant, diverse, accessible and digital.
- LEAD AND INFLUENCE ON ABORIGINAL AND TORRES STRAIT ISLANDER RESEARCH ETHICS AND PROTOCOLS AND COLLECTIONS. Focus on ensuring we speak authoritatively, articulate national priorities, arbitrate standards and innovate in ethical, impactful evidence based research and collection practices.

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

Delivery: Ensure that our collection is representative, relevant and diverse. Optimise appropriate accessibility. Maximise opportunities provided by digital innovation.	
Performance measures:	**Collection growth** **Collection accessibility** **Collection digitisation**
Performance measures summary:	Growth: **2%** increase in AIATSIS collection growth from 2021–22 (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 across categories met and items provided by source and location **1.5%** from 2021–22; action **100%** of requests within **60 days**. Digitisation: Increase in the proportion of collection digitised by format by **5%** from 2021–22.
Result:	3 = partially achieved, benefits and shortcomings finely balanced
Analysis:	**Growth** The overall growth of the collection averaged 0.79%. The small growth is due to the decreased deaccessioning activity for print and published material during the financial year. However, there was steady collection growth in all formats year on year. **Accessibility** With restrictions of the COVID-19 pandemic easing and the Reading Room being open and accessible to the public, there was a significant increase of 546% in the number of onsite visitors. There was also a 22% increase in the number of requests received via email, phone, in-person and through the online form. There has been an overall increase of 33% in the number of requests completed for Aboriginal and Torres Strait Islander individuals, community groups and organisations but a slight decrease of 10% in the number of requests completed for non-Aboriginal and Torres Strait Islander individuals, organisations, and community groups. In total there was an increase of 9% in request completed for the financial year. The increase of completed requests, onsite visitors and on-country visits resulted in a significant increase of 386% of items supplied to clients across all locations around Australia by the Collection Access team. Clients from QLD received the most items (11,617), followed closely by NSW (9,447), and NT (3,404). 53% of requests across all categories were completed within 60 days. This is an increase of 13% on the previous year. **Digitisation** Digitisation growth averaged 1.2% across each media type, representing a decrease from 2021–22.

Table 1a: Collection growth

Performance criterion: Collection growth			
Performance measure: Increase in AIATSIS collection growth			
Target: 2% growth from 30 June 2022 baseline			
Media type	**Size of collection 30 June 2022**	**2022–23 growth**	**% growth 2022–23**
Printed and published media (titles)	61,263	63,183	3.04%
Manuscripts (titles)	12,739	12,748	0.07%
Audio (hours)	43,088	43,477	0.90%
Pictorial (items)	736,227	738,226	0.27%
Film (feet)	6,798,851	6,855,201	0.83%
Video (hours)	15,619**	15,777	1.01%
Art and object (items)	6,546	6,601	0.84%
			Overall average increase 0.79%

Outcome: Overall growth of the collection slowed in 2022–23 owing to a significant reduction in pictorial and manuscript media being offered for donation. There was, however, significant growth in the print and publish format type due to a comprehensive audit and data remediation program. Further to this, 2022–23 produced a steady increase in accessioned art and objects, audio recordings and videos and a notable increase in born-digital film, which has been excluded from the above collection growth statistics as the unit of measure used for reporting is feet.

* The figures for audio format given for 30 June 2022 are different from those reported in the 2021–22 Annual Report owing to data remediation work.

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 2021–22			
Type of collection search, enquiry or request	**2021–22 result**	**2022–23 result**	**% change from 2021–22**
Enquiries and requests received (email/phone/in-person/online form)	966	1,174	22%
Complex user requests including Return of Material to Indigenous Communities (ROMTIC) completed	879	963	10%
Collection items supplied	10,348	33,183	220%
Onsite visitors/clients	241	1,557	546%
Items used in reading room	1,572	2,285	45%
			Average increase 168%

Outcome: The results in each of the categories represents an increase across all measures reported as compared to the previous financial year.

There was an increase of 33% in the number of requests completed for Aboriginal and Torres Strait Islander individuals, community groups and organisations and a 220% increase in the number of items provided to clients overall as compared to the 2021–22 results. There continues to be a growing awareness of the ROMTIC program, with an increase of 269% of items being provided to Aboriginal and Torres Strait Islander people. Onsite visitors increased exponentially due to the Reading Room being open to the public and increasing the number and accessibility of individual appointments and community groups visiting to access collection material.

* The results reported in the 2021–22 Annual Report used a different set of data and a different understanding of the wording. The understanding of the wording and data have now been updated and are reflected in the results in this 2022–23 report.

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 2021–22

Year	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
2021–22	335	59	371	115	880
2022–23	437	88	361	74	960

Total increase 9%

Outcome: There was an overall increase of 33% in the number of requests completed for Aboriginal and Torres Strait Islander individuals, community groups and organisations but a slight decrease of 10% in the number of requests completed for non-Aboriginal and Torres Strait Islander individuals, organisations, and community groups.

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 2021–22

Year	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Overseas	Total
2021–22	2,659	2,556	564	3,011	46	1	594	907	10	10,348
2022–23	3,273	9,447	3,404	11,617	2,047	65	1,231	2,005	94	33,183

Total increase 386%

Outcome: There was a significant increase in the number of items supplied to each location. Clients from QLD received the most items (11,617), followed closely by NSW (9,447), and NT (3,404).

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		
Proportion of requests actioned within 60 days	**2021–22**	**2022–23**
	40%	53%

Outcome: The overall result has improved this year. This table demonstrates our promptness in responding to requests. The target of 100% was not met as a result of employee attrition and long service leave taken within the Collection Access team.

Table 1f: Collection digitisation – 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 2021–22

Item	Size of collection 30 June 2023	% of collection digitised 2021–22	% of collection digitised 2022–23	No. of items digitised 2022–23	% increase in total items digitised in 2022–23
Manuscripts	9,815,960	8.57%	8.97%	41,777	4.98%
Audio (hours)	43,477	88.84%	91.04%	1,303	3.40%
Pictorial (items)	738,226	62.89%	64.96%	16,596	3.58%
Film (feet)	6,855,201	38.5%	42.17%	273,080	10.43%
Video (hours)	15,777	58.83	60.42%	344	3.74%
Film sound (hours)	1,016	100%	100%	9	-
Art and object (items)	6,601	31.74%	34.10%	173	8.33%
					Average increase 1.2%

Outcome: The overall increase in the amount of collection items that have been digitised rose by 8.43% over 2022–23. Small increases in the proportional digitisation percentages are reflective of the small measurement units used for some large media collections. The overall average of items digitised fell from 1.79% in 2021–22 to 1.2 % in 2022–23.

Table 2: Promote better understanding of Indigenous peoples' cultures and heritage

Delivery: Provide a national forum for dialogue on Aboriginal and Torres Strait Islander culture. Deliver transformative experiences of Aboriginal and Torres Strait Islander cultures, histories and heritage. Deliver high quality exhibitions, products and publications.	
Performance criteria topics:	**Communications** **Education and cultural learning** **Public events** **Publishing (Aboriginal Studies Press)**
Performance measures summary:	Communication: **70%** of surveys/feedback channels respondents rate our public communication, education and engagement as having high-level impact. Education and cultural learning: Increasing the number and type of activities with an education focus, including percentage increase in uptake of Core Cultural Learning (sales or users) and percentage increase in utilisation of education products and services. Public events: Deliver at least **5** public events; **70%** of survey respondents rate our events as having high-level impact. Publishing: Majority Aboriginal and Torres Strait Islander authorship of Aboriginal Studies Press publications; deliver **8** publications.
Result:	2 = substantially achieved, despite a few shortcomings
Analysis:	**Communications** There has been a strong focus on increasing our digital presence to expand our online audiences. This included digital advertising and creating more communication content distributed through storytelling. Engagement across communication channels delivered a 355% positive sentiment of our total audience of 90,164 people. **Engagement and cultural learning** Core Cultural Learning saw an 81% increase in non-APS users from 70 users in 2021–22 to 127 users in 2022–23. **Public events** AIATSIS held 27 public events; 73.4% of survey respondents rated events as having high-level impact. **Publications program** Target was not met due to staff shortages in the 2022–23 year.

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	**2021–22 result**	**2022–23 result**
Media releases, alerts and web news stories	39	70
Media interviews with AIATSIS staff or affiliates	29	32
Requests for content or information by media	234	243
E-newsletter – issues distributed	12	12*
Newsletter subscribers	12,217	14,248
Media mentions (hard copy and digital)	1,337	1,456
Social media audience (LinkedIn, Facebook, Instagram, Twitter)	75,310	90,164**
Surveys distributed (internal and external)	12	9
Quality of public communications, assessed through surveys/feedback channels – percentage of respondents who agreed 'high-level impact'	Impact evaluation methodology complete and scheduled for implementation in 2022	Impact evaluation methodology has been implemented and is having a positive impact on how we measure and report results.

Outcome: Our email subscribers and social media audience grew significantly during the reporting period. We also saw a significant increase in media engagements. Our focus on increasing our digital presence saw our audiences grow. Our digital ad content for the 2023 AIATSIS Summit was the best performing content to the targeted audience segments.

* Figures include subscribers to the *AIATSIS Newsletter*. The *Native Title Newsletter* and *Research Exchange Newsletter* reached a further 5,414 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 247,071 in 2020–21 to 314,555 in 2021–22, an increase of 27.7%.

Facebook – audience 41,212; impressions 3,285,629; engagements 225,926

Twitter – audience 12,382; impressions 173,074; engagements 5,678

Instagram – audience 15,696; impressions 458,805; engagements 20,684

LinkedIn – audience 20,464; impressions 990,103; engagements 68,053

YouTube – audience 410; impressions N/A; engagements 388

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: 1. 50% increase in uptake of Core cultural learning (sales or users) 2. Increase in utilisation of education products and services		
Measure	**2021–22 result**	**2022–23 result**
Core Cultural Learning – institutional uptake	126	155
Utilisation of AIATSIS education products – purchases/downloads of curriculum resources	32,833 3,475 (LRYBB) 28,291 (Map)	21,244 4,492(LRYBB)
Existing resources (The Little Red Yellow Black Book (LRYBB), AIATSIS Map of Indigenous Australia and Our Land and Our Stories (OLOS) (First Fighters)	782 (OLOS) 285 Downloads (FF)	11,024 (MAP) 645 (OLOS) 4,678 (FF) 293 (AH) 98(LTLW)
New resources (Always Here) (Iuwa tara luwa waypa) (Mooie's Stories)	0	14 (MS)
New educational activities and resources introduced	1	3
Outcome: Core Cultural Learning saw an 81% increase in non-APS users from 70 users in 2021–22 to 127 users in 2022–23		

Table 2c: Public events

Performance criterion: Public events

Performance measure: Number and satisfaction of attendees at AIATSIS events

Target:

1. 5 annual events
2. 70% of respondents indicate high-level impact

Measure	2021–22 result	2022–23 result
Number of AIATSIS public events	12	27
Number of attendees at AIATSIS public events	17,173	10,191
Satisfaction levels reported by attendees at AIATSIS events	Majority 'excellent'	Majority 'excellent'

Outcome: AIATSIS hosted 27 public events in 2022–23 with 73.4% of attendees responding positively with a high-level impact.

The AIATSIS Summit 2023 was the most successful summit to date with 1,750 in-person attendees and 200 online attendees.

Table 2d: Publication program

Performance criterion: Publishing (Aboriginal Studies Press (ASP))

Performance measure: Increase Indigenous authorship through ASP Publications and by type

Targets:

1. Majority Indigenous authors
2. Publish 8 or more publications annually

Measure	2021–22 result	2022–23 result
Number of publications (books, journal editions, other publications)	4 of 5 new books were authored by Indigenous people; 13 of 37 journal contributors were Indigenous people	6 ASP books 0 AAS Journals 0 AIATSIS Research publications
Number of ASP authors – Aboriginal and Torres Strait Islander/total	3 others + 5 ASP publications = 8	6 of 11 authors were Indigenous

Outcome: Staff shortages resulted in the target not being achieved. The publisher position was vacant from 1 July to October 2023, and the editor of the *Australian Aboriginal Studies* journal position vacant from July 2022 (8 books and one journal due for release 2023–24). Despite not meeting the publication target, sales increased: YTD: $319,177 (2021–22 YTD: $297,370) (inc. of 7.5%).

Aboriginal Studies Press met their target of majority Indigenous authorship.

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

Delivery: Speak authoritatively through evidence based research and culturally based representative networks. Articulate national priorities for Aboriginal and Torres Strait Islander research. Position AIATSIS as the arbiter of standards in relation to research ethics, Indigenous research and management of Indigenous collections. Foster innovation in ethical, impactful research and collection practice.

Performance criteria topics:	**Use and influence of the AIATSIS Code of Ethics (formerly GERAIS)** **External use of ethics clearances through the Research Ethics Committee** **Take up of AIATSIS collections protocols and standards** **AIATSIS influence in Aboriginal and Torres Strait Islander research**
Performance measures summary:	Code of Ethics: Improve its use and influence of the AIATSIS Code of Ethics (formerly GERAIS), with approximately **5,000** downloads and/or references. Ethics clearances: External use of ethics clearances through the Research Ethics Committee, approximately **20** annually. Collections protocols and standards: Increase in utilisation of AIATSIS collections' access and use policy, AustLang and thesauri to **600** application and usage events. Requests for advice: At least **15** requests for advice and input on Aboriginal and Torres Strait Islander research. Influence in research: **5%** more formal research relationships; at least **100** publications or presentations by AIATSIS staff.
Result:	3 = partially achieved, benefits and shortcomings finely balanced
Analysis:	**Code of Ethics** The AIATSIS Code of Ethics was downloaded 7,139 times. **Ethics clearances through Research Ethics Committee** The target of 20 clearances was exceeded by 28 during 2022–23 for a total of 48 clearances. There has been a continuous decreasing trend in resubmissions, which reflects the improvement in the quality of submitted applications. **AIATSIS collection protocols and standards** The number of downloads of the AustLang dataset is unavailable as data.gov.au has not provided AIATSIS with the number. There was steady access to the website, with 133,193 views recorded and 81 downloads of the AIATSIS Collection Access and Use Policy. **Research – requests for advice** The target was significantly exceeded as 458 requests for advice and input were received. Requests for advice included ethical design of research projects and appropriate usage of Indigenous languages and language data through to culturally responsive curriculum design. **Research partnerships** The target of a 5% increase in partnerships was not met. Partnerships declined by 78% from 2021–22. The value of partnerships decreased by 88% to $200,000. **Research presentations by staff** A total of 113 presentations and publications by staff were recorded, exceeding the target by 13. Staff presentations were boosted by opportunities at the AIATSIS Summit and through language presentations to national and international organisations.

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 AIATSIS Code of Ethics utilised		
Target: 5,000 downloads/references		
Measure	**2021–22 result**	**2022–23 result**
Downloads of GERAIS/Code of Ethics	6,000+	7,139
Outcome: The AIATSIS Code of Ethics was downloaded 7,139 times during 2022–23.		

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 by the AIATSIS Research Ethics Committee		
Target: 20 annually		
Measure	**2021–22 result**	**2022–23 result**
Number of ethics clearances for external clients	64	48
Outcome: The target for 2022–23 was exceeded with 48 new applications reviewed and given full approval this financial year. This is a decrease from the 64 approved applications from 2021–22 financial year.		

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

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	**2021–22 result**	**2022–23 result**
AustLang dataset downloads from data.gov.au	Unavailable	Unavailable
Outcome: The number of downloads of the AustLang dataset is unavailable as data.gov.au has not provided AIATSIS with the number. However, there was steady access to the website, with 133,193 views recorded and 81 downloads of the AIATSIS Collection Access and Use Policy.		

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	2021–22 result	2022–23 result
Requests for advice and input on research	1,004	458

Outcome: AIATSIS receives a significant number of diverse requests for advice through direct emails, phone calls or online webform submissions through the AIATSIS website. Requests for advice range from ethical design of research projects and appropriate usage of Indigenous languages and language data through to culturally responsive curriculum design.

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	2021–22 result	2022–23 result	Change
Number of research partnerships	9	2	-78%
Value of partnerships	$16,469,824	$200,000	-88%

Outcome: ACAL has partnered with Living Languages to deliver the 2023 Paper & Talk Workshop, and in 2023–24 will be providing funding to support the workshop. At the AIATSIS Summit 2023 Core: Ethics for Aboriginal and Torres Strait Islander Research was launched, representing the culmination of a partnership between the University of Sydney, the University of Queensland and AIATSIS.

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 measures: Number of publications and presentations by AIATSIS staff by type

Target: 100 publications annually

Measure	2021–22 result	2022–23 result
Number of staff publications	19	1
Number of staff presentations	100	112
Total	119	113

Outcome: AIATSIS staff gave numerous presentations throughout 2022–23 at various forums and a wide variety of audiences.

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

Delivery: Actively build diverse and enduring relationships domestically and internationally. Be responsive and professional, with culturally competent working practices. Build an active network of corporate partners. Engage with our network of members, friends, volunteers, visitors and affiliates. Learn from and contribute to the priorities and needs of Aboriginal and Torres Strait Islander communities.	
Performance criteria topics:	**AIATSIS membership** **Research collaborations and networks** **Interaction to Indigenous communities** **Partnerships in place**
Performance measures summary:	Membership: Annual increase to the AIATSIS membership through seeing an increase by **10** new members, conducting approximately **3** member events. Research collaborations and networks: **3** research collaborations. Interaction with Indigenous communities: **50** engagements with Indigenous communities. Partnerships: **5** strategic partnerships and 20 partnership projects.
Result:	2 = substantially achieved, despite a few shortcomings
Analysis:	**Membership** The target of 10 new members was exceeded by 4, with a total of 14 new members in 2023–24. There were 2 Member events during 2022–23. A member event was scheduled for Summit, though this did not go ahead due to low member attendance. **Research collaborations and networks** The 30 research collaborations and networks significantly exceeded the annual target of 3. **Interaction with Indigenous communities** The target of 50 community engagements was significantly exceeded with 137 engagements. **Partnerships** The target of 5 strategic partnerships and 20 partnership projects was not achieved with 1 strategic partnership and 9 partnership projects.

Table 4a: AIATSIS membership

Performance criterion: AIATSIS membership

Performance measure: Annual increase to the AIATSIS membership

Targets:

1. Increase by 10 new members
2. 3 members' events annually

Measure	2021–22 result	2022–23 result
New AIATSIS members	16	14
Members events – total	1	2

Outcome: The target of 10 new members was exceeded. The target of holding 3 members' events was not achieved due to low member attendance at the AIATSIS Summit. There were 2 members events held. A member reception was held in Cairn's in September 2022 and a stakeholder/ member event was held in Canberra in December 2022.

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	2021–22 result	2022–23 result
No. of research collaborations*	14	30

Outcome: Indigenous Research Exchange (IRX) have engaged with specific research funding networks, in particular their Community of Practice group. ACAL have engaged regularly with numerous networks specific to Indigenous Australian languages, across language centres and government advisory bodies.

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

Table 4c: Research collaborations and networks

Performance criterion: Research collaborations and networks

Performance measure: Number and type of research networks

Target: 3 networks

Measure	2021–22 result	2022–23 result
Number of networks	11	19

Outcome: IRX have engaged with specific research funding networks, in particular their Community of Practice group. ACAL have engaged regularly with numerous networks specific to Indigenous Australian languages, across language centres and government advisory bodies.

Table 4d: Interaction with Indigenous communities

Performance criterion: Interaction with Aboriginal and Torres Strait Islander communities		
Performance measure: Interactions with Aboriginal and Torres Strait Islander communities by type		
Targets: 50 engagements		
Measure	**2021–22 result**	**2022–23 result**
Aboriginal and Torres Strait Islander communities as project partners	18	113
AIATSIS conference stalls/booths at Aboriginal and Torres Strait Islander community events	1	1
Aboriginal and Torres Strait Islander sponsored delegates at AIATSIS conferences/events	115	5
Community visits by AIATSIS	105	13
Family History Unit workshops	0	0
Community visits to AIATSIS	96	5
Total	335	137
Outcome: Throughout 2022–23, AIATSIS has interacted and engaged with numerous Indigenous communities across a number of projects, most notably the AIATSIS Dictionaries Project, NILS4, and our Language Strengthening Toolkit project.		

Table 4e: Partnerships in place

Performance criterion: Partnerships in place		
Performance measure: Number of partnerships, partnership projects and those formalised through a MoU		
Target: 1. 5 strategic partnerships 2. 20 partnership projects		
Measure	**2021–22 result**	**2022–23 result**
Partnership projects*	71	19
Strategic partnerships^	10	1
Outcome: ACAL partnerships are mostly around the publication of dictionaries, while the strategic partnership is with Living Languages for the delivery of the 2023 Paper & Talk Workshop. * Project partnerships entail a partnership/collaboration agreement with specific services/values. ^ 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

Delivery: Position AIATSIS as a trusted adviser. Build our policy capacity and capability to deliver world class expertise. Report regularly on the situation and status of Indigenous 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 annually and at least **10** engagements annually with Ministers, decision-makers and policy leaders, advisers and senior public servants.
Result:	1 = fully achieved, very few or no shortcomings
Analysis:	**Reports and policy briefs** The target has been met with an increase of 78% in the 12 months from 30 June 2022. **Engagement with government leaders** The target of 10 engagements has been significantly exceeded with 36 engagements to provide advice to public officials. AIATSIS continues to engage with key government decision-makers and the Indigenous community.

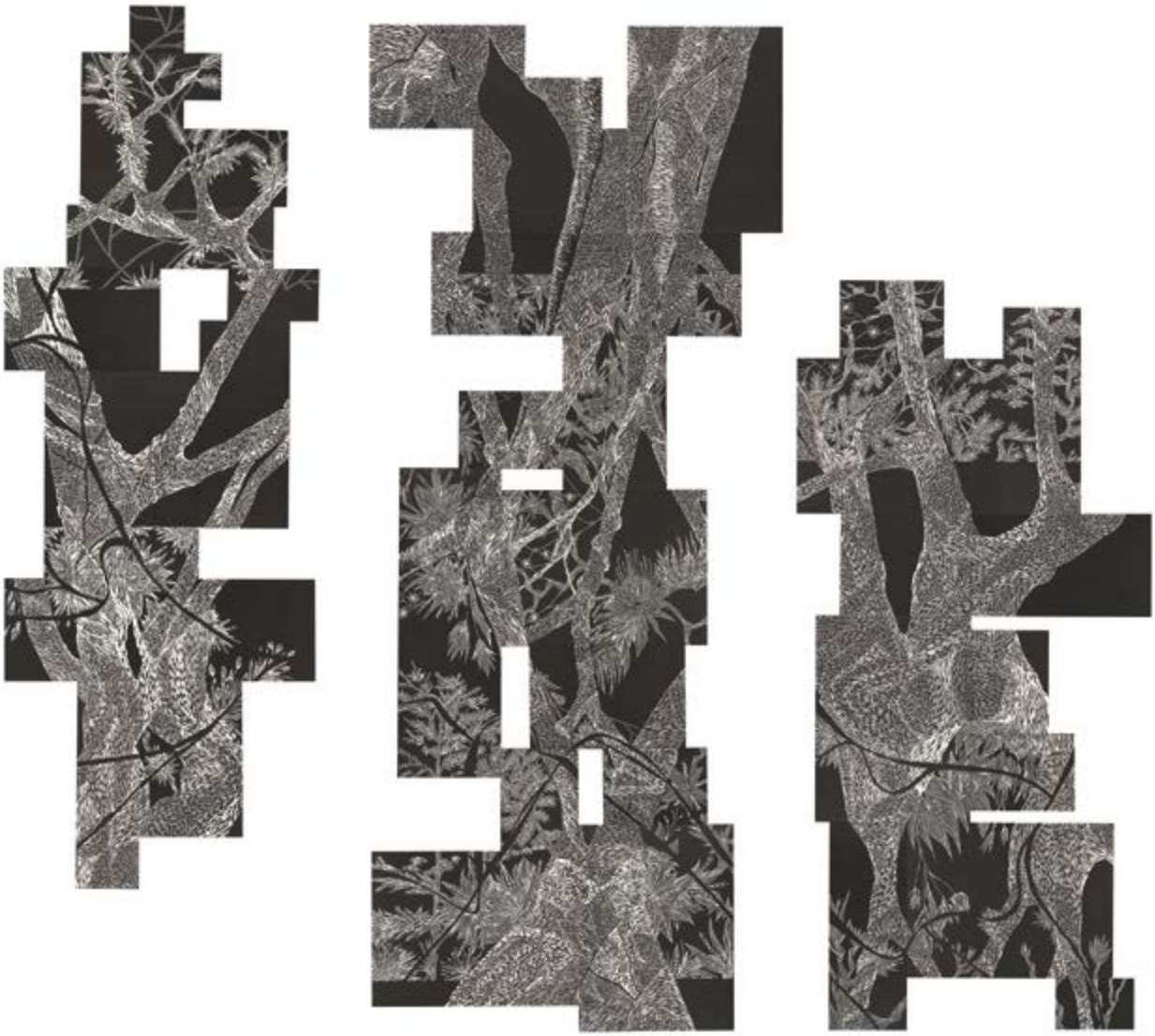
Table 5a: AIATSIS reports and policy briefs produced

Performance criterion: AIATSIS reports and policy briefs produced		
Performance measure: Number of reports, policy briefs and requests for advice		
Target: 5 annually		
Measure	**2021–22 result**	**2022–23 result**
Number of submissions, reports and advice	46	82
Outcome: The target has been significantly exceeded. AIATSIS provided advice through reports and briefs related to repatriation activities, new projects, ethics, languages and survey participation.		

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	**2021–22 result**	**2022–23 result**
Engagements with Australian governments, including appearances before parliamentary committees and inquiries	105	36*
Outcome: The target has been exceeded. Engagements with decision-makers and policy leaders related to engagement with Aboriginal and Torres Strait Islander peoples, repatriation best practice and advocacy for the RoCH material from overseas, new projects and Senate estimates.		

Gur A Baradharaw Kod Chair, Ned David, attending the smoking ceremony at Summit 2023.



Tamika Grant-Imaru, *Carving Memories: continued line continued place*, 2019, vinylcut in black ink on Hahnemuhle Paper, AIAS729.071020_001 Acquired from Onespace Gallery, Brisbane, 2019.

PART 4

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Governance

Entities directing, advising and supporting AIATSIS

Three entities support the AIATSIS Council and nine support the CEO. There are many other entities that support the day-to-day business of AIATSIS, including the Consultative Committee, the Health and Safety Committee and the Indigenous Caucus.

Advising the AIATSIS Council

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

Advising the CEO

- Senior Executive Board
- Research Advisory Committee
- Research Ethics Committee
- Education Advisory Committee
- Publishing Advisory Committee
- Ngurra Senior Steering Committee
- Languages Advisory Committee
- Indigenous Research Exchange Advisory Board
- Native Title Research Advisory Committee

AIATSIS Languages Advisory Committee members.

Table 6: Entities advising the AIATSIS Council

Name	Role	Eligibility and appointed by	Meeting frequency	Number of members and meetings in 2022–23
Audit and Risk Committee	Provides independent advice and assurance to the AIATSIS Council in line with the *Public Governance, Performance and Accountability Act 2013* (Cth) (PGPA Act) and the Public Governance, Performance and Accountability Rule 2014 (PGPA Rule) in the areas of financial reporting, performance reporting, risk oversight and management and internal controls. Functions are set out in the committee's charter: **https://aiatsis.gov.au/about/who-we-are/governance-and-structure/committees**	The AIATSIS Deputy Chief Executive Officer (DCEO) and at least 3 persons, appointed by the AIATSIS Council. Members must be persons who are not employees of the entity. 2-year term initially, extension of 2 terms subject to performance review.	Quarterly. Special meetings may be held to review AIATSIS' annual financial and performance statements or to meet other specific committee responsibilities.	Number of members: 5. Number of meetings: 5.
Membership Standing Committee	Provides advice on membership applications and engagement.	3 AIATSIS Council members and the DCEO. A chair and deputy chair are nominated by the committee members. Members' terms depend on each individual's term as a member of the AIATSIS Council.	Four times per year.	Number of members: 4. Number of meetings: 3.
Foundation Board	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. Functions are set out in the board's charter.	Minimum of 5 members and a maximum of 9 members appointed by the AIATSIS Council. The AIATSIS CEO is also a member. A majority of Aboriginal and Torres Strait Islander members and a gender balance. 3-year terms. No more than 2 consecutive terms.	At least 4 times per year.	Number of members: 6. Number of meetings: 3.

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 plan programs. Also provides leadership and strategic management of AIATSIS' operations (no formal charter).	The CEO, DCEO and 3 Executive Directors, from: • Collections Services Group • Research and Education Group • Partnerships and Engagement Group • Strategic Operations Group. The DCEO is also the Executive Director of the Strategic Operations Group.	Monthly.
Research Advisory Committee	Provides strategic advice to the CEO on AIATSIS research matters.	Up to 6 expert members, appointed by the CEO, as well as: • the AIATSIS CEO (Chairperson, ex officio) • the AIATSIS Executive Director of Research and Education (ex officio). Members will be appointed for a term of 2 years.	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. 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 8 times a year.
Education Advisory Committee	Provides expert advice to the CEO related to the implementation of the AIATSIS Education Strategy.	Up to 8 members, as well as: • the AIATSIS CEO (ex officio) • the AIATSIS Executive Director of Research and Education (Chairperson, ex officio) • the AIATSIS Director of Education. Members will be appointed for a term of 2 years.	At least twice a year.

Name	Role	Eligibility and appointed by	Meeting frequency
Publishing Advisory Committee	Evaluates all manuscripts submitted and assessed and makes publishing recommendations to the Chairperson. An advisory group to the CEO.	Up to 4 experts, appointed by the CEO, as well as: • the AIATSIS CEO (Chair, ex officio) • the Executive Director of Research and Education Group (ex officio) • the Director of Aboriginal Studies Press (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.
Senior Steering Committee – Ngurra: the National Aboriginal and Torres Strait Islander Cultural Precinct	Provides strategic direction and oversight of the design and construction of Ngurra: the National Aboriginal and Torres Strait Islander Cultural Precinct.	• AIATSIS, CEO (Chair) • National Indigenous Australians Agency (NIAA) Deputy Chief Executive Officer • Office for the Arts, Deputy Secretary • Department of the Prime Minister and Cabinet, First Assistant Secretary • Department of Finance, First Assistant Secretary • National Capital Authority, CEO • Australian Public Service Commission, First Assistant Commissioner. Subject-matter experts may be invited by the committee to provide specialist advice or subject-matter expertise to support the committee in consideration of a particular matter. The Senior Steering Committee is established under the authority of the CEO of AIATSIS.	At least every 6 weeks; and at any other time, at the formal request of members. Items may also be considered out of session, as appropriate. Last meeting occurred in January 2023.
Languages Advisory Committee	Provide expert advice to the AIATSIS CEO on matters relating to Aboriginal and Torres Strait Islander languages. This advice will guide the work of the AIATSIS Centre for Australian Languages.	No fewer than 8 and no more than 10 members, including: • the AIATSIS CEO (Chairperson) – ex officio • the AIATSIS Executive Director of Research and Education – ex officio • the Director of the AIATSIS Centre for Australian Languages (ACAL) – ex officio. Members are appointed for a term of 3 years.	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.	Comprises: • the members of the AIATSIS Research Advisory Committee • a member of the Senior Executive Service of the NIAA (ex officio) • other experts appointed by the CEO from time to time.	At least twice a year, noting the committee did not meet during the reporting period.
Native Title Research Advisory Committee	The AIATSIS Native Title Research Advisory Committee was established by AIATSIS to provide advice to the CEO on the research program of the Native Title Research Unit.	At least 5 and no more than 12 members, appointed by the CEO. Must include: • the AIATSIS CEO (also Committee chairperson) or their nominated delegate • comprising majority Indigenous members and should seek to reflect a gender and age balance as well as a balance between institutional and non-institutional membership • a representative of the primary funding body of the Native Title Research Unit, 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, noting the committee did not meet during the reporting period.

Risk management

The AIATSIS risk management framework sets out the Institute's key concepts and processes for managing risk. It guides the way we identify, manage and report risks that may affect the achievement of our outcomes. The AIATSIS Risk Framework and Risk Policy were reviewed in 2023 to ensure better congruence with the updated Commonwealth Risk Management Policy. The framework aligns with the principles of the PGPA Act and Commonwealth Risk Management Policy.

The Council's Audit and Risk Committee provides independent advice and assurance to the AIATSIS Council on the appropriateness of our accountability and control framework of risk oversight systems and management. The AIATSIS Council's Risk Appetite Statement reflects the level of risk-taking and tolerance that AIATSIS considers acceptable in achieving our objectives or managing a category of risk. AIATSIS is committed to ensuring that staff at all levels are risk aware and engage with risk in the conduct of everyday business operations.

Business continuity management is integral to our risk management framework. In the second half of 2023 AIATSIS will be reviewing its business continuity management process and procedures. Much was learned during the COVID-19 response from a business continuity perspective and the Institute will embed these lessons into the management arrangements as part of a continuous improvement process.

Fraud management

AIATSIS has a zero-tolerance approach to fraud and takes all reasonable measures to deal with fraud matters. The Institute promotes fraud prevention and awareness to staff by conducting regular mandatory fraud awareness training and executive messaging.

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 PGPA Rule and the Commonwealth Fraud Control Framework.

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.

Policy, business and operational environment

In 2022–23, 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 2022–23.

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 2022–23, AIATSIS recorded a deficit of $0.22 million due to an overspend in supplier expenses as a result of more travel undertaken during the year and employee provision expense as a result of pay raises across the Institute.

In response to PGPA Rule section 17BE (h) – (i) Significant non-compliance with the Finance Law, in 2022–23 the Minister received no reports of significant non-compliance with the finance law involving AIATSIS.

Table 8: Compliance with financial 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.

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

In 2022–23, we did not make any related entity transactions.

In 2022–23, we did not issue any indemnities to the AIATSIS Council, Council members or any officers of AIATSIS.

Advertising and market research

In 2022–23, there were no payments were made 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 2023 AIATSIS had 133 ongoing employees (compared with 107 at 30 June 2022) and 26 non-ongoing employees (compared with 15 at 30 June 2022); 140 employees worked full time and 19 part time. Fifty-one employees identified as Aboriginal and/or Torres Strait Islander (compared with 36 at 30 June 2022); of those, 45 are employed in ongoing arrangements and six are non-ongoing.

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

Table 9: All ongoing employees current report period (2022–23)

	Man/Male			Woman/ Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	-	-	-	1	1	2	-	-	-	-	-	-	-	-	-	2
Qld	-	-	-	2	-	2	-	-	-	-	-	-	-	-	-	2
SA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
Tas	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	1
Vic	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1
WA	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1
ACT	49	4	53	62	7	69	-	-	-	-	-	-	1	-	1	123
NT	-	-	-	3	-	3	-	-	-	-	-	-	-	-	-	3
External Territories	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
Overseas	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
Total	**51**	**4**	**55**	**69**	**8**	**77**	**-**	**-**	**-**	**-**	**-**	**-**	**1**	**-**	**1**	**133**

Table 10: All non-ongoing employees current report period (2022–23)

	Man/Male			Woman/ Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
Qld	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1
SA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
Tas	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
Vic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
WA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
ACT	9	-	9	9	7	16	-	-	-	-	-	-	-	-	-	25
NT	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
External Territories	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
Overseas	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
Total	**10**	**-**	**10**	**9**	**7**	**16**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**26**

Table 11: All ongoing employees previous report period (2021–22)

	Man/Male			Woman/Female			Indeterminate			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	-	-	-	1	1	2	-	-	-	2
Qld	-	-	-	-	1	1	-	-	-	1
SA	-	-	-	-	-	-	-	-	-	0
Tas	-	-	-	-	-	-	-	-	-	0
Vic	1	-	1	-	-	-	-	-	-	1
WA	-	-	-	-	-	-	-	-	-	0
ACT	43	5	48	49	6	55	-	-	-	103
NT	-	-	-		-		-	-	-	0
External Territories	-	-	-	-	-	-	-	-	-	0
Overseas	-	-	-	-	-	-	-	-	-	0
Total	**44**	**5**	**49**	**50**	**8**	**58**	**-**	**-**	**-**	**107**

Table 12: All non-ongoing employees previous report period (2021–22)

	Man/Male			Woman/Female			Indeterminate			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	-	-	-	-	-	-	-	-	-	0
Qld	-	-	-	1	-	1	-	-	-	1
SA	-	-	-	-	-	-	-	-	-	0
Tas	-	-	-	-	-	-	-	-	-	0
Vic	-	-	-	-	-	-	-	-	-	0
WA	-	-	-	-	-	-	-	-	-	0
ACT	4	-	4	8	2	10	-	-	-	14
NT	-	-	-	-	-	-	-	-	-	0
External Territories	-	-	-	-	-	-	-	-	-	0
Overseas	-	-	-	-	-	-	-	-	-	0
Total	**4**	**-**	**4**	**9**	**2**	**11**	**-**	**-**	**-**	**15**

Table 13: Key management personnel

Name	Position	Term
Jodie Sizer	Council Chairperson	Full year
Clint Bracknell	Council Deputy Chairperson	Full year
Myfany Turpin	Council member	Full year
Ashley Walker	Council member	Full year
Murray Saylor	Council member	Full year
Henrietta Marrie	Council member	Full year
Judith Ryan	Council member	Full year
Michelle Deshong	Council member	Full year
Duane Fraser	Council member	Part year – until 17 February 2023
Craig Ritchie	Chief Executive Officer	Full year
Leonard Hill	Deputy Chief Executive Officer, Chief Operations Officer and Executive Director, Strategic Operations Group	Full year

Key management personnel remuneration

During the reporting period ending 30 June 2022, nine AIATSIS Council members and two executives met the definition of key management personnel. Appendix B contains remuneration information for:

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

AIATSIS does not have other highly paid staff (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.

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 2022–23, AIATSIS had one workers' compensation claim but no accepted claims.

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

In 2022–23, we implemented many other initiatives to ensure the health, safety and welfare of our workers. For example, we:

- provided staff working from home the option to claim reimbursement of up to $300 as a contribution to maintaining an ergonomic working environment while away from the office
- continued the use of a dedicated mailbox to which staff could direct any COVID-19 related queries
- continued the 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
- provided staff with access to our Employee Assistance Program provider's online wellbeing portal
- promoted our Employee Assistance Program and encouraged employees to access the program's physical and mental health and wellbeing services
- invited our employees to participate in the annual influenza vaccination program to reduce unscheduled absences during the influenza season.

Health and wellbeing

The Thrive with Change wellbeing program which commenced in 2021–22 continued into 2022–23. The program assisted staff to effectively manage their emotional wellbeing after their return to the workplace following the COVID-19 pandemic and provided tools for both managers and staff to improve their wellbeing in times of uncertainty and change.

Notifiable incidents

In 2022–23, AIATSIS had no notifiable incidents in relation to a serious injury of a person. We also had no investigations 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.

Net Zero reporting

Greenhouse gas emissions reporting has been developed with methodology that is consistent with the whole of Australian Government approach as part of the APS Net Zero 2030 policy.

Table 14: Greenhouse gas emissions inventory

Emission source	Scope 1 kg CO_2-e	Scope 2 kg CO_2-e	Scope 3 kg CO_2-e	Total kg CO_2-e
Electricity	N/A	501,276	41,201	542,477
Natural gas	41,347	N/A	10,511	51,859
Fleet vehicles	1,515	N/A	385	1,901
Domestic flights	N/A	N/A	347,659	347,659
Other energy	N/A	N/A	N/A	N/A
Total kg CO_2-e	**42,863**	**501,276**	**399,757**	**943,896**

CO_2-e = carbon dioxide equivalent

The electricity emissions reported in Table 14 are calculated using the location-based approach. When applying the market-based method, which accounts for factors such as GreenPower, purchased large-scale generation certificates (LGCs) and/or being located in the ACT, the total emissions for electricity are as shown in Table 15.

Table 15: Electricity emissions inventory

Emission source	Scope 1 kg CO_2-e	Scope 2 kg CO_2-e	Scope 3 kg CO_2-e	Total kg CO_2-e
Electricity (Market based approach)	N/A	538,181	71,230	609,411
Natural gas	41,347	N/A	10,511	51,859
Fleet vehicles	1,515	N/A	385	1,901
Domestic flights	N/A	N/A	347,659	347,659
Other energy	N/A	N/A	N/A	N/A
Total kg CO_2-e	**42,863**	**538,181**	**287,326**	**207,993**

Ngurra philanthropic evening, Government House Ballroom, Western Australia.

PART 5

Audited financial statements

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Independent auditor's 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 2023:

(a) comply with Australian Accounting Standards – Simplified Disclosures 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 2023 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 2023 and for the year then ended:

- Statement by the Accountable Authority, Chief Executive Officer and Chief Financial Officer;
- Statement of Comprehensive Income;
- Statement of Financial Position;
- Statement of Changes in Equity;
- Cash Flow Statement; and
- Notes to and forming part of 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 – Simplified Disclosures 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

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to going concern and using the going concern basis of accounting, unless the assessment indicates that it is not appropriate.

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

Rahul Tejani
Executive Director
Delegate of the Auditor-General

Canberra
31 August 2023

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 2023 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 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
29 August 2023

Mr Leonard Hill
Acting Chief Executive Officer
29 August 2023

Ms Megan Frizell
Chief Financial Officer
29 August 2023

Financial statements for the year ended 30 June 2023

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Statement of Comprehensive Income

for the period ended 30 June 2023

	Notes	2023 $'000	2022 $'000	Original Budget[1] $'000
NET COST OF SERVICES				
Expenses				
Suppliers	1.1A	**18,236**	15,819	11,428
Employee benefits	1.1B	**15,536**	13,442	17,916
Grants	1.1C	**2,290**	2,058	2,940
Depreciation and amortisation	2.2A	**2,022**	1,608	1,697
Write-down and Impairment of other assets	1.1D	**266**	40	-
Finance costs	1.1E	**29**	17	13
Impairment loss on financial instruments		**-**	11	-
Total Expenses		**38,379**	32,995	33,994
Own-source income				
Own-source revenue				
Revenue from contracts with customers	1.2A	**10,538**	10,735	5,922
Other revenue	1.2B	**2,412**	2,213	3,799
Grants	1.2C	**2,327**	2,058	2,940
Rental income	1.2D	**6**	-	-
Interest	4.1B	**1,008**	121	52
Total own-source revenue		**16,291**	15,127	12,713
Gains				
Other gains	1.2E	**1**	11	-
Total gains		**1**	11	-
Total own-source income		**16,292**	15,138	12,713
Net cost of services		**(22,087)**	(17,857)	(21,281)
Revenue from Government	1.2F	**21,866**	20,851	21,281
Surplus/(Deficit) on continuing operations		**(221)**	2,994	-
OTHER COMPREHENSIVE INCOME				
Items not subject to subsequent reclassification to net cost of services				
Changes in asset revaluation reserve		**1,045**	2,329	-
Total comprehensive income		**824**	5,323	-

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

[1] Budget reported in October *Portfolio Budget Statements 2022-23*.

Statement of Financial Position

as at 30 June 2023

	Notes	2023 $'000	2022 $'000	Original Budget[1] $'000
ASSETS				
Financial assets				
Cash and cash equivalents	2.1A	**8,312**	7,510	10,775
Investments - term deposits		**16,319**	19,494	16,915
Trade and other receivables	2.1B	**1,325**	2,586	2,009
Total financial assets		**25,956**	29,590	29,699
Non-financial assets				
Buildings[2]	2.2A	**26,342**	18,331	22,738
Heritage and cultural	2.2A	**13,299**	12,364	12,279
Plant and equipment	2.2A	**4,056**	3,556	4,424
Computer software	2.2A	**712**	245	477
Inventories	2.2B	**233**	227	249
Other non-financial assets	2.2C	**482**	1,246	1,423
Total non-financial assets		**45,124**	35,969	41,590
Total assets		**71,080**	65,559	71,289
LIABILITIES				
Payables				
Suppliers	2.3A	**3,580**	1,495	4,439
Other payables	2.3B	**7,347**	10,206	10,779
Total payables		**10,927**	11,701	15,218
Interest bearing liabilities				
Leases	2.4A	**5,729**	505	379
Total interest bearing liabilities		**5,729**	505	379
Provisions				
Employee provisions	3.1A	**3,403**	3,230	2,547
Other provisions	2.5A	**11**	11	12
Total provisions		**3,414**	3,241	2,559
Total liabilities		**20,070**	15,447	18,156
Net assets		**51,010**	50,112	53,133
EQUITY				
Contributed equity		**4,205**	4,131	4,205
Asset revaluation reserve		**20,167**	19,122	21,451
Retained surplus		**26,638**	26,859	27,477
Total equity		**51,010**	50,112	53,133

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

[1] Budget reported in October *Portfolio Budget Statements 2022–23*.

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

Statement of Changes in Equity

for the period ended 30 June 2023

	2023	2022	Original Budget[1]
	$'000	$'000	$'000
CONTRIBUTED EQUITY			
Opening balance			
Balance carried forward from previous period	**4,131**	4,057	4,131
Contribution by owners			
Equity injection	**74**	74	74
Closing balance as at 30 June	**4,205**	4,131	4,205
ASSET REVALUATION RESERVE			
Opening balance			
Balance carried forward from previous period	**19,122**	16,793	19,122
Comprehensive income			
Changes in asset revaluation reserve	**1,045**	2,329	2,329
Closing balance as at 30 June	**20,167**	19,122	21,451
RETAINED EARNINGS			
Opening balance			
Balance carried forward from previous period	**26,859**	23,865	26,859
Comprehensive income			
Surplus/(Deficit) for the period	**(221)**	2,994	618
Closing balance as at 30 June	**26,638**	26,859	27,477
TOTAL EQUITY			
Opening balance			
Balance carried forward from previous period	**50,112**	44,715	50,112
Comprehensive income			
Surplus/(deficit) for the period	**(221)**	2,994	618
Revaluation increment	**1,045**	2,329	2,329
Total comprehensive income	**824**	5,323	2,947
Contributions by owners			
Equity injection	**74**	74	74
Closing balance as at 30 June	**51,010**	50,112	53,133

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

[1] Budget reported in October *Portfolio Budget Statements 2022–23*.

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 2023

	Notes	2023 $'000	2022 $'000	Original Budget[1] $'000
OPERATING ACTIVITIES				
Cash received				
Receipts from Government		**21,866**	26,269	24,221
Revenue from contracts with customers		**11,640**	9,556	6,961
Interest		**858**	128	59
Other[2]		**2,279**	2,237	3,330
Net GST received		**1,619**	855	-
Total cash received		**38,262**	39,045	34,571
Cash used				
Employees		**15,129**	14,054	18,528
Suppliers		**18,885**	17,605	8,181
Grants		**2,290**	2,058	2,940
Interest payments on lease liabilities		**29**	17	13
Total cash used		**36,333**	33,734	29,662
Net cash from/(used by) operating activities		**1,929**	5,311	4,909
INVESTING ACTIVITIES				
Cash received				
Proceeds from investments		**3,175**	2,908	2,579
Total cash received		**3,175**	2,908	2,579
Cash used				
Purchase of property, plant and equipment		**4,150**	2,401	4,171
Purchase of collection items		**95**	31	-
Total cash used		**4,245**	2,432	4,171
Net cash from/(used by) investing activities		**(1,070)**	476	(1,592)
FINANCING ACTIVITIES				
Cash received				
Contributed equity		**74**	74	74
Total cash received		**74**	74	74
Cash used				
Principal payments of lease liabilities		**131**	119	126
Total cash used		**131**	119	126
Net cash used by financing activities		**(57)**	(45)	(52)
Net increase in cash		**802**	5,742	3,265
Cash at the beginning of the financial year		**7,510**	1,768	7,510
Cash at the end of the financial year	2.1A	**8,312**	7,510	10,775

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

[1] Budget reported in October *Portfolio Budget Statements 2022–23*.

[2] Additional information included at note 1.2B Other revenue.

Overview

Objective of the 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 objective of AIATSIS is to serve the Australian people 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 culture 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 as 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 – including simplified disclosure for Tier 2 Entities under AASB 1060 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 held at fair value as indicated. No allowance is made for the effect of changing prices on the results or the financial position, except where stated. The financial statements are presented in Australian dollars.

New Australian accounting standards

Two amending standards (AASB 2021-2 and AASB 2021-6) were adopted earlier than the application date as stated in the standard. These amending standards have been adopted for the 2022–23 reporting period.

The following new/revised/amended accounting standards and/or interpretations issued prior to the date of signing of the financial statements applicable to the current reporting period did not have a material effect on the AIATSIS financial statements:

Standard/ Interpretation	Nature of change in accounting policy, transitional provisions, and adjustment to financial statements
AASB 2021-2 Amendments to Australian Accounting Standards – Disclosure of Accounting Policies and Definition of Accounting Estimates (AASB 2021-2) and	AASB 2021-2 amends AASB 7, AASB 101, AASB 108, AASB 134 and AASB Practice Statement 2. The amending standard requires the disclosure of material, rather than significant, accounting policies, and clarifies what is considered a change in accounting policy compared to a change in accounting estimate.
AASB 2021-6 Amendments to Australian Accounting Standards - Disclosure of Accounting Policies: Tier 2 and Other Australian Accounting Standards (AASB 2021-6)	AASB 2021-6 amends the Tier 2 reporting requirements set out in AASB 1049, AASB 1054 and AASB 1060 to reflect the changes made by AASB 2021-2.

Notes to and forming part of the Financial Statements

for the period ended 30 June 2023

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 2023 that have a material impact on the 2022–23 financial statements.

Contingent assets or liabilities

Contingent assets and liabilities are not recognised in the Statement of Financial Position. They may arise from uncertainty as to the existence of an asset or liability or represent an asset or liability in respect of which the amount cannot be reliably measured. Contingent assets are disclosed when settlement is probable but not virtually certain, and contingent liabilities are disclosed when settlement is greater than remote.

Quantifiable contingencies

As at 30 June 2023 AIATSIS had nil quantifiable contingent assets or liabilities.

Unquantifiable contingencies

As at 30 June 2023 AIATSIS had one unquantifiable contingent asset for an insurance claim relating to hail damage to the roof of the Maraga building in January 2020. The claim has been approved but work is ongoing to determine the cost to repair due to the unique nature of the building; no other unquantifiable contingent liabilities.

Notes to and forming part of the Financial Statements

for the period ended 30 June 2023

1. Financial Performance

1.1: Expenses

	2023 $'000	2022 $'000
1.1A: Suppliers		
Goods and services supplied or rendered		
Consultants, contractors and secondees	**8,356**	8,930
Community engagement and events	**2,458**	893
Travel and motor vehicle	**2,107**	813
Information technology	**1,788**	1,852
Property operating expenses	**763**	617
Communications and publishing	**693**	991
Training and Recruitment	**661**	483
Other goods and services	**419**	378
Corporate services	**415**	399
Collection maintenance and preservation	**155**	117
Cost of goods sold	**116**	99
Printing and office supplies	**50**	34
Audit fees (paid)	**35**	35
Total goods and services supplied or rendered	**18,016**	15,641
Goods supplied	**1,037**	2,500
Services rendered	**16,979**	13,141
Total goods and services supplied or rendered	**18,016**	15,641
Other suppliers		
Short-term leases	**-**	38
Workers compensation expenses	**220**	140
Total other suppliers	**220**	178
Total suppliers	**18,236**	15,819

AIATSIS holds no short-term lease commitments as at 30 June 2023.

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 per asset). AIATSIS recognises the lease payments associated with these leases as an expense on a straight-line basis over the lease term.

Notes to and forming part of the Financial Statements

for the period ended 30 June 2023

	2023 $'000	2022 $'000
1.1B: Employee benefits		
Wages and salaries	**12,277**	10,290
Superannuation		
Defined contribution plans	**1,470**	1,150
Defined benefit plans	**664**	847
Leave and other entitlements	**1,121**	908
Separation and redundancies	**4**	247
Total employee benefits	**15,536**	13,442

Accounting Policy – Employee benefits

Accounting policies for employee related expenses is contained in the People and relationships section.

1.1C: Grants		
Not for profit institutions	**1,154**	1,021
Education institutions	**1,136**	1,037
Total grants	**2,290**	2,058

Accounting Policy - Grants

AIATSIS administers the Indigenous Research Exchange. Grant liabilities are recognised to the extent that (i) the services required to be performed by the grantee have been performed or (ii) the grant eligibility criteria have been satisfied, but payments due have not been made.

1.1D: Write-down and Impairment of other assets		
Write-off of non-financial assets	**210**	6
Write-off of inventory	**41**	34
Impairment of inventory	**15**	-
Total write-down and impairment of other assets	**266**	40

1.1E: Finance costs		
Interest on lease liabilities	**29**	17
Total finance costs	**29**	17

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

Accounting Policy – Finance costs

AIATSIS expenses all borrowing costs as incurred.

Notes to and forming part of the Financial Statements

for the period ended 30 June 2023

1.2: Own-Source Revenue and Gains

	2023 $'000	2022 $'000
1.2A: Revenue from contracts with customers		
Rendering of services	**9,096**	9,650
Sale of goods	**1,442**	1,085
Total revenue from contracts with customers	**10,538**	10,735
Disaggregation of revenue from contracts with customers		
Major product / service line:		
Cultural services	**2,508**	7,202
Conferences	**2,728**	1,550
Sale of inventory and subscriptions	**1,442**	1,149
Grants	**-**	606
Research services	**3,860**	228
	10,538	10,735
Type of customer:		
Australian Government (related entities)	**3,195**	8,190
Non-government entities	**6,078**	1,883
Research institutes	**731**	497
State and Territory Governments	**534**	165
	10,538	10,735
Timing of transfer of goods and services:		
Point in time	**7,375**	7,178
Over time	**3,163**	3,557
	10,538	10,735

Accounting Policy – Revenue from contracts with customers

Revenue from the sale of goods is recognised when control has been transferred to the buyer, revenue from rendering of services is recognised as performance obligations are satisfied. 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, public engagement or other services agreements. 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, particularly relating to Aboriginal Studies Press publications, 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. Impairment is assessed at the end of the reporting period using the historical experience to determine the estimated future losses.

A contract liability for unearned revenue is recorded for obligations under contracts for which payment has been received in advance. Amounts held in unearned revenue relating to 'revenue from contracts with customers' ($0.38 million) unwound upon satisfaction of the performance obligations under the terms of the contract. AIATSIS reports contract liabilities as unearned revenue in Note 2.3B.

Notes to and forming part of the Financial Statements

for the period ended 30 June 2023

	2023 $'000	2022 $'000
1.2B: Other revenue		
From related entities	**1,366**	1,366
Donations and sponsorship	**706**	534
Other revenue	**340**	313
Total other revenue	**2,412**	2,213
1.2C: Grants		
From related entities	**2,327**	2,058
Total grants	**2,327**	2,058
1.2D: Rental income		
Rental income	**6**	-
Total rental income	**6**	-
1.2E: Other gains		
Other	**1**	11
Total other gains	**1**	11
1.2F: Revenue from Government		
Revenue from Government	**21,866**	20,851
Total revenue from government	**21,866**	20,851

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 2023

2. Financial Position

2.1: Financial Assets

	2023 $'000	2022 $'000
2.1A: Cash and cash equivalents		
Cash on hand or on deposit	**8,312**	7,510
Total cash and cash equivalents	**8,312**	7,510

Accounting Policy – Cash and cash equivalents

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

a) cash on hand; and

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.

2.1B: Trade and other receivables		
Goods and services receivables		
Goods and services	**799**	1,794
Total goods and services receivables	**799**	1,794
Other receivables		
GST receivable from the Australian Taxation Office	**339**	757
Interest receivable	**190**	40
Total other receivables	**529**	797
Total trade and other receivables (gross)	**1,328**	2,591
Less expected credit loss allowance	**3**	5
Total trade and other receivables (net)	**1,325**	2,586

Credit terms for goods and services were within 30 days (2022: 30 days)

Accounting Policy – Trade and other receivables

Trade receivables 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.

Impairment is assessed at the end of the reporting period using the simplified approach for trade and other receivables which measures the loss allowance as the amount equal to the lifetime credit losses. AIATSIS has used historical experience to determine the estimate future losses.

Notes to and forming part of the Financial Statements

for the period ended 30 June 2023

2.2 Non-Financial Assets

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

	Buildings[1]	Heritage and cultural[2]	Plant and equipment[3]	Computer software	Total
	$'000	$'000	$'000	$'000	$'000
As at 1 July 2022					
Gross book value	18,024	12,364	3,813	296	34,497
Work in progress	664	-	-	99	763
Accumulated depreciation, amortisation and impairment	(357)	-	(257)	(150)	(764)
Total as at 1 July 2022	**18,331**	**12,364**	**3,556**	**245**	**34,496**
Work in progress	3,398	-	-	-	3,398
Additions:					
Purchase	66	95	1,640	546	2,347
Right-of-use assets	5,355	-	-	-	5,355
Revaluations and impairments recognised in other comprehensive income[4]	-	1,045	-	-	1,045
Depreciation and amortisation	(642)	-	(1,134)	(79)	(1,855)
Depreciation on right-of-use assets	(167)	-	-	-	(167)
Assets written off	-	(204)	(6)	-	(210)
Other movements[5]	1	(1)	-	-	-
Total as at 30 June 2023	**26,342**	**13,299**	**4,056**	**712**	**44,409**
Total as at 30 June 2023 represented by:					
Gross book value	23,446	13,299	5,363	763	42,871
Work in progress	4,062	-	-	99	4,161
Accumulated depreciation, amortisation and impairment	(1,166)	-	(1,307)	(150)	(2,623)
Total as at 30 June 2023	**26,342**	**13,299**	**4,056**	**712**	**44,409**
Carrying amount of right-of-use assets	**5,666**	**-**	**-**	**-**	**5,666**

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

2 Any assets 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 2023.

5 Other movements relate to roundings.

Notes to and forming part of the Financial Statements

for the period ended 30 June 2023

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).

Heritage and cultural assets, and computer equipment are recognised as assets regardless of cost.

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. Internally developed software is recorded based on expenditure incurred to create the asset as set out in AASB 138 *Intangible Assets*.

Lease Right of Use (ROU) Assets

Lease ROU assets are capitalised at the commencement date of the lease and comprise of the initial lease liability amount and 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.

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 the Australian Government entity, General Government Sector and Whole of Government financial statements.

Depreciation and amortisation

Depreciable building, plant and equipment assets and amortisable computer software are consumed over their estimated useful lives using the straight-line method of depreciation down to their estimated residual values.

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.

Notes to and forming part of the Financial Statements

for the period ended 30 June 2023

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

	2023	2022
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
Computer software	**3 to 5 years**	3 to 5 years

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

The depreciation rates for ROU assets are based on the commencement date to the earlier of the end of the useful life of the ROU assets or the end of the lease term.

Revaluations

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 2022–23 Jones Lang LaSalle Advisory Services Proprietary Limited (Pty Ltd) were engaged to perform a revaluation of the library collection class items. There was an increment in the library class assets following the revaluation. JLL also performed a materiality review of all other class of assets and there were no material variances identified.

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*.

Impairment

All assets were assessed for impairment at 30 June 2023. 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 assets were assessed for indications of impairment as at 30 June 2023.

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.

Notes to and forming part of the Financial Statements

for the period ended 30 June 2023

	2023 $'000	2022 $'000
2.2B: Inventories		
Finished goods	**279**	258
Less: provision for slow moving and obsolete inventory	**(46)**	(31)
Total inventories	**233**	227

$0.12 million of inventory held for sale was expensed under cost of goods sold in 2022–23 (2022: $0.10 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.

2.2C: Other non-financial assets		
Prepayments	**482**	1,246
Total other non-financial assets	**482**	1,246

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

2.3: Payables

2.3A: Suppliers		
Trade creditors and accruals	**3,580**	1,495
Total suppliers	**3,580**	1,495
2.3B: Other payables		
Unearned income	**6,785**	9,878
Salaries and wages	**498**	286
Superannuation	**64**	42
Total other payables	**7,347**	10,206

2.4: Interest Bearing Liabilities

2.4A: Leases		
Lease liabilities	**5,729**	505
Total leases	**5,729**	505

Total cash outflow for leases for the year ended 30 June 2023 was $0.13 million (2022: $0.14 million).

Maturity analysis - contractual undiscounted cash flows		
Within 1 year	**659**	140
Between 1 to 5 years	**2,343**	393
More than 5 years	**4,017**	-
Total leases	**7,019**	533

The above lease disclosures should be read in conjunction with the accompanying notes 1.1E and 2.5A.

Notes to and forming part of the Financial Statements

for the period ended 30 June 2023

AIATSIS in its capacity as lessee has two fixed term leases. One lease relates to art and artefact storage with the National Archives of Australia with a fixed date for expiry and a termination date of 28 February 2026. The second lease relates to the premises for a preservation and digitisation facility in Alice Springs with Yeperenye Pty Ltd with a termination date of 31 May 2035 with an option for early termination after seven years (2030).

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

2.5A: Other provisions

	Provision for restoration	Total
	$'000	$'000
As at 1 July 2022	11	11
Additional provisions made	-	-
Total as at 30 June 2023	**11**	**11**

AIATSIS currently has two (2022: one) agreements for the leasing of premises of which only one has a provision requiring AIASTIS to restore the premises to its 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 2023

3. People and Relationships

3.1: Employee Provisions

	2023 $'000	2022 $'000
3.1A: Employee provisions		
Annual leave	**1,382**	1,272
Long service leave	**2,021**	1,958
Total employee provisions	**3,403**	3,230

Accounting Policy – Employee provisions

Employee provisions include annual and long service leave. No provision is made for personal leave which is non-vesting.

Leave

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

The leave liabilities for long term employee benefits 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 work of an actuary as at 30 June 2023. The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation.

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. As at 30 June 2023 no formal termination plans had been made.

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 2023

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, and the Deputy Chief Executive Officer. Key management personnel remuneration is reported in the table below:

	2023 $'000	2022[2] $'000
3.2A: Key management personnel remuneration		
Short-term employee benefits	**623**	1,248
Post-employment benefits	**89**	191
Other long-term employee benefits	**17**	38
Termination benefits	**-**	246
Total key management personnel remuneration expenses[1]	**729**	**1,723**

The total number of key management personnel that are included in the above table are 11 (2022: 17).

[1] The above key management personnel remuneration excludes the remuneration and other benefits of the Portfolio Minister. The Portfolio Minister's remuneration and other benefits are set by the Remuneration Tribunal and are not paid by AIATSIS.

[2] The definition of a key management personnel in 2021–22 included Council Members, the Chief Executive Officer, the Deputy Chief Executive Officer, and Executive Directors.

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 2023

4. Other Information

4.1: Financial Instruments

	2023 $'000	2022 $'000
4.1A: Categories of financial instruments		
Financial assets at amortised cost		
Cash on hand or on deposit	**8,312**	7,510
Investments	**16,319**	19,494
Goods and services receivable	**796**	1,789
Interest receivable	**190**	40
Total financial assets at amortised cost	**25,617**	28,833
Financial liabilities measured at amortised cost		
Trade creditors and accruals	**3,580**	1,495
Total financial liabilities measured at amortised cost	**3,580**	1,495
4.1B: Net gains or losses on financial assets		
Financial assets at amortised cost		
Interest revenue	**1,008**	121
Impairment loss	**-**	(11)
Net gains on financial assets at amortised cost	**1,008**	110

Accounting Policy – Financial instruments

Financial assets

Financial assets are recognised when AIATSIS 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 2023

4.2: Current/Non-Current Distinction for Assets and Liabilities		
	2023 $'000	**2022 $'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	**8,312**	7,510
Investments	**16,319**	19,494
Trade and other receivables	**1,325**	2,586
Inventories	**233**	227
Other non-financial assets	**354**	983
Total no more than 12 months	**26,543**	30,800
More than 12 months		
Buildings	**26,342**	18,331
Heritage and cultural	**13,299**	12,364
Plant and equipment	**4,056**	3,556
Computer software	**712**	245
Other non-financial assets	**128**	263
Total more than 12 months	**44,537**	34,759
Total assets	**71,080**	65,559
Liabilities expected to be settled in:		
No more than 12 months		
Suppliers payable	**3,580**	1,495
Other payables	**7,347**	10,206
Leases	**463**	127
Employee provisions	**2,012**	1,213
Total no more than 12 months	**13,402**	13,041
More than 12 months		
Leases	**5,266**	378
Employee provisions	**1,391**	2,017
Other provisions	**11**	11
Total more than 12 months	**6,668**	2,406
Total liabilities	**20,070**	15,447

Notes to and forming part of the Financial Statements

for the period ended 30 June 2023

4.3: Budgetary Reporting

Statement of Comprehensive Income

In 2022–23, AIATSIS reported an operating deficit of $0.22 million, against a breakeven result reported in the 2022–23 October Portfolio Budget Statements.

AIATSIS's expenses totalled $38.38 million for 2022–23, $4.39 million (12.9%) more than the original budget. The original budget was based on prior year expenditure (2021–22) where our ability to travel; connection with our stakeholders; deliver services in communities; and hold events. In 2022–23 business as usual in relation to travel resumed, this included enabling the Return of Cultural Heritage items to communities, take our collection to remote communities and holding the largest AIATSIS Summit to date in Western Australia. In addition, the ability to attract and retain staff in a tight labour market has required higher expenditure in contracted labour, this is offset by the decrease in employee benefits.

The total revenue in 2022–23 was $38.16 million, compared to a budget of $33.99 million. The variance of $4.16 million, 12.25% relates to an increase in own-source revenue of $3.58 million, 28.14%, due the initiation of a languages program, an increase in sales for CORE licences and Aboriginal Studies Press publications as well as higher attendance at the AIATSIS 2023 Summit. In addition, an increase in revenue from Government of $0.59 million, 2.75%, because of the Government's funding of the Fourth National Indigenous Languages Survey in the 2022–23 Portfolio Additional Estimates.

Statement of Financial Position

As at 30 June 2023, AIATSIS' total equity was $51.01 million compared to the original budget of $53.13 million. The $2.12 million, 4.00%, variance was due to a lower-than-expected increase in our revaluation of the library collection and other assets. In an addition to a decrease in retained surplus due to deficit in 2022–23.

As at 30 June 2023, AIATSIS' total assets was $71.08 million compared to the original budget of $71.29 million. This is $0.21 million, 0.29%, lower than the original budget. This is primarily due to a decrease in financial assets offset by an increase in non-financials assets. This pertains to the revaluation of the library collection and the recognition of the new Central Australia Facility lease.

As at 30 June 2023, AIATSIS' total liabilities were $51.01 million compared to the original budget of $50.11 million. This is $1.91 million, 10.54%, higher than original budget primarily due to a $5.35 million increase in lease liability for the New Central Australia Facility as well as an increase in employee provisions due to the 3% pay increase across AIATSIS in February 2023. This is offset by a decrease in payables as a result on the completion of projects where revenue was received in prior years.

Cash Flow Statement

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

Ngurra philanthropic evening, Government House Ballroom, Western Australia.

PART 6

Appendices

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Appendix B. Key management personnel remuneration 148

Appendix A. Governance

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

AIATSIS Council

In accordance with PGPA Rule section 17BE(j)(i)–(v) – Accountable Authority, details of accountable authority during the reporting period (2022–23) are shown in Table A.1. Additional information is in Part 1 The Council.

Table A.1: 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**	**Qualifications of the accountable authority**	**Experience of the accountable authority**	**Position title / position held** **Executive / Non-executive**	**Date of commence-ment**	**Date of cessation**	**Number of meetings of accountable authority attended**	**Meetings eligible to attend**
Jodie Sizer **APPOINTED. F**	Bachelor of Commerce, CPA	Over 20 years predominantly in the finance sector	Council Chair-person Non-executive	10/02/2015	30/06/2024	5	5
Myfany Turpin **ELECTED. F**	PhD Linguistics, Honours Linguistics, Bachelor of Arts/Music	5 years predominantly in the education and the arts sectors	Council member Non-executive	17/05/2017	01/10/2025	5	5
Ashley Walker **APPOINTED. M**	Master of Business Administration (Distinction), Bachelor of Laws/Commerce, GAICD	3 years predominantly in the legal sector	Council member Non-executive	24/12/2019	30/06/2024	5	5
Henrietta Marrie AM **APPOINTED. F**	Master of Environmental and Local Government Law, Diploma and Graduate Diploma of Arts (Indigenous Studies)	Over 20 years in the governance sector. Henrietta is an Aboriginal Elder	Council member Non-executive	12/01/2020	30/06/2024	3	5

				Period as the accountable authority or member within the reporting period			
Name and gender **F = female** **M = male** **I = indeterminate**	**Qualifications of the accountable authority**	**Experience of the accountable authority**	**Position title / position held** **Executive / Non-executive**	**Date of commence-ment**	**Date of cessation**	**Number of meetings of accountable authority attended**	**Meetings eligible to attend**
Judith Ryan AM **APPOINTED. F**	Bachelor of Arts (Honours) in Fine Arts and English Literature, University of Melbourne; Certificate in Education, Oxon	Over 20 years predominantly in the fine arts sector	Council member Non-executive	24/12/2019	30/06/2024	5	5
Murray Saylor **APPOINTED. M**	Murray has over 20 years' experience in procurement, supply chain management, policy and program management within the government and commercial sector	Over 20 years predominantly in the business and economics sectors	Council member Non-executive	12/01/2020	30/06/2024	4	5
Clint Bracknell **ELECTED. M** **APPOINTED DEPUTY CHAIR** **ELECTED MEMBER. M**	PhD Music/ Indigenous Studies, Graduate Diploma of Education, Bachelor of Arts/ Media Studies	3 years predominantly in the education and arts sectors	Council member Non-executive	17/05/2021	01/10/2025	4	5
Michelle Deshong **ELECTED. F**	BA Honours in Political Science and Indigenous studies at James Cook University; Fulbright Scholar, Churchill Fellowship, MAICD, MAIATSIS	6 years predominantly in the leadership, governance and politics sectors	Council member Non-executive	17/05/2021	01/10/2025	3	5
Duane Fraser **ELECTED. M**	Duane has extensive experience advising Commonwealth and state governments on matters relating to Indigenous affairs and environmental policy	6 years predominantly in the strategic governance sector	Council member Non-executive	17/05/2021	17/02/2023	2	2

Former Council members

Mr Duane Fraser resigned as a member of the AIATSIS Council effective 17 February 2023. In alignment with the AIATSIS Act and AIATSIS Rules, the Council casual vacancy will be offered to the candidate with the next highest number of votes in the same category.

Duane Fraser, former Member
Elected

Duane is a Wulgurukaba and Bidjara traditional owner and has extensive experience advising Commonwealth and state governments on matters relating to Indigenous affairs and environmental policy.

Duane enjoys a diverse national and global network that includes high-level influencers, current and ex-politicians from both major parties, senior executives and grassroots communities. He uses his profile to create positive change and impact to ensure traditional owners are given the opportunity for full and effective participation and leadership roles at all levels of decision-making in political, economic and public life. Mr Fraser has presented at numerous international forums on the advancement of Indigenous peoples of the world and their empowerment in protecting and safeguarding their delicate biocultural land and seascapes, heritage and cultural expressions.

Duane has a high-level understanding of the Institute's strategic objectives and ministerial priorities and has demonstrated experience in providing advice to multiple state and federal government ministers.

Duane chairs the Indigenous Advisory Committee to the federal Minister responsible for the environment, is a member of the Great Barrier Reef Marine Park Authority and is a non-executive director of Tourism and Events Queensland.

Residence: Naarm (Victoria), Vic.

Committees supporting the AIATSIS Council

Audit and Risk Committee

The 2022–23 members and their qualifications, meeting attendance and remuneration are set out below in alignment with PGPA Rule section 17BE (taa).

Table A.2: Details of Audit and Risk Committee

Member name	Qualifications	2022–23 meetings held	2022–23 meetings attended	Total annual remuneration for 2022–23 (GST inc.) $	Additional information (including role on committee)
Andrew Cox **Chair** **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	5	$15,125	Andrew Cox was the Audit and Risk Committee Chair during the 2022–23 reporting period
Ashley Walker **Deputy Chair** **AIATSIS Council member**	Master of Business Administration, Bachelor of Laws/ Commerce	5	2	$0	Ashley Walker was the Deputy Chair during the 2022–23 reporting period and took 6 months leave from September 2022 to March 2023; during this time Murray Saylor was appointed as Deputy Chair for a period of 6 months

Member name	Qualifications	2022–23 meetings held	2022–23 meetings attended	Total annual remuneration for 2022–23 (GST inc.) $	Additional information (including role on committee)
Murray Saylor **Deputy Chair from September 2022 to March 2023** **AIATSIS Council member**	Procurement supplier, diversity and community development professional with over 20 years' experience	5	5	$0	Murray Saylor was a member during the 2022–23 reporting period but was appointed as the Deputy Chair from September 2022 to March 2023
Narelle Sheppard **Independent member**	Certified Internal Auditor, Government Auditing Professional and practising accountant Certification in Risk Management Assurance Bachelor of financial administration	5	4	$11,000	Narelle Sheppard was an independent member during the 2022–23 reporting period
Duane Fraser **AIATSIS Council member**	Bachelor of Arts (Honours) in Anthropology and Bachelor of Law (Honours)	5	1	$0	Duane Fraser was a member during the 2022–23 reporting period but resigned from the AIATSIS Council on 17 February 2023, thus ceasing as a member of the Audit and Risk Committee

The committee's charter is published on the AIATSIS website and is provided here in alignment with PGPA Rule section 17BE (taa)(i).

Direct electronic address of the charter determining the functions of the audit committee	
URL	**https://aiatsis.gov.au/about/who-we-are/governance-and-structure/committees**

Membership Standing Committee

During 2022–23, Membership Standing Committee members were:

- Michelle Deshong (Chairperson)
- Judith Ryan (Council Member)
- Murray Saylor (Council Member)
- Mr Leonard Hill (AIATSIS Executive Representative, DCEO/Executive Director Strategic Operations).

AIATSIS Foundation

During 2022–23, AIATSIS Foundation Board members were:

- Craig Ritchie (CEO, AIATSIS)
- Dr Clint Bracknell (Chairperson, AIATSIS Council Board member)
- Henrietta Marrie (Deputy Chairperson, AIATSIS Council Board Member)
- Duane Fraser (Deputy Chairperson, AIATSIS Council Board Member) – departed 17 February 2023
- Glenn Johnson (Foundation Board member)
- Steve Kinnane (Foundation Board member)
- Sue Kee (Foundation Board member)
- Morry Schwartz AM (Foundation Board member)
- Gabrielle Trainor, Officer of the Order (Foundation Board member)

Committees supporting the CEO

Senior Executive Board members 2022–23

- Craig Ritchie (Chairperson, CEO, AIATSIS)
- Leonard Hill (DCEO/Executive Director Strategic Operations and Ngurra Business Case, AIATSIS)
- Arthur Petsas (Executive Director, Ngurra Project, AIATSIS) – departed 22 December 2022
- Dylan Daniel-Marsh (Executive Director, Ngurra Project, AIATSIS) – commenced 23 December 2022
- Kate Thomann (Executive Director, Research and Education, AIATSIS) – departed 30 June 2023
- Caroline Hughes (Executive Director, Collections Services, AIATSIS)
- Ben Phelps (Executive Director, Partnerships and Engagement, AIATSIS) – departed 23 December 2022
- Kris O'Sullivan (Executive Director, Partnerships and Engagement, AIATSIS) – commenced 17 April 2023

Education Advisory Committee members 2022–23

- Craig Ritchie (Chairperson, CEO, AIATSIS)
- Kate Thomann (Executive Director, Research and Education, AIATSIS) – departed 30 June 2023
- Sharon Davis (Director of Education, AIATSIS)
- Joe Sambono (Australian Curriculum, Assessment and Reporting Authority)
- Anjulee Singh (Independent Schools Queensland)
- Beth Marsden (Australian National University)
- Chick Edwards (New South Wales Education Standards Authority)
- Matthew Heffernan (Indigital)
- Nathan Towney (University of Newcastle)
- Tessa Keenan (Narragunnawali)
- Professor Melitta Hogarth (University of Melbourne)

Research Ethics Committee members 2022–23

- Associate Professor Mandy Downing (Co-Chairperson)
- Dr Chris Bourke (Co-Chairperson)
- Dr Robyn Williams (Practitioner)
- Associate Professor Andrew Crowden (Executive Member/Researcher)
- Jake Gordon (Researcher)
- Associate Professor Alwyn Chong (Researcher)
- Dr Crystal McKinnon (Researcher)
- Dr Michelle Dickson (Researcher)
- Tammy Small (Researcher)
- Shavaun Wells (Researcher)
- Kay Blades (Pastoral Care)
- Dr Tracey Powis (Practitioner)
- Dr Angela Dos Santos (Practitioner)
- Jessica Ling (Lawyer)
- Natalie Clark Reynolds (Layperson, Female)
- Niboddhri Christie (Layperson, Female)
- Adrian Wiles (Layperson, Male)

Publishing Advisory Committee members 2022–23

- Craig Ritchie (Chairperson, CEO, AIATSIS)
- Nicole Campbell (Director of Communications, Events and Publishing, AIATSIS)
- Christine Bruderlin (Editorial and Production Manager, Communications, Events and Publishing, AIATSIS)
- Simone Calderwell (Publishing Manager, Communications, Events and Publishing, AIATSIS)
- Professor Odette Best (Pro Vice-Chancellor, First Nations Education and Research), University of Southern Queensland)
- Dr Leah Lui-Chivizhe (Senior Lecturer in Indigenous Histories, University of Technology Sydney)
- Emeritus Professor Simon Forrest (Curtin University)
- Associate Professor Jeanine Leane (Associate Professor in Creative Writing, Culture and Communication, University of Melbourne)

Research Advisory Committee members 2022–23

- Craig Ritchie (Chairperson, ex officio; CEO, AIATSIS)
- Kate Thomann (Chairperson, ex officio; Executive Director, Research and Education, AIATSIS) – departed 30 June 2023.
- Professor Bronwyn Fredericks (Pro Vice-Chancellor – Indigenous Engagement, University of Queensland)
- Professor Colleen Hayward (Honorary Professor, School of Education, Edith Cowan University)
- Professor Peter Anderson (Executive Director, Carumba Institute, Queensland University of Technology)
- Professor Jacinta Elston (Pro Vice-Chancellor – Indigenous, Monash University)
- Professor Braden Hill
- Professor Maggie Walter

Ngurra Senior Steering Committee members 2022–23

- Craig Ritchie (Chairperson, CEO, AIATSIS)
- Letitia Hope (Deputy Chief Executive Officer, NIAA) – departed March 2023
- Julie-Ann Guivarra (Deputy Chief Executive Officer, NIAA) – commenced March 2023
- Dr Stephen Arnott PSM (Deputy Secretary, Department of Infrastructure, Transport, Regional Development, Communications and the Arts)
- Genevieve Quilty (First Assistant Secretary, Department of the Prime Minister and Cabinet)
- Nick McClintock (First Assistant Secretary, Department of Finance)
- Sally Barnes (Chief Executive, National Capital Authority)
- Rina Bruinsma (First Assistant Commissioner, Australian Public Service Commission) – departed February 2023
- Helen Wilson (Deputy Commissioner, Australian Public Service Commission) – commenced February 2023, departed April 2023
- Dr Subho Banerjee (Deputy Commissioner, Australian Public Service Commission) – commenced April 2023

Languages Advisory Committee members 2022–23

- Craig Ritchie (Chairperson, ex officio, CEO, AIATSIS)
- Kate Thomann (ex officio, Executive Director, Research and Education, AIATSIS) – departed 30 June 2023
- Caroline Hughes (ex officio, Executive Director, Research and Education, AIATSIS)
- Doug Marmion (ex officio, Director of ACAL, AIATSIS)
- Clayton Cruse (Department of Education, SA)
- Denise Smith-Ali (Noongar Boodjar Language Cultural Aboriginal Corporation)
- Desmond Crump (University of Queensland)
- Lorraine Injie (Wangka Maya Pilbara Aboriginal Language Centre)
- Noeleen Lumby (Macquarie University)
- Dr Vicki Couzens (RMIT, VACL)
- Dr Jane Simpson (ANU)

Indigenous Research Exchange Advisory Board 2022–23

During the 2022–23 reporting period, there were no current Indigenous Research Exchange Advisory Board members as membership lapsed and the committee did not meet over the course of the 2022–23 reporting period.

Native Title Research Advisory Committee 2022–23

During the 2022–23 reporting period, there were no current Native Title Research Advisory Committee members as membership lapsed and the committee did not meet over the course of the 2022–23 reporting period.

Entities supporting the business of AIATSIS

Membership of these entities is drawn from AIATSIS staff.

- Consultative Committee
- Health and Safety Committee
- Indigenous Caucus

Appendix B. Key management personnel remuneration

The following tables comply with our reporting responsibilities in PGPA Rule 2015 section 17 BE (ta) – Executive Remuneration.

Table B.1: Key management personnel remuneration

		Short-term benefits			Post-employment benefits	Other long-term benefits		Termination benefits	Total remuneration
Name	**Position title**	**Base salary**	**Bonuses**	**Other benefits and allowances**	**Superannuation contributions**	**Long service leave**	**Other long-term benefits**		
Jodie Sizer	Council Chairperson	$12,889	-	-	$1,412	-	-	-	$14,302
Myfany Turpin	Council member	$9,911	-	-	$1,067	-	-	-	$10,978
Clint Bracknell	Council member	$7,094	-	-	$847	-	-	-	$7,941
Ashley Walker	Council member	$9,441	-	-	$1,031	-	-	-	$10,471
Murray Saylor	Council member	$9,190	-	-	$989	-	-	-	$10,179
Henrietta Marrie	Council member	$4,865	-	-	$511	-	-	-	$5,376
Judith Ryan	Council member	$7,749	-	-	$853	-	-	-	$8,602
Michelle Deshong	Council member	$6,667	-	-	$726	-	-	-	$7,394
Duane Fraser	Council member	$5,046	-	-	$557	-	-	-	$5,603
Craig Ritchie	Chief Executive Officer (CEO)	$250,879	$39,857	-	$37,783	$8,693	-	-	$337,212
Leonard Hill	Deputy Chief Executive Officer (DCEO)	$228,659	$30,375	-	$43,081	$8,073	-	-	$310,188

Table B.2: Information about remuneration for senior executives

		Short-term benefits			Post-employment benefits	Other long-term benefits		Termination benefits	Total remuneration
Total remuneration bands	Number of senior executives	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
$0–$220,000	4	$75,806	-	-	$11,467	$1,747	-	-	$89,017
$220,001–$245,000	-	-	-	-	-	-	-	-	-
$245,001–$270,000	-	-	-	-	-	-	-	-	-
$270,001–$295,000	1	$242,164	-	-	$37,373	$8,055	-	-	$287,591
$295,001–$320,000	-	-	-	-	-	-	-	-	-
$320,001–$345,000	1	$234,116	-	$26,772	$39,408	$20,258	-	-	$320,554
$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–...	-	-	-	-	-	-	-	-	-

Table B.3: Information about remuneration for other highly paid staff

		Short-term benefits			Post-employment benefits	Other long-term benefits		Termination benefits	Total remuneration
Total remuneration bands	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
$240,000–$245,000	-	-	-	-	-	-	-	-	-
$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–...	-	-	-	-	-	-	-	-	-

PART 7

Aids to access

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Compliance index

PGPA Rule Reference	Part of Report	Description	Requirement	Page
17BE	**Contents of annual report**			
17BE(a)	Portfolio and responsible Minister	Details of the legislation establishing the body	Mandatory	24
17BE(b)(i)	Vision, mission and purpose	A summary of the objects and functions of the entity as set out in legislation	Mandatory	9
17BE(b)(ii)	Vision, mission and purpose	The purposes of the entity as included in the entity's corporate plan for the reporting period	Mandatory	9
17BE(c)	Introduction and summaries	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	24
17BE(d)	N/A	Directions given to the entity by the Minister under an Act or instrument during the reporting period	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)	Performance pages	Annual performance statements in accordance with paragraph 39(1)(b) of the Act and section 16F of the rule	Mandatory	77-94
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)	The Council	Information on the accountable authority, or each member of the accountable authority, of the entity during the reporting period	Mandatory	12-16
17BE(k)	Organisational structure	Outline of the organisational structure of the entity (including any subsidiaries of the entity)	Mandatory	24-25
17BE(ka)	Managing our people	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	105-107

PGPA Rule Reference	Part of Report	Description	Requirement	Page
17BE(l)	Introduction and summaries	Outline of the location (whether or not in Australia) of major activities or facilities of the entity	Mandatory	24
17BE(m)	Governance pages	Information relating to the main corporate governance practices used by the entity during the reporting period	Mandatory	98-104
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	

PGPA Rule Reference	Part of Report	Description	Requirement	Page
17BE(taa)	Appendix A. Governance	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	143-144
17BE(ta)	Appendix B. Key management personnel	Information about executive remuneration	Mandatory	148-150
17BF	**Disclosure requirements for government business enterprises**			
17BF(1)(a)(i)	N/A	An assessment of significant changes in the entity's overall financial structure and financial conditions	If applicable, mandatory	
17BF(1)(a)(ii)	N/A	An assessment of any events or risks that could cause financial information that is reported not to be indicative of future operations or financial conditions	If applicable, mandatory	
17BF(1)(b)	N/A	Information on dividends paid or recommended	If applicable, mandatory	
17BF(1)(c)	N/A	Details of any community service obligations the government business enterprise has including: (a) an outline of actions taken to fulfil those obligations; and (b) an assessment of the cost of fulfilling those obligations	If applicable, mandatory	
17BF(2)	N/A	A statement regarding the exclusion of information on the grounds that the information is commercially sensitive and would be likely to result in unreasonable commercial prejudice to the government business enterprise	If applicable, mandatory	

Abbreviations and acronyms

AASB	Australian Accounting Standards Board
ACT	Australian Capital Territory
AIAS	Australian Institute of Aboriginal Studies
AIATSIS	Aboriginal and Torres Strait Islander Studies
AIATSIS Act	*Australian Institute of Aboriginal and Torres Strait Islander Studies Act 1989* (Cth)
AITSL	Australian Institute for Teaching and School Leadership
ALC	Anindilyakwa Land Council
AM	Member of the Order
ANAO	Australian National Audit Office
ANZAC	Australian and New Zealand Army Corps
APS	Australian Public Service
ASP	Aboriginal Studies Press
BA	Bachelor of Arts
CEO	Chief Executive Officer
Core	Core Cultural Learning: Aboriginal and Torres Strait Islander Australia
COVID-19	Coronavirus
CPA	Verified Practicing Accountant
CSS	Commonwealth Superannuation Scheme
Cth	Commonwealth
DCEO	Deputy Chief Executive Officer
FBT	Fringe Benefits Tax
FNMA	First Nations Media Australia
FRR	*Financial Reporting Rule*
GAICD	Graduate of the Australian Institute of Company Directors
GBK	Gur A Baradharaw Kod
GERAIS	Guidelines for Ethical Research in Australian Indigenous Studies
GST	Goods and services tax
ICG	AIATSIS Indigenous Country and Governance team
IDIL	International Decade of Indigenous Languages
INPI	National Institute of Indigenous People Mexico
ILSC	Indigenous Land and Sea Corporation
IRX	Indigenous Research Exchange
LAC	AIATSIS Languages Advisory Committee
KALACC	Kimberley Aboriginal Law and Culture Centre
MAICD	Member of the Australian Institute of Company Directors
MoU	Memorandum of Understanding
MP	Member of Parliament
N/A	Not applicable
Ngurra	Ngurra: the National Aboriginal and Torres Strait Islander Cultural Precinct
NIAA	National Indigenous Australians Agency
NSW	New South Wales
NT	Northern Territory
OLOS	Our Land, Our Stories
PBC	Prescribed Body Corporate
PGPA Act	*Public Governance, Performance and Accountability Act 2013* (Cth)
PGPA Rule	Public Governance, Performance and Accountability Rule 2014
PhD	Doctor of Philosophy
PSS	Public Sector Superannuation Scheme
PSSap	Public Sector Superannuation Scheme accumulation plan
Pty Ltd	Proprietary Limited
QLD	Queensland
RoCH team	AIATSIS Return of Cultural Heritage team
SA	South Australia
TAS	Tasmania
ROMTIC	Return of Material to Indigenous Communities
UN	United Nations
UNESCO	United Nations Educational, Scientific and Cultural Organisation
VIC	Victoria
WA	Western Australia

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