



AIATSIS

**ANNUAL
REPORT**
2023-2024



AUSTRALIAN INSTITUTE OF ABORIGINAL AND TORRES STRAIT ISLANDER STUDIES

Annual Report 2023–2024

ISSN 2204-0196 (print)

ISSN 2204-020X (digital)

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Cover image:



Bernard Singleton, *Miyamiya*, 2023, acrylic on canvas, AIAS14721. AIAS14721_003. Acquired from the Aarwun Gallery, National Capital Art Prize 2023.

Deep knowledge of culture informs the art practice of Djabuguy, Umpila and Yirrkandji artist Bernard Singleton. His painting *Miyamiya* depicts a story of ceremonial exchange featuring Budadji, the carpet snake, who travelled waters and lands along the Barron River carrying nautilus shells or miyamiya.

Annual Report design: Amity Raymont, Elliott St Typesetting and Design

Annual Report editing: Danika Davis, Neat Copy

ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE 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 2023–2024



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 Malarndirri McCarthy MP
Minister for Indigenous Australians
Parliament House
CANBERRA ACT 2600

Dear Minister,

I am pleased to present the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) Annual Report for the year ending 30 June 2024 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 peoples' rights, knowledge, cultures and stories are recognised, respected, celebrated and valued.

Yours sincerely



Professor Clint Bracknell

Acting Chairperson
AIATSIS Council
27 September 2024



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Smoking ceremony at the 2024 AIATSIS Summit.
Photo: Jacinta Keefe Photography.



PART 1

Executive overview

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AIATSIS Sorry Day and National Reconciliation Week at Maraga in Canberra.

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).

Our functions

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

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 acknowledges and celebrates its 60th anniversary in 2024, we reflect on how far we have come and look towards our future. During the 2023–24 reporting period, AIATSIS has continued to tell the story of Aboriginal and Torres Strait Islander people and committed to creating opportunities for all people to encounter, engage with and be transformed by that story.

Summit

In June 2024, a highlight was our annual AIATSIS Summit, held in Naarm (Melbourne), the Country of the Kulin Nation. The 2024 Summit theme, 'Celebrating Indigenous Brilliance: Then and Now', paid tribute to the enduring legacy of the longest living culture, which has continued to evolve and thrive in the modern world. Co-convened with the First Peoples' Assembly of Victoria, the program featured over 150 presentations from more than 200 presenters contributing to the largest gathering of its kind in the southern hemisphere.

The program provided attendees with the opportunity to acknowledge the importance of preserving traditional knowledge and practices while embracing contemporary ways, and to foster appreciation for the unique contributions of Aboriginal and Torres Strait Islander people and communities.

The Ambassador for First Nations People, Justin Mohamed, addressed day one of the Summit to a full auditorium. Eddie Koiki Mabo's daughter Gail Mabo and grandson Kaleb Mabo delivered a plenary session for the 32nd anniversary of the Mabo lecture. Gail and Kaleb delivered a moving address centred around traditional knowledge, and the Chief Executive Officer of the National Native Title Council, Jamie Lowe, delivered the 2024 Mabo Lecture.

The former Minister for Indigenous Australians, the Hon Linda Burney MP, opened day four of the Summit with a video message announcing a revamped Ngurra: The National Aboriginal and Torres Strait Islander Cultural Precinct on the Acton Peninsula in Canberra, AIATSIS also launched its Strategic Plan 2024–29 at the Summit.

AIATSIS Central Australia – Mparntwe (Alice Springs)

I am proud to announce that in 2024, for the first time in its history, AIATSIS established a presence outside of Canberra, in Mparntwe (Alice Springs). On 1 February, AIATSIS opened this facility with a soft launch. AIATSIS Central Australia provides culturally appropriate digitisation and storage capacity, enabling local preservation of community-held collection materials and increased preservation and repatriation of Indigenous collections and cultural information.

Council in the Torres Strait Islands

In June 2024, my colleagues on the AIATSIS Council and I were fortunate enough to travel to Thursday Island to conduct Council business. During our time there we were privileged to be able to immerse ourselves in the local culture and form a better understanding of opportunities for further collaboration in the Torres Strait Islands. I thank the community on Thursday Island for its warm welcome and openness in educating the AIATSIS Council and staff.

During our time on Thursday Island, we also met with the Board of the Torres Strait Regional Authority (TSRA). This meeting was intended to build a relationship between AIATSIS and TSRA, exercising a provision under our Act to inform the TSRA about the work of AIATSIS.

Personal message

On a personal note, I would like to thank the Hon Linda Burney MP for her leadership and vision as our Minister over the period of this report. As AIATSIS continues to progress its key business objectives, Minister Burney's support is invaluable to ensure AIATSIS is able to effectively support Aboriginal and Torres Strait Islander people to engage with and preserve culture, in addition to meeting our mission, vision and guiding principles. Furthermore, Minister Burney's advocacy for Ngurra was critical in progressing this nationally significant project, and for this AIATSIS is extremely thankful.

As always, I thank my fellow AIATSIS Council members for their continued expertise and guidance in leading AIATSIS. I also thank the dedicated and passionate staff of AIATSIS who play a critical role in telling the story of Aboriginal and Torres Strait Islander people through caring for and celebrating our unique collection.

I wish to acknowledge my fellow outgoing Council members whose tenures ceased on 30 June 2024: Ashley Walker, Murray Saylor and Judith Ryan. I wish incoming Council members all the best under the leadership of Professor Clint Bracknell.

As my time as Council Chairperson concludes, I'm proud to say I've led AIATSIS for five years to realise its vision to create a world in which Aboriginal and Torres Strait Islander people's knowledge and culture are recognised, respected and celebrated.



Jodie Sizer

*Chairperson for the period
1 July 2023–30 June 2024*

The Council

AIATSIS Council members as at 30 June 2024 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.



The AIATSIS Council, left to right: Murray Saylor, Judith Ryan AM, Prof. Clint Bracknell, Assoc. Prof. Myfany Turpin FAHA, Ashley Walker, Chairperson Jodie Sizer, Prof. Fred Cahir and Michelle Deshong.



Jodie Sizer, Chairperson

Appointed

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

Jodie Sizer, the inaugural Chief Executive Officer (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, Jodie 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 Co-Founder and Co-CEO of PricewaterhouseCoopers Indigenous Consulting. In addition to Chair of AIATSIS, in 2023–24 Jodie was 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: Doonmarnngwaring, Wadawurrung Country (Torquay), Vic.



**Prof. Clint Bracknell,
Deputy Chairperson**

Deputy Chair, Elected

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

Professor 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.



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 and 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.



Prof. Fred Cahir, Member

Elected

Qualifications: PhD Philosophy; Master of Arts, Diploma TESOL, Graduate Diploma of Education.

Fred is a teacher and researcher in the field of Shared History at Federation University situated on Wadawurrung Country in Ballarat. Since 2012 Fred has authored a large body of publications including books, journal articles and documentary films.

Residence: Wadawurrung (Ballarat), Vic.

Chief Executive Officer's message

Over the 2023–24 financial year, AIATSIS continued to align its objectives to the Institute's vision. We recognised, respected and celebrated Aboriginal and Torres Strait Islander knowledge and cultures to tell, support, create and shape our national narrative.



It represents the historic next stage for us to tell our national story in partnership with local communities.

Ngurra: The National Aboriginal and Torres Strait Islander Cultural Precinct

The establishment of Ngurra: The National Aboriginal and Torres Strait Islander Cultural Precinct continues to progress. On 6 June 2024, the Minister for Indigenous Australians, the Hon Linda Burney MP, announced a revamped Ngurra with expansion and upgrades to the current AIATSIS building in Canberra. The precinct will include a National Indigenous Knowledge and Cultural Centre and a National Resting Place to house and care for First Nations ancestral remains with limited provenance to Australia only.

Key to ensuring the revamped Ngurra is delivered in a culturally appropriate way is the continued consultation with local Traditional Owners and other key stakeholders. Ngurra will affirm AIATSIS' position as a national cultural institution focused on the histories and cultures of Aboriginal and Torres Strait Islander peoples.

AIATSIS Central Australia

On 1 February, we celebrated the opening of AIATSIS Central Australia in Mparntwe. The soft launch was attended by several AIATSIS Council members and dignitaries including the Deputy Chief Minister of the Northern Territory and the Alice Springs Town Council Mayor. This was a momentous occasion whereby for the first time in our 60-year history, AIATSIS established a physical footprint outside Canberra. AIATSIS Central Australia is located in the Todd Mall pedestrian precinct in Mparntwe, close to the tourist information centre, art galleries and other public attractions. AIATSIS Central Australia is an engagement and digitisation centre with exhibition space, conducts preservation works and provides culturally appropriate digitisation and storage capacity.

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 peoples. In 2023–24, AIATSIS continued to promote a better understanding of Indigenous people's culture and heritage through a number of carefully curated exhibitions at Maraga, AIATSIS Central Australia and abroad.

Following the success of House of Oz in 2022, AIATSIS expanded its curatorial program in 2023–24 with curated site-specific exhibitions of the Aboriginal Studies Press (ASP) publication *Ngirramanujwal: The Art and Country of Jimmy Pike*, at the Galileo Cultural Centre in Madrid; Guatemala Embassy, Guatemala City; and the Australia Embassy, Beijing. A reciprocal display of *After 200 years: A photographic essay of Aboriginal and Islander Australia* was also installed at the Museo Indígena in Mexico City. AIATSIS held a number of displays throughout the year highlighting the vast achievements of AIATSIS and our First Nations partnerships, including *Dialogues of Resistance: Portraits of Mexican and Australian First Nations: Celebrations First Nations Partnerships – Guatemala Exhibition*; and *60 years of Indigenous Literature: The history and Achievements of ASP*.

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.

Community partnerships

AIATSIS continues to partner and collaborate with communities, including through the AIATSIS Dictionaries Project. The project commenced in 2018 and boasts numerous successes. During this reporting period another dictionary was completed, bringing the total number of dictionaries produced since the project's inception to 21. Four more dictionaries are in development. Additionally, AIATSIS hosted a second successful Paper & Talk workshop as a partnership with training organisation Living Languages. This saw seven groups of community researchers spend two weeks at Maraga to begin or continue their journey of language reawakening, by diving deep into the AIATSIS collection. Participants were also supported to visit other national cultural institutions in Canberra to gain access to their language materials.

Summit 2024

In partnership with co-conveners First Peoples' Assembly of Victoria, we hosted our annual AIATSIS Summit in Naarm (Melbourne) on 3–7 June 2024.

The Summit theme, 'Celebrating Indigenous Brilliance: Then and Now', paid tribute to the enduring legacy of the longest living culture, which has continued to evolve and thrive in the modern world. Summit 2024 recorded the highest number of delegates both in person and online for AIATSIS, with more than 2,100 delegates registered across the five days and representation from all states and territories.

I would like to thank First Peoples' Assembly of Victoria for contributing to Summit's immense success and I would also like to acknowledge the hard work and dedication of staff involved in organising it, in particular our Major Events and Public Programs team for the inspiring program.

Other notable highlights

Other significant highlights for the Institute in the 2023–24 reporting period include fostering relationships with many local and international partners. Our reputation has resulted in a significant increase in dignitaries and organisations contacting AIATSIS to learn more about the work of the Institute and opportunities for collaboration.

In addition to this, during 2023–24 the Return of Cultural Heritage (RoCH) program facilitated the successful return of cultural heritage material to a number of First Nations communities. Information on each return is in Part 3 of this report.

Demand for the AIATSIS Core Cultural Learning program remained strong across a range of workplaces. Updates to the suite of modules have been undertaken and Core: Culturally Responsive Teaching was showcased at the AIATSIS Summit.

Personal message

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



Leonard Hill

Interim Chief Executive Officer

AIATSIS CEO Leonard Hill at
the Institute's 2024 Summit.
Photo: AIATSIS.



Thelma Plum performs at the AIATSIS Summit gala dinner.



PART 2

Introduction and summaries

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Introduction and summaries

Portfolio and responsible Minister

During 2023–24, 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. AIATSIS has also established a presence in Mparntwe (Alice Springs) through an office at 37 Todd Street.

People

At 30 June 2024, our workforce comprised of 130 ongoing employees, 66 who identified as Aboriginal and/or Torres Strait Islander people. In Part 3 of this report we highlight the progress of four AIATSIS apprentices who completed the Indigenous Apprenticeships Program.

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, our underpinning commitments are:

- technical expertise and capability for national and regional impact
- Indigenous voice in all that we do
- Yindyamarra – a Ngunnawal and 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 six groups: Strategic Operations, Research and Education, Collections Services, Partnerships and Engagement, Major Events and Public Programs and the Ngurra Project. Refer 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 marks its 60th anniversary, 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.

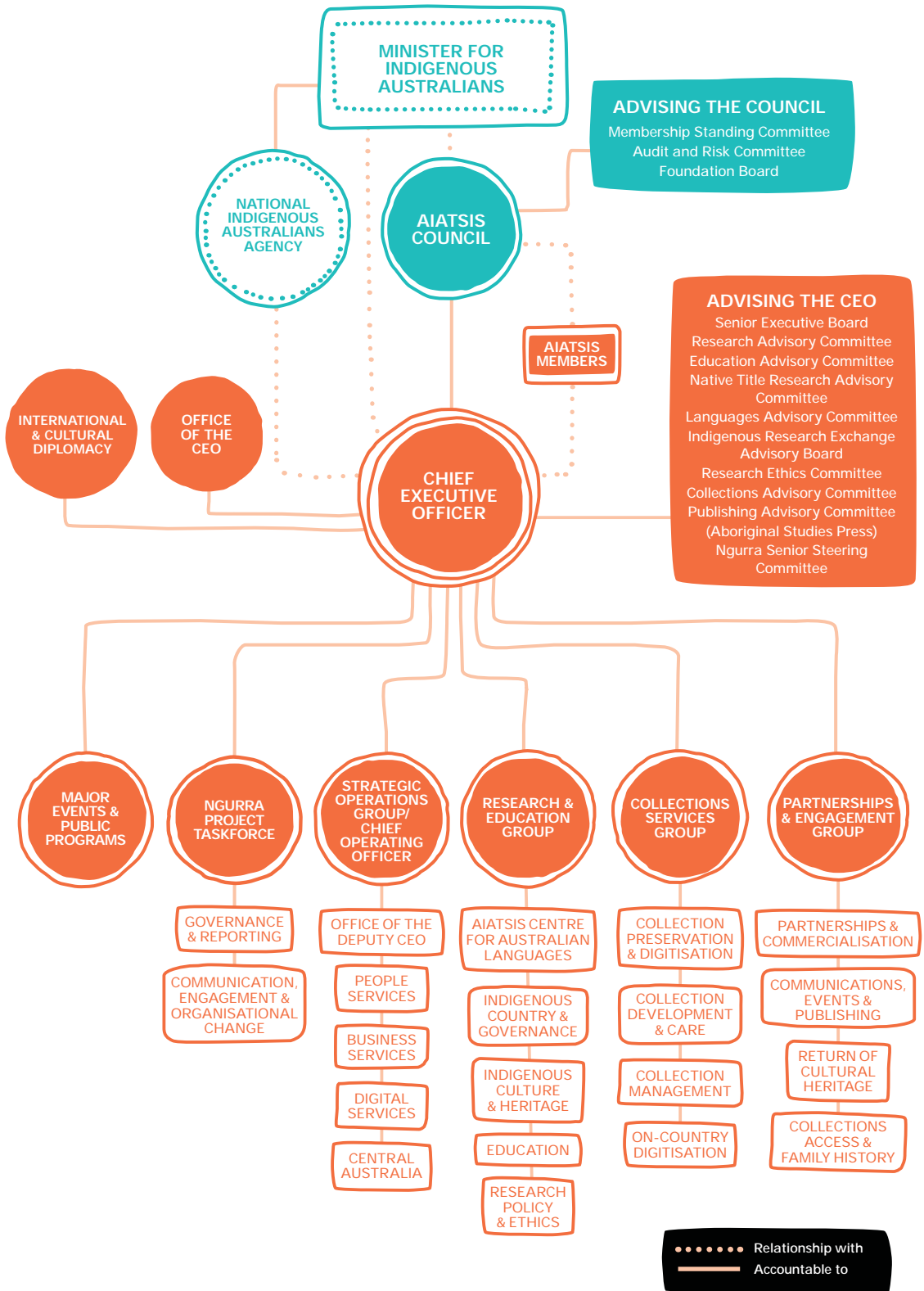
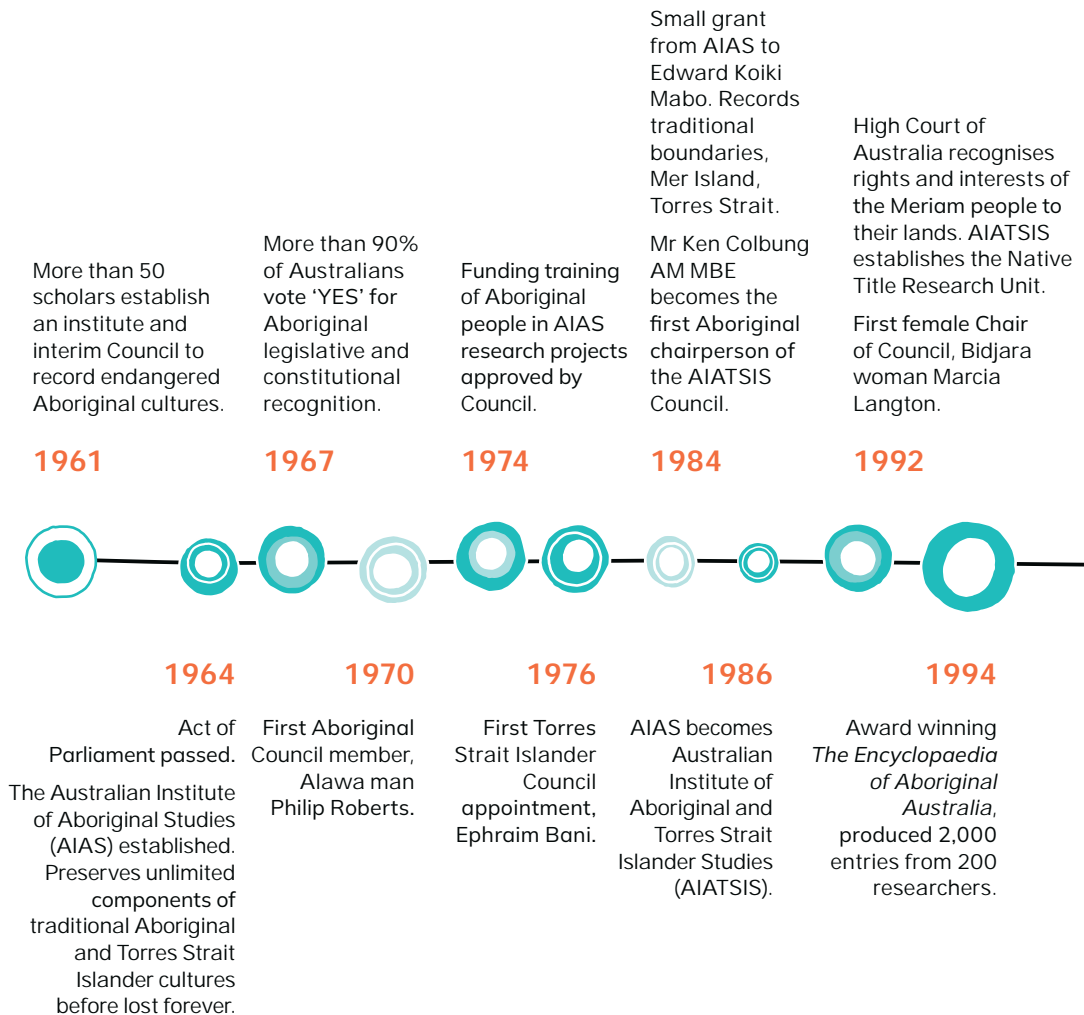


Figure 1: Organisational structure

Our timeline



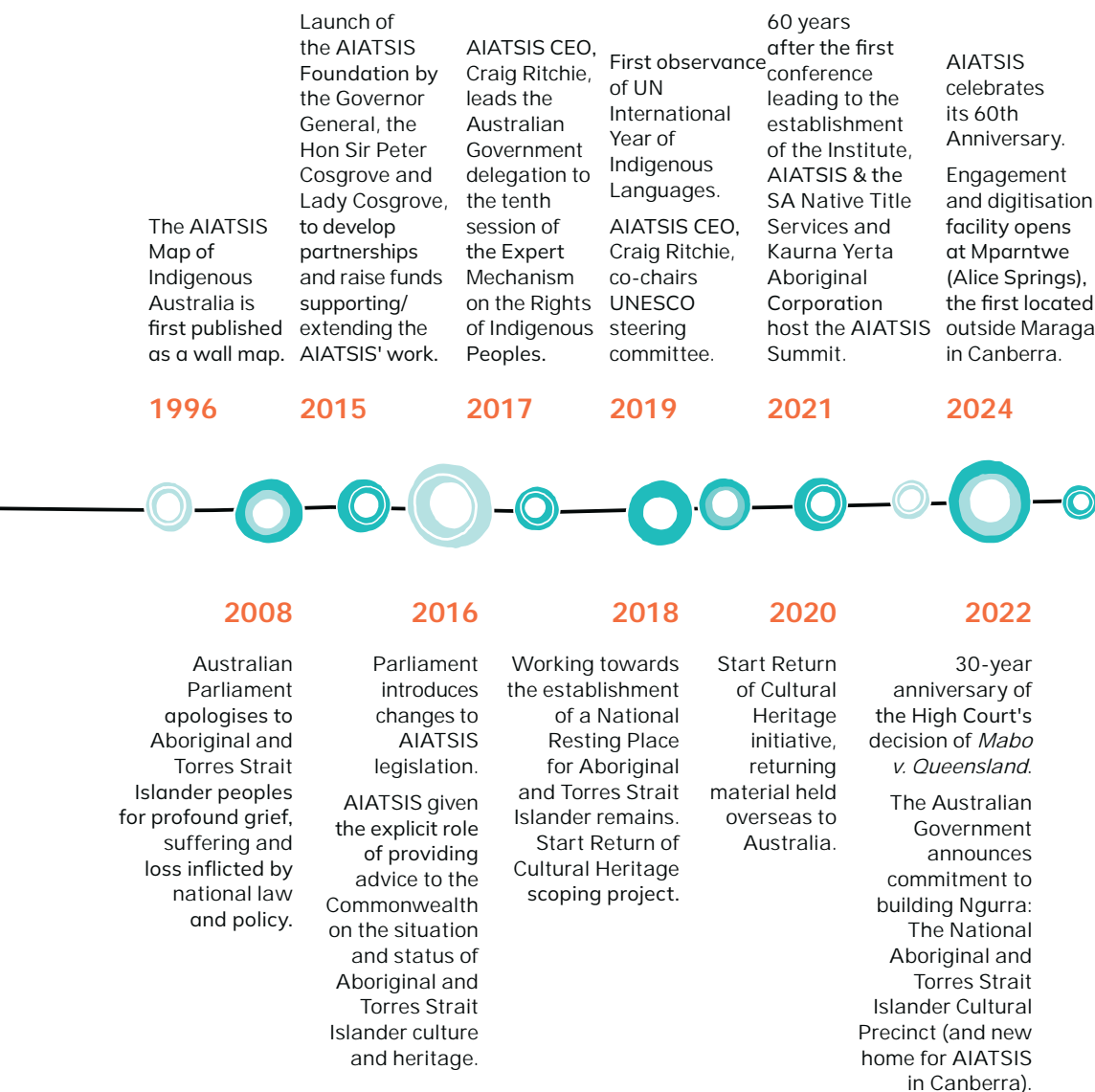


Figure 2: Timeline

Strategic framework

Our strategic intent across 2023–24 included focusing initiatives to realise strategies published in the *AIATSIS Corporate Plan 2023–27*, *AIATSIS Strategic Plan 2018–23* and the Portfolio Budget Statements 2023–24. These are outlined below in Figure 3.

OUR STRATEGIES

Build and preserve a national collection, and make it accessible.	Promote better understanding of Indigenous peoples' cultures and heritage.	Lead and influence on Aboriginal and Torres Strait Islander research, ethics, protocols, and collections.	Partner and collaborate with our communities, partners, and governments.	Advise on Aboriginal and Torres Strait Islander culture and heritage.
GOALS	GOALS	GOAL	GOALS	GOALS
Ensure that our collection is representative, relevant and diverse.	Positioning AIATSIS as the national forum for dialogue on Aboriginal and Torres Strait Islander cultures.	Speaking authoritatively through evidence based research and culturally based representative networks.	Actively building diverse and enduring relationships domestically and internationally.	Positioning AIATSIS as a trusted advisor.
Optimise appropriate accessibility.	Deliver transformative experiences of Aboriginal and Torres Strait Islander cultures, histories, and heritage.	Articulate national priorities for Aboriginal and Torres Strait Islander research.	Be responsive and professional, with culturally competent work practices.	Build our policy capacity and capability to deliver world class expertise.
Maximise opportunities provided by digital innovation.	Delivering high-quality exhibitions, products and publications.	Position AIATSIS as the arbiter of standards in relation to research ethics, Indigenous research and management of Indigenous Collections.	Build an active network of corporate partners.	Report regularly on the situation and status of Indigenous cultures and heritage.
		Fostering innovation in ethical, impactful research and collection practice.	Engage with our network of members, friends, volunteers, visitors and affiliates.	
			Help to develop community capability in relevant areas.	

OUR PRIORITIES

DISCOVERY	RESURGENCE	TRANSFORMATION	EXTENDING OUR REACH	SPECIAL PROJECTS
Help Australians discover the richness of the histories, cultures and heritage of our First Nations people.	Contribute to the ongoing cultural resurgence across Aboriginal and Torres Strait Islander Australia.	Transform peoples' understanding of Aboriginal and Torres Strait Islander Australia.	Extending the reach of AIATSIS, in presence and influence, through physical and digital means.	Return of Cultural Heritage Project.
This initiative includes a new state-of-the-art home for AIATSIS.	Projects include the publication of Indigenous language dictionaries and the Songlines critical project.	Measures include developing teaching resources for schools and corporate Australia.	Initiatives include an impactful web presence and potential physical presence beyond Canberra.	

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 Yindymarra.	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.
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Figure 3: Strategic framework



Acton Peninsula in Canberra, the chosen site of Ngurra: The National Aboriginal and Torres Strait Islander Cultural Precinct.



Lhere Artepe dancers perform at the opening of AIATSIS Central Australia in Mparntwe (Alice Springs).
Photo: AIATSIS.

PART 3

Performance

In the Portfolio Budget Statements (PBS), AIATSIS' expected outcome in 2023–24 was: further understanding of Australian Indigenous cultures, past and present through undertaking and publishing research and providing access to print and audio-visual collections. The key activities expected in the PBS for AIATSIS to achieve this outcome are listed below and detailed in the following pages, with performance measures and results shown in Tables 1–5 after the Performance Statement on page 92.

Build and preserve a national collection	27
Promote and strengthen knowledge and understanding of Aboriginal and Torres Strait Islander culture and heritage	43
Leaders in the provision of advice on Indigenous ethics, collections and research	59
Lead and promote collaborations and partnerships in support of the Institute's functions	67
Leaders in the provision of advice to the Commonwealth on the situation and status of Aboriginal and Torres Strait Islander culture and heritage	89

Build and preserve a national collection

Collections growth

The AIATSIS collection grew across all media and format types during 2023–24, with notable increases in print, published and audio material, and continues to reflect the diversity of Aboriginal and Torres Strait Islander peoples' knowledges, cultures and histories. Overall, the total average annual growth of the collection (the total average of material accessioned) is 0.85 per cent across all format types. While donations including analogue film and video remain rare, it is expected that increases in offers of digital formats will be experienced in the future. Below are some of the significant additions to the collection.

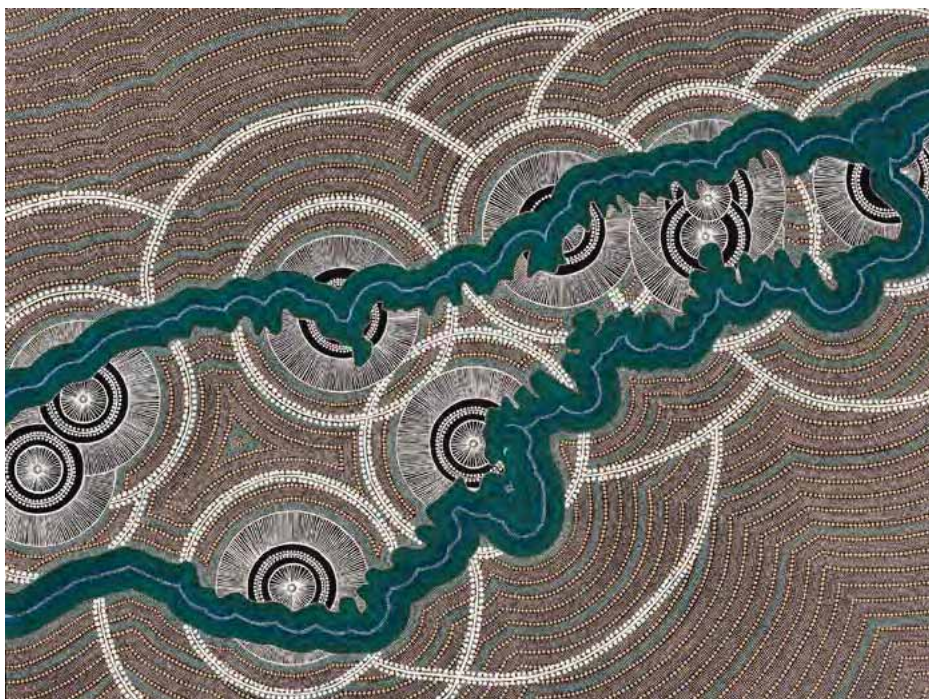
Art acquisitions

Bila Bularr (Two Rivers)

Amy Green is a Worimi and Biripi artist who depicts the Country where she lives. *Bila Bularr* depicts the Allyn and Paterson rivers in NSW and the meeting places and small villages along the waterway.

Reflecting on her painting, Green shared,

'I thought deeply about our ancestors, their way of life and how this beautiful river system and country sustained our people.'



Amy Green, *Bila Bularr (Two Rivers)*, 2023, acrylic on canvas, AIAS14721.AIAS14721_001. Acquired from the Aarwun Gallery, National Capital Art Prize 2023.

Yung Madhan

'Wiradjuri people have used this cultural practice for thousands of years. Respectfully removing the bark usually from Box trees or river red gums to make tools and everyday items such as coolamons, canoes and shields. This artwork represents how the tree heals leaving behind only a scar. These trees are a prominent link to our ancestors. Some scar trees also contain artworks within the scar shape marking sacred land such as burial sites. Scar trees are sacred trees that hold a direct link to our ancestors, a reminder of our connection to place and Country.' (Artist: Hannah Lange, 2023.)



Hannah Lange, *Yung Madhan*, 2023, acrylic on cotton canvas, AIAS14721.AIAS14721_002. Acquired from the Aarwun Gallery, National Capital Art Prize 2023.

Miyamiya

Deep knowledge of culture informs the art practice of Djabuguy, Umpila and Yirkandji artist Bernard Singleton. His painting *Miyamiya* depicts a story of ceremonial exchange featuring Budadji, the carpet snake, who travelled waters and lands along the Barron River carrying nautilus shells or 'miyamiya'.



Bernard Singleton, *Miyamiya*, 2023, acrylic on canvas, AIAS14721.AIAS14721_003. Acquired from the Aarwun Gallery, National Capital Art Prize 2023.

Facets of our Resistance and of our Resilience

This innovative and rich digital artwork was commissioned by AIATSIS for House of Oz at the 2023 Edinburgh Fringe Festival. Wiradjuri and Ngilyampaa artist Charlotte Allingham combines 12 illustrations woven together with detailed Australian flora and fauna. The work was created as a unique site-specific piece that shows the diversity of her practice and style.

Don't share, leave it please

This repurposed car bonnet or 'bush billboard' was created by Pitjantjatjara artist Marissa Thompson. The car bonnet features a public health message in the Pitjantjatjara language that translates to 'Don't share, leave it please – bush tobacco – tobacco – tea, food – All the family will be good'. This artwork and another painted car bonnet by sister Anne Thompson were created in response to an initiative by the Board of Ernabella Arts to keep community members safe from COVID-19.



Charlotte Allingham, *Facets of our Resistance and of our Resilience*, 2023, Digital illustration, TIFF file, AIAS14523. AIAS14523_001. Acquired by AIATSIS commission.



Marissa Thompson, *Don't share, leave it please*, 2020, Metal, paint, AIAS14340. AIAS14340_001. Donation by the Museum of Australian Democracy.

Untitled

Narritjin Maymuru (c.1916–1981) was a ceremonial leader of the Yirritja moiety and the Mangalili people and a key contributor to the Yirrkala Church Panels and 1963 Yirrkala Bark Petitions. This bark painting by this highly influential artist features separate panels with Marrŋu the Possums, a stylistic element and ancestral story he often used throughout his artistic career.



Narritjin Maymuru, *Untitled*, 1972, natural pigments on bark, AIAS14645.AIAS14645_009. Donation by Peter and Elaine Grant.

Cultural gifts

Collection relating to *The Australian Wars* documentary

The collection comprises moving images, audio, art, objects, manuscripts, research and related materials created during the production and promotion of the award-winning three-part documentary series *The Australian Wars* made for SBS and simultaneously aired on Special Broadcasting Service (SBS) and National Indigenous Television (NITV) in 2022.

AIAS-15193 was acquired from Rachel Perkins and Darren Dale via the Cultural Gifts Program.

Kaleb Mabo speaking in the plenary hall at the 2024 AIATSIS Summit. Photo: AIATSIS.



**AIATSIS20
SUMMIT 24**

3 - 7 JUNE HAARM MELBOURNE



Case study

Dadikwakwa-kwa (Doll Shells)

In 2023, the AIATSIS Return of Cultural Heritage (RoCH) team facilitated the return of material acquired by the Manchester Museum collected from Umbakumba, Groote Eylandt in the 1950s. As part of the consultation process, engaging images of the culturally significant dolls were shared with the Anindilyakwa community. The dolls, which were adorned with intricate ochre designs and often featured cloth from local settlements and mission's stores, awoke vivid memories from the esteemed Senior women of Umbakumba, notably Edith Mamarika, Jennie Barabara, and Millie Mamarika.

The Senior women passionately shared cherished memories and stories of playing with shell dolls as children and learning kin relationships by reenacting family roles with them in the sand.

Edith Mamarika explained:

'I remember playing with these, my grandmother used to come with us to collect them [shells], we used to collect lots. I played with these shells when I was a girl, six or seven years old...and my grandmother taught me how to play with it [doll shells].'

Seeing the photos through the return consultations and hearing the Senior women talk sparked the creation of Dadikwakwa-kwa (Doll Shells) project. After hearing the stories from their Elders, the Women's Art Program at Umbakumba and Angurugu enthusiastically initiated a project to revive and reimagine the practice of crafting shell dolls – a practice that had been dormant for 50 years. Dadikwakwa-kwa are now expressions of Anindilyakwa's contemporary artistic practice and culture.



Noeleen Danjibana
Lalara holding shells from
the Dadikwakwa-kwa,
© Anindilyakwa Arts,
Anindilyakwa Land
Council, 2023.

The resulting work was a finalist in the 2023 National Aboriginal and Torres Strait Islander Art Awards. AIATSIS acquired a specially curated Dadikwakwa-kwa from the Anindilyakwa Art Centre. In a 14 by 14-shell grid representing the clans on Groote Eylandt, the work includes 196 shell dolls from artists Angela Robyn Williams, Annabell Dingmalmurrangkama Amagula, Charlene Wanambi, Jeanelle Mamarika, Kaysheanne Murrungun, Maicie Lalara, Marcia Mamarika, Noeleen Danjibana Lalara, Sheanah Marawili, Meaghan Wanambi and Charmaine Kerindun.



Dadikwakwa-kwa (Doll Shells), shells with natural pigments, fibre, and fabric, 2023, AIAS14919, 110 x 110 cm. Acquired from Anindilyakwa Arts, Groote Eylandt in 2023.

Collections accessibility

AIATSIS Central Australia

The soft launch of AIATSIS Central Australia in Mparntwe on 1 February 2024 featured a cultural welcome dance and song by Lhere Artepe and ceremony led by Natasha McCormack of Solid Spirit Consultancy.

Interim AIATSIS CEO Leonard Hill welcomed guests and NT Deputy Chief Minister the Hon Chanston (Chansey) Paech, who said, 'AIATSIS' first regional facility will offer great opportunities for Central Australia.'

The next afternoon and early evening, members of the Mparntwe community joined a celebration to mark the event in the mall and street area outside on the

corner of Todd and Parsons Streets in Alice Springs.

The community enjoyed children's entertainment, music and catering. There was an array of stalls showcasing the work of AIATSIS, including information on Collection, Access and Family History Group (CAFH) and information stalls for NT Indigenous Business and partner organisation Congress Link Up.

The Mparntwe centre establishes an AIATSIS presence in Central Australia and provides for the culturally safe storage and preservation of materials held by communities, other cultural organisations and institutions. Community collection materials will be digitised and playback devices made available.



Lhere Artepe dancers along with singers perform at the opening of AIATSIS Central Australia.

The access and community engagement office will provide increased access to the AIATSIS collection through a reading room with dedicated client staff and access terminals, like those in the Stanner Room in Canberra. This will allow for viewing more of the AIATSIS collection than is available on the internet.

AIATSIS Central Australia will be fully open to the public in the coming year and will offer training opportunities to schools and community members in collection management, preservation and digitisation.



Mparntwe staff members at the entry of the exhibition space. Left to right are: Teresa McCarthy, Jennifer Nixon, Penny Watson, Marlene Chisholm and Raelene Martin.



AIATSIS Council members. Left to right are: Ashley Walker, Michelle Deshong, interim CEO Leonard Hill, NT Deputy Chief Minister the Hon Chanston (Chansey) Paech and Mparntwe Mayor Matt Paterson.

Canberra Raiders – AIATSIS initiative helps students make connections

On 14 March 2024, the Collection Access and Family History (CAFH) team provided access to the AIATSIS collection through a collaboration with the National Rugby League (NRL) and Canberra Raiders School to Work Program to conduct a Connection to Cultural Day. This gave local Indigenous students the opportunity to research their connection to their Indigenous heritage in the Stanner Reading Room at AIATSIS. CAFH staff facilitated a family history tracing workshop and showcased items from the AIATSIS collection including photographs and unpublished manuscript collection material.

Maddi Warren, a School to Work Participant said, 'My Indigenous culture is really just who I am and it's who my family is. It really shapes my morals and just how I look at life.'



Damon Knight, Canberra Raiders Project Officer, shares his story with the group of School to Work participants.



Blake Allan and Grace Currey – Collection Access Officers help the School to Work participants research their family history and access AIATSIS collection material.

Damon Knight, Canberra Raiders School to Work Project Officer, explained, 'The purpose of the event today was to provide an opportunity for our School to Work students across Canberra and Goulburn to connect further with culture and learn a little bit more about themselves and their family history.'

Damon thanked AIATSIS and students for their support during the Cultural Day.

'It was a great day to be part of and a great turnout from our students, which I think speaks to their excitement for what was on offer. It's also great to see we had a good portion of our students have findings and make further requests, hopefully this information will lead to finding out more and empower them to share their stories going forward.'

The NRL produced a three-minute video of the day. Access the video at <https://www.nrl.com/community/school-to-work/success-stories/connection-to-culture-with-the-aim-to-empower-our-participants>

Collection digitisation

Digitisation of the collection

The Collection Services target to achieve a 5 per cent growth of digitised material in 2023–24 was exceeded with an 8 per cent total growth.

Preserving content held on at-risk magnetic tape

UNESCO identified 2025 as a critical deadline after which it will be problematic, if not impossible, to play and preserve content recorded on magnetic tapes. A significant volume of material is held by Aboriginal and Torres

Strait Islander media organisations which represents the continuous expression of culture and identity.

Under *Revive: The National Cultural Policy* AIATSIS received some funding to support efforts to preserve these at-risk tapes while it is still possible and prevent them from being lost forever.

To keep these recordings safe and preserve them for future generations, AIATSIS Central Australia will act as a hub for the project, with teams working with communities and organisations to determine the size of their collections and digitise them.



A portable digitisation kit.

Cassette cleaner

In 2018, the AIATSIS Audio Digitisation Unit came across a collection of cassettes that were unplayable due to chemical deterioration which resulted in the tape 'gripping' the replay head during transfer, creating an audible squeal and ultimately seizing the playback machine.

AIATSIS engineering staff designed and constructed a prototype cassette cleaner and lubricator. This provided a controlled application of a very small amount of lubricant to a cassette in an automated manner. The prototype garnered significant interest from other galleries, libraries, archives and museums, so a decision was taken to develop a design suitable for production.

The new version was unveiled at the AIATSIS Summit 2024. It has improved functionality and, using 3D printing and CNC (computer numerical control) machining, made it easier to reproduce cassette recordings. The design incorporates parts specifications and identification numbering for easy maintenance and manufacturing. Five units have already been constructed, one of which is operating at AIATSIS Central Australia. These devices are a testament to the skill, craftsmanship and dedication of the staff to ensuring that the content of all collection items can be made accessible through preservation.



Cameron Burns and Stephen Crane discussing the development of the AIATSIS cassette cleaner and lubricator.

Mirima language card preservation

AIATSIS successfully digitised a donation of 1,200 hand-illustrated language cards containing recorded words and phrases in the Miriwoong language from the East Kimberley region in WA.

They were created by the Kununurra-based Mirima Dawang Woorlab-gerring Language and Culture Centre in the 1980s and 1990s.

Each card has three elements: a simple word or phrase written in Miriwoong language and its English translation; a hand-drawn image representing the word; and a magnetic strip with two audio tracks – one with a recording of the word or phrase in language made by an Elder and the other for students to record their attempt to repeat it.

This is the first donation of its type at AIATSIS, presenting a unique challenge for the Collection Preservation and Digitisation team to digitally preserve both the image and audio elements of the cards.

It required both sides of each card to be captured as separate image files and both teacher and student tracks to be captured as separate audio files. The result is a single card yielding four preservation files of two different media formats.

To enhance the accessibility of these cards, the team is exploring digital media options that bring together all preserved elements into a single format (not fragmented into individual media components) which would best represent the 'experience' of using the original object in the digital environment.



Mirima Dawang Woorlab-gerring Language and Culture Centre Audio language cards.

Shirley Ann Williams Award

AIATSIS's Tamarind Meara received the Shirley Ann Williams Award in March 2024 in recognition of her inclusive, supportive leadership and the kindness and compassion she brings to her work.

The Shirley Ann Williams Award is presented annually to a staff member who identifies as female for their dedication, contribution and outstanding service to AIATSIS.

Tamarind has worked in several leadership roles across AIATSIS including the Return of Cultural Heritage program, Ngurra, and more recently the Collection Services group, where she was responsible for leading the development of a range of AIATSIS collection management policies, procedures and strategies as well as overseeing the successful curation and installation of several international and domestic displays and exhibitions. Now acting Executive Director, Major Events and Public Programs, Tamarind led the planning and delivery of the very successful AIATSIS Summit 2024 in Naarm.



Left to right are AIATSIS Deputy CEO Jude Barlow, Shirley Ann Williams Award winner Tamarind Meara, and Executive Director AIATSIS Collections Dr Caroline Hughes AM.

The award honours the memory of Shirley Ann Williams, a much-loved, highly respected and long-serving AIATSIS staff member.

Highlight

Apprentice Phil Khalu-Reindl

Phil Khalu-Reindl is a Mununjali man who started an Indigenous apprenticeship with AIATSIS in 2020.

Before starting with AIATSIS, Phil worked as a landscaper in Townsville, Queensland. The hours were long and he was often away from home for months at a time. So when the offer of an Indigenous apprenticeship at AIATSIS came it meant financial security and stability for his young family.

'The first three months were a culture shock for me. I swapped tradie boots and hi-vis for dress pants and a button-up shirt,' Phil said.

'If it hadn't been for Aunty Jude Barlow's support I don't know if I'd have stuck it out – she gave me a sense of mob and family. It made a huge difference.'



Phil Khalu-Reindl, Acting Assistant Director, Collection Access.

Despite the chaos of the COVID-19 pandemic, Phil excelled in his studies for a Diploma of Government at the Canberra Institute of Technology (CIT). He was nominated for ACT Aboriginal and Torres Strait Islander Student of the Year in the 2021 ACT Training Awards and won. He went on to be an Aboriginal and Torres Strait Islander Student of the Year Award finalist in the 2021 Australian Government Australian Training Awards.

Phil was fortunate to gain exposure to three AIATSIS business areas during his apprenticeship: the Executive Support Unit and International Engagement before finding his natural home in Collection Access.

Four years on, now an acting Assistant Director, Phil loves the opportunity to help mob connect with cultural material from the AIATSIS digital collection. His involvement in the Collection team's Pallottine Mission Reunion in Geraldton, WA in October 2023, and helping on the Collection team's booth at AIATSIS Summit 2024, were standouts.

'I loved the Summit. It was an amazing experience being surrounded by mob speaking in language – many of them speak English as a second language,' said Phil.

'Just to hear them and see their reactions as we shared records of their mob was an incredible experience. I could work at AIATSIS forever.'

Promote and strengthen knowledge and understanding of Aboriginal and Torres Strait Islander culture and heritage

Education and cultural learning

Professional learning workshops for educators

The AIATSIS Education team continues to deliver professional development workshops for educators focusing on culturally responsive teaching for Aboriginal and Torres Strait Islander students and of Aboriginal and Torres Strait Islander content. 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 education 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's Australian Professional Standards for Teachers.

In 2023–24, the Education team delivered six 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. A highlight of the year was delivering a workshop to over 350 educators at the national Early Childhood Australia conference.

Prescribed Bodies Corporate website nativetitle.org.au

Work commenced on the redevelopment of the Prescribed Bodies Corporate (PBC) website in May 2024. The website provides a wide range of information and resources about native title and associated matters, primarily to support access to relevant information for PBCs. In 2023–24, the PBC website had 266,658 views by 102,908 users who on average visited the site 2.59 times.

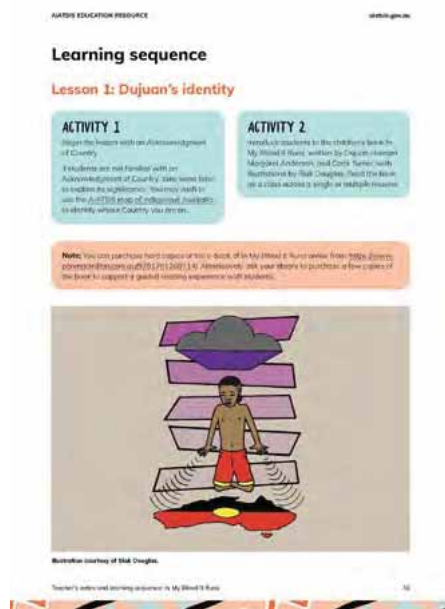
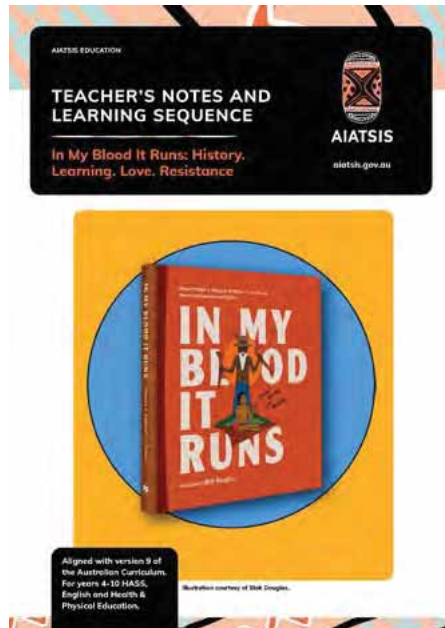
In My Blood It Runs curriculum resource

In March 2024, the AIATSIS Education team launched teacher's notes and learning sequence developed to accompany the 2023 children's book *In My Blood It Runs*, written by Djuwan Hoosan, Margaret Anderson and Carol Turner, with illustrations by Blak Douglas.

The resource focuses on the central theme of identity, especially cultural identity, and supports culturally safe discussions in the classroom around this topic. It is aligned with the Australian Curriculum (Version 9) and has applications for years 4–10 across a variety of learning areas including Humanities and Social Science, Health and Physical Education, and English. The resource also addresses key points in the Aboriginal and Torres Strait Islander Histories and Cultures cross-curriculum priority.

AIATSIS Education also co-hosted an event in March 2024 with the Australian National University's (ANU) Research Centre for Deep History to launch the *In My Blood It Runs* children's book and the AIATSIS Education curriculum resource.

Access the resource at shop.aiatsis.gov.au/products/in-my-blood-it-runs-teacher-s-notes-and-learning-sequence



Extracts from the *In My Blood It Runs* book teacher's notes and learning sequence. Illustrations courtesy of Blak Douglas.

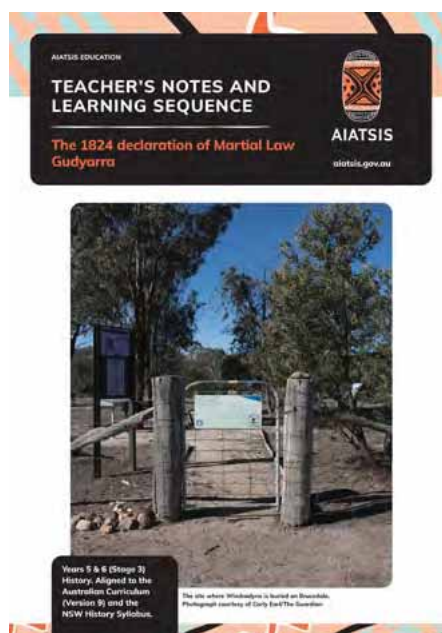
The 1824 declaration of martial law curriculum resources

To commemorate the 200th anniversary of the 1824 declaration of martial law, the AIATSIS Education team created three educational kits to support educators to teach students about the declaration of martial law against Wiradjuri People. Launched in February 2024, these resources explore Gudyarra (the Bathurst War) and key figures of Wiradjuri resistance and resilience during this period, including Windradyne.

The kits are aimed at students in years 5–6, 7–8, and 9–10 and provide teachers with material and guidance to teach students about this part of Australian history, and its ongoing impacts, in a culturally safe and age-appropriate way. These teacher's notes and learning sequences are aligned with the Australian Curriculum (Version 9) and NSW Syllabus.

The development of these resources was grounded in ongoing community consultation, which included input from Bathurst Regional Council, Wiradjuri Traditional Owners Central West Aboriginal Corporation, Bathurst Young Mob, Bathurst Local Aboriginal Land Council, and Bathurst Aboriginal Education Consultative Committee. Two in-person community consultation workshops were also run by AIATSIS Education in Bathurst.

Access the resources at shop.aiatsis.gov.au/collections/all-teaching-resources



Cover of 'The 1824 declaration of Martial Law Gudyarra teacher's notes and learning sequence'.

Public events

2024 AIATSIS Summit

In June 2024, the annual AIATSIS Summit was held on the traditional lands of the Wurundjeri Woi Wurrung and Bunurong/Boon Wurrung peoples of the Kulin Nation, Custodians of Naarm (Melbourne).

The 2024 Summit was an enormous success, surpassing all previous events, with over 1,700 delegates from around the country attending in-person and more than 450 participating virtually.

Co-convened with the First Peoples' Assembly of Victoria, the 2024 Summit brought together government representatives, academics, researchers, legal professionals, and members of the GLAM (galleries, libraries, archives and museums) and public policy sectors and the community.

This year's theme 'Celebrating Indigenous Brilliance: Then and Now' emphasised the importance of preserving traditional knowledge and practices while embracing contemporary ways. It was a tribute to the enduring legacy of the longest-living cultures continuing to evolve and thrive in the modern world.

Held over five days, delegates were warmly welcomed to Country with a smoking ceremony led by Wurundjeri Elder Perry Wandin and listened to over 200 speakers covering an extensive array of subjects. Presentations explored sub-themes of cultural resilience; intergenerational wisdom; connections to land and Country; rights, recognition and representation; language and oral traditions; Indigenous knowledge systems; and contemporary innovations.



AIATSIS Summit 2024, plenary hall.

Delegates also enjoyed a replica of the *60 years of Indigenous Australian Literature: The History of Achievements of Aboriginal Studies Press (ASP)* exhibition, along with a range of on-site cultural activities and Aboriginal and Torres Strait Islander entertainment.

The opening plenary featured introductory remarks from Leonard Hill, Interim CEO of AIATSIS, and Jodie Sizer, Chair of the AIATSIS Council, who launched the 2024–2029 AIATSIS Strategic Plan. The session also included a keynote address by Ngarra Murray, Co-Chair of the First Peoples' Assembly of Victoria, and Justin Mohamed, Gooreng Gooreng man and Australia's first Ambassador for First Nations People.



60 years of Indigenous Australian Literature: The History of Achievements of Aboriginal Studies Press (ASP) exhibition.

Gail Mabo and her son, Kaleb Mabo, opened the Mabo Lecture with a compelling presentation on 'traditional knowledge' exploring its significance for Indigenous peoples throughout Australia. The 2024 Mabo Lecture was subsequently delivered by Jamie Lowe, Chief Executive Officer of the National Native Title Council.

On day three, in honour of AIATSIS' 60th anniversary, Jodie Sizer moderated a panel featuring AIATSIS Interim CEO Leonard Hill, Professor Marcia Langton, Geoffrey Winters, and Esandra Colbung. The discussion revolved around the inception and evolution of AIATSIS, with each panel member highlighting their personal reflections, the significance of the AIATSIS Foundation, ongoing initiatives and future transformation of AIATSIS.



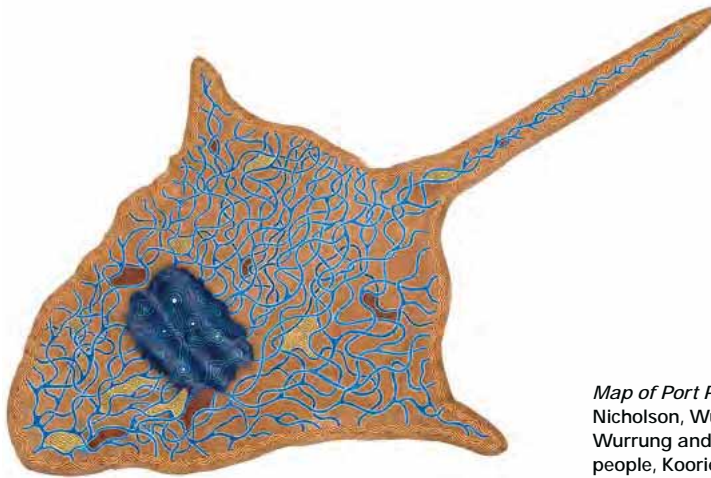
Gail Mabo and Kaleb Mabo presenting at the AIATSIS Summit 2024.

Day four saw the Hon Linda Burney MP opening with a video message announcing a 'revamped' Ngurra Cultural Precinct and National Resting Place that will be built on the Acton Peninsula, where the current AIATSIS building sits. This was followed by a short panel discussion between Jodie Sizer, Chairperson of the AIATSIS Council and Leonard Hill, Interim CEO, AIATSIS.

Throughout the week, engaging social events were held to support delegate networking, including a welcome

reception in the exhibition space featuring dance groups and musical entertainment, two evening functions at the Australian Sports Museum and Melbourne Cricket Ground on Tuesday and Thursday, and a gala dinner on the final evening.

This year in consultation with the Summit co-convenor, First Peoples' Assembly of Victoria, AIATSIS selected the artwork of Mandy Nicholson, *Map of Port Phillip Bay* (on kangaroo skin) as a feature on Summit merchandise.



Map of Port Phillip Bay, Mandy Nicholson, Wurundjeri, Dja Dja Wurrung and Ngurai-Illum Wurrung people, Koorie Heritage Trust.



AIATSIS Chairperson Jodie Sizer meets delegates at the AIATSIS Summit.



Delegates at the gala dinner of the 2024 AIATSIS Summit.

Other notable public events

Indigenous Art Market

The AIATSIS Indigenous Art Market (IAM) has been an annual event in Canberra since 2014. The event showcases a diverse range of First Nation paintings, textiles, sculptures and jewellery with 100 per cent of sales from the market going directly back to the participating Indigenous art centres, artists and their communities.

For the first time since its inception, the IAM 2023 was held both in-person and online, extending the reach and participation of the art market for participating art centres and artists. The in-person market was held on the lawns outside the AIATSIS Maraga building on the Acton Peninsula in Canberra from 8–10 December 2023.

For the online component, AIATSIS partnered with the Darwin Aboriginal Art Fair Foundation to create a cohesive digital platform for art enthusiasts in Australia and internationally to support

the incredible artists and promote the ethical purchase of genuine Indigenous art. The integrated online experience running from 8–17 December 2023 simplified the purchasing process for buyers, improved user satisfaction and potentially increased the volume of sales.

Significantly, the IAM enables participating art centres and artists to gain exposure to new audiences, enhances their domestic and international profile and creates new opportunities for future sales and collaborations. It also enables them to network and connect with other artists, collectors, and industry professionals. Market visitors to the IAM 2023 enjoyed a unique cultural experience, gaining access to museum and gallery-quality artworks and insights into the depth and breadth of Australian Indigenous art and cultures – cultivating a greater sense of respect, appreciation and understanding of the works and their meanings.



The Saretta Art and Design stall at the 2023 Indigenous Art Market at Maraga.

Visitors at the 2023 Indigenous Art Market at Maraga in Canberra.



Exhibitions

Throughout 2023–24 AIATSIS hosted exhibitions nationally and internationally, including the following.

Ngirramanujwal: The Art and Country of Jimmy Pike, Madrid and Guatemala City

AIATSIS holds the largest collection of artworks by Walmajarri man Jimmy Pike. This collection formed the basis for *Ngirramanujwal*, an exhibition curated by the Collection Development Unit that invites the viewer to 'journey through the Great Sandy Desert, experiencing the Walmajarri seasons – makurra, parranga, yitalil and jutalkarra – as revealed through Jimmy's art and intimate relationship with Country'.

The exhibition was displayed at the Galileo Cultural Centre in Madrid from 25 July to 30 August 2023 and the Museo Ixchel del Traje Indígena in Guatemala City in April 2024.

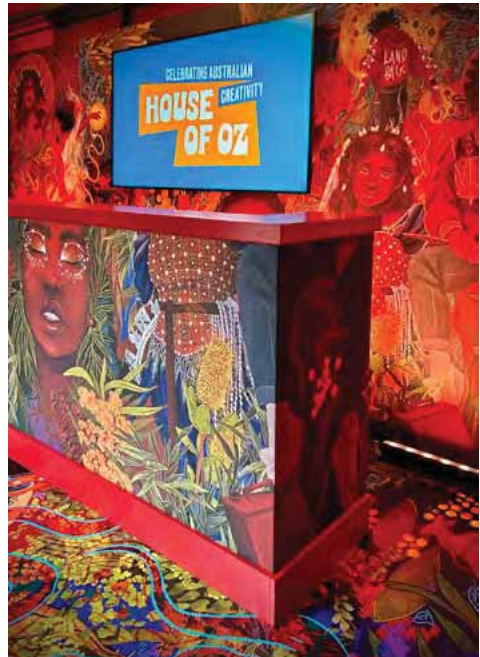
House of Oz, Edinburgh Fringe Festival

In August 2023, Tamarind Meara and Charlotte Lembit from the Collections Services group accompanied artist Charlotte Allingham to Edinburgh to oversee the installation of her artwork *Facets of our Resistance and of our Resilience* for House of Oz at the Edinburgh Fringe Festival. Commissioned as a site-specific installation, the artwork combined 12 illustrations woven together with detailed Australian flora and fauna and explored themes of black strength, body positivity, impacts of colonialism and connections to Country.

House of Oz installation at Charlotte Allingham's, *Facets of our Resistance and of our Resilience*, 2023.

For Our Elders, Maraga, Canberra

The Collection Development Unit curated the exhibition *For Our Elders* derived from the theme for NAIDOC Week. On display at Maraga from 6 July to 15 August 2023, the exhibition featured works by AIATSIS Aboriginal and Torres Strait Islander staff, including Alana Harris, Natasha Best, Charles Nelson, Shaun Angeles, Sarojni Sami, Ed Bally, Jay Dominick, Charnel Henaway and Rhonda Smith, in response to the NAIDOC theme and in celebration of Elders.



After 200 Years Exhibition, Museo Indígena, Mexico City

Curated by the Collection Development Unit, *After 200 Years Exhibition* was launched on 9 August 2023 at the Museo Indígena in Mexico City to celebrate the International Day of Indigenous Peoples. Developed in collaboration with the Instituto Nacional de Pueblos Indígenas (INPI) and the Embassy of Australia in Mexico City, the exhibition highlighted the diversity of cultural practice and identity within and between Australia's Indigenous peoples.

The collaboration between AIATSIS, INPI and the Embassy of Australia aimed to foster cultural exchange and understanding while celebrating the incredible resilience and vibrancy of Indigenous peoples and cultures globally.

60 Years of Indigenous Australian Literature: The History and Achievements of Aboriginal Studies Press, Maraga, Canberra

Marking the 60th anniversary of AIATSIS, this exhibition explored ASP publications through different narratives about history, culture, language, art, sports, children's stories and contemporary issues. Each narrative offered insights into the diversity and depth of Indigenous Australian knowledges, and the contribution of ASP to Indigenous Australian literature and learning.

The exhibition was displayed at Maraga from 5 February to 28 June 2024. Content from the exhibition was also featured in a related ASP display at the AIATSIS Summit 2024 in Naarm.

Dialogues of Resilience: Portraits of Mexican and Australian First Nations Peoples, Maraga, Canberra

A joint exhibition between AIATSIS, the Embassy of Mexico and INPI was held at Maraga from 13 November to 12 December 2023. This unique exhibition featured a diverse range of portraits and artefacts generously provided by the Embassy of Mexico and INPI on short-term loan to AIATSIS alongside a curated collection of images and items from the AIATSIS vaults.

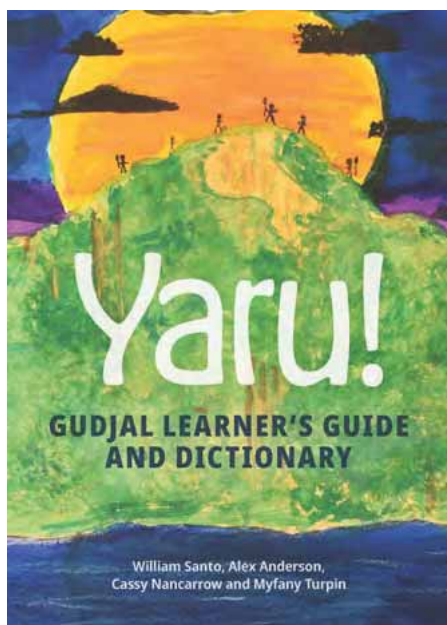
Leonard Hill, Interim CEO of AIATSIS, stated:

'Our story as the First Nations peoples of Australia and Mexico is the story of strength, resilience, and diversity. This exhibition is a reminder of the interconnectedness of Indigenous cultures globally, and the importance of organisations such as AIATSIS and INPI, working together to preserve and promote the invaluable contributions of our First Nations peoples' ways of knowing, being and doing.'

Celebrating International First Nations Partnerships – Guatemalan exhibition, Maraga, Canberra

AIATSIS in partnership with the Guatemalan Embassy presented *Celebrating International First Nations Partnerships – Guatemalan exhibition* at Maraga from 1 September to 6 October 2023. The exhibition highlighted the diversity of cultural practice and identity of the Indigenous peoples of Guatemala through paintings, photographs, textiles, sculptures and other cultural material provided by the Guatemalan Embassy. The Collection Care and Conservation Unit installed the exhibition and provided expert conservation repair and treatment to some of the loaned items.

Publishing – Aboriginal Studies Press



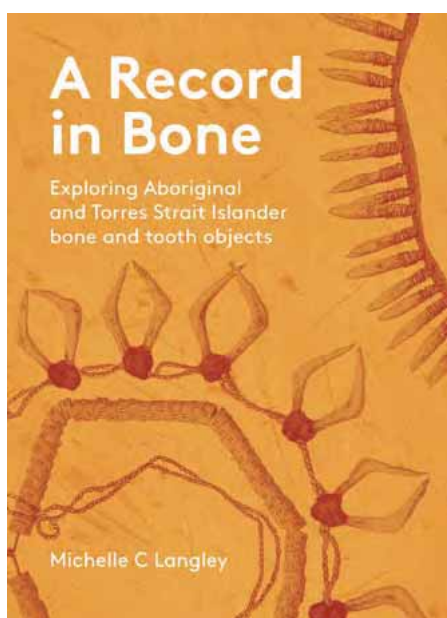
Yaru! Gudjal Learners Guide and Dictionary, 2023.

Yaru! Gudjal Learners Guide and Dictionary

In October 2023, ASP published the first Gudjal dictionary to include grammar, songs and a Welcome to Country. Gudjal is the language of the people of the Mural (Charter's Towers) region in western inland north Queensland.

Compiled by Gudjal Elder William Santo together with linguists Alex Anderson, Cassy Nancarrow and Myfany Turpin, the book is accompanied by audio accessible through QR codes in the book and is filled with engaging illustrations.

Access the dictionary at shop.aiatsis.gov.au/products/yaru

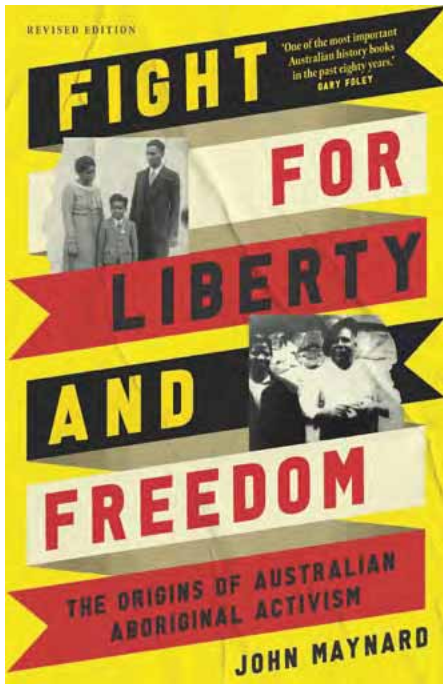


A Record in Bone, 2023.

A Record in Bone: Exploring Aboriginal and Torres Strait Islander bone and tooth objects

Bringing together the scattered research and findings of more than a century, ASP published this reference text on bone and tooth objects in October 2023. A companion to *A Record in Stone: The study of Australia's flaked stone artefacts* (ASP, 2007), it is both an introduction to Australia's deep past and an important reference for professionals and students of archaeology, anthropology, Indigenous studies and museum studies. Michelle Langley has written the most comprehensive account of the tools and ornaments crafted from bone by Australia's Indigenous peoples.

Access the publication at shop.aiatsis.gov.au/products/a-record-in-bone



Fight for Liberty and Freedom, 2024.

Fight for Liberty and Freedom: The origins of Australian Aboriginal activism (revised edition)

In April 2024, ASP published a revised and expanded edition of this ASP bestselling history book which was shortlisted for the 2008 Victorian Premier's History Award.

Coinciding with the 100-year anniversary of the founding of the Australian Aboriginal Progressive Association (AAPA), the commitment and sacrifices by Aboriginal activists are remembered and celebrated. John Maynard explores the life and times of his grandfather, AAPA founder Fred Maynard to reveal the AAPA's enduring legacy.

Access the publication at shop.aiatsis.gov.au/products/fight-for-liberty-and-freedom-1

Highlight

Apprentice Tyson Thomas

Tyson Thomas is a young Wiradjuri person who started an Indigenous apprenticeship with AIATSIS in mid-2022.

At the time Tyson was low on confidence and found studying as part of the apprenticeship really hard. Stepping into a public service environment for the first time was also scary.

But with strong support from their team at AIATSIS and the teaching staff at the CIT, they finished their apprenticeship on a high: graduating with a Diploma of Government and securing an ongoing APS4 position.

Tyson's favourite project over the past year has been working on new book acquisitions for AIATSIS, having a say on what was purchased and having a voice on the collection.



Tyson Thomas, Assistant Collections Officer.

'I love cataloguing and making new library records – the AIATSIS collection is always getting bigger,' Tyson said.

'I am very proud that the work of my people is catalogued properly and that they can find what they're looking for quickly and easily.

'Before my apprenticeship I was lacking in confidence. Now I feel like I'm a star – I'm thriving and reaching for the stars.'

AIATSIS Deputy CEO Jude Barlow speaking in the plenary hall at 2024 AIATSIS Summit.
Photo: AIATSIS.



Leaders in the provision of advice on Indigenous ethics, collections and research

Ethics

For over 20 years AIATSIS has provided national leadership in setting ethical standards in Aboriginal and Torres Strait Islander research.

The Research Ethics Committee reviews projects conducted by AIATSIS and external applications from researchers, consultants, government agencies and Indigenous organisations, in accordance with the National Statement on Ethical Conduct in Human Research and the AIATSIS Code of Ethics.

There is a continuing demand for the Research Ethics Committee's ethical approval. In 2023–24, 63 applications were approved, with a further 20 applications in progress.

Influencing research and practice

Indigenous Research Exchange

The Indigenous Research Exchange (IRX) program was established in 2018 through a grant of \$6.5 million from the National Indigenous Australians Agency (NIAA).

The IRX program aims to support Aboriginal and Torres Strait Islander communities to set their own research priorities, lead projects and determine the appropriate collection and use of data.

This is done through two avenues: a grants program that funded 33 Indigenous-led research projects with up to \$200,000 for approved projects; and Yumi Sabe, formerly known as the Knowledge Exchange Platform.

Yumi Sabe aims to be a central online portal for Indigenous data and research. It highlights Indigenous-led research and provides a culturally safe place for Aboriginal and Torres Strait Islander knowledge. In 2023–24, 365 projects were published with 668 outputs uploaded.

Find out more about Yumi Sabe at yumi-sabe.aiatsis.gov.au

Case study

Breaking the Silence – AI for Deaf mob

This groundbreaking project is delivered by the Centre for Inclusive Design and funded through an Indigenous Research Exchange (IRX) grant. The project aims to support Deaf mob in their interactions with mainstream justice and health agencies through a culturally appropriate, co-designed AI communication tool.

The tool will be particularly important for Deaf mob in regional and remote areas – for them to be heard and understood and access much-needed services.

The project was led by an expert team that included Ms Jody Barney, a Birri-Gubba/Urangan deaf cultural interpreter. Ms Barney brought lived experience to the project, having experienced 18 different sign and mainstream interpreter systems. She emphasised the urgent need for a culturally appropriate solution. The team also included culturally accepted interpreters and facilitators, to meet community needs.

To date the project has undertaken on-Country meetings and yarning circles with key stakeholders, created visual AI guides, researched AI capabilities that will address initial challenges and is collaborating with expert advisors to create an initial prototype.



Breaking the Silence at the AIATSIS Summit. Left to right are: Jody Barney (Birri-Gubba/Urangan) Deaf Indigenous Community Consultancy Pty Ltd, Dr Manisha Amin, Centre for Inclusive Design, AUSLAN Interpreters Ms Julie Judd and Mr Marc Ethan, Simon Lillis, Saje Mind Pty (lectern).

Stanner Award

Dr Janine Gertz – a Gugu Badhun/ Ngadjon-ji woman – won the prestigious Stanner Award for Australia’s best academic writing by an Aboriginal or Torres Strait Islander author in 2023 for her PhD thesis, ‘Gugu Badhun Sovereignty, Self-Determination and Nationhood’.

The biennial Stanner Award acknowledges the significant contribution of the late Emeritus Professor William Edward Hanley (Bill) Stanner to the establishment and development of AIATSIS. It provides the winner with \$5,000, editorial support leading to publication by ASP and a sculpture by award-winning glass artist Jenni Kemarre Martiniello OAM.

The 2023 Stanner Award drew a record number of entries with the judges describing Dr Gertz’ thesis as exciting and beautiful writing that ‘imagines otherwise’.

‘The project came to me because I really could see that Gugu Badhun and our way of being and our Gugu Badhun culture, political identity, is under threat...and it made me start thinking what we can do,’ said Janine on her PhD thesis.



Dr Janine Gertz.

‘This study is more about what Gugu Badhun could be, rather than what it was, or what it is currently...so we can move towards a way of living that is about thriving.’

Dr Gertz is now a Research Fellow at the University of Queensland’s ARC Centre of Excellence for Indigenous Futures. Her research interests centre on the political representation and self-government strategies of Indigenous Nations and is grounded in her community development work with the Gugu Badhun Aboriginal Nation.

Case study

Dr Doug Marmion

The greatest cultural wealth Australia has is in its Indigenous knowledges, cultures and languages.

This is the view of AIATSIS linguist Dr Doug Marmion who retires from his role as Director Languages at the end of 2024.

Reflecting on his association with AIATSIS since 2004, Doug said:

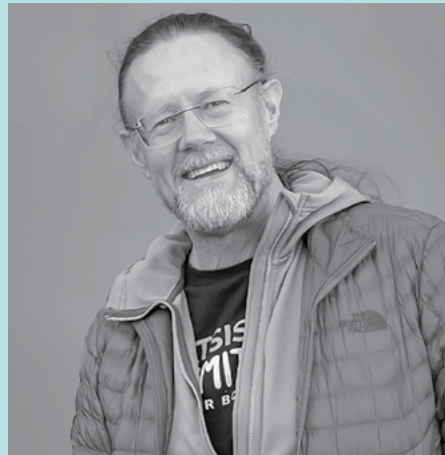
'AIATSIS has changed a lot and is now a pivotal place in Australia. AIATSIS has a really important role in helping Australia come to a better understanding of itself,' he said.

'The greatest cultural wealth we have in Australia is Indigenous knowledges, cultures and language. I see tremendous ignorance still in wider Australia about this. And this is where AIATSIS has a key role to better understand, explain and interpret this great cultural wealth to wider Australia.'

Doug, who hails from Perth, is a specialist in the Indigenous languages of WA. He lived in Alice Springs and Central Australia for seven years in the 1980s where he taught at a residential school, Yirara College.

Over three years he learnt the Pintupi language from the children he was teaching at the community of Kintore (Walungurru) in the Gibson Desert in the NT (west of Alice Springs).

Doug said he really enjoyed the experience. So much so it propelled him to study linguistics and to take on the role of linguist at the Bundiyarra Irra Wangga Language Centre (then known as the Yamaji Language Centre) in Geraldton, WA.



Distinguished linguist Dr Doug Marmion.

He was there for nine years and said he worked with 'four or five' different languages.

AIATSIS is a great place, Doug said, reckoning it had changed a lot over the past two decades, becoming less siloed and more integrated.

After Doug finished his PhD he returned to AIATSIS in 2010 as Research Fellow (Linguistics) at the EL1 level. He worked on the second National Indigenous Languages Survey (NILS) which he said was a huge project involving the development of a survey and reaching out to language centres.

The aim of NILS was to provide a snapshot of Australia's Indigenous languages, reaching out to 24 regional Indigenous Language Centres supported by the Commonwealth.

NILS and the **AustLang database** have become world-leading, authoritative sources on the situation and status of Aboriginal and Torres Strait Islander languages.

Doug also worked with the Ngunnawal community of Canberra on the revival of their language and played an important role in teaching then Prime Minister Malcolm Turnbull to give an Acknowledgement of Country in Ngunnawal language during the Closing the Gap address in 2016, the first time a sitting Prime Minister spoke an Australian Indigenous language in a parliamentary speech.

Doug also worked as a lead author for ACARA (Australian Curriculum Assessment and Reporting Authority) to develop a curriculum framework for the teaching of Aboriginal and Torres Strait Islander languages in schools across Australia.

He was the first director of the AIATSIS Centre for Australian Languages (ACAL) from its inception in 2021. The centre was established at AIATSIS in recognition of the upcoming International Decade of Indigenous Languages, and the refresh of the National Agreement on Closing the Gap to include a language target (Target 16).

A note from Doug's team reads, 'Doug is much loved across the Australian languages space. His warmth and humility are well known across the

sector. He has also had an impact on so many colleagues in ACAL, Research and Education Group (REG) and AIATSIS, with many of his staff going on to leadership roles in language centres, the public service and AIATSIS. Upon his retirement, the team will sorely miss Doug's quirks, humour and most of all, expertise.'

As he packed his shelves of books in the office and reflected on his time at AIATSIS, Doug expressed gratitude to Russell (Russ) Taylor AM (dec.), Craig Ritchie and Interim CEO Leonard (Len) Hill for their support and enthusiasm for languages.

Summing up, Doug said he hoped his work has been of benefit in enabling Australia's Indigenous languages to continue getting stronger into the future.

'I feel privileged to have participated in it in some way. I'll always be grateful to AIATSIS and the people here for the opportunities and the work I've been part of. We are continuing to make Australia a better place.'

In 2021, Doug was awarded the Public Service Medal for 'outstanding public service through the strengthening of Indigenous language infrastructure'.



Back in the day: Doug Marmion in the 1980s at Kintore west of Alice Springs where he learnt Pintupi.



Dr Doug Marmion presents at
2024 AIATSIS Summit.
With him is Cheyne Halloran.
Photo: AIATSIS.



Highlight

Apprentice Stephanie Williams

Stephanie Williams is a Jerrinja, Wandj Wandian woman from the Yuin Nation who started an Indigenous apprenticeship with AIATSIS in mid-2021.

Before AIATSIS, Stephanie worked in retail and hospitality but wanted to create a more stable future for her kids. So, when her brother pushed her to apply for an Indigenous apprenticeship, she did.

Stephanie started her apprenticeship in the AIATSIS Finance team but – not being a numbers person – found the placement difficult. Recognising the challenges she faced, Stephanie was moved to ASP before being transferred to the AIATSIS Collections, Access and Family History Group (CAFH).

Throughout her apprenticeship, Stephanie received excellent support from her mentor and buddy, colleagues and supervisors, as well as staff at CIT where she was studying for a Diploma of Government. Stephanie did so well in her studies that she was nominated as Scholar of the Year in the 2022 Canberra and District NAIDOC Awards.

Now an acting Assistant Director, Stephanie takes enormous satisfaction from her work for the AIATSIS Family History Unit. Highlights in 2023–24 included her work in supporting Stolen Generations survivors and their families to find information in the AIATSIS collection and in reaccrediting the Certificate IV in Stolen Generations Family Research and Case Management.



Stephanie Williams, Acting Assistant Director, Family History Unit.

'Stolen Generations survivors face so many barriers to archival material – they just don't know that it exists. Being in Collection Access lit the flame for me,' said Stephanie.

'I feel I can do more for our old people – seeing their faces when they see photos they've never seen in their life... there's no better feeling.'

Lead and promote collaborations and partnerships in support of the Institute's functions

Members

Our AIATSIS membership network is a unique part of our organisation's structure and through elected Council members helps play a pivotal role in the shaping and strategic direction of the Institute. As membership is endorsed through the Membership Standing Committee, this year we added 14 members to a network of 792 involved in all aspects of Aboriginal and Torres Strait Islander peoples' knowledge and culture.

Collaborations and networks

2023 Native Title Organisations Legal Workshop

The 2023 Native Title Organisations (NTO) Legal Workshop, convened by the Indigenous Country and Governance team (ICG), was held in Adelaide in August 2023.

ICG has convened the NTO Legal Workshop since 2017, providing a unique opportunity for legal staff from NTOs to share knowledge and experience, and to develop their technical and practical legal skills. The 2023 workshop had the largest in-person attendance since it was first convened, with 106 legal staff from 18 NTOs represented.

Russell Taylor AM Oration

The insight and experience of Justice Louise Taylor was particularly meaningful and inspirational for future leaders as she spoke in October 2023 in memory of her late father Russell Taylor AM at the 2023 Russell Taylor Oration.

The Russell Taylor 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). It aims to inspire the next generation of Indigenous talent in the public sector. The oration was established in celebration of the service of former AIATSIS CEO and Principal Russell Taylor AM.



Justice Louise Taylor.

Justice Taylor, a Kamilaroi woman and a highly respected lawyer delivered the oration. In 2018, she was appointed as a magistrate of the ACT Magistrates Court, and in August 2023 she became the sixth resident judge of the ACT Supreme Court.

The memorable event brought together esteemed guests from the public service, legal profession, and Aboriginal and Torres Strait Islander communities from across the country. Attendees had the opportunity to hear Justice Taylor share her insights and experiences, offering invaluable inspiration to future leaders. This was followed by a question-and-answer session led by Dr Caroline Hughes AM, acting CEO AIATSIS.

AIATSIS acknowledges and remembers Russell Taylor's leadership legacy, his service and dedication to Aboriginal and Torres Strait Islander peoples and the Australian nation, and his contribution to the APS.

Return of Anindilyakwa Cultural Heritage Material

AIATSIS worked with the Anindilyakwa community and Manchester Museum (UK) staff on the return of a large collection of items.

Manchester Museum staff joined the RoCH team for consultations with the Anindilyakwa community, Traditional Owners of Groote Eylandt (NT). The focus of these discussions was a large collection of objects acquired in the 1950s by anthropologist Peter Worsley, whose manuscript collection is held by AIATSIS.

These consultations included more than 80 shell dolls painted with Anindilyakwa clan designs. Senior women at Umbakumba shared their memories of the shell dolls with consulting parties and younger artists of the Umbakumba Art Centre.

In a handover ceremony at Manchester Museum on 5 September 2023, 174 objects were formally returned to representatives of the Anindilyakwa community who travelled from Groote Eylandt. The process of returning these items is supporting Anindilyakwa cultural strengthening and revitalisation. Descendant generations are using the items to connect with their heritage and revive traditions.

'I'm happy you came to ask me about everything and our Old People. Talking made me feel good not sad. When they bring it back, it is for everyone.' said Edith Mamarika, Senior Wanindilyakwa Elder.



Dadikwakwa-kwa (Doll Shells) created by the Anindilyakwa Woman's Art Program. Photo: AIATSIS



Close up of the Dadikwakwa-kwa (Doll Shells)
created by the Anindilyakwa Woman's Art Program.
Photo: AIATSIS.

Kurna on-Country return event

On 3 May 2024, the Kurna Yerta Aboriginal Corporation and AIATSIS hosted a celebration to mark the return of four cultural heritage items to the Kurna people in SA. The return event was held at Pirltawardli (Possum Park) in Adelaide, the location of the original exchange between Kurna people and German missionaries.

This high-profile event was attended by several ministers and ambassadors from Australia and Germany as well as prominent Elders from the Kurna community.

The Kurna items were originally sent to Germany in 1840 by two Lutheran missionaries and had been held by the Grassi Museum since.

'It is the first official return of cultural assets from the European continent to Australia as part of the Return of Cultural Heritage. I hope that this sends a signal extending beyond Germany,' said Germany's Federal Minister for Foreign Affairs, Annalena Baerbock.

The Minister for Indigenous Australians, the Hon Linda Burney MP, said the event represented a significant cultural exchange and collaboration between Australia and Germany.



The Kurna items that were sent to Germany in 1840 and held by the Grassi Museum.



Elders of the Kurna community at the return event in Adelaide with ministers and ambassadors of Australia and Germany.

Yindyamarra Award

Yindyamarra is the Ngunnawal and Wiradjuri word for respect. But, as Wiradjuri man Stan Grant puts it, Yindyamarra, in many ways, is beyond English translation, being an idea, a philosophy, a way of living, a way of being.

‘Yindyamarra. Quietness, kindness, respect. Strength in that quietness, strength in that kindness, and strength in that respect,’ Stan Grant said on ABC’s *Q+A* on 22 May 2023.

The Yindyamarra Award is awarded annually by the AIATSIS Council to a staff member who has demonstrated significant achievement in the implementation of innovative and significant bodies of work that enhance and substantially contribute to the work of AIATSIS.

AIATSIS Council Chairperson, Jodie Sizer, announced Linda Renehan – Assistant Director, HR Policy and Training – as the winner of the 2023 Yindyamarra Award for her significant work to align all AIATSIS policies with the new 2024–2027 Enterprise Agreement (EA).



AIATSIS CEO Leonard Hill presents Linda Renehan with the Yindyamarra Award.

‘We are fortunate to have Linda work with us,’ she said. ‘Her detailed and relevant knowledge and requisite skillset, honed over many years of service in the APS leads to innovation and improvement in HR practices at AIATSIS.’

Case study

Return of the Gweagal Spears

Four spears taken from the Gweagal people by Lieutenant James Cook and naturalist Joseph Banks were returned by representatives of Trinity College Cambridge to the La Perouse Aboriginal community at a ceremony held on 23 April 2024.

The spears are named after the Gweagal clan of the Dharawal Nation. After the return of the *HMB Endeavour* to England in July 1771, the spears were presented to Trinity College by the First Lord of the Admiralty, Lord Sandwich – a Trinity alumnus – along with other materials from Cook’s voyage across the Pacific. They had been held by the Museum of Archaeology and Anthropology in Cambridge since the early 20th century.

The spears have now been permanently repatriated with support from the Australian Government’s Return of Cultural Heritage Program, led by AIATSIS, and the National Museum of Australia. Both organisations collaborated with the La Perouse Aboriginal community over many years to see the return of these significant cultural objects.

Since their return to Australia, the Gweagal Spears have been cared for by the Chau Chak Wing Museum at the University of Sydney at the request of the La Perouse Aboriginal community. They will eventually be displayed at a new visitor centre to be built at Kurnell, Kamay.

Gujaga Foundation Director Ray Ingrey said the spears were the first point of European contact, particularly British contact with Aboriginal Australia.

‘I think for us it’s a momentous occasion that where Australia’s history began, in 1770 on the shores of Botany Bay at Kurnell, the spears that were undoubtedly taken without permission are returned to the rightful people.’

Noeleen Timbery, La Perouse Local Aboriginal Land Council said the spears are an important connection to ‘our past, our traditions, and cultural practices, and to our ancestors’.

‘Our Elders have worked for many years to see their ownership transferred to the traditional owners of Botany Bay. Many of the families within the La Perouse Aboriginal community are descended from those who were present during the eight days the Endeavour was anchored in Kamay in 1770.’

The Hon Linda Burney MP, Minister for Indigenous Australians at the time, said the return of the Gweagal Spears was a significant step forward on the journey towards reconciliation and truth-telling.

‘Bringing our history back home provided an opportunity for Indigenous and non-Indigenous Australians, young and old, to build a greater understanding of our shared national story,’ she said.

Minister Burney congratulated the La Perouse Aboriginal community on the decades of work and advocacy to return the Gweagal Spears, which will have a lasting positive impact on future generations.

The return of the Gweagal Spears generated significant media coverage across Australian radio and television networks, as well as international reporting in over 20 countries.

Former AIATSIS Council member, Geoffrey Winters, reflected on the significance of the Gweagal Spears return and its importance in raising AIATSIS's national profile during a panel discussion at the AIATSIS Summit in June.

'No one knew what AIATSIS was in the broader, kind of, white bread suburban world 10 years ago and now it's broadcast into their living rooms because of that work,' he said.

He said this was barely the top of the iceberg when you think about what is in the AIATSIS collection, and this was an important and exciting future for the Institute.



Left to right are: Quaiden Rily Williams and David Johnson greeting the Gweagal spears by brushing gum leaves on their bodies and then over the spears. Photo: Jenny Magee.



The Gweagal Spears. Photo: Jenny Magee.



Back row, left to right are: Director of the Gujaga Foundation and Aboriginal Languages Trust Board Ray Ingrey, Director and Curator of the Museum of Archaeology and Anthropology, Cambridge, Professor Nicholas Thomas, CEO AIATSIS Leonard Hill, and Chair of the National Museum of Australia Council Ben Maguire AM. Front row, left to right are: Master of Trinity College Cambridge Dame Sally Davies, Chairperson of the La Perouse Local Aboriginal Land Council Noeleen Timbery, and Australian High Commissioner to the UK His Excellency Stephen Smith. Photo: Jenny Magee.

Interacting with communities

University of Sydney Collaborative Agreement

This agreement, which supports outputs across digitisation, family history and descriptive metadata advice, was renewed in 2024.

The University of Sydney and AIATSIS Indigenous strategy, 'One Sydney, Many People', outlines commitment to creating higher education and leadership opportunities for Aboriginal and Torres Strait Islander peoples and valuing Indigenous cultures. This forms an important part of the university's Sydney in 2032 Strategy to build a university-wide culture where staff and students can realise their full potential.

The third consignment for 12,889 pages of archival material commenced digitisation at the start of 2024 and is expected to be completed by the end of the calendar year.



Larissa Schwenke and Edward Bally assisting with the digitisation of University of Sydney large format materials in the studio.

Institute for Inter-Ethnic and Indigenous Peoples' Studies

On 18 April 2024, Dr Caroline Hughes AM led a delegation of AIATSIS staff to begin partnership discussions with the Instituto de Estudios Interétnicos y de los Pueblos Indígenas (IDEIPI). Conversations commenced on the idea of a memorandum of understanding (MoU) as well as future activities and cultural exchanges that would benefit both organisations. AIATSIS has secured further discussions through future online meetings and sharing language books, ASP children's books and ASP Journals with IDEIPI. Collection Services commenced pre-planning work for the MoU activities.

Museo Indígena

A renewed MoU was signed by AIATSIS and INPI at the Museo Indígena on 11 April 2024 (see page 81). The MoU renewal commits the respective organisations to promoting the social and economic development of Indigenous peoples and communities in the areas of research; development and preservation: of cultural traditions; linguistic and cultural protection, preservation, and promotion; Indigenous traditional knowledge; conservation, restoration, digital preservation; documentation; data cataloguing; automation; and collection development.

AIATSIS staff participated in a guided tour of the Museo Indígena facility following the exchange.

Kimberley Aboriginal Law and Culture Centre

AIATSIS continues to honour its collaborative agreement with the Kimberley Aboriginal Law and Culture Centre (KALACC) which began in October 2022. KALACC's 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, knowledges, languages and stories, aligned with Traditional Owners' cultural directions. The agreement establishes the terms and conditions of the collaboration. Two AIATSIS staff members attended the KALACC AGM (annual general meeting), sharing information and discussing ongoing work commitments.

2024 Youth Forum

The 2024 AIATSIS Summit Youth Forum was held from 4–6 June 2024, in Naarm (Melbourne). The forum provided an opportunity for Indigenous youth to connect and share their concerns and aspirations for the future. Key discussions concerned the experiences of Indigenous youth with native title, governance and nation-building. AIATSIS' Indigenous Country and Governance Group (ICG) Lilly-Rae Jones and Latoya Jones facilitated the forum with youth leaders from First Peoples' Assembly Victoria, Alice Pepper and Jordan Edwards.



Sponsored Youth Delegate Ms Jackie Watson of the Central Coast Local Health District is interviewed at the Summit.

The Ilan Style Fellowship for Torres Strait Islanders

Applications for the inaugural Ilan Style Fellowship opened in March 2024 to provide a Torres Strait Islander scholar, student or community member with the opportunity to conduct collection-based research at AIATSIS relevant to their studies, communities or families.

The Ilan Style Fellowship was made possible through the generous support of Professor Kerry Arabena, a proud Meriam woman, a former AIATSIS Indigenous Visiting Research Fellow and founder of Ilan Style (a company that produces premium Australian native products).

The Ilan Style Fellowship is built on the four pillars of financial support for equitable access, mentoring, capacity building and dissemination of research findings.

The first Ilan Style Fellowship will be awarded in the coming year and the recipient will be supported by the AIATSIS Access and Family History Unit to identify and access collection materials relevant to their research project.

Access more about the fellowship at aiatsis.gov.au/whats-new/news/new-torres-strait-islander-fellowship



Professor Kerry Arabena.



Torres Strait Islander dance.
Photos: Talei Elu.

Torres Strait Islander dance.
Photo: Talei Elu.



Case study

Jimmie Barker – Living Collections

AIATSIS is home to an extensive collection of materials built by Jimmie Barker (1900–1972), the first Aboriginal or Torres Strait Islander Australian to use recorded sound as a tool to preserve and document Aboriginal language and culture. Jimmie was also a prolific photographer.

In his lifetime, Jimmie created an impressive body of audio content of over 100 hours, comprising Muruwari language, cultural knowledge and insider ethnography. Jimmie was fascinated by audio recording technology and was a keen collector of early recorded sound. For many years the Barker family has preserved Jimmie's wax cylinders and in 2023 AIATSIS partnered with the National Film and Sound Archive to have them digitised. These recordings provide a fascinating insight into the music that was accessible to the residents of Brewarrina Mission Station where Jimmie lived.

AIATSIS's re-digitisation of Jimmie's original field tapes has also unearthed previously unknown materials. This includes recordings of Jimmie performing popular songs from his collection of wax cylinders, along with what appear to be original compositions written and performed in the style of Scottish folk songs. AIATSIS has been testing the capability of transcription software and other automated features to support ongoing archival investigation of this content.

In 2023 the Barker family partnered with AIATSIS and ANU on Muruwari Ngulli Jarndibu, a project to develop language resources and an online cultural guide to the Jimmie Barker sound collection. AIATSIS worked with ANU on over 40 hours of recorded sound content to tag content for easier findability and created finding aids with thorough descriptions.

As part of Muruwari Ngulli Jarndibu, the Barker family and other community members attended a workshop held at North Bourke in November 2023.



Jimmie Barker in Brewarrina, 1970, AIATSIS Collection, BARKER.J01.CN-N03290_14. Photographer unknown.

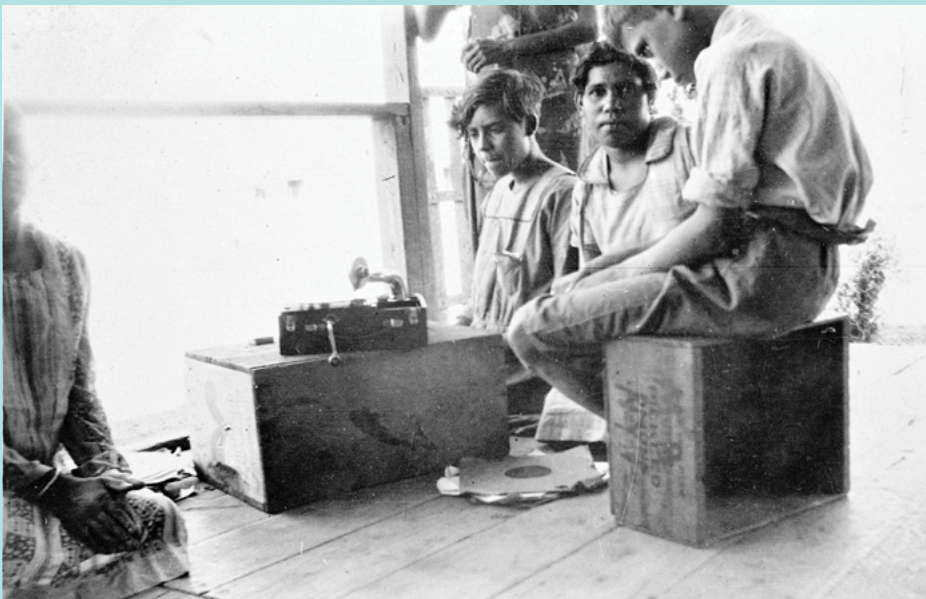
AIATSIS provided digitisation, layout and printing of photographic proof sheets of materials from the Barker family collection of historical photographs taken in and around the Brewarrina Mission Station.

These images provided the basis for a session used to gather metadata to caption materials in the collection.

The community workshop was filmed with the support of the AIATSIS Language Strengthening Toolkit. This media and documentation will provide a valuable resource for Aboriginal and Torres Strait Islander communities seeking to revitalise their languages.



Jimmie Barker's wax cylinders housed in the AIATSIS collection.



Phonograph at Brewarrina Aboriginal Mission, 1928. Left to right are: Lily Hill, Jessie Kennedy and Leslie Smith. Image courtesy of NSW State Archives, Aborigines Welfare Board. Photographer unknown.

Cultural diplomacy

China Jimmy Pike exhibitions

During NAIDOC Week 2024, the exhibition *Ngirramanujwal: The Art and Country of Jimmy Pike* was showcased at the Australian Embassy Exhibition Hall, Beijing, the Australian Consulate-General, Shanghai and the Kui Park Museum of Art, Guangzhou.

These instalments of Jimmy's work were particularly unique as Jimmy had a special connection to China. In 1996, he became

the first Indigenous Australian artist to exhibit in China. In 1999, he became the first Australian to exhibit at the National Art Museum of China.

Professor Kelvin Kong AM, Australia's first Indigenous surgeon and NAIDOC Person of the Year 2023, was a keynote speaker at the Beijing event. Mr. Zhou Xiaoping, a Chinese artist and good friend of Jimmy's also spoke at the Beijing and the Guangzhou events. Each event was a massive success for AIATSIS and the Department of Foreign Affairs and Trade.



Jimmy Pike Exhibition, Australian Embassy Exhibition Hall, Beijing.



Jimmy Pike Exhibition, L3 Atrium, CITIC Square, 1168 West Nanjing Road, Shanghai.



Jimmy Pike Exhibition, Australian Embassy Exhibition Hall, Beijing.

Mexico and Guatemala delegation

In April 2024, seven representatives from AIATSIS visited Mexico and Guatemala, building on the successes of the 2018 AIATSIS delegation that visited Mexico supported by a Council on Australia Latin America Relations grant.

It was the first AIATSIS visit to Guatemala and the first of its kind from Australia. The visit coincided with the 50th anniversary of diplomatic relations between the two countries. There was robust knowledge sharing, cultural exchange and ceremony, as well as the development of deep and meaningful relationships. These outcomes

were bolstered by the similarities in struggles faced by Mexican and Guatemalan Indigenous peoples, with issues such as language loss, and political and economic marginalisation.

Australia's Ambassador to Guatemala Rachel Moseley noted that Indigenous Australians now, more than ever, have an impact on how their Country interacts with the rest of the world.

'We [the Australian Government] see a First Nations approach to foreign policy as one that projects our modern diversity...this is particularly relevant in Mexico, which also has a rich Indigenous history dating back tens of thousands of years,' she said.



Left: Re-signing of the MoU between AIATSIS and Mexico's National Institute of Indigenous Peoples (INPI), at Museo Indigena.

Below: Executive Director Collections, Dr Caroline Hughes AM presents Minister of Indigenous Peoples and Neighbourhood and Indigenous Communities Residing in Mexico City, Dr Laura Ita Andehui Ruiz Mondragon, an AIATSIS map of Indigenous Australia and a message stick.



A few of the many highlights of the visit included:

- re-signing the MoU with INPI, Mexico
- a deepened connection made with Ambassador Moseley and her office
- an MoC (memorandum of cooperation) signing with the Guatemalan Ministry of Foreign Affairs
- sharing and exchanging of language reawakening practices

- being welcomed by the Mayor of Antigua, Guatemala and being presented with a Distinguished Visitors Certificate
- cultural exchanges and ceremony with other Indigenous peoples.

AIATSIS is excited by the prospect of future collaboration with the Indigenous peoples of Mexico and Guatemala.



Exchange of two Indigenous cultures during a traditional Mayan ceremony at the archaeological site, Iximché, Guatemala. Dr Caroline Hughes and the Traditional Owner. Photo: Carlos López Ayerdi.



AIATSIS CEO Leonard Hill presents an AIATSIS map of Indigenous Australia and a message stick to the Mayor of Antigua, Guatemala, Mr Jose Manuel Asturias Sueiras during a ceremony for the delegation as Distinguished Visitors of Antigua. Photo: Carlos López Ayerdi.

Agreements 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.

Core 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 in 2023–24, with 159 non-APS fee-paying clients, which is a 57 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 the University of Nottingham, Deakin University and the Queensland Public Service Commission.

Core's presence in the university sector continues to grow with four 'whole of university' licence agreements and new agreements with Deakin University. Core also has international clients such as the University of Nottingham and the Gallery of Art in Washington, USA.

During 2023–24, almost 50 non-APS fee-paying clients renewed a licence for the Core program. A further eight APS agencies have contacted AIATSIS to access the program and around 200 organisations were granted trial access to Core in 2023–24.

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. Of these new clients, 10 per cent committed to a three-year licence agreement.

Acton Peninsula, Canberra, the chosen site for Ngurra: The National Aboriginal and Torres Strait Islander Cultural Precinct.



Ngurra

On 6 June 2024, the Australian Government announced the revamped Ngurra: The National Aboriginal and Torres Strait Islander Cultural Precinct at Acton Peninsula in Canberra.

Ngurra, meaning 'home', 'Country' or 'place of belonging', will be a place where Australians and international visitors have the opportunity to learn, experience and engage with over 65,000 years of culture, tradition and story.

As part of the revamped Ngurra, AIATSIS' current premises will be upgraded and expanded to include a National Indigenous Knowledge and Cultural Centre and a National Resting Place to house and care for Indigenous ancestral remains (Ancestors) with provenance to Australia only as part of the development.

The Precinct will affirm AIATSIS' position as a national cultural institution focused on the histories and cultures of Aboriginal and Torres Strait Islander peoples.

In 2024–25, AIATSIS will conduct further consultations, including with local Traditional Owners, on the new design process to ensure the National Resting Place is delivered in a culturally appropriate way.

The Minister for Indigenous Australians during the reporting period, the Hon Linda Burney MP, said Ngurra will ensure AIATSIS will be an iconic national cultural institution alongside the National Museum, National Gallery and National Library of Australia.

The National Resting Place will complement the government's repatriation program and address the absence of a culturally appropriate facility to house and care for limited provenance Ancestors returned from overseas.

AIATSIS Chair Ms Jodie Sizer said the centre will ensure that modern, fit-for-purpose and world-class facilities are developed to protect a revered and critically important national asset and share collections for decades to come.

AIATSIS acknowledges Minister Burney's leadership in prioritising our vision to create a world in which Aboriginal and Torres Strait Islander peoples' rights, knowledge, culture and stories are recognised, respected, celebrated and valued.

CEO Leonard Hill said that as AIATSIS celebrates its 60th anniversary in the coming year, the Institute reflects on how far it has come and the opportunities the establishment of Ngurra will unlock for future generations and for all Australians.

Highlight

Apprentice Tara Wighton

Tara Wighton is a young Wiradjuri woman who started an Indigenous apprenticeship with AIATSIS in February 2020.

Fresh out of school, Tara relocated to Canberra from Brisbane – a move made easier by having family in Queanbeyan.

Doing her study for a Diploma of Government at CIT was relatively straightforward as Tara had already done business studies at school.

What she really valued, especially with all the impacts of the COVID-19 pandemic, was her one-on-one training sessions and catchups with CIT staff.

Tara was placed with ASP – a good introduction for her to AIATSIS – but her real passion is family history. So she was thrilled to secure a role in Collections Access last year and loved working at the AIATSIS Summit 2024 in Naarm.



Tara Wighton, AIATSIS Collections Access Officer.

'I enjoy coming in every day to work in Collections, Access and Family History because family history was my first preference [as a school leaver],' said Tara.

'It is hard, but very rewarding, I do enjoy helping mob find material they thought was lost.

'Having clients and groups visit the AIATSIS Collection from all over Australia...it fills my cup seeing the expressions on their faces, it really does.'

Djirri Djirri Dance Group performing at the 2024 AIATSIS Summit gala dinner.
Photo: Jacinta Keefe Photography.



Leaders in the provision of advice to the Commonwealth on the situation and status of Aboriginal and Torres Islander culture and heritage

Reports and briefs

Native Title Newsletter

AIATSIS' Indigenous Country and Governance (ICG) team produces and publishes the Native Title Newsletter twice a year. It provides a review of key developments in native title and related law and policy and other developments in the sector. It has a national and state/territory snapshot of the status of native title claims, determinations and Prescribed Bodies Corporate (PBCs). It also has information about events delivered by the ICG team.

Return of Cultural Heritage

In 2023–24, the Return of Cultural Heritage (RoCH) team provided advice relating to the numbers, nature, and location of Aboriginal and Torres Strait Islander cultural heritage items held in overseas collections to Indigenous communities. This advice to the Commonwealth also extended to other national and international stakeholders, including government institutions and embassies, in Australia and internationally. The RoCH team regularly provides advice concerning the care of First Nations collection material.

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 the Australian Government. This informs policy and practice, creates greater understanding and appreciation of the value of Indigenous cultures and knowledge, and motivates all groups to become more involved in our work.

Highlight

Celebrated artists visit Maraga

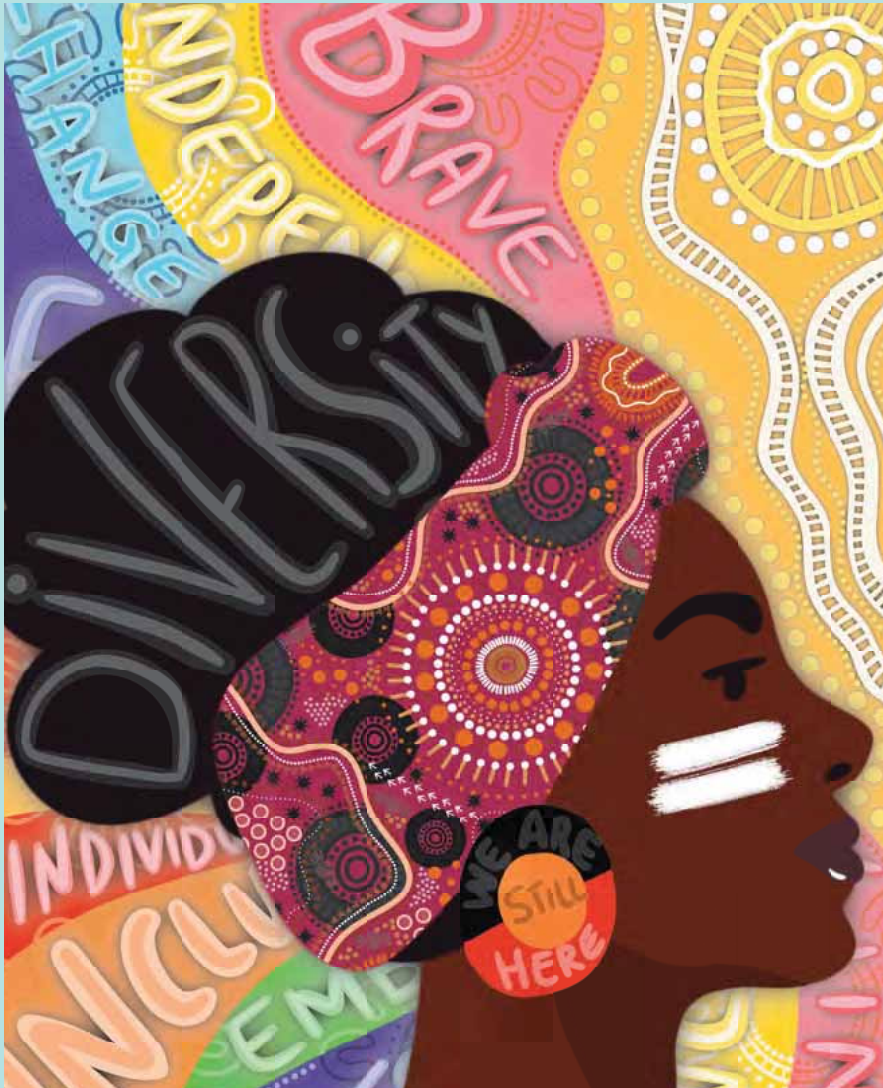
A highlight in the year for AIATSIS was the visit to Maraga of artists Vincent Namatjira and Ben Quilty. Vincent and Ben were in Canberra on 12 April for the launch of Vincent's exhibition at the National Gallery of Australia (NGA) – which AIATSIS Deputy CEO Jude Barlow attended in her capacity as a Ngunnawal Elder.

Coordinated by the AIATSIS Collection Services Group (CSG), the AIATSIS tour included a meeting with Jude Barlow and Executive Director CSG Caroline Hughes. There was a meet and greet with members of the Collection Care and Development team and a behind the scenes experience for Archibald Prize winner Vincent to see selected items from the AIATSIS collection which either belonged to, or were associated with, his family. Vincent's great-grandfather, Arrente watercolour artist Albert Namatjira, is one of Australia's most iconic artists. Vincent accessed the collection as part of his research for an NGA project. He was accompanied by Ben who was coordinating the workshop with Vincent.

Some of the items in the AIATSIS collection flagged for viewing were the Hermansburg watercolours, *Identity* magazines, early Hermansburg catalogues, Catalogue of selected works from the brush of Namatjira (sirsidynix.com) and *An exhibition of Aboriginal art: catalogue* (sirsidynix.com).



Left to right are: Ben Quilty and Vincent Namatjira with *Ngirramanujawal: The Art and Country of Jimmy Pike*, an Aboriginal Studies Press publication in the office of the AIATSIS CEO at Maraga in Canberra.



2024 AIATSIS INTERNATIONAL WOMEN'S DAY POSTER

Being strong in self-identity and bringing that strength into spaces. The words reflect everything we strive for as Black women.

 facebook.com/AIATSIS

 linkedin.com/company/aiatsis

 @aiatsis_



AIATSIS
aiatsis.gov.au

Ancestral Matriarchy by Leah Cummins, Mayi-Kulan and Kalkadoon Artist, Bunya Designs.



2024 International Women's Day poster competition

Each year AIATSIS puts out a call to Aboriginal and Torres Strait Islander artists who identify as women to design an International Women's Day poster with \$5,000 in prize money going to the winning artist. Mayi-Kulan and Kalkadoon Artist Leah Cummins, left, was the winner in 2024.

Annual Performance Statement

Introductory statement

I, Clint Bracknell, on behalf of the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) Council, the accountable authority of AIATSIS, present AIATSIS' 2023–24 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



Professor Clint Bracknell

Acting Chairperson
AIATSIS Council
27 September 2024

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 Minister, the Parliament, our customers and the public through clearly linked and integrated planning and reporting.

Performance ratings for 2023–24

Against the continued backdrop of staffing shortfalls limiting our activities, AIATSIS has self-rated its performance using the following approach:

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

The results are:

- 1 = fully achieved, very few or no shortcomings
- LEAD AND PROMOTE COLLABORATIONS AND PARTNERSHIPS IN SUPPORT OF THE INSTITUTE'S FUNCTIONS. Focus on ensuring we have diverse and enduring

partnerships and networks in Australia and across the world underpinned by culturally competent work practices.

- LEADERS IN THE PROVISION OF ADVICE ON INDIGENOUS ETHICS, COLLECTIONS, AND RESEARCH. Focus on ensuring we speak authoritatively, articulate national priorities, arbitrate standards and innovate in ethical, impactful evidence based research and collection practices.

2 = substantially achieved, despite a few shortcomings

- BUILD AND PRESERVE A NATIONAL COLLECTION. Focus on ensuring our collection is representative, relevant, diverse, accessible and digital.
- PROMOTE AND STRENGTHEN KNOWLEDGE AND UNDERSTANDING OF ABORIGINAL AND TORRES STRAIT ISLANDER, CULTURE AND HERITAGE. Focus on ensuring we are the national forum for dialogue and on delivering transformative experiences, high quality exhibitions, products and publications.

3 = partially achieved, benefits and shortcomings finely balanced

- LEADERS IN THE PROVISION OF ADVICE TO THE COMMONWEALTH ON THE SITUATION AND STATUS OF ABORIGINAL AND TORRES STRAIT ISLANDER CULTURE 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.

Table 1: Build and preserve a national collection

Performance criteria topics:	Collection growth Collection digitisation Maintenance and Preservation
Performance measures summary:	<p>Growth: 2% increase in AIATSIS collection growth from 2022–23 (printed and published media (titles), manuscripts (titles), audio (hours), pictorial (items), film (feet), video (hours), art and objects (items)).</p> <p>Digitisation: Increase in the total amount of content digitised by 5% from 2022–23. Increase in the total amount of digitised content by 1% that includes descriptive data from 2022–23.</p> <p>Maintenance and Preservation: Physical and digital collection maintained and preserved in accordance with the Australian Institute of Conservation of Cultural Material Standard.</p>
Result:	2 = substantially achieved, despite a few shortcomings
Analysis:	<p>Growth The collection continued to grow slowly across all media/format types during 2023–24, with notable increases in print and published and audio. Overall, the total average annual growth of the collection (the total average of material accessioned) is 0.85% across all format types.</p> <p>Digitisation The Collection Services target to achieve a 5% growth of digitised material for the 2023–24 financial year was exceeded with an 8% total growth.</p> <p>Maintenance and Preservation Throughout 2023–24 the AIATSIS collection was maintained in accordance with the AIATSIS Collection Preservation Policy and other relevant policies, including but not limited to the Australian Institute of Conservation of Cultural Material (AICCM) Standard.</p>

Table 1a: Collection growth

Performance criterion: Collection growth			
Performance measure: Increase in AIATSIS collection growth			
Target: 2% growth from 30 June 2023 baseline			
Media type	Size of collection 30 June 2023	2023–24 growth	% growth 2023–24
Printed and published media (titles)	63,948	64,416	0.73%
Manuscripts (linear metres)	1,046.25	1,058.49	1.2%
Audio (hours)	43,477	44,370	2.1%
Pictorial (items)	475,000	476,434	0.3%
Motion Picture Film (feet)	6,855,201	6,855,851	0.01%
Video (hours)	15,777	15,795	0.11%
Art and object (items)	6,601	6,626	0.39%
Overall average increase 0.69%			
<p>Outcome: The collection continued to grow slowly across all media/format types during 2023–24, with notable increases in print and published and audio. Overall, the total average annual growth of the collection (the total average of material accessioned) is 0.69% across all format types.</p> <p>While donations including analogue film and video remain rare, it is expected that increases in offers of digital formats will be experienced in the future.</p>			

Table 1b: Collection digitisation – overall increase in the total amount of the collection digitised

Performance criterion: Collection digitisation					
Performance measure: Provide an overall increase in the total amount of the collection digitised					
Target: 5% from 2022-23					
Item	Size of collection 30 June 2024	% of collection digitised 2022-23	% of collection digitised 2023-24	No. of items digitised 2023-24	% increase in total items digitised in 2023-24
Art & Object (items)	6,626	34%	43%	577	15.88%
Audio (hours)	44,370	91%	91%	803	2.93%
Manuscripts (linear meters)	1,058	33.68%	35%	18	5.35%
Motion Picture Film (feet)	6,855,851	42%	43%	87,154	1.52%
Pictorial (items)	476,434	88%	90%	23,921	5.39%
Video (hours)	15,795	60%	70%	1,449	20.06%
Average increase 8%					

Outcome: The Collection Services target to achieve a 5% growth of digitised material for the 2023-24 financial year was exceeded with an 8% total growth. This was achieved through a concerted effort in the photography of art and object material and supported by an MoU with National Film and Sound Archive which provided video digitisation services. Motion Picture Film's digitisation rate was down due to protracted infrastructure problems. Audio digitisation rates were impacted by the slowing of collection growth in the that format.

Table 1c: Collection digitisation – proportion of collection digitised by format

Performance criterion: Collection digitisation					
Performance measure: Increase in the total amount of digitised content that includes descriptive data.					
Target: 1% from 2022–23					
Item	Size of collection 30 June 2024	% of collection digitised 2022–23	% of collection digitised 2023–24	No. of items digitised 2023–24	% increase in total items digitised in 2023–24
Art & Object	6,626	43%	100%	1,150	15.88%
Audio (hours)	44,370	91%	100%	6,869	2.93%
Manuscripts (linear meters)	1,058	35%	100%	7,200	5.35%
Motion Picture Film (feet)	6,855,851	43%	100%	23.8	1.52%
Pictorial (items)	476,434	90%	100%	3,901	5.39%
Print and Published (titles)	64,416	11.06%	N/A	N/A	
Video (hours)	15,795	70%	100%	1,449	20.06%
Average increase 3,432					

Outcome: The figures above describe the completion of high-quality descriptive catalogue records or finding aids for the discoverability of collections. Average growth of description of 1% of 2022–23 figure of digitised material has been exceeded for all formats.

Table 1d: Maintenance and Preservation

Performance criterion: Maintenance and Preservation
Performance measure: Physical and digital collection maintained and preserved in accordance with the Australian Institute of Conservation of Cultural Material Standard (AICCM).
Analysis: Throughout 2023–24 the AIATSIS collection was maintained in accordance with the AIATSIS Collection Preservation Policy and other relevant policies, including but not limited to the AICCM Standard.
<ul style="list-style-type: none"> • An integrated pest management strategy was implemented to monitor and address insect and other pest activity. • Artwork hanging in Maraga has been regularly changed over to avoid potential light damage. • Custom showcases were ordered for the Stanner Room. The cases are designed to optimally control the environment and will be used to display collection material for the 60th anniversary event.
An inaugural baseline risk assessment was carried out onsite at AIATSIS Central Australia in line with the Maraga Risk Assessment. Disaster response training was also carried out onsite at the facility.

Table 2: Promote and strengthen knowledge and understanding of Aboriginal and Torres Strait Islander culture and heritage

Performance criteria topics:	<p>Engagement</p> <p>Understanding Culture and Heritage</p> <p>Publishing</p> <p>Education and cultural learning</p>
Performance measures summary:	<p>Engagement: 2,000 engagements with the AIATSIS collection.</p> <p>Understanding Culture and Heritage: 70% of respondents indicating an increased understanding of issues relevant to Aboriginal and Torres Strait Islander Culture and Heritage after an experience with AIATSIS.</p> <p>Publishing: 15 publications and/or education resources released.</p> <p>Education and cultural learning: 50 Core Cultural Learning education program licenses issued.</p>
Result:	2 = substantially achieved, despite a few shortcomings

Table 2a: Engagement

Performance criterion: Engagement	
Performance measure: Number of engagements with the collection	
Targets: 2,000 engagements	
Measure	2023–24 result
Domestic Exhibitions Displays	650
International Exhibitions Displays	150
Total	800
<p>Outcome: Engagement with the collection included the soft launch of the inaugural display at AIATSIS Central Australia and tours of the Maraga building included representatives from communities, including Traditional Owners; researchers; Vincent Namatjira; the Hon Linda Burney MP; NT Deputy Chief Minister the Hon Chanston (Chansey) Paech and Mparntwe Mayor Matt Paterson international Delegations such as the Speaker of the Parliament of the Republic of Fiji; Embassy of Panama; the German Ambassador; Taiwan Embassy; British High Commission; the Embassy of Guatemala; the Embassy of Mexico as well as other government departments and organisations – the Ambassador for First Nations people, Justin Mohamed and the Department of Foreign Affairs and Trade; Coolamon Advisors; NIAA Cultural Heritage Branch; ANU; Department of Education; OCRT; ANKA, National Association of Aboriginal and Torres Strait Islander Health Workers and Practitioners and the Royal Australian Air Force.</p>	

Table 2b: Understanding Culture and Heritage

Performance criterion: Understanding Culture and Heritage	
Performance measure: Respondents indicating an increased understanding of issues relevant to Aboriginal and Torres Strait Islander Culture and Heritage after an experience with AIATSIS.	
Targets: 70% of respondents indicate increased understanding	
Measure	2023–24 result
Five individual events held each year	9
<p>Outcome:</p> <p>Individual events held in 2023–24 included:</p> <ul style="list-style-type: none"> Summit 2024 opening of AIATSIS Central Australia the AIATSIS Indigenous Art Market 2023 opening of the Guatemalan exhibition opening of the Joint international exhibition with Mexico. <p>Informal feedback from attendees at these events was resoundingly positive as evidenced by the Summit 2024 delegate survey in which:</p> <ul style="list-style-type: none"> 45.16% rated their overall experience as excellent 37.79% rated their overall experience as very good more than 90% of attendees that completed the survey will consider attending future Summit events 88.69% agreed that they had grown their knowledge regarding Aboriginal and Torres Strait Islander matters/issues 78.73% agreed that they had a better understanding of the work AIATSIS does. 	

Table 2c: Publication program

Performance criterion: Publishing	
Performance measure: 15 publications and/or education resources released	
Measure	2023–24 result
Number of publications (books, journal editions, other publications)	1 AIATSIS Research publication
Number of education resources released	9
<p>Outcome: Education released 9 education resources in the 2023–24 reporting period, including '1824 declaration of Martial Law Gudyarra – Teacher's notes and learning sequence' (3 resources in this suite: years 5 and 6, years 7 and 8, and years 9 and 10), 'In My Blood It Runs – Teacher's notes and learning sequence', and 'Ngulla Wellamunagaa: firestick – Teacher's notes and learning sequence'.</p>	

Table 2d: Engagement with education

Performance criterion: Engagement with education	
Performance measure: 50 Core Cultural Learning education program licenses issued.	
Measure	2023–24 result
Core Cultural Learning - institutional uptake	27
Outcome: Partly achieved.	

Table 3: Leaders in the provision of advice on Indigenous ethics, collections and research

Performance criteria topics:	Use and influence of the AIATSIS Code of Ethics Citations of AIATSIS works
Performance measures summary:	Code of Ethics: approximately 5,000 downloads of the AIATSIS Code of Ethics. Citations: 20 citations of AIATSIS works.
Result:	1 = fully achieved, very few or no shortcomings
Analysis:	Code of Ethics The AIATSIS Code of Ethics was downloaded 8,633 times. Citations of AIATSIS works 26

Table 3a: Use and influence of AIATSIS Code of Ethics

Performance measure: Number of times AIATSIS Code of Ethics downloaded		
Target: 5,000 downloads/references		
Measure	2022–23 result	2023–24 result
Downloads of Code of Ethics	7,139	8,633
Outcome: The AIATSIS Code of Ethics was downloaded 8,633 times during 2023–24.		

Table 3b: Citations of AIATSIS works

Performance measure: Number of times AIATSIS works cited.	
Target: 20 citations	
Measure	2023–24 result
Number of citations of AIATSIS works	26
Outcome: AIATSIS works were cited 26 times during 2023–24.	

Table 4: Lead and promote collaborations and partnerships in support of the Institute's functions

Performance criteria topics:	Formal stakeholder agreements
Performance measures summary:	10 formal agreements with stakeholders.
Result:	1 = fully achieved, very few or no shortcomings
Analysis:	Formal Stakeholder agreements 14 formal agreements were established with various stakeholders during the 2023–24 reporting period.

Table 4a: Formal stakeholder agreements

Performance criterion: Formal stakeholder agreements	
Performance measure: 10 formal agreements with stakeholders	
Measure	2023–24 result
Number of formal agreements with stakeholders	14
<p>Outcome: The Major Events and Public Programs finalised 2 new agreements during 2023–24 as outlined below:</p> <ul style="list-style-type: none"> • Larrakia Nation Aboriginal Corporation Collaborative Agreement for Summit 2025. • First Peoples' Assembly of Victoria services contract for Summit 2024. <p>In 2023–24, the Australian Centre for Australian Languages had formal agreements with Living Languages (for Paper and Talk), Nyamba Buru Yawuru (to sponsor West Kimberley Language Gathering), Australian Linguistic Society (to sponsor ALS 2024 conference), University of Western Sydney (to support Dharug pilot project for Language Strengthening Toolkit), NIAA (to fund AIATSIS Dictionaries Program), Yintjingga Aboriginal Corporation (to fund Umbugamu dictionary), University of Queensland (#1) (to fund Ngardi dictionary), University of Queensland (#2) (to fund Waanyi dictionary) and Bininj Kunwok Regional Language Centre (to fund Kundjeyhmi dictionary).</p> <p>The RoCH team partnered with the Warlpiri community to conduct research and return material from overseas collections. The RoCH team also partnered with Kamilaroi community representatives and the Museum der Kulturen, Basel, Switzerland to return a significant carved tree (thulu).</p>	

Table 5: Leaders in the provision of advice to the Commonwealth on the situation and status of Aboriginal and Torres Islander culture and heritage

Performance criteria topics:	Reporting in Indigenous Culture and Heritage Advice to the Commonwealth
Performance measures summary:	Regular reporting on status of Indigenous Culture and Heritage Report. Provision of high-quality advice to the Commonwealth
Result:	3 = partially achieved, benefits and shortcomings finely balanced
Analysis:	<p>Reporting in Indigenous Culture and Heritage During the reporting period AIATSIS has had limited progress on the development of a report on the situation and status of Indigenous cultures and heritage. The intention was to deliver a report which would collect, analyse and interpret information on many facets of Indigenous cultures – such as language and connection to Country – and through this provide a national overview of Aboriginal and Torres Strait Islander cultures and heritage.</p> <p>Advice to the Commonwealth AIATSIS continues to provide high quality advice to the Commonwealth on matters relating to Aboriginal and Torres Strait Islander culture and heritage, including through the provision of feedback on legislative amendments, the provision of advice in parliamentary hearings and inquiries, and submissions to government.</p>



Wurundjeri Woi-Wurrung Traditional Owner, Smoking Ceremony on day one of the 2024 AIATSIS Summit. Photo: AIATSIS.



PART 4

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Sponsored Youth Delegate, Miss Rikisha Phineasa
at 2024 AIATSIS Summit. Photo: AIATSIS



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



The AIATSIS Council at a Welcome to Country event on Waiben (Thursday Island) in June 2024. Left to right are: Murray Saylor, Assoc. Prof. Myfany Turpin FAHA, Michelle Deshong, AIATSIS Deputy CEO Jude Barlow, Ashley Walker, Chairperson Jodie Sizer, Prof. Fred Cahir, AIATSIS CEO Leonard Hill and Judith Ryan AM.

Table 6: Entities advising the AIATSIS Council

Name	Role	Eligibility and appointed by	Meeting frequency	Number of members and meetings in 2023–24
Audit and Risk Committee	<p>Provides independent advice and assurance to the AIATSIS Council in line with the 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.</p> <p>Functions are set out in the committee's charter: https://aiatsis.gov.au/about/who-we-are/governance-and-structure/committees</p>	<p>At least 3 persons, appointed by the AIATSIS Council.</p> <p>Members must be persons who are not employees of the entity.</p> <p>2-year term initially, extension option of 2 terms subject to performance review.</p>	<p>Quarterly.</p> <p>Special meetings may be held to review AIATSIS' annual financial and performance statements or to meet other specific committee responsibilities.</p>	<p>Number of members: 5.</p> <p>Number of meetings: 4.</p>
Membership Standing Committee	<p>Provides advice on membership applications and engagement.</p>	<p>3 AIATSIS Council members and the Deputy CEO.</p> <p>A chair and deputy chair are nominated by the committee members.</p> <p>Members' terms depend on each individual's term as a member of the AIATSIS Council.</p>	<p>4 times per year.</p>	<p>Number of members: 4.</p> <p>Number of meetings: 3.</p>
Foundation Board	<p>The purpose of the AIATSIS Foundation Board is to raise funds, secure gifts and bequests in support of the AIATSIS Vision and provides advice to the AIATSIS Council and Executive on Foundation Board matters. Functions are set out in the board's charter.</p>	<p>Minimum of 8 members and a maximum of 12 members appointed by the AIATSIS Council.</p> <p>The AIATSIS CEO is also a member.</p> <p>A skills-based board with a commitment to Aboriginal and Torres Strait Islander majority and gender balance.</p> <p>3-year terms.</p> <p>No more than 2 consecutive terms.</p>	<p>At least 4 times per year.</p>	<p>Number of members: 8.</p> <p>Number of meetings: 3.</p>

Table 7: Entities supporting the CEO

Name	Role	Eligibility and appointed by	Meeting frequency
Senior Executive Board	Ensures the transition of AIATSIS Council directives through to the business plan programs. Also provides leadership and strategic management of AIATSIS' operations (no formal charter).	<p>The CEO, Deputy CEO and 5 Executive Directors, from:</p> <ul style="list-style-type: none"> • Collections Services Group • Research and Education Group • Partnerships and Engagement Group • Strategic Operations Group • Major Events and Public Programs • Ngurra: The National Aboriginal and Torres Strait Islander Cultural Precinct <p>The Deputy CEO is also the Executive Director of the Strategic Operations Group.</p>	Monthly.
Research Advisory Committee	Provides strategic advice to the CEO on AIATSIS research matters.	<p>Up to 6 expert members, appointed by the CEO, as well as:</p> <ul style="list-style-type: none"> • the AIATSIS CEO (Chairperson, ex officio) • the AIATSIS Executive Director of Research and Education (ex officio). <p>Members will be appointed for a term of 2 years.</p>	At least twice a year.
Research Ethics Committee	<p>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.</p> <p>A registered Human Research Ethics Committee.</p> <p>The committee receives internal and external applications.</p>	<p>Must include a majority of Aboriginal and Torres Strait Islander members. As far as practicable, should reflect a gender and age balance.</p> <p>Members are appointed by the CEO.</p> <p>Membership is in line with categories established by the National Health and Medical Research Council.</p> <p>Members normally serve for 3-year terms.</p>	At least 8 times a year.
Education Advisory Committee	Provides expert advice to the CEO related to the implementation of the AIATSIS Education Strategy.	<p>8 members, as well as:</p> <ul style="list-style-type: none"> • the AIATSIS CEO (ex officio) • the AIATSIS Executive Director of Research and Education (Chairperson, ex officio) • the AIATSIS Director of Education. <p>Members will be appointed for a term of 2 years.</p>	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: <ul style="list-style-type: none"> 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.	<ul style="list-style-type: none"> AIATSIS CEO (Chair) 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 (LAC)	Provides 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: <ul style="list-style-type: none"> the AIATSIS CEO (Chairperson) ex officio or their nominated delegate the AIATSIS Executive Director of Research and Education – ex officio or their nominated delegate the Director of ACAL – ex officio or their nominated delegate. At least 2 linguists who are in current practice and who work with Indigenous communities. In determining membership appointments to the LAC, AIATSIS will have regard to: <ol style="list-style-type: none"> majority Aboriginal and Torres Strait Islander people from a diversity of Aboriginal and Torres Strait Islander societies and knowledge systems as much as possible, equal numbers of men and women substantial background of involvement with Aboriginal and Torres Strait Islander languages a diversity of geographical locations to provide broad representation from Indigenous Australia. 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: <ul style="list-style-type: none"> • 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 provides advice to the CEO on the research program of ICG unit (formerly, the Native Title Research Unit).	Up to 8 members, in addition to: <ul style="list-style-type: none"> • the AIATSIS CEO • the AIATSIS Executive Director of Research and Education • the AIATSIS Director of ICG • a representative of the NIAA In determining membership eligibility, AIATSIS will consider: <ul style="list-style-type: none"> • State/Territory representation • engagement with native title sector • legal and anthropological expertise • representation from native title and land rights organisations • gender balance • majority Aboriginal and Torres Strait Islander membership. Members are appointed for a term of 2 years, noting there is no limit on the number of terms for which a member can be appointed.	At least twice a year.

Risk management

The AIATSIS risk management framework sets out the Institute's key concepts and processes for managing risk. The elements of the risk management framework, including fraud and corruption controls, business continuity planning, risk assessment and reporting are currently being refreshed for finalisation in 2024–25.

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 mandatory induction 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 APS Values and Code of Conduct and AIATSIS Yindymarra principles. Staff are regularly reminded of the need to practise Yindymarra – being respectful, courteous, gracious, courageous and listening to understand. All employees must adhere to these standards and principles.

Financial resource management

In 2023–24, AIATSIS recorded an operational deficit of \$2.14 million, largely related to an overspend in staffing and travel expenses for the delivery of externally funded programs and a new rebased enterprise agreement (EA).

In response to PGPA Rule section 17BE (h) – (i) Significant non-compliance with the Finance Law, in 2023–24 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

Policy, business and operational environment

In 2023–24, 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 2023–24.

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.

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 unmodified audit opinion on our financial statements.

In 2023–24, we did not make any related entity transactions.

In 2023–24, we did not issue any indemnities to the AIATSIS Council, Council members or any officers of AIATSIS.

Advertising and market research

In 2023–24, there were no payments 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 2024 AIATSIS had 130 ongoing employees (compared with 133 at 30 June 2023) and 43 non-ongoing employees (compared with 26 at 30 June 2023); 153 employees worked full time and 20 part time. Sixty-six employees identified as Aboriginal or Torres Strait Islander (compared with 51 at 30 June 2023) –

of those, 50 are employed in ongoing arrangements and 16 are non-ongoing.

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

Table 9: All ongoing employees current report period (2023–24)

	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	-	-	-	2	1	3	-	-	-	-	-	-	-	-	-	3
Qld	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tas	-	-	-	2	-	2	-	-	-	-	-	-	-	-	-	2
Vic	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1
WA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
ACT	47	3	50	61	8	69	-	1	1	-	-	-	-	-	-	120
NT	-	-	-	4	-	4	-	-	-	-	-	-	-	-	-	4
External Territories	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Overseas	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	48	3	51	69	9	78	-	1	1	-	-	-	-	-	-	130

Table 10: All non-ongoing employees current report period (2023–24)

	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	-	-	-	-	-	-	-	-	-	1
Qld	1	-	1	2	-	2	-	-	-	-	-	-	-	-	-	3
SA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tas	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Vic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ACT	15	2	17	14	5	19	-	-	-	-	-	-	-	-	-	36
NT	2	-	2	1	-	1	-	-	-	-	-	-	-	-	-	3
External Territories	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Overseas	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	18	2	20	18	5	23	-	-	-	-	-	-	-	-	-	43

Table 11: All ongoing employees previous 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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Overseas	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	51	4	55	69	8	77	-	-	-	-	-	-	1	-	1	133

Table 12: All non-ongoing employees previous 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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
QLD	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1
SA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TAS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
VIC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ACT	9	-	9	9	7	16	-	-	-	-	-	-	-	-	-	25
NT	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
External Territories	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Overseas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	10	-	10	9	7	16	-	-	-	-	-	-	-	-	-	26

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
Judith Ryan	Council member	Full year
Michelle Deshong	Council member	Full year
David Cahir	Council member	Part year – from 28 July 2023
Craig Ritchie	Chief Executive Officer	Part year – until 7 August 2023
Leonard Hill	Chief Executive Officer	Full year
Jude Barlow	Deputy Chief Executive Officer & Chief Operating Officer	Part year – from 4 October 2023

Key management personnel remuneration

During the reporting period ending 30 June 2024, eight AIATSIS Council members and three 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 statement in Part 5.

HR programs and initiatives

As part of the Commonwealth enterprise bargaining and EA implementation, we successfully balloted the AIATSIS Enterprise Agreement 2024–27, with the AIATSIS salary scales now including an additional pay point, to better reflect and align with other like agencies.

Work is underway in developing and reviewing AIATSIS employment policies and guidelines to align with the new EA.

To address future workforce needs and build capability within AIATSIS a Strategic Workplace Plan is under development to align with the AIATSIS Strategic Vision.

The Institute continues to recognise its employees through its Employee Reward and Recognition Program incorporating a CEO Award for Excellence, the Yindymarra Award 2024 (which aligns with the APS Values and Code of Conduct) and staff 10-year Service Awards.

An e-recruitment system, which incorporates an online temporary register, has been implemented for all recruitment processes, with eRecruit training provided for staff undertaking recruitment activities.

An AIATSIS Employee Value Proposition and webpage was implemented for prospective employees wanting the opportunity to work in a unique environment where their work will contribute to telling the ongoing story of the world's oldest continuous cultures and its peoples.

An HR Monthly Newsletter was also implemented to help inform staff of HR practices, process and programs.

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 2023–24 AIATSIS had four workers' compensation claims.

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

In 2023–24 the following initiatives were implemented to ensure the health, safety and wellbeing of our workers:

- implemented a Work Health and Safety Working Group following the opening of the Alice Springs (Mparntwe) facility, with senior staff trained as Workplace Health and Safety Representatives and First Aid Officers
- conducted quarterly workplace inspections and addressed findings within Maraga (Canberra) and Mparntwe facilities

- 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
- delivered ergonomic assessments and reasonable adjustments
- participated in a Comcare Inspection focusing on systems and arrangements in place relating to Incident Management, with an action plan to be developed to address areas requiring improvement
- worked with our managers, through our early intervention program, to support ill or injured employees and help them to remain at work or return to work safely
- promoted our Employee Assistance Program, which provides confidential and free counselling services to employees and their immediate family members, and encouraged employees to access the program's physical and mental health and wellbeing services through the wellbeing portal
- invited our employees to participate in the annual influenza vaccination program to reduce unscheduled absences during the influenza season
- provided staff with access to trained Mental Health First Aid Officers, First Aid Officers, Wardens and Health and Safety Representatives
- provided mental health first aid sessions provided for Aboriginal and Torres Strait Islander staff
- prepared risk assessment and control plans prepared for the AIATSIS Summit 2024, with staff attending a briefing session and an information pack provided with key information on staff conditions, health, safety and wellbeing and expectations while at the Summit.

Health and wellbeing

Staff undertaking health promotion activity are supported through the Reimbursement of Healthy Workplace Costs program. We promote COVID-conscious, healthy lifestyle and wellbeing material and national events through an All Staff Weekly Communique and All Staff Monthly Meetings, HR Monthly Newsletters and the Institutes intranet, including a dedicated RUOK Any Day page.

Notifiable incidents

In 2023–24, there were 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 recognises and supports its employees with caring responsibilities to ensure their needs are considered. Our human resources policies comply with the principles contained in the Statement for Australia's Carers and our EA includes entitlements to support employees meet their caring responsibilities.

Environmental compliance

In compliance with Section 516A of the *Environment Protection and Biodiversity Conservation Act 1999*, in the following Net Zero reporting compiled with approval of the Department of Finance Climate Action in Government Operations Unit, AIATSIS provides details and documents the effect of our environmental performance and contribution to ecologically sustainable development. AIATSIS activities, administration, appropriations and measures are designed to minimise impact of on the environment. Monitoring and review shown in the following tables is provided by AIATSIS' property and security team with the aim to increase the effectiveness of those measures.

Net Zero reporting

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

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 and/or being located in the ACT, the total emissions for electricity are as shown in Table 15.

Table 14: Greenhouse gas emissions inventory (2023–24)

Emission source	Scope 1 t CO ₂ -e	Scope 2 t CO ₂ -e	Scope 3 t CO ₂ -e	Total t CO ₂ -e
Electricity (Location Based Approach) ¹	N/A	615.196	55.421	670.617
Natural Gas ¹	30.969	N/A	7.873	38.842
Solid Waste ^{1,2}	N/A	N/A	24.833	24.833
Refrigerants ¹	0.000	N/A	N/A	0.000
Fleet and Other Vehicles	2.842	N/A	0.698	3.540
Domestic Commercial Flights	N/A	N/A	283.834	283.834
Domestic Hire Car [*]	N/A	N/A	0.000	0.000
Domestic Travel Accommodation [*]	N/A	N/A	2.937	2.937
Other Energy	0.000	N/A	0.000	0.000
Total t CO₂-e	33.811	615.196	375.596	1,024.603

Note: the table above presents emissions related to electricity usage using the location-based accounting method. CO₂-e = Carbon Dioxide Equivalent.

^{*} Indicates emission sources collected for the first time in 2023–24. The quality of data is expected to improve over time as emissions reporting matures.

¹ Indicates optional emission source for 2023–24 emissions reporting.

¹ Caveat: A portion of natural gas, electricity and waste data was unable to be separated from Landlord data and has not been included.

² Caveat: A portion of waste data was estimated based on industry average.

Table 15: Electricity greenhouse gas emissions (2023–24)

Emission source	Scope 2 t CO ₂ -e	Scope 3 t CO ₂ -e	Total t CO ₂ -e	Percentage of electricity use
Electricity (Location Based Approach)	615.196	55.421	670.617	100%
Market-based electricity emissions	204.213	25.211	229.424	26.25%
Total renewable electricity	-	-	-	73.75%
Mandatory renewables ¹	-	-	-	18.72%
Voluntary renewables ²	-	-	-	55.03%

Note: the table above presents emissions related to electricity usage using both the location-based and the market-based accounting methods. CO₂-e = Carbon Dioxide Equivalent.

¹ Mandatory renewables are the portion of electricity consumed from the grid that is generated by renewable sources. This includes the renewable power percentage.

² Voluntary renewables reflect the eligible carbon credit units surrendered by the entity. This may include purchased large-scale generation certificates, power purchasing agreements, GreenPower and the jurisdictional renewable power percentage (ACT only).



Djirri Djirri Dance
Group performs at the
2024 AIATSIS Summit
gala dinner.
Photo: Jacinta Keefe
Photography.

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 2024:

- (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 2024 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 2024 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 material accounting policy information 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 their 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 to going concern and using the going concern basis of accounting, unless the assessment indicates that it is not appropriate.

GPO Box 707, Canberra ACT 2601
38 Sydney Avenue, Forrest ACT 2603
Phone (02) 6203 7300

Auditor's responsibilities for the audit of the financial statements

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

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

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

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

Australian National Audit Office



Michael Bryant
Senior Director
Delegate of the Auditor-General

Canberra
27 August 2024

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 2024 comply with subsection 42(2) of the *Public Governance, Performance and Accountability Act 2013 (PGPA Act)*, and are based on properly maintained financial records as per subsection 41(2) of the PGPA Act.

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

This statement is made in accordance with a resolution of the Council of the Australian Institute of Aboriginal and Torres Strait Islander Studies.



Prof. Clint Bracknell
Chairperson
27 August 2024



Mr Leonard Hill
Chief Executive Officer
26 August 2024



Ms Katrina Bennett
Acting Chief Financial Officer
27 August 2024

Financial Statements for the year ended 30 June 2024

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Statement of Comprehensive Income

for the period ended 30 June 2024

		2024	2023	Original Budget ¹
	Notes	\$'000	\$'000	\$'000
NET COST OF SERVICES				
Expenses				
Employee benefits	1.1A	20,938	15,536	19,338
Suppliers	1.1B	16,962	18,236	11,522
Write-down and impairment of other assets	1.1C	2,774	266	-
Depreciation and amortisation	2.2A	2,520	2,022	2,321
Grants	1.1D	236	2,290	-
Finance costs	1.1E	178	29	215
Impairment loss on financial instruments	4.1B	60	-	-
Total Expenses		43,668	38,379	33,396
Own-source income				
Own-source revenue				
Revenue from contracts with customers	1.2A	8,827	10,538	6,158
Other revenue	1.2B	2,330	2,412	4,513
Interest	4.1B	1,690	1,008	150
Grants	1.2C	647	2,327	-
Rental income	1.2D	42	6	-
Total own-source revenue		13,536	16,291	10,821
Gains				
Other gains	1.2E	-	1	1
Total gains		-	1	1
Total own-source income		13,536	16,292	10,821
Net cost of services		(30,132)	(22,087)	(22,575)
Revenue from Government	1.2F	27,993	21,866	22,575
Deficit on continuing operations		(2,139)	(221)	-
OTHER COMPREHENSIVE INCOME				
Items not subject to subsequent reclassification to net cost of services				
Changes in asset revaluation reserve		2,124	1,045	-
Total comprehensive income/(loss)		(15)	824	-

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

Refer to the budgetary reporting for explanations of major variances to the original budget.

¹ Budget reported in *Portfolio Budget Statements 2023–24*.

Statement of Financial Position

as at 30 June 2024

		2024	2023	Original Budget ¹
	Notes	\$'000	\$'000	\$'000
ASSETS				
Financial assets				
Cash and cash equivalents	2.1A	3,798	8,312	3,000
Investments - term deposits		14,440	16,319	27,786
Trade and other receivables	2.1B	1,070	1,325	2,009
Total financial assets		19,308	25,956	32,795
Non-financial assets				
Buildings ²	2.2A	25,271	26,342	21,924
Heritage and cultural	2.2A	13,769	13,299	12,512
Plant and equipment	2.2A	4,539	4,056	4,560
Computer software	2.2A	817	712	225
Inventories	2.2B	204	233	249
Other non-financial assets	2.2C	339	482	1,423
Total non-financial assets		44,939	45,124	40,893
Total assets		64,247	71,080	73,688
LIABILITIES				
Payables				
Suppliers	2.3A	1,644	3,580	4,203
Other payables	2.3B	2,277	7,347	10,788
Total payables		3,921	10,927	14,991
Interest bearing liabilities				
Leases	2.4A	5,368	5,729	5,350
Total interest bearing liabilities		5,368	5,729	5,350
Provisions				
Employee provisions	3.1A	3,658	3,403	2,547
Other provisions	2.5A	11	11	37
Total provisions		3,669	3,414	2,584
Total liabilities		12,958	20,070	22,925
Net assets		51,289	51,010	50,763
EQUITY				
Contributed equity		4,499	4,205	4,499
Asset revaluation reserve		22,291	20,167	18,787
Retained surplus		24,499	26,638	27,477
Total equity		51,289	51,010	50,763

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

Refer to the budgetary reporting for explanations of major variances to the original budget.

¹ Budget reported in *Portfolio Budget Statements 2023–24*.

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

Statement of Changes in Equity

for the period ended 30 June 2024

	2024	2023	Original Budget ¹
	\$'000	\$'000	\$'000
CONTRIBUTED EQUITY			
Opening balance			
Balance carried forward from previous period	4,205	4,131	4,205
Contribution by owners			
Equity injection	294	74	294
Closing balance as at 30 June	4,499	4,205	4,499
ASSET REVALUATION RESERVE			
Opening balance			
Balance carried forward from previous period	20,167	19,122	18,787
Comprehensive income			
Changes in asset revaluation reserve	2,124	1,045	-
Closing balance as at 30 June	22,291	20,167	18,787
RETAINED EARNINGS			
Opening balance			
Balance carried forward from previous period	26,638	26,859	27,477
Comprehensive income			
Deficit for the period	(2,139)	(221)	-
Closing balance as at 30 June	24,499	26,638	27,477
TOTAL EQUITY			
Opening balance			
Balance carried forward from previous period	51,010	50,112	50,469
Comprehensive income			
Deficit for the period	(2,139)	(221)	-
Revaluation increment	2,124	1,045	-
Total comprehensive income/(loss)	(15)	824	-
Transactions with owners			
Contributions by owners			
Equity injection	294	74	294
Total transactions with owners	294	74	294
Closing balance as at 30 June	51,289	51,010	50,763

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

¹ Budget reported in *Portfolio Budget Statements 2023–24*.

Accounting Policy – 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 2024

		2024	2023	Original Budget ¹
	Notes	\$'000	\$'000	\$'000
OPERATING ACTIVITIES				
Cash received				
Receipts from Government		22,575	21,866	23,850
Revenue from contracts with customers		10,473	11,640	6,158
Interest		1,760	858	150
Other ²		2,319	2,279	3,238
Net GST received		1,407	1,619	-
Total cash received		38,534	38,262	33,396
Cash used				
Employees		20,606	15,129	19,338
Suppliers		20,841	18,885	11,749
Grants		236	2,290	-
Interest payments on lease liabilities		178	29	215
Total cash used		41,861	36,333	31,302
Net cash used by operating activities		(3,327)	1,929	2,094
INVESTING ACTIVITIES				
Cash received				
Proceeds from investments		1,879	3,175	-
Total cash received		1,879	3,175	-
Cash used				
Purchase of property, plant and equipment		2,795	4,150	1,794
Purchase of collection items		83	95	-
Net investment deposits		-	-	148
Total cash used		2,878	4,245	1,942
Net cash used by investing activities		(999)	(1,070)	(1,942)
FINANCING ACTIVITIES				
Cash received				
Contributed equity		294	74	294
Total cash received		294	74	294
Cash used				
Principal payments of lease liabilities		482	131	446
Total cash used		482	131	446
Net cash used by financing activities		(188)	(57)	(152)
Net increase/(decrease) in cash		(4,514)	802	-
Cash at the beginning of the financial year		8,312	7,510	3,000
Cash at the end of the financial year	2.1 A	3,798	8,312	3,000

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

Refer to the budgetary reporting for explanations of major variances to the original budget.

¹ Budget reported in *Portfolio Budget Statements 2023-24*.

² Additional information included at note 1.2B Other revenue.

Budgetary Reporting

Statement of Comprehensive Income

In 2023–24 AIATSIS reported an operating deficit of \$2.14 million, against a breakeven result reported in the 2023–24 Portfolio Budget Statements.

AIATSIS's expenses totalled \$43.67 million for 2023–24, \$10.27 million (30.8%) more than the original budget, largely related to utilisation of prior year project underspends not included in the budget. In 2023–24 there was increased travel related to repatriation of Return of Cultural Heritage items from overseas to communities, community consultation for the Native Title national Prescribed Body Corporate survey, Family History Unit workshops and the largest AIATSIS Summit conference in Melbourne to date. Additionally, a newly negotiated enterprise agreement with rebased salary levels increased staffing costs and resulted in reduced vacancies.

The total revenue in 2023–24 was \$41.53 million, a variance of \$8.13 million, 21.3% increase to original budget. Higher revenue from Government of \$5.42 million relates to finalisation of pre-construction activities for the Ngurra Cultural precinct in Commonwealth place, following announcement of plans to relocate to the Acton Peninsula. The increase in own-source revenue relates to higher interest earned on investments of \$1.54 million following increases in the cash rate, in addition to higher registrations revenue from strong attendance at the AIATSIS 2024 Summit.

Statement of Financial Position

As at 30 June 2024, AIATSIS' total equity was \$51.30 million compared to the original budget of \$50.76 million. The \$0.53 million, 1.0%, variance relates to revaluation increases of \$3.50 million, 18.7% following increases in building materials and construction costs, as well as the resurgence in popularity of Indigenous artwork, offset by a decrease in retained surplus following utilisation of prior year project underspends.

Total assets are \$9.44 million, 12.8%, lower than budget as at 30 June 2024, primarily due to a decrease in financial assets related to the utilisation of prior year project underspends, partially offset by an increase non-financial assets due to building revaluations and leasehold expenditure associated with the expansion to Alice Springs.

Total liabilities are \$9.97 million, 43.5%, lower than original budget primarily due to a decrease in other payables related to the Ngurra Cultural Precinct relocation, and outflows of project funding not captured in the budget, partially offset by an increase in employee provisions following a new EA.

Cash Flow Statement

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

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
- 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' 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*
- 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

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

Taxation

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

Events after the reporting period

There are no known events that occurred after 30 June 2024 that have a material impact on the 2023–24 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 2024 AIATSIS had no quantifiable contingent assets or liabilities (2023: nil).

Unquantifiable contingencies

As at 30 June 2024 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 (2023: one).

Notes to and forming part of the Financial Statements

for the period ended 30 June 2024

1. Financial Performance		
1.1: Expenses		
	2024	2023
	\$'000	\$'000
1.1A: Employee benefits		
Wages and salaries	15,738	12,277
Superannuation		
Defined contribution plans	2,068	1,470
Defined benefit plans	1,140	664
Leave and other entitlements	1,748	1,121
Separation and redundancies	244	4
Total employee benefits	20,938	15,536

Accounting Policy – Employee benefits

Accounting policies for employee related expenses are contained in the People and Relationships section.

1.1B: Suppliers

Goods and services supplied or rendered

Consultants, contractors and secondees	5,325	8,356
Community engagement and events	3,212	2,458
Travel and motor vehicle	2,649	2,107
Information technology	1,241	1,788
Training and recruitment	969	661
Property operating expenses	888	763
Communications and publishing	805	693
Corporate services	529	415
Subscriptions and memberships ¹	514	223
Collection maintenance and preservation	177	155
Other goods and services ¹	139	196
Cost of goods sold	115	116
Printing and office supplies	71	50
Remuneration to auditors - financial statements	35	35
Total goods and services supplied or rendered	16,669	18,016
Goods supplied	2,922	1,037
Services rendered	13,747	16,979
Total goods and services supplied or rendered	16,669	18,016
Other suppliers		
Workers compensation expenses	293	220
Total other suppliers	293	220
Total suppliers	16,962	18,236

¹ Disaggregation of \$0.02 million in 2022-23 from other goods and services to subscription and memberships.

AIATSIS holds no short-term lease commitments as at 30 June 2024.

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 2024

	2024	2023
	\$'000	\$'000
1.1C: Write-down and impairment of other assets		
Write-off of non-financial assets ¹	2,746	210
Impairment of inventory	25	15
Write-off of inventory	3	41
Total write-down and impairment of other assets	2,774	266

¹ Includes \$2.7 million write off of building work in progress following relocation of the National Resting Place and National Indigenous Knowledge and Cultural Centre (Ngurra) from Commonwealth Place to the Acton Peninsular.

Accounting Policy – Write-down and Impairment of other assets

Accounting policy for impairment is included in the Non-Financial Assets section.

1.1D: Grants

Education institutions	136	1,136
Not for profit institutions	100	1,154
Total grants	236	2,290

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.

1.1E: Finance costs

Interest on lease liabilities	178	29
Total finance costs	178	29

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 2024

1.2: Own-Source Revenue and Gains

	2024	2023
	\$'000	\$'000

1.2.A: Revenue from contracts with customers

Rendering of services	7,596	9,096
Sale of goods	1,231	1,442
Total revenue from contracts with customers	8,827	10,538

Disaggregation of revenue from contracts with customers

Major product / service line:

Cultural services	2,564	2,508
Conferences	2,506	2,728
Sale of inventory and subscriptions	1,241	1,442
Research services	2,516	3,860
	8,827	10,538

Type of customer:

Australian Government (related entities)	5,096	3,195
Non-government entities	1,884	6,078
Research institutes	1,153	731
State and Territory Governments	694	534
	8,827	10,538

Timing of transfer of goods and services:

Point in time	5,072	7,375
Over time	3,755	3,163
	8,827	10,538

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' (\$1.2 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 2024

	2024	2023
	\$'000	\$'000
1.2B: Other revenue		
From related entities	1,366	1,366
Donations and sponsorship	653	706
Other revenue	311	340
Total other revenue	2,330	2,412

Accounting Policy – Other revenue

From related entities

Under Memorandums of Understanding (MOUs) with related entities, where any performance obligations are not sufficiently specific; or goods or services are retained by the AIATSIS, revenue is recognised on receipt under AASB 1058 *Income of Not-for-Profit Entities*.

Donations and sponsorship

Donation and Sponsorship is recognised when AIATSIS obtains control.

Other revenue

Other revenue includes contributions revenue and is recognised when AIATSIS obtains control.

1.2C: Grants

From related entities	647	2,327
Total grants	647	2,327

Accounting Policy – Grants

Grants revenue is recognised as payments are made to Grant recipients the Indigenous Research exchange agreement.

1.2D: Rental income

Rental income	42	6
Total rental income	42	6

Accounting Policy – Rental income

Rental income is accrued and recognised as set out in the lease agreement.

1.2E: Other gains

Other	-	1
Total other gains	-	1

Accounting Policy – Other gains

AIATSIS recognises gains from disposal of assets when control of the asset has been passed to the buyer.

1.2F: Revenue from Government

Revenue from Government	27,993	21,866
Total revenue from government	27,993	21,866

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 2024

2. Financial Position		
2.1: Financial Assets		
	2024	2023
	\$'000	\$'000
2.1A: Cash and cash equivalents		
Cash on hand or on deposit	3,798	8,312
Total cash and cash equivalents	3,798	8,312

Accounting Policy – Cash and cash equivalents

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

- cash on hand; and
- 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	708	799
Total goods and services receivables	708	799

Other receivables

GST receivable from the Australian Taxation Office	305	339
Interest receivable	120	190
Total other receivables	425	529
Total trade and other receivables (gross)	1,133	1,328
Less expected credit loss allowance	63	3
Total trade and other receivables (net)	1,070	1,325

Credit terms for goods and services were within 30 days (2023: 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, which 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 2024

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 2023					
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 1 July 2023	26,342	13,299	4,056	712	44,409
Work in progress	1,181	-	100	171	1,452
Additions:					
Purchase	20	83	1,335	118	1,556
Right-of-use assets	121	-	-	-	121
Revaluations and impairments recognised in other comprehensive income ⁴	1,582	387	155	-	2,124
Depreciation and amortisation	(660)	-	(1,088)	(184)	(1,932)
Depreciation on right-of-use assets	(588)	-	-	-	(588)
Assets written off	(2,727)	-	(19)	-	(2,746)
Other movements ⁵	-	-	-	-	-
Total as at 30 June 2024	25,271	13,769	4,539	817	44,396
Total as at 30 June 2024 represented by:					
Gross book value	23,988	13,769	4,822	881	43,460
Work in progress	2,516	-	100	270	2,886
Accumulated depreciation, amortisation and impairment	(1,233)	-	(383)	(334)	(1,950)
Total as at 30 June 2024	25,271	13,769	4,539	817	44,396
Carrying amount of right-of-use assets	5,199	-	-	-	5,199

¹ AIATSIS's building may not be disposed of without prior 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 2024

Notes to and forming part of the Financial Statements

for the period ended 30 June 2024

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 (GGS) 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.

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

	2024	2023
Buildings	15 to 70 years	15 to 70 years
Buildings - right of use	Lease term	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.

Notes to and forming part of the Financial Statements

for the period ended 30 June 2024

Accounting Policy – Non-Financial Assets – continued

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 2023–24 Jones Lang LaSalle Advisory Services Pty Ltd were engaged to perform a desktop revaluation to determine the fair value from observable market evidence.

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

Assets are valued on a recurring basis as required by AASB 13 *Fair Value Measurement*.

Impairment

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.

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 2024

	2024	2023
	\$'000	\$'000
2.2B: Inventories		
Finished goods	275	279
Less: provision for slow moving and obsolete inventory	(71)	(46)
Total inventories	204	233

\$0.12 million of inventory held for sale was expensed under cost of goods sold in 2023–24 (2023: \$0.12 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	399	482
Total other non-financial assets	399	482

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

Accounting Policy – Other non-financial assets

Prepayments for goods or services which have not yet been received are initially recorded as an asset, amounts are expensed in the income statement when the goods or services are received.

2.3: Payables

2.3A: Suppliers

Trade creditors and accruals	1,644	3,580
Total suppliers	1,644	3,580

2.3B: Other payables

Unearned revenue	1,638	6,785
Salaries and wages	559	498
Superannuation	80	64
Total other payables	2,277	7,347

Notes to and forming part of the Financial Statements

for the period ended 30 June 2024

2.4: Interest Bearing Liabilities		
	2024	2023
	\$'000	\$'000
2.4A: Leases		
Lease liabilities	5,368	5,729
Total leases	5,368	5,729

Total cash outflow for leases for the year ended 30 June 2024 was \$0.49 million (2023: \$0.13 million).

Maturity analysis - contractual undiscounted cash flows

Within 1 year	663	659
Between 1 to 5 years	2,227	2,343
More than 5 years	3,470	4,017
Total leases	6,360	7,019

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

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 a 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 2023	11	11
Total as at 30 June 2024	11	11

Accounting Policy – Other provisions

AIATSIS recognises a provision for makegood where there is a present obligation to dismantle, remove and restore leased premises to their original condition. The provision is measured at the best estimate of the amount required to settle the obligation, adjusted for inflationary factors.

Notes to and forming part of the Financial Statements

for the period ended 30 June 2024

3. People and Relationships		
3.1: Employee Provisions		
	2024	2023
	\$'000	\$'000
3.1A: Employee provisions		
Annual leave	2,055	2,021
Long service leave	1,603	1,382
Total employee provisions	3,658	3,403

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 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 shorthand model issued by the Department of Finance. The model incorporates updated standard demographic assumptions and relevant parameters applicable to small entities. AIATSIS has updated the model with employee data to enable automatic calculation of LSL provisions, including associated oncosts based on the agency's input data. The estimate of the present value of the liability considers attrition rates and pay increases through promotion and enterprise agreements

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 2024 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 2024

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:

	2024	2023
	\$'000	\$'000
3.2A: Key management personnel remuneration		
Short-term employee benefits	690	623
Post-employment benefits	89	89
Other long-term employee benefits	34	17
Termination benefits	239	-
Total key management personnel remuneration expenses¹	1,052	729

The total number of key management personnel that are included in the above table are 11 (2023: 11).

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.

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 2024

4. Other Information		
4.1: Financial Instruments		
	2024	2023
	\$'000	\$'000
4.1A: Categories of financial instruments		
Financial assets at amortised cost		
Cash on hand or on deposit	3,798	8,312
Investments	14,440	16,319
Goods and services receivable	645	796
Interest receivable	120	190
Total financial assets at amortised cost	19,003	25,617
Financial liabilities measured at amortised cost		
Trade creditors and accruals	1,644	3,580
Total financial liabilities measured at amortised cost	1,644	3,580
4.1B: Net gains or losses on financial assets		
Financial assets at amortised cost		
Interest revenue	1,690	1,008
Impairment loss	(60)	-
Net gains on financial assets at amortised cost	1,630	1,008

Accounting Policy – Financial instruments

Financial assets

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

Financial liabilities

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

Settlement is usually made within 30 days or as per terms in the contractual arrangements.

Notes to and forming part of the Financial Statements

for the period ended 30 June 2024

4.2: Current/Non-Current Distinction for Assets and Liabilities		
	2024	2023
	\$'000	\$'000
4.2A: Current/non-current distinction for assets and liabilities		
Assets expected to be recovered in:		
No more than 12 months		
Cash and cash equivalents	3,798	8,312
Investments	14,440	16,319
Trade and other receivables	1,070	1,325
Inventories	204	233
Other non-financial assets	268	354
Total no more than 12 months	19,780	26,543
More than 12 months		
Buildings	25,271	26,342
Heritage and cultural	13,769	13,299
Plant and equipment	4,539	4,056
Computer software	817	712
Other non-financial assets	71	128
Total more than 12 months	44,467	44,537
Total assets	64,247	71,080
Liabilities expected to be settled in:		
No more than 12 months		
Suppliers payable	1,644	3,580
Other payables	2,276	7,347
Leases	499	463
Employee provisions	1,662	2,012
Total no more than 12 months	6,081	13,402
More than 12 months		
Leases	4,870	5,266
Employee provisions	1,996	1,391
Other provisions	11	11
Total more than 12 months	6,877	6,668
Total liabilities	12,958	20,070

Dillon Johnson after speaking at the 2024 AIATSIS Summit. Photo: AIATSIS.



PART 6

Appendices

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Acton Peninsula in Canberra, the chosen site of Ngurra: The National Aboriginal and Torres Strait Islander Cultural Precinct.



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 (2023–24) are shown in Table A.1. Additional information is in Part 1 The Council.

Table A.1: Details of AIATSIS Council members

Name and gender F = female M = male I = indeterminate	Qualifications of the accountable authority	Experience of the accountable authority	Position title / position held	Period as the accountable authority or member within the reporting period			
				Date of commencement Executive/ Non-executive	Date of cessation	No. 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	9	9
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	16/05/2025	8	9
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	9	9
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.	Council member Non-executive	12/01/2020	26/09/2023	3	3
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	9	9

Name and gender F = female M = male I = indeterminate	Qualifications of the accountable authority	Experience of the accountable authority	Position title / position held	Period as the accountable authority or member within the reporting period			
				Date of commencement Executive/ Non-executive	Date of cessation	No. of meetings of accountable authority attended	Meetings eligible to attend
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	6	9
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	23/05/2019	16/05/2025	7	9
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	16/05/2025	7	9
Fred Cahir ELECTED. M	PhD Philosophy, MA of Arts, Diploma TESOL, Graduate Diploma of Education, Bachelor of Arts	Over 10 years predominantly in the education and publication sectors	Council member Non-executive	28/07/2023	16/05/2025	7	7

Former Council members

Ms Henrietta Marrie AM resigned as a member of the AIATSIS Council effective 26 September 2023. In alignment with the *Australian Institute of Aboriginal and Torres Strait Islander Studies Act 1989* (Cth) and AIATSIS Rules, the Council casual vacancy will be offered to the candidate with the next highest number of votes in the same category.



Henrietta Marrie, former Member Elected

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.

Audit and Risk Committee

The 2023–24 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	2023–24 meetings held	2023–24 meetings attended	Total annual remuneration for 2023–24 (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	4	4	\$17,600	Andrew Cox was the Audit and Risk Committee Chair during the 2023–24 reporting period.
Ashley Walker Deputy Chair AIATSIS Council member	Master of Business Administration, Bachelor of Laws/ Commerce	4	2	\$0	Ashley Walker was a member during the 2023–24 reporting period.
Murray Saylor AIATSIS Council member	Procurement supplier diversity and community development professional with over 20 years' experience.	4	2	\$0	Murray Saylor was a member during the 2023–24 reporting period.
Narelle Sheppard Independent member	Certified Internal Auditor, Government Auditing Professional and practicing accountant Certification in Risk Management Assurance Bachelor of financial administration	4	4	\$5,500	Narelle Sheppard was an independent member during the 2023–24 reporting period. Narelle did not collect fees for any meetings held in 2024.

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.

aiatsis.gov.au/about/who-we-are/governance-and-structure/committees

Membership Standing Committee

During 2023–24, committee members were:

- Michelle Deshong (Chair)
- Murray Saylor (Council member)
- Judith Ryan (Council member)
- Jude Barlow (AIATSIS Executive Representative, DCEO/Executive Director – Strategic Operations Group – commenced October 2023)
- Peter Hutchings (AIATSIS Executive Representative, A/g DCEO/Executive Director – Strategic Operations Group).

AIATSIS Foundation

During 2023–24, Foundation Board members were:

- Leonard Hill, Interim Chair (28 November 2023 – 18 March 2024)
- Prof Clint Bracknell, member 2023–27
- Geoffrey Winters, Chair (18 March 2024 – 18 March 2027)
- Steve Kinnane, Deputy Chair (from 28 November 2023)
- Glenn Johnston, member (25 March 2018 until 24 March 2024)
- Morry Schwarz AM, member (14 September 2022 – 14 September 2025)
- Gabrielle Trainor AM, member (14 September 2022 – 14 September 2025)
- Suzanne (Sue) Kee, member (25 March 2021–23 February 2027).

Committees supporting the CEO

Senior Executive Board members 2023–24

- Craig Ritchie (Chairperson, CEO, departed August 2023)
- Leonard Hill (Chairperson, Interim CEO)
- Peter Hutchings (A/g DCEO/Executive Director, Strategic Operations Group)
- Jude Barlow (DCEO/Executive Director, Strategic Operations Group, commenced October 2023)
- Caroline Hughes (Executive Director, Collections Services Group)
- Kris O'Sullivan (Executive Director, Partnership and Engagement Group)
- Tamarind Meara (Executive Director, Major Events and Public Programs)
- Dylan Daniel-Marsh (Executive Director, Ngurra)
- John Gibbs (Executive Director, Research and Education Group)
- Jason Lyons (Executive Director, Research and Education Group)

Ngurra Senior Steering Committee members 2023–24

- Leonard Hill (Chairperson, Interim CEO, AIATSIS)
- Julie-Ann Guivarra (Deputy Chief Executive Officer, NIAA)
- 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)
- Karen Doran (Chief Executive, National Capital Authority)
- Dr Subho Banerjee (Deputy Commissioner, Australian Public Service Commission)

Languages Advisory Committee

- Noleen Lumby (Indigenous Linguist, Macquarie University)
- Denise Smith-Ali (Indigenous Linguist, Noongar Boodjar Language Cultural Aboriginal Corporation)
- Desmond Crump, (Indigenous Linguist University of QLD)
- Clayton Cruse, (Indigenous Language Worker, SA Dept of Education)
- Lorraine Injie (Indigenous Language Worker, Wangka Maya)
- Professor Jane Simpson, (Non-Indigenous Linguist, ANU)
- Dr Vicki Couzens, (Indigenous Linguist, RMIT)

Education Advisory Committee

- Leonard Hill (Interim CEO, AIATSIS)
- John Gibbs (Executive Director, Research and Education Group, AIATSIS)
- Anjulee Singh (Manager, Independent Schools QLD)
- Matthew Heffernan (Regional Facilitator/developer, Indigital)
- Tessa Keenan (General Manager, Narragunnawali, Reconciliation in Education)
- Associate Professor Melitta Hogarth (Project Director, Associate Dean, Indigenous Principal Research Fellow, University of Melbourne)

- Chick Edwards (Principal Advisor, Reform Aboriginal Education, NSW Education Standards Authority (NESA))
- Associate Professor Joe Sambono (Program Lead for Embedding Indigenous Australian Perspectives, Queensland University of Technology)
- Nathan Towney (Pro Vice-Chancellor Indigenous, Strategy and Leadership, University of Newcastle)
- Dr Beth Marsden (Postdoctoral Research Fellow, Research Centre for Deep History, School of History, Australian National University)

Research Ethics Committee

- Associate Professor Mandy Dowling (Co-Chairperson [Curtin University])
- Dr Chris Bourke (Co-Chairperson [CSIRO])
- Dr Robyn Williams (Independent)
- Associate Professor Andrew Crowden (University of Queensland)
- Amelia Thorpe ([nee Digance], commenced 25/8/23 [Independent])
- Alison Phillis (commenced 25/8/23 [Independent])
- Niboddhri Ward (N/A)
- Natalie Clark Reynolds (Independent)
- Lindsay Hardy (commenced 25/8/23 [University of Newcastle])
- Adrian Wiles (Independent)
- Tom Cazaly (N/A)
- Kay Blades (Independent)
- Trevor Satour (N/A)
- Adam Gowen (commenced 23/8/23 [Independent])
- Dr Tracy Powis (Independent)
- Dr Lorraine Muller (commenced 23/8/2023 [Independent])

- Jake Gordon (Independent)
- Associate Professor Alwin Chong (Independent)
- Associate Professor Michelle Dickson (University of Sydney)
- Shavaun Wells (ANU)
- Tammy Small (University of Wollongong)

Native Title Research Advisory Board

- Cassie Lang (Founder & Principal Solicitor Parallax Legal law firm)
- Jill Webb (Manager Nation Building, Federation of Victorian Traditional Owner Corporations)
- Joshua Creamer (Chair of Queensland Truth-telling and Healing Inquiry, Griffith University)
- Dr Lorrae McArthur (Renewable Energy First Nations Engagement Fellow in the Office of the Vice President for the First Nations Portfolio and Member of the ANU Grande Challenge: Zero-Carbon Energy for the Asia-Pacific)
- Rachel Kerrigan (Branch Manager, Land and Native Title Branch National Indigenous Australians Agency)
- Shaelene Lake (Business Manager, Office of the PVC [First Nations Strategy] University of Southern Queensland)
- Tim Larkin (First Nations Engagement Professional, Larkin Consulting)
- Dr Leah Lui-Chivizhe (Senior Lecturer, University of New South Wales)
- Emeritus Professor Simon Forrest (Curtin University)
- Associate Professor Jeanine Leane (Associate Professor in Creative Writing and Indigenous Literature, University of Melbourne)
- Leonard Hill (Chairperson, Interim CEO, AIATSIS)
- Jason Lyons (Executive Director, Partnerships and Engagement Group, AIATSIS)
- John Gibbs (Executive Director, Research and Education Group, AIATSIS)
- Debbie Bletsas (Director of Communications, Events and Publishing, AIATSIS)
- Reena Balding (Publishing Manager, Aboriginal Studies Press, AIATSIS)

Publishing Advisory Committee Members

- Professor Odette Best (Pro Vice-Chancellor, First Nations Strategy), University of Southern Queensland)

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 (\$)

Name	Position title	Base salary	Short-term benefits		Post-employment benefits	Other long-term benefits		Termination benefits	Total remuneration
			Bonuses	Other benefits & allowances	Super-annuation contributions	Long service leave	Other long-term benefits		
Jodie Sizer	Council Chairperson	19,721.74	-	-	2,724.39	-	-	-	22,446.13
Myfany Turpin	Council member	17,619.60	-	-	2,355.23	-	-	-	19,974.83
Clint Bracknell	Council member	13,470.20	-	-	1,788.18	-	-	-	15,258.38
Ash Walker	Council member	16,800.14	-	-	2,346.47	-	-	-	19,146.61
Murray Saylor	Council member	10,562.40	-	-	1,618.59	-	-	-	12,180.99
Judith Ryan	Council member	15,331.40	-	-	2,210.77	-	-	-	17,542.17
Michelle Deshong	Council member	16,269.40	-	-	1,806.51	-	-	-	18,075.91
David Cahir	Council member	15,570.80	-	-	2,397.90	-	-	-	17,968.70
Craig Ritchie	Chief Executive Office (CEO)	33,991.89	36,857.97	-	3,405.42	503.82	-	239,173.41	313,932.51
Leonard Hill	Interim Chief Executive Office (DCEO)	284,244.88	33,211.36	-	43,029.25	32,245.83	-	-	392,731.32
Jude Barlow	Deputy Chief Executive Officer (DCEO)	176,325.28	-	-	24,826.59	1,457.69	-	-	202,609.56

Table B. 2: Information about remuneration for senior executives

	Number of senior executives	Short-term benefits			Post-employment benefits		Other long-term benefits		Termination benefits		Total remuneration
		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	2	46,240	-	644	4,287	737	-	-	-	51,908	
\$220,001-\$245,000	1	189,103	-	30	33,320	4,108	-	-	-	226,562	
\$245,001-\$270,000	2	332,339	-	-	31,384	3,790	-	-	-	367,513	
\$270,001-\$295,000	-	-	-	-	-	-	-	-	-	-	
\$295,001-\$320,000	-	-	-	-	-	-	-	-	-	-	
\$320,001-\$345,000	1	261,796	-	-	44,951	16,564	-	-	-	323,310	
\$345,001-\$370,000	-	-	-	-	-	-	-	-	-	-	
\$370,001-\$395,000	-	-	-	-	-	-	-	-	-	-	
Total	6	829,478	-	674	113,942	25,200	-	-	-	969,294	



Dadikwakwa-kwa (Doll Shells).



PART 7

Aids to Access

Compliance Index	160
Abbreviations and acronyms	163
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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	3, 18
17BE(b)(i)	Vision, mission and purpose	A summary of the objects and functions of the entity as set out in legislation	Mandatory	3
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	3
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	18
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	92–101
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	6–11
17BE(k)	Organisational structure	Outline of the organisational structure of the entity (including any subsidiaries of the entity)	Mandatory	19
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	112–114

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	18
17BE(m)	Governance pages	Information relating to the main corporate governance practices used by the entity during the reporting period	Mandatory	105–11
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	149–150
17BE(ta)	Appendix B. Key management personnel	Information about executive remuneration	Mandatory	156–157
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

AAPA	Australian Aboriginal Progressive Association
AASB	Australian Accounting Standards Board
ACAL	AIATSIS Centre for Australian Languages
ACARA	Australian Curriculum Assessment and Reporting Authority
ACT	Australian Capital Territory
AIAS	Australian Institute of Aboriginal Studies (now AIATSIS)
AIATSIS	Aboriginal and Torres Strait Islander Studies
AITSL	Australian Institute for Teaching and School Leadership
AGM	Annual General Meeting
AO	Officer of the Order of Australia
AM	Member of the Order of Australia
ANAO	Australian National Audit Office
ANU	Australian National University
APS	Australian Public Service
ASP	Aboriginal Studies Press
CAFH	Collections, Access and Family History Group, AIATSIS
CEO	Chief Executive Officer
CIT	Canberra Institute of Technology
CNC	Computer numerical control
Core	Core Cultural Learning Program/Core Cultural Competency Program
COVID-19	Coronavirus
CSS	<i>Commonwealth Superannuation Scheme</i>
Cth	Commonwealth
GAICD	Graduate of the Australian Institute of Company Directors
GLAM	Galleries, libraries, archives and museums
GST	Goods and services tax
HMB	His Majesty's Bark
HR	Human Resources
IAM	Indigenous Art Market
ICG	Indigenous Country and Governance Group, AIATSIS
IDEIPI	Institute for Inter-Ethnic and Indigenous Peoples' Studies
INPI	Instituto Nacional de Pueblos Indígenas (National Institute of Indigenous People Mexico)
IRX	Indigenous Research Exchange
KALACC	Kimberley Aboriginal Law and Culture Centre
MAICD	Member of the Australian Institute of Company Directors
MoC	Memorandum of cooperation

MoU	Memorandum of understanding
MP	Member of Parliament
N/A	Not applicable
Ngurra	<i>Ngurra: The National Aboriginal and Torres Strait Islander Cultural Precinct</i>
NAIDOC	National Aboriginal and Islanders Day Observance Committee
NIAA	National Indigenous Australians Agency
NILS	National Indigenous Languages Survey
NITV	National Indigenous Television
NRL	National Rugby League
NSW	New South Wales
NT	Northern Territory
NTO	Native Title Organisation
OAM	Medal of the Order of Australia
PBC	Prescribed Bodies Corporate
PGPA Act	<i>Public Governance, Performance and Accountability Act 2013 (Cth)</i>
PhD	Doctor of Philosophy
PSS	Public Sector Superannuation Scheme
PSSap	Public Sector Superannuation Scheme accumulation plan
Pty Ltd	Proprietary Limited
QLD	Queensland
RoCH	Return of Cultural Heritage Group, AIATSIS
SA	South Australia
SBS	Special Broadcasting Service
TAS	Tasmania
UN	United Nations
UNESCO	United Nations Educational, Scientific and Cultural Organisation
VIC	Victoria
WA	Western Australia

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AIATSIS

Published by the

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

51 Lawson Crescent, ACTON ACT 2601
GPO Box 553, CANBERRA CITY ACT 2601

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