

Australian Institute of Aboriginal and Torres Strait Islander Studies

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2006–07



AIATSIS
Australian Institute of Aboriginal
and Torres Strait Islander Studies

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

The Institute logo is taken from a Gu:na:ni
(Kunjen) shield from the Mitchell River region,
Gulf of Carpentaria. The shield was purchased
by Ursula McConnel in the early 1930s on
behalf of the Australian National Research
Council and is now part of the AIATSIS
collection.



AIATSIS

Australian Institute of Aboriginal
and Torres Strait Islander Studies

Executive

Worldwide knowledge and understanding of Australian Indigenous cultures, past and present

21 September 2007

The Hon. Julie Bishop, MP
Minister for Education, Science and Training
Parliament House
Canberra ACT 2600

Dear Minister,

In accordance with *Commonwealth Authorities and Companies Act 1997*, I am pleased to submit the annual report on the operations of the Australian Institute of Aboriginal and Torres Strait Islander Studies for 2006–2007.

Councillors are responsible, under Section 9 of the above Act, for the preparation of this report. The report is made in accordance with a resolution of the Councillors.

Prof. Michael Dodson, AM
Chairperson of Council

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Publishing as Aboriginal Studies Press

About this report

This report continues the direction taken in the last three years' reports in reflecting outputs as they relate to our goals across the organisation, rather than by an individual program area. The goals are listed in the overview chapter, which identifies the main program areas that implement them.

The Chairperson's and Principal's contributions together provide a snapshot of the Institute's achievements and challenges during the year under review.

Some of the appendices found in previous annual reports can now be accessed instead on the AIATSIS website, www.aiatsis.gov.au. We would welcome your feedback on this year's annual report. Please contact:

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Chairperson's message



Professor Mick Dodson

The Australian Institute of Aboriginal and Torres Strait Islander Studies — AIATSIS — is not only a peak research and publishing organisation, but also the point of access to a vast repository of recorded knowledge and cultural artifacts of Australia's Aboriginal and Torres Strait Islander peoples. We are privileged to be the custodian of priceless cultural treasures, and as custodian it is our duty to give the living owners of that treasure easy access to their inheritance.

That is no easy task. The 2006 Census demonstrated that the people who own our collections are growing in number, and remain scattered across our vast continent. Many of them cannot undertake travel to Canberra to research their culture. Fortunately, digital technology has come to our aid, and those techniques make possible the conversion of ancient cultural records and artifacts into electronically portable formats, available across great distances at the click of a mouse.

That is why I am gratified that funding for the ongoing digitisation of our collections has been assured. Digitisation makes it easier for our people to access this important material, as well as for scholars and researchers to work with it and to help all of us understand our cultural treasures. But make no mistake — even with funding assured until 2011, only a portion of our collections will be digitised, because the collections, already vast in size and scope, are continually growing.

Certainty of funding for our digitisation program has created great opportunities for users of the archive, and also gives our trained staff security and a sense of continuity. However I am concerned about ongoing financial security of AIATSIS as a whole, particularly as in the current climate all agencies are being asked to find savings or additional resources. We have been working to develop income, particularly through the sale of our publications, and our publishing unit, Aboriginal Studies Press, has done excellent work in that regard. We are also looking at increasing our opportunities for fee-for-service work, and we will need to look closely at utilising, in a more commercial way, the competitive advantage we hold in the wide expertise of our personnel.

This year's Native Title Conference in Cairns in June 2007, headed 'Tides of Native Title', drew a great deal of support and proved that the conference continues to grow and reflect the great interest in research into, and the evolution of, native title. The conference also drew attention to important developments

in native title, developments that are very positive and will deliver real benefits to Aboriginal and Torres Strait Islander people on the ground. The AIATSIS Native Title Research Unit (NTRU) continues to play an important role in research and in providing access to materials of great assistance to all native title stakeholders — not only to claimants or representative bodies, but also to a wide range of people interested in native title processes, administration and outcomes. I congratulate the NTRU on its carriage and management of the Native Title Conference and on its ongoing work throughout the year.

Another major development during the year was our signing of a significant memorandum of understanding (MOU) with the Australian National University (ANU). We are also developing MOUs with the Australian Film Commission and with the Department of Education, Science and Technology. These agreements help us ensure a more efficient sharing of human and other resources with other institutions concerned with Indigenous studies. The ANU memorandum, for example, allows relevant staff of both bodies to enjoy privileges of research access, and to undertake lectures and supervision of students in the partner institution, while continuing to be supported by their home organisation.

Further changes to the membership of our Council during the year have seen the retirement of Dr Jackie Huggins and Ms Natascha McNamara, and I want to particularly thank them for their magnificent contributions to the work of the institute over many many years. My thanks also go to our members for their continuing support, which is vital to our relevance as an institution.

AIATSIS has had another highly successful year, and that is due in large part to the professionalism and efficiency of the staff of the organisation. They deserve our congratulations for a job well done.

In conclusion, I thank the Minister, the Hon Julie Bishop MP, for her support throughout the year and for her interest in AIATSIS and the work we do. Ms Bishop and her senior staff, and also senior officers of the Department of Education, Science and Training, have taken time on several occasions to discuss with the Principal and me various issues of concern that affect the Institute. I believe our proposed MOU with the department will only serve to enhance the good relationships that have developed thus far.

A handwritten signature in black ink, appearing to read "Michael Dodson", with a long horizontal flourish extending to the right.

Professor Mick Dodson, AM
Chairperson

Principal's report



Mr Steve Larkin

AIATSIS has achieved a great deal during the year. Our Research Program continued to underpin our reputation as the foremost national research institution focusing on Aboriginal and Torres Strait Islander studies. The program takes responsibility for a broad range of multi-disciplinary research projects and services, focusing both on Indigenous health and wellbeing and on Indigenous country and governance. Among its many other achievements, the program provided vital support to the ACT Prisoner Health Project, which was recognised by the

World Health Organization; concluded a memorandum of understanding with the Australian National University; conducted a highly successful Native Title Conference; and continued to provide leadership and support in the native title arena.

Our publishing arm, Aboriginal Studies Press, produced a large number of high-quality publications in a range of formats, and successfully entered the world of e-publishing with the licensing of more than 60 books. Its book *Rob Riley* by Quentin Beresford won two awards.

Our collections remain the world's premier repository of images and recorded sound relating to Aboriginal and Torres Strait Islander cultures, as well as one of the most comprehensive libraries of print material on our peoples. We completed the digitisation of significant parts of the collections, and obtained funding to extend the digitisation program until 2011. We also increased our support for family history research and assisted in the preservation of Indigenous websites in national web archives.

I'm particularly pleased that the digitisation program is meeting its targets. Importantly, as part of our outreach from that program, we have secured the ongoing engagement of Aboriginal and Torres Strait Islander communities in our efforts to repatriate digitised cultural material. The communities involved have embraced the program and welcomed the return of their historic records, recordings and images. We have also hosted a number of visits to our headquarters by the members of communities involved in the program.

Our grants program again has shown a strong upward trend in participation by Indigenous people in both applications and allocations. The level of applications by Indigenous researchers jumped from 51 per cent of applications in 2005 to 62 percent in 2007.

Our corporate governance staff facilitated the negotiation of a new agency agreement, which we believe to be the first four-year agreement in the Australian Public Service. They also supervised the migration of all network services to a new system in order to achieve administrative and maintenance savings.

Once again AIATSIS has demonstrated consistently that it can take on big challenges and deliver results. Given the limited extent of our resources, this has involved a lot of hard work, but shows that we have the business acumen and the political expertise to identify strategic opportunities and take advantage of them in pursuit of our goals.

The output this year again has been of a very high standard, and it's a characteristic of our workforce that people have a passion for their work and a commitment to Indigenous affairs. This shows in the quality of their work, their productivity, and their willingness to take on additional tasks and their capacity to achieve outstanding results. These attributes, coupled with the high standard of executive and administrative supervision from the Council through to our executive and supervisory staff, make for exceptional standards in our output. The high standard of our administrative model was borne out in recent years by the Uhrig review, which endorsed our governance arrangements without alteration.

Our major challenge as a small agency with finite resources is to meet the many demands placed upon our services. These have increased noticeably since the demise of ATSIC, and often outstrip our capacity. We have to manage our potential for expansion, looking at all requests in the light of our corporate objectives and working to maintain our focus. We are adopting a more entrepreneurial approach where this is feasible. However, pressures such as the need to periodically negotiate agency agreements bring a cost burden, one that is exacerbated by the disparity between CPI indexation, on which staff and unions base their claims, and the indexation levels applied by Treasury and the Department of Finance and Administration. We do not have the flexibility of commercial organisations to switch resources from one line of activity to another, and as a statutory authority we have limited capacity to access philanthropic sources of funding. Our challenge is to strategically increase our resource base while expanding responsibly and responding to legitimate demands.

We are keen to take advantage of the expertise of our staff — as well as our credentials, our reputation and our situation outside the broader policy domain — to carve a role as a service provider in independent evaluation work in mainstream government agencies.

It remains to record my sincere thanks to the Minister, the Secretary, the senior executive and the staff of DEST, who have been very supportive; to the Chairperson and members of the Institute's governing Council; and to our executive board of management and their staff for their hard work and diligence.



Mr Steve Larkin
Principal

Overview

AIATSIS AT A GLANCE

- the world's leading research, collecting and publishing institution in the field of Australian Indigenous studies
- a network comprising a Council and committees, members, staff and other stakeholders in urban, regional and remote areas throughout Australia, and abroad
- a community working in partnership with Indigenous Australians to carry out tasks that acknowledge, affirm and raise awareness of Australian Indigenous cultures and histories, in all their richness and diversity
- a team with a vision of worldwide knowledge and understanding of Australian Indigenous cultures, past and present
- a staff of 118 people, headed by the Principal, engaged in a range of endeavours of interest to Aboriginal and Torres Strait Islander peoples, scholars and the Australian and international public
- a research team conducting high-quality research and administering research grants for significant projects approved by Council
- a prestigious publisher, Aboriginal Studies Press, producing and promoting an array of books, CDs, film, videos, reports and the Institute's journal, Australian Aboriginal Studies
- a Library and Audiovisual Archive managing the world's most extensive collections of printed, audio and visual materials on Aboriginal and Torres Strait Islander culture, history and societies
- an accessible source of abundant information about Aboriginal and Torres Strait Islander studies, retrievable by Internet, mail, telephone or email, or by arranging to visit the headquarters on Acton Peninsula in Canberra.

The Council



Professor Michael Dodson, AM (Chairperson) is a prominent advocate on issues affecting Australian Aboriginal and Torres Strait Islander peoples as well as other Indigenous peoples around the world. He was Australia's first Aboriginal and Torres Strait Islander Social Justice Commissioner. He is currently the Director of the National Centre for Indigenous Studies at the Australian National University, the Special Rapporteur for the United Nations Permanent Forum on Indigenous Issues, and a Director of Dodson, Bauman & Associates Pty Ltd, legal and anthropological consultants. He holds a Bachelor of Laws degree from Monash University.

Emeritus Professor Robert Tonkinson (Deputy Chairperson) held the Chair of Anthropology at the University of Western Australia from 1984 until his retirement in 2003. He is well known internationally in his field of social anthropology for his contributions to the Aboriginal Australian and Melanesian anthropological literature. He has worked with Aboriginal people since 1962 and has published extensively, especially on Western Desert society and culture. His closest links are with the Martu people in the eastern Pilbara, with whom he has been involved for forty years. A Fellow of the Academy of the Social Sciences in Australia, he holds Bachelor of Arts (Hons) and Master of Arts degrees from the University of Western Australia and a PhD in Anthropology from the University of British Columbia.



Mr Eric Bedford has strong family and cultural links throughout the Fitzroy Valley in the Kimberley region of Western Australia. He is the Manager, Community Development Employment Projects, Marra Worra Worra in Fitzroy Crossing. He was previously the Chairman of the Malarabah Regional Council and Executive Director of the Kimberley Aboriginal Law and Culture Centre. He has been active in developing concepts and models for regional autonomy for Aboriginal people to enable

communities to exercise their right to self-determination, and in promoting economic development projects in the Fitzroy Valley.

Dr Jackie Huggins, AM is Deputy Director of the Aboriginal and Torres Strait Islander Studies Unit at the University of Queensland, a Co-Chair of Reconciliation Australia and a Director of the Telstra Foundation. Her work spans university, government and community activities. She holds a Bachelor of Arts degree from the University of Queensland and a Diploma of Education and Honours Degree in history and women's studies from Flinders University. She was awarded an Honorary Doctorate from the University of Queensland in December 2006.



Ms Natascha McNamara, AM, MBE has had a distinguished career in Aboriginal education. She is extensively involved across a broad spectrum of public life in both the Aboriginal and mainstream communities, with many and varied interests including the media and the international domain. She holds a Degree in Business Administration and a Diploma in Teaching.

Ms Raymattja Marika is the Yolngu Education Manager, Nambara Schools, at the Yirrkala Community Education Centre, and is on the Board of Directors of Reconciliation Australia. She has had a long involvement with issues relating to Aboriginal education and is the author of some twenty papers covering a range of topics in the areas of education, history and ethnobotany. She is a Rirratjingu woman and speaks Rirratjingu, Gumatj and English. She holds a Graduate Diploma in Adult Education and Training from the University of Melbourne, and an Advanced Diploma of Teaching (Primary) and a Certificate of Literacy Attainment from Batchelor College.





Professor John Maynard is Chair of Aboriginal Studies and Head of the Wollotuka School of Aboriginal Studies at the University of Newcastle. His traditional roots lie with the Worimi people of Port Stephens, New South Wales. He has held several important fellowships including the Aboriginal History Stanner Fellowship for 1996 at the Australian National University and the New South Wales Premier's Indigenous History Fellowship for 2003–04. He was a member of the Executive Committee of the Australian Historical

Association from 2000 to 2002 and has worked with and within many urban, rural and remote Aboriginal communities. He sits on the New South Wales History Council and the Indigenous Higher Education Advisory Council. He is the author of four books, including *Aboriginal Stars of the Turf*. He holds a Diploma of Aboriginal Studies from the University of Newcastle, a Bachelor of Arts degree from the University of South Australia and a PhD from the University of Newcastle.

Mr Dana Ober is from Saibai Island in the western Torres Strait. He is a linguist and has an expert knowledge of Torres Strait Islander culture and history. He is currently a lecturer at the Centre for Australian Languages and Linguistics at Batchelor Institute of Indigenous Tertiary Education. He speaks three languages fluently: Kalaw Kawaw Ya, Yumplatok and English. His main areas of interest are the development and maintenance of Australian Indigenous languages and human rights, particularly Indigenous rights. He holds a Bachelor of Arts degree, with a major in linguistics and sub-major in anthropology, from the Australian National University. He is currently undertaking studies toward a Master of Applied Linguistics degree at Charles Darwin University.



Mr Michael Williams is the Director of the Aboriginal and Torres Strait Islander Studies Unit at the University of Queensland. He is a member of the Goorang Goorang Aboriginal community from south-east Queensland. He has been involved in Aboriginal and Torres Strait Islander affairs for more than thirty years. For the greater part of his career, he has worked in the tertiary education sector, lecturing in mainstream history and maintaining a close involvement with programs that provide support for Indigenous Australian students. His academic interests

include Indigenous language use, cross-cultural communication and the field of Indigenous knowledge. He has served on the Board of Directors of the Special Broadcasting Service and on numerous other government, academic and community boards concerned with Indigenous and non-Indigenous issues. He holds an MPhil (Qual) from Griffith University.

Table 1 sets out the Council meetings held during 2006–07 and the number of meetings attended by each councillor. Information about the term of each Council member is provided in Chapter 4.

Table 1: Attendance at Council meetings, 2006–07

Name	Meetings eligible to attend	Meetings attended
Professor M Dodson, AM	4	4
Emeritus Professor R Tonkinson	4	3
Mr E Bedford	4	4
Dr J Huggins, AM	4	4
Ms R Marika	4	3
Ms N McNamara, AM, MBE	4	4
Professor J Maynard	4	3
Mr D Ober	1	1
Mr M Williams	4	4

FUNCTIONS

The functions of the Institute are set out in Part 3, Section 5, of the *Australian Institute of Aboriginal and Torres Strait Islander Studies Act 1989* (the Act):

- to undertake and promote Aboriginal and Torres Strait Islander studies
- to publish the results of Aboriginal and Torres Strait Islander studies and to assist in the publication of the results of such studies
- to conduct research in fields relevant to Aboriginal and Torres Strait Islander studies and to encourage other people or bodies to conduct such research
- to assist in training people, particularly Aboriginal people and Torres Strait Islanders, as research workers in fields relevant to Aboriginal and Torres Strait Islander studies
- to establish and maintain a cultural resource collection consisting of materials relating to Aboriginal and Torres Strait Islander studies
- to encourage understanding, in the general community, of Aboriginal and Torres Strait Islander societies
- such other functions as are conferred on the Institute by this Act, and

- to do anything else that is incidental or conducive to the performance of any of the preceding functions.

CORPORATE GOALS

To carry out its functions as defined in the Act, the Institute has adopted the following goals:

1. to provide leadership and excellence in promoting, facilitating and undertaking high-quality research in Australian Indigenous studies
2. to maximise the role of Australian Indigenous peoples in the activities and services of the Institute
3. to develop, maintain and preserve well-documented archives and collections, and to maximise access to these, particularly by Indigenous peoples, in keeping with appropriate cultural and ethical practices
4. to create, develop and disseminate a diverse range of publications and services about Australian Indigenous cultures
5. to develop and maintain strategic alliances that add value to our activities
6. to manage efficiently and effectively in a transparent, accountable and supportive manner
7. to promote and market the products, services and capacity of AIATSIS.

Corporate goals 2, 5 and 7 are implemented by all program areas of AIATSIS. Goal 1 is specific to the Research Program, goal 3 to the Library and Audiovisual programs, goal 4 relates primarily to the dissemination program (Aboriginal Studies Press), and goal 6 to Corporate Services.

OUTCOME AND OUTPUT STRUCTURE

There was no change to the Institute's outcome and output structure during 2006–07.

OUTCOME 1		
Promotion of knowledge and understanding of Australian Indigenous cultures past and present		
OUTPUT 1	OUTPUT 2	OUTPUT 3
Research	Dissemination of information	Collection development and management

Figure 1: Outcome and output structure



The winner of the 2005 Stanner Award, author Roslyn Poignant, at a book-signing event, Rebecca Hossack's Gallery, London, 2004. Former AIATSIS Chair (1974–82) Dr Les Hiatt is pictured behind Ms Poignant. Photo courtesy of Roslyn Poignant.

AIATSIS presents two Stanner Awards

The Institute presented Stanner Awards for 2005 and 2006.

Professional Savages: Captive lives and western spectacle by historian Roslyn Poignant (University of New South Wales, 2004) won the 2005 award. The book explores the lives of nine north Queensland Aboriginal people who were toured and promoted in travelling circuses and museums in the late 1800s as 'savages' and 'cannibals'. It opens with an examination of the dehumanisation of troupe members who were 'recruited' by Irishman Robert A Cunningham for American circus impresario PT Barnum, and the lie of their cannibalism. The book goes on to describe the violent colonisation of Queensland and the experiences of the troupe in America and Europe. Only two of the nine survived to return to Australia.

One troupe member, Tambo, was returned to Palm Island, Queensland in 1993. He died in America in 1884 and his mummified body was discovered in Cleveland, Ohio a century later.

An assessor for the award commented that *Professional Savages* took him 'on a rollercoaster of emotion, from shock, grief, tears and stunned silence...it covers far more than just what is perceived as a narrow subject-base of retelling the capture of people and the commercialisation'.

The 2006 Stanner Award was won by a book explaining how Aboriginal musical and ceremonial performances link the living with the dead. *Songs, Dreamings and Ghosts: The Wangga of North Australia* by Allan Marett (Wesleyan University Press, 2005) studies the wangga, a musical and ceremonial genre of the Aboriginal (cont.)



Professor Allan Marett and AIATSIS Chairperson, Professor Michael Dodson, discuss Professor Marett's 2006 Stanner Award-winning book, *Songs, Dreaming and Ghosts: The Wangga of North Australia*. Photo courtesy of AIATSIS.

people of Wadeye and Belyuen in the Daly region of the Northern Territory.

In his book, Professor Marett describes the way Aboriginal musicians receive songs both from an eternal realm known as The Dreaming and from the ghosts of deceased ancestors.

An assessor for the award felt that the book was one of the most exciting he had read about traditional culture: 'It is contemporary in its

attitudes, forward-looking, respectful, trenchant, cerebral, artistic, poetic and passionate. Marett is awed by what he has seen. He communicates clearly his wonder and admiration for the Indigenous achievement, without losing sight of the technical needs of the analysis.'

The Stanner Award is presented annually by AIATSIS in honour of one of the Institute's founders, the late Emeritus Professor WEH (Bill) Stanner.

ORGANISATIONAL STRUCTURE

Minister The Hon. Julie Bishop, MP		
Council	Department of Education, Science and Training	AIATSIS members
Principal Steve Larkin		
Deputy Principal (Collections) Bronwyn Nimmo		Deputy Principal (Research and Information) Luke Taylor
Director Corporate Services Ray Gentle		Director Aboriginal Studies Press Rhonda Black
Director Audiovisual Archive Dianne Hosking	AVA Community Access AVA digitisation	Director Native Title Research Lisa Strelein
Director Library Rod Stroud	Library Family History Unit Library digitisation	Acting Director Research Lisa Strelein

Figure 2: AIATSIS organisational structure

The Executive ensures the smooth transition of Council directives through to the business plans of the AIATSIS programs. The Council-appointed Principal is responsible for the organisation's performance and advises Council on all operational matters. The Principal is assisted by the Deputy Principal, Collections, and the Deputy Principal, Research and Information. These senior executive staff are responsible for ensuring that all Council's policy and budget directives are implemented. They are also responsible for maintaining high-level relationships with the organisation's stakeholders and for program directors'

performance. Executive staff assist Council and its committee meetings, liaise with the AIATSIS members, develop the organisation's media profile, and facilitate senior AIATSIS staff meetings, including those of the Executive Board of Management.

The Research Program undertakes multi-disciplinary research, sometimes collaboratively, in diverse areas of Australian Indigenous studies. It also contributes to policy formulation in priority areas. In addition, the Research Program supports Australian Indigenous studies, teaching and trainee researchers, and publishes widely in print and via the AIATSIS website. It holds seminars, workshops and conferences and has established a comprehensive set of ethical research protocols. The Native Title Research Unit addresses specific needs arising from the recognition of native title. The Research Program administers the Institute's research grants program and supports the Institute in providing training, facilities and support for Indigenous trainee researchers and visiting and honorary scholars.

Corporate Services supports other programs by providing financial, personnel, information technology and building management services. It is also responsible for ensuring that good practices in risk management and business planning are followed by the Institute.

The Library contains one of the most comprehensive collections of print materials on Australian Indigenous studies in the world. Through the AIATSIS website, remote users can access the Library's catalogue, online exhibitions and electronic documents. The Library also provides document delivery, interlibrary loans and reference services to all. The Family History Unit can assist any Indigenous Australian with family history research.

The Audiovisual Archive holds almost one million items comprising photographic images, works of art, artefacts, audio, film and video in many different formats. The role of the archive is to ensure the safety and longevity of the materials, and to constantly migrate the information onto the latest technologies so that the material remains accessible for future generations of Australians.

Aboriginal Studies Press (ASP) publishes up to ten new titles annually in the area of Indigenous studies. Academic books include history, anthropology, archaeology, land rights and native title, health, education, languages and art, while general books include biography, autobiography and community stories. ASP publishes in print, sometimes with CD-ROMs. It has begun moving into electronic publishing, mostly by licensing to others. ASP is the publisher of the best-selling *Aboriginal Australia* map and, with the Research Program, publishes the journal *Australian Aboriginal Studies*. ASP runs a small bookshop within AIATSIS and uses national and international trade distributors.

SOCIAL JUSTICE AND EQUITY

AIATSIS is committed to social justice and equity. It has constituted committees and has a policy to maximise the involvement of Aboriginal and Torres Strait Islander people in the Institute's membership, governance, staff and functions. Provision is made in the Institute's Act for the Council to have a majority (five out of nine) Aboriginal and Torres Strait Islander members. Since 2002 there have been eight Council members in this category. At 30 June 2007, 39 of the Institute's 118 staff were Aboriginal people or Torres Strait Islanders.

One of the greatest contributions that the Institute makes to social justice in general terms is its wide dissemination of information on Indigenous Australians resulting from research. It does this through publishing; through its journal, *Australian Aboriginal Studies*; through seminars; and by answering requests for information.

The AIATSIS collections are open to all for reference and research. Some material is restricted because it is culturally sensitive or because donors or stakeholders have requested that access be limited. These restrictions are largely driven by considerations of social justice and equity.

COMMONWEALTH DISABILITY STRATEGY

The Institute's Disability Strategy ensures that all programs and services are accessible to people with disabilities. AIATSIS continued to improve access for both staff and visitors with disabilities. All new AIATSIS facilities and major refurbishment projects addressed requirements under the relevant building codes.

AIATSIS is committed to staff with disabilities and will ensure recruitment processes encourage people with disabilities to apply for AIATSIS positions; that workplace strategies support the employment of people with disabilities, and that staff training and development programs include relevant information about the needs of people with disabilities, as members of the community, as residents and as staff.

AIATSIS will also incorporate the requirements of the Disability Discrimination Act 1992 into its policies and guidelines.