



INNOVATE  
RECONCILIATION  
ACTION PLAN

HISTORY  
TRUST  
OF SOUTH  
AUSTRALIA

FEBRUARY 2020  
TO FEBRUARY 2022





## ARTWORK BY ELIZABETH CLOSE

Elizabeth Close is a Pitjantjatjara and Yankunytjatjara woman from the APY lands who now lives in Adelaide. The History Trust commissioned Elizabeth Close to develop an original artwork for our Reconciliation Action Plan which conveys the complexity of the shared history of the place now known as South Australia.

This artwork specifically acknowledges a complex history that isn't linear. The changing styles across the work references the diversity of Aboriginal and Torres Strait Islander language groups, and the diversity of perspectives and experiences that exist when considering shared histories. The monochromatic linework reinforces the concept of complexity, and also the relationship that Aboriginal people have with the landscape, and that this relationship is a key element that needs to be part of any discourse examining history through the lens of our shared histories.

## ACKNOWLEDGEMENT OF COUNTRY

*The History Trust of South Australia respects the primary place of Aboriginal people in the history of this place. We acknowledge that our story commenced long before Governor Hindmarsh proclaimed the new Province of South Australia on 28 December 1836. Aboriginal people have a history that extends millennia into the past. We acknowledge that Aboriginal land and sovereignty were not recognised and that building a shared understanding of history is critical to reconciliation. We affirm our role in reconciliation as an essential part of Indigenous and non-Indigenous South Australians co-creating a positive future.*

## STATEMENT FROM THE CEO

The History Trust of South Australia is charged under legislation to hold collections and to share stories about the unique history of South Australia. We must aim to be inclusive of all of our stories, including those of First Nations South Australians. We understand that, before the first arrival of Europeans in the early nineteenth century, First Nations people lived on and in this country, and their stories and traditions were shared through countless generations over tens of thousands of years. Aboriginal sovereignty was not recognised, and many of the encounters between First Nations peoples and the colonists were neither fair nor just.

The mission of The History Trust is to be 'giving the past a future - now!' - and by definition, this should include uncomfortable and inconvenient truths. Only through fostering a shared understanding both of our predecessors' past achievements and transgressions can we hope to face the future as a united and reconciled community of South Australians.

For the ambition of our Reconciliation Action Plan to be realised, we commit to what is a hearts and minds journey of actions to ensure that present and future generations of South Australians can engage each other with greater knowledge, dignity, and respect. On behalf of The History Trust of South Australia, I commit our organisation to the ongoing journey of Reconciliation.



**Greg Mackie OAM**

Chief Executive Officer  
History Trust of South Australia



## MESSAGE FROM RECONCILIATION AUSTRALIA

Reconciliation Australia is delighted to welcome the History Trust of South Australia to the Reconciliation Action Plan (RAP) program by formally endorsing its inaugural Innovate RAP.

As a member of the RAP community, the History Trust of South Australia joins over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and pride in Aboriginal and Torres Strait Islander cultures.

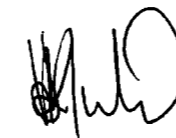
Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia defines and measures reconciliation through five critical dimensions: race relations; equality and equity, institutional integrity; unity; and historical acceptance. All sections of the community—governments, civil society, the private sector, and Aboriginal and Strait Islander communities—have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Innovate RAP provides the History Trust of South Australia with the key steps to establish its own unique approach to reconciliation. Through implementing an Innovate RAP, the History Trust of South Australia will develop its approach to driving reconciliation through its business activities, services and programs, and develop mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders.

We wish the History Trust of South Australia well as it explores and establishes its own unique approach to reconciliation. We encourage the History Trust of South Australia to embrace this journey with open hearts and minds, to grow from the challenges, and to build on its successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

**“Reconciliation is hard work—it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”**

On behalf of Reconciliation Australia, I commend the History Trust of South Australia on its first RAP, and look forward to following its ongoing reconciliation journey.



**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia



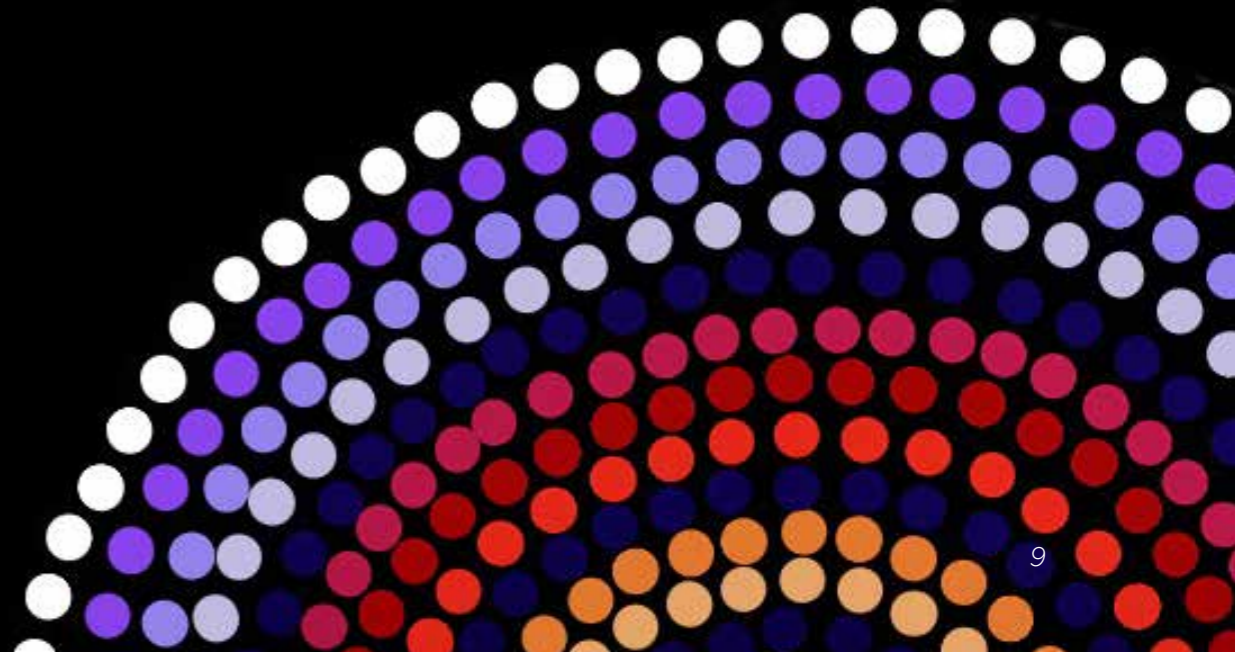


## OUR VISION FOR RECONCILIATION

The History Trust's Vision for Reconciliation is an Australia that embraces the unique, ancient and continuing history of Australia's First Nations Peoples and confronts our shared history since colonisation. Free from injustice, a Reconciled Australia will take strength from the diversity of both First Nations and world cultures within its shores and will effect positive social change by acknowledging and reconfiguring the legacies of colonialism.

The History Trust recognises that creating shared understandings of our history is a significant contribution that the organisation can make towards a Reconciled Australia. We are sorry for the organisation's past contribution to the shaping of histories of South Australia that exclude First Nations voices and perspectives. We will contribute to the truth-telling process called for in the Uluru Statement from the Heart, working with First Nations knowledge-holders and critically engaging with the past to tell complex and inclusive histories in order to co-create a positive future.

*Left: Kilkeny Primary students learning about the 1967 referendum at the Centre of Democracy.  
Photograph by Elana Bailey.*





## OUR BUSINESS

The History Trust of South Australia is a statutory authority established in 1981. The Trust's vision is: 'giving the past a future – now!'. The Trust is responsible for researching, collecting, preserving and communicating South Australia's history. The organisation manages three museums (the Migration Museum, the South Australian Maritime Museum, the National Motor Museum) and the Centre of Democracy. It also supports the state's network of volunteer history organisations and community museums through advice, a standards program and a grants program, and runs a range of major events, including South Australia's History Festival. Through our museums, the Trust runs formal education programs for school students and teachers and life-long learning for the community. It has recently committed to a digital first approach to its work.

The History Trust employs 57 people, ranging from front-of-house staff to curators, digital engagement specialists, education managers and administrative staff. Two staff members are Aboriginal and/or Torres Strait Islander peoples, job-sharing a 1.2 FTE position.

The History Trust has a South Australia wide remit, with the exception of the National Motor Museum, which has a national focus. Through its digital presence, the organisation has a global reach. In the 2018-2019 year, we recorded 372,891 on-site attendances, and reached a further 591,610 people through off-site exhibitions and events. Our websites recorded 679,055 visits and 2,476,812 page views.

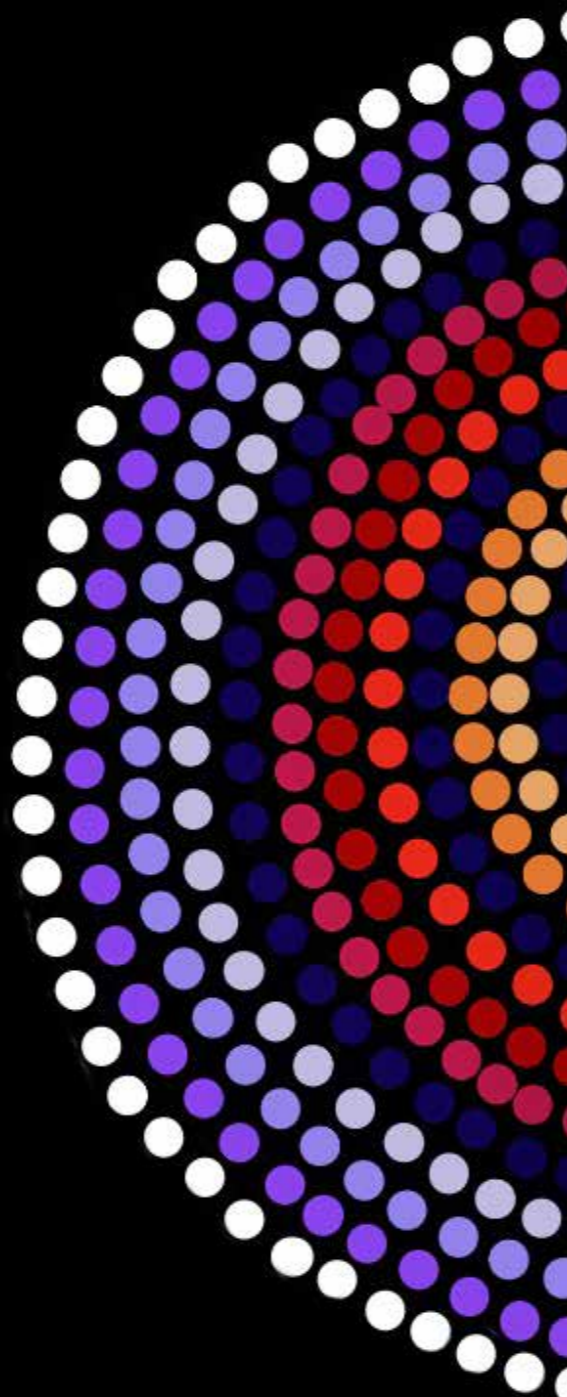
*Left: Migaloo the white whale,  
Christine Tschuna 2017  
Acrylic on canvas, South Australian  
Maritime Museum Collection.  
Photograph by Melanie Sarantou.*

## OUR RAP

Although The History Trust has worked closely with First Nations Peoples and communities in the development of particular exhibitions and programs, the organisation has developed this RAP in recognition that it is time to formalise relationships and deepen our commitment to ensuring that the perspectives, stories and priorities of First Nations Peoples are central in what we do. We want to ensure that staff across The History Trust are engaged with the process of Reconciliation.

The RAP will be championed by Greg Mackie OAM, CEO of The History Trust. The RAP has been developed over a ten-month period by the RAP Working Group. Essential to the success of the RAPWG was the involvement of Senior Kurna man Michael Kumatpi O'Brien and Senior Peramangk and Kurna man Ivan Tiwu Copley as consultants and representatives of the groups on whose Country our museums are located, and who brought to the group community contacts, networks, experience of developing RAPs and cultural knowledge. Their involvement will continue into the implementation phase. Other members of the RAPWG are: Director, Migration Museum, Major Projects, Research & Collections (Mandy Paul) (RAPWG convener); Senior Curator, National Motor Museum (Michelangelo Bolognese); Curator, South Australian Maritime Museum (Adam Paterson); Senior Community History Officer (Amanda James); Manager, Centre of Democracy (Craig Middleton) (to August 2019); and Education Manager, Migration Museum and Centre of Democracy (Madelena Bendo).

*Right: Claymation figures on loan from Warlpiri Media in Bush Mechanics: the exhibition, which has toured nationally since July 2017.  
Photograph by Andre Castellucci.*



Although the History Trust of South Australia has not progressed through a Reflect RAP, we are beginning with an Innovate RAP as we have been working in partnership with a range of Aboriginal individuals and groups on various projects and programs over the last decade. An Innovate RAP will enable HTSA to formalise processes, take a coherent approach and ensure whole-of-organisation support for the organisation's vision for Reconciliation.

The Migration Museum tells the stories of South Australians and celebrates cultural diversity. Located in Adelaide's cultural precinct, when it opened in 1986 it was the first museum in the world to take migration as its subject. It features Aboriginal history and perspectives in its permanent galleries as it seeks to represent the impact as well as history of migration and colonisation, and it welcomes visitors with an Acknowledgement of Kurna Country. The museum is currently redeveloping its permanent gallery of nineteenth century history, and engaged a First Nations consultant to work with the project team, and, more recently, has created and filled the position of Curator First Nations history. The museum regularly programs temporary exhibitions presenting Aboriginal art, history and cultures, including participation in Tarnanthi Festival of Contemporary Aboriginal and Torres Strait Islander Art. Museum staff run 'Impact: the impact of colonisation on Aboriginal peoples in South Australia', a training program focused on the history of colonisation, which is programed by government agencies (currently the Department for Transport & Infrastructure and the Department for Child Protection) to complement cultural safety and cultural awareness training programs. The museum's education programs have a strong focus on First Nations history.

*Right: Kilkeny Primary year 6 students exploring deep time through using a timeline rope in the Migration Museum courtyard. Photograph by Elana Bailey.*





### Case study: Colonial Footprints on Kurna Land

This Australian Curriculum aligned education program, offered at the Migration Museum, is targeted to year 4 and 5 students. It examines changing land use and understandings in the very early colonial period of South Australia. Using images from the museum's nineteenth century gallery, the program illustrates how Kurna land looked, the way Country was cultivated and managed, and how it changed after the arrival of the colonists, in particular the sappers and miners responsible for Europeanising the landscape. The students also learn about the impact of planning, measurement and survey, including the clearing of land and the use of theodolites. The program is location-based; the Migration Museum is located on Kurna land and was also the site on which the sapper and miners were located in the early 1840s.

### Case Study: *In This Place* at the Migration Museum

As a key part of the redevelopment of the permanent gallery that tells the history of the Migration Museum site, senior Kurna man Michael Kumatpi O'Brien was invited to contribute the story of his great-great-great-grandmother, Kudnarto. Kudnarto was the first Aboriginal woman in the new colony of South Australia to marry a non-Aboriginal man, and attended the Native School Establishment that occupied what is now the Migration Museum site in 1848. The short film in which Michael O'Brien tells Kudnarto's story welcomes visitors to the space and demonstrates continuity of Kurna occupation and culture.

*Left: Senior Kurna man Michael Kumatpi O'Brien welcomes visitors to the Migration Museum and tells the story of his great-great-great-grandmother Kudnarto. Photograph by Suzanne Redman.*

The South Australian Maritime Museum, located in Port Adelaide, preserves, explores and celebrates the human history of our oceans and rivers. Aboriginal histories feature in its permanent galleries, particularly in the recently-redeveloped Living in Port exhibition. Staff research programs include recent collaborative research with Ngarrindjeri academic Dr Chris Wilson including a paper documenting Ngarrindjeri whalers which was presented to an international whaling history symposium in July 2018. The museum programs temporary exhibitions presenting Aboriginal art, history and cultures, and First Nations histories are a strong focus of education programs.

#### **Case study: Kondoli at the South Australian Maritime Museum**

While researching the exhibition *Leviathan: an astonishing history of whales*, curator Adam Paterson learnt of the Ngarrindjeri story of Kondoli the whale and approached members of the Ngarrindjeri Regional Authority to ask if Ngarrindjeri people would like to tell their stories in the Maritime Museum. They suggested that Aunty Ellen Trevorrow would like to display her 4-metre-long Kondoli woven from rushes from the Coorong area. Aunty Ellen made connections between weaving and reconciliation 'you're sitting back, telling stories, spending time together' and Elders also linked the return of Kondoli to Encounter Bay, decades after the last whale hunts, as a symbol of the improving health of country and reconciliation between Ngarrindjeri and other Australians. The Maritime Museum arranged for the Kondoli to be installed and launched at the beginning of National Reconciliation Week, welcoming Aunty Ellen, her family and Ngarrindjeri Elders to the museum.

*Right: Aunty Ellen Trevorrow and family with Kondoli, National Reconciliation Week 2018.  
Photograph by Kevin Jones.*

*Kondoli. Ellen Trevorrow, Bruce Trevorrow, Jelina Haines, family and friends, 2017, Rushes (cyperus spp.), natural fibre and polyester.*





The National Motor Museum welcomes all visitors to discover Australia's motoring heritage. An international centre for the collection, research, preservation and display of Australian road transport history, it is located in Birdwood, in the Adelaide Hills, on Peramangk Country. Peramangk history is a feature of the display which tells the history of the site. Stories of Aboriginal automobility are highlighted by the prominent display of Kapi Ungkupayi, an artwork and story from Irrunytu and Papulankutja communities. The museum is working to increase the representation of Aboriginal stories in its education programs.

#### **Case study: *Bush Mechanics: the exhibition***

In 2017 the National Motor Museum launched *Bush Mechanics: the exhibition*, based on the landmark television series by the same name produced in 2001 by Pintubi Anmatyere Warlpiri (PAW) Media in Yuendumu (now Warlpiri Media). The exhibition was developed in close cooperation with PAW Media, who guided the exhibition's content alongside several members of the Warlpiri community and who provided objects, graphics (through the artwork of young Warlpiri man Jason Japaljarri Woods), translations and voice overs. The exhibition text was written in two languages – English and Warlpiri, displayed side-by-side. The exhibition's tour, which included the community of origin (Yuendumu) as the first stop, was seen as an important return of culturally significant material and as a way to introduce the younger people in the community to a television series that 'put Yuendumu on the map' for many Australians. It also provided brief employment opportunities for community members. Touring extensively around Australia, the exhibition has been visited by around half a million people and won a Museums and Galleries National Award for best touring exhibition in its class.

*Left: AR app for the Bush Mechanics 'Ngapa Car,' a 1972 Ford Fairlane with a ngapa jukurrpa design painted by Warlpiri Elder Thomas Jangala Rice. Photograph by Andre Castellucci.*

The Centre of Democracy opened in 2017, developed as a collaboration between the History Trust and the State Library of South Australia. It is located on North Terrace, Adelaide's cultural precinct, and visitors are greeted into the space with an Acknowledgement of Country developed with Kurna Elder Uncle Lewis O'Brien. Programming and interpretation in the Centre includes a focus on First Nations activism, and education programs also have a strong focus on this theme.

The History Trust manages the annual South Australian History Festival, a month-long community-based program each May which in 2019 featured over 700 events presented by over 400 event organisers. The Festival includes a First Nations history focus program, with events concentrated during National Reconciliation Week.

The History Trust sees this RAP as a significant step in our ongoing commitment to Reconciliation. Our Strategic Plan includes our Acknowledgement of Traditional Owners, featured on page four of this Reconciliation Action Plan.

We demonstrate our commitment with a Welcome to Country at all major events. We work to promote Reconciliation through our networks, specifically through the Museums and Collections statewide standards program, which supports engagement with First Nations Peoples and histories, and the funding of First Nations Peoples historical research and communication through the South Australian History Fund.

*Right: Kurna Elder Uncle Frank Wanganeen, Denise Schumann and tour participants during the 2018 History Festival event 'The Secret River: Karrawirra Parri (River Torrens) Past and Present'. Photograph by Jiayuan Liang.*





RELATIONSHIPS

*Strong relationships with First Nations individuals and communities are key to the understanding, sharing and reflecting on First Nations and shared histories that is central to the History Trust's commitment to shaping a better future through telling complex and inclusive histories.*



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	March 2020	RAP Working Group Convener
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	September 2020	RAP Working Group Convener
	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2020, 2021	RAP Working Group Convener
2. Build relationships through celebrating National Reconciliation Week (NRW).	RAP Working Group members to participate in an external NRW event.	May 2020, 2021	CEO

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
2. Continued...	Encourage and support all staff to participate in at least one external event to recognise and celebrate NRW.	March 2020	RAP Working Group Convener
	Continue to develop the NRW focus of South Australia's History Festival, including dedicated listing and free South Australian History Festival registration for NRW events.	September 2020	Manager, SA History Festival
	Each History Trust museum to organise at least one NRW event each year.	May 2020, 2021	Director, SAMM and NMM, Director, MM, Manager CoD
	Register all our NRW events on Reconciliation Australia's NRW website.	May 2020, 2021	Public Programs Coordinator



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
3. Promote reconciliation through our sphere of influence.	Implement strategies to engage our staff in reconciliation.	December 2020	RAP Working Group Convener
	Communicate our commitment to reconciliation publically, including a public launch of the HTSA RAP and making the RAP available on our website.	March 2020	HTSA Marketing Manager
	Explore opportunities to positively influence our external stakeholders, specifically the South Australian History network, to drive reconciliation outcomes.	Ongoing: review in March and September 2020, 2021	Senior Community History Officer
	Collaborate with Reconciliation Australia and Reconciliation SA and other like-minded organisations to develop ways to advance reconciliation.	Ongoing: review in March and September 2020, 2021	HTSA Branch Directors

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
4. Promote positive relations between First Nations peoples and other Australians through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	June 2020	HTSA HR Manager
	Develop, implement and communicate an anti-discrimination policy for our organisation.	December 2020	HTSA HR Manager
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	December 2020	HTSA HR Manager
	Educate senior leaders on the effects of racism.	December 2020	HTSA RAP Working Group Convener
5. Investigate First Nations governance.	Investigate models for the establishment of an Aboriginal advisory mechanism to inform executive decision making.	September 2020	HTSA CEO
	Advise Minister of the Board and organisational commitment to this RAP and propose that opportunities be pursued to make an Aboriginal appointment to the Board.	June 2020	HTSA CEO



RESPECT

*The History Trust respects First Nations cultures, histories, knowledges and rights. We recognise that this respect is central to the truth-telling to which we can contribute and which underpins Reconciliation.*



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY	ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	June 2020	HTSA HR Manager, RAP Working Group Convener	6. Continued...	Organise regular events, bulletins or readings to educate all staff about First Nations histories and cultures.	Ongoing, review March and September 2020, 2021	MM/CoD Education Manager
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	June 2020	HTSA HR Manager, RAP Working Group Convener	7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	March 2020	HTSA Branch Directors
	Develop, implement and communicate a cultural learning strategy for our staff, with a focus on cultural competency.	December 2020	HTSA HR Manager, RAP Working Group Convener		Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	June 2020	RAP Working Group Convener
	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning, including local cultural immersion opportunities for staff.	Ongoing, review September 2020, 2021	HTSA CEO				



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
7. continued...	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	Ongoing, review March and September 2020, 2021	HTSA Branch Directors
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	Ongoing, review March and September 2020, 2021	HTSA Branch Directors
	Install a physical Welcome or Acknowledgement of Country in dual languages, developed in consultation with local Traditional Owners, at the National Motor Museum, the South Australian Maritime Museum and the Centre of Democracy and HTSA head office.	September 2020	HTSA Branch Directors
	Include an Acknowledgement of Country on HTSA websites.	March 2020	Director, Public Engagement

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in an external NAIDOC Week event.	July 2020, 2021	RAP Working Group Convener
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	June 2020	HTSA HR Manager, RAP Working Group Convener
	Promote and encourage participation in external NAIDOC events to all staff.	July 2020, 2021	HTSA CEO



OPPORTUNITY

*The History Trust recognises that there is a climate of change in the Galleries, Libraries, Archives and Museum sector, a positive shift towards recognising and amplifying First Nations histories and voices. The History Trust is committed to contributing to Reconciliation through our organisation and through our networks, providing opportunities including employment, procurement and professional development.*

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY	ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY	
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June 2021	HTSA HR Manager	9. continued...	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	Ongoing, review March and September 2020, 2021	HTSA HR Manager	
	Engage with Aboriginal and Torres Strait Islander staff within HTSA and in other SA Government cultural agencies to consult on our recruitment, retention and professional development strategy.	June 2021	HTSA HR Manager		Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	June 2021	HTSA HR Manager	
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	December 2021	HTSA HR Manager		Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	Ongoing, review September 2020, 2021	HTSA HR Manager	
					Build appropriate consultation fees into project budgets to enable engagement of First Nations advisors and consultants with reference to best practice.	Ongoing, review September 2020, 2021	HTSA Senior Management Group	
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ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	March 2021	HTSA Business Manager
	Investigate Supply Nation membership.	March 2021	HTSA Business Manager
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	June 2021	HTSA Business Manager
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	June 2021	HTSA Business Manager
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	Ongoing, review September 2020, 2021 March 2020	HTSA Business Manager / Operations Managers

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
11. Promote and commit to the Australian Museums and Galleries Association (AMaGA) Indigenous Roadmap.	Adopt the AMaGA Roadmap as a guiding document and incorporate recommendations within HTSA Operational Plan.	March 2020	HTSA Senior Management Group
	Promote the AMaGA Roadmap to the South Australian History Network.	Ongoing, review September 2020, 2021	Senior Community History Officer
12. Commit to a collaborative co-design model (with First Nations Peoples) of telling histories across HTSA's areas of practice, including exhibitions, education programs, digital content and public programs.	Increase number of programs with an Aboriginal history focus across areas of practice.	Ongoing, review September 2020, 2021	HTSA Branch Directors
	Include First Nations perspectives and knowledges in all programs.	Ongoing, review March and September 2020, 2021	HTSA Branch Directors
	Develop First Nations content for HTSA digital history sites including SA History Hub and Adelaide.	Ongoing, review September 2020, 2021	Director, Public Engagement
	Investigate principles of Indigenous Data Sovereignty in relation to collections in the context of the development of the North Terrace Cultural Institutions Digital Innovation Hub.	June 2020	Director, Public Engagement



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
13. Work with the South Australian History Network and South Australian First Nations communities to promote cultural understanding and collections best practice.	Consult, including with the South Australian Museum, to develop a model for developing inventories of First Nations collections material held in SAHN museums and groups.	December 2020	Senior Community History Officer
	In consultation with First Nations communities and the South Australian Museum, develop a two-way model of supporting collections held by First Nations communities.	Ongoing, review September 2020 and 2021	Senior Community History Officer
	Support Museums and Collections members to develop Statements of Commitment to Reconciliation.	Ongoing, review September 2020 and 2021	Senior Community History Officer
	Support (e.g. through grant funding) the engagement of First Nations consultants and advisors by SAHN members to ensure the inclusion of First Nations perspectives.	Ongoing, review September 2020 and 2021	Senior Community History Officer
	Appoint a First Nations representative to the South Australian History Fund grant assessment panel.	Ongoing, review September 2020 and 2021	Senior Community History Officer

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
14. Review HTSA collections and policies in line with the AMaGA Indigenous Roadmap.	Compile an inventory of First Nations cultural material in HTSA collections.	September 2020	Director, Collections
	Investigate the adoption of Cultural and Intellectual Property Protocols.	September 2020	Director, Collections
15. Bring together the RAP process and the AMaGA Indigenous Roadmap.	Participate in local, state and national networks established to promote and support the implementation of the Australian Museums and Galleries Association Indigenous Roadmap.	Ongoing, review September 2020, 2021	HTSA Branch Directors



GOVERNANCE

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY	ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
16. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RAP Working Group.	Ongoing, review September 2020, 2021	RAP Working Group Convener	18. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, 2020, 2021	RAP Working Group Convener
	Establish and apply a Terms of Reference for the RAP Working Group.	March 2020	RAP Working Group Convener		Report RAP progress to all staff, senior leaders and the Board of Trustees quarterly.	March, June, September, December 2020, 2021	RAP Working Group Convener
	Meet at least four times per year to drive and monitor RAP implementation.	March, June, September, December 2020, 2021	RAP Working Group Convener		Publically report our RAP achievements, challenges and learnings, annually.	Ongoing, review September 2020, 2021	CEO
					Investigate participating in Reconciliation Australia’s biennial Workplace RAP Barometer.	April 2020	HTSA HR Manager
17. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	March 2020	HTSA Business Manager	19. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia’s website to begin developing our next RAP.	June 2021	RAP Working Group Convener
	Engage our senior leaders and other staff in the delivery of RAP commitments.	March 2020	CEO				
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	March 2020	RAP Working Group/HTSA Business Manager				
	Appoint and maintain an internal RAP Champion from senior management.	January 2020	CEO				

## CONTACT DETAILS

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