



Indigenous Reconciliation Statement of Intent

Progress Report - May 2025



The National Agreement on Closing the Gap represents a vital commitment: empowering Aboriginal and Torres Strait Islander Peoples to work in genuine partnership with government to address longstanding inequalities.

At FRDC, we recognise that achieving reconciliation and meaningful outcomes for Indigenous Australians requires more than intent—it demands action. That's why we are committed to embedding Indigenous voices, knowledge systems and culture throughout our research activities and governance structures.

In collaboration with our Indigenous Reference Group, we developed the Indigenous Reconciliation Policy and the Indigenous Reconciliation Statement of Intents and Actions (IRSIA)—a roadmap guiding our efforts.



This report tracks our progress against the commitments outlined in the IRSIA. It is a step forward on our journey toward lasting and respectful reconciliation.

This report provides updates from May 2024 to May 2025.

-  Good progress
-  Work in progress



Intent 1 Respect





-  Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.
-  Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

Celebrating Success

- FRDC was instrumental in supporting the delivery of the first Sea Country Conference in Darwin in September 2024. As a Platinum sponsor, FRDC secured commitment from State and Territory Governments to fund the conference, provided bursaries for Indigenous representatives and encouraged several staff and Directors to attend.
- Cultural training delivered for staff, and scheduled for Directors and RAC chairs.
- FRDC ensures Welcome to Country ceremonies are performed at all externally hosted events and formally recognises Aboriginal and Torres Strait owners with an acknowledgment of country at all meetings. All staff have been provided with information from reconciliation Australia as to the value of these activities for Aboriginal and Torres Strait islanders.



Intent 2 Relationships



-  Strengthen relationships between ATSI People and FRDC.
-  Promote reconciliation through our sphere of influence.
-  Promote positive race relations through anti-discrimination strategies.
-  Celebrate National Reconciliation Week (NRW).

Celebrating Success

- FRDC's continued support and delivery of the Indigenous Reference Group (IRG) which has included the appointment of a new Chair and committee members.
- Actively seeking to recruit Indigenous membership to all jurisdictional research advisory committees.
- Highlighting reconciliation week events, all staff have undertaken cultural awareness training on NRW.



Intent 3 Opportunities

-  Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.
-  Independent review of diversity and inclusion in staffing and pay.

Celebrating Success

- Formal Independent review conducted examining staff diversity, inclusion and remuneration.
- IRSIA review by the working group, leadership and the IRG.