



Reflect Reconciliation Action Plan

September 2023-March 2025





Australia ICOMOS – across the lands and waters, states and territories – acknowledges that we are on the land of the First Australians. We know that this land was never ceded, and we respect the rights and interests of Australia’s First Peoples in land, culture, and heritage. We acknowledge their Elders past, present and emerging, and support the concepts of voice, treaty, and truth in the Uluru Statement from the Heart.

Vision

The vision of Australia ICOMOS (AICOMOS) is for Aboriginal and Torres Strait Islander peoples and their cultural heritage to be acknowledged, respected and valued by all Australians. In keeping with its broader charter to support and guide best practice for cultural heritage conservation in Australia, AICOMOS recognises the needs, aspirations, culture, and beliefs of Australia's Aboriginal and Torres Strait Islander peoples.



Statement from CEO of Reconciliation Australia

Inaugural Reflect RAP

Reconciliation Australia welcomes Australia ICOMOS (AICOMOS) to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

AICOMOS joins a network of more than 2,200 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types – Reflect, Innovate, Stretch and Elevate – allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables AICOMOS to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations AICOMOS, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



**RECONCILIATION
ACTION PLAN**

REFLECT

Message from the President

I am delighted to be the champion of this Reflect Reconciliation Action Plan for Australia ICOMOS. The process of developing this RAP has engendered reflection at all levels of our organisation and membership—interrogating our mission, structures and areas of influence, and seeking answers as to how the organisation can change to better support the aspirations of Aboriginal and Torres Strait Islander peoples.

Australia ICOMOS resolved to support the Uluru Statement from the Heart at its Annual General Meeting of 15 November 2019, and its key concepts of voice, treaty and truth. For Australia ICOMOS this commitment is particularly meaningful in relation to its key commitment to the protection and recognition of First Nations cultural heritage and to the broader recognition of the indivisible nature of people, knowledge, place and Country.

I am honoured to lead our organisation on its next steps in the reconciliation journey towards a more just future.

Professor Tracy Ireland, PhD, FSA
President, Australia ICOMOS





Notice of Custodial Interest of the Taungurung, Wotjobaluk, Wemba Wemba and Boon Wurrung Community

This work embodies traditional knowledge of the Taungurung, Wotjobaluk, Wemba Wemba and Boon Wurrung community. Dealing with any part of the work for any purpose that has not been authorised by the custodians is a serious breach of the customary laws of the Taungurung, Wotjobaluk, Wemba Wemba and Boon Wurrung community, and may also breach the Copyright Act 1968 (Cth). For enquiries about permitted uses of the work, contact the artist Aimee McCartney.

About the artist & the art

Luruk-In is an Australian Aboriginal Art business, founded by proud Taungurung, Wotjobaluk, Wemba Wemba and Boon Wurrung woman Aimee McCartney. Aimee was born and raised on Wurundjeri country in Naarm, Melbourne and currently lives on Gunaikurnai Country (Victoria).

An emerging contemporary Aboriginal artist, Aimee's vibrant approach to life coupled with her strong ancestral and cultural identity allows her to create unique, intricate and eye-catching artworks on canvas. With a mixture of bright colours and textures, Aimee explores modern society through the looking glass of the world's oldest living culture.

Aimee's strongest inspiration comes from her Country, its waterways and mountains, its sand, soil and shells. Aimee's hope is to continue the sacred tradition of Storytelling through art and to inspire people to connect and learn about First Nations' culture, history, stories and language.

Place and Country, 2023

This artwork represents Australia ICOMOS (AICOMOS) continued commitment and engagement with Aboriginal and Torres Strait Islander people and communities in cultural heritage conservation. The large circular symbol represents AICOMOS as a central meeting place with additional meeting places depicting Aboriginal and Torres Strait Islander communities across the country. These meeting places and the accompanying Australian Gum leaves symbolise where people gather, share their needs, aspirations, culture beliefs and in turn develop and strengthen meaningful and respectful relationships.

A major focal point of the artwork is the topographic view and the colours used to signify the movement, essence and spiritual connection between country and place. This acts as a timeline of the landscape's creation stories from the last 60,000 years and emphasises the importance of celebrating First Nations peoples and cultures in the nation's identity.



Our business

Mission Statement

AICOMOS' mission is to lead cultural heritage conservation in Australia by raising standards, encouraging debate and generating innovative ideas.

The organisation

AICOMOS is a non-government, not-for-profit organisation of cultural heritage professionals that promotes expertise in the conservation of cultural heritage. AICOMOS is a National Committee of ICOMOS, the International Council on Monuments and Sites; an official Advisory Body to the UNESCO World Heritage Committee. It makes representations to governments and seeks to influence government policy in cultural heritage management.

AICOMOS was formed in 1976, and is one of over 110 national committees of ICOMOS. AICOMOS acts as a national and international link between public authorities, institutions and individuals involved in the study and conservation of all places of cultural heritage significance.

AICOMOS has over 850 members of different categories and is managed by an Executive Committee of 15 people, elected from the membership. Membership is formed of professionals working in heritage. There is an application process for becoming a member which includes providing a CV, a statement outlining qualifications and roles in the heritage profession and a signed statement of commitment that members professional activities will fall within the terms of the Burra Charter and Ethical Principles for ICOMOS Members. New members also require two nominations from existing members (one of which provides a statement in support of the application). Members pay a yearly fee.

AICOMOS members contribute to its committees, working groups, activities and programs as volunteers. Chairs for committees and working groups are elected from within the relevant membership. AICOMOS has one part-time employee, and one office location at Deakin University in Melbourne (which limits our ability to assist with reconciliation through proactive employment). Currently our organisation has no known staff that identify as Aboriginal and/or Torres Strait Islander people. While the number of Aboriginal and Torres Strait Islander members is currently not known, we will work within this RAP to determine culturally appropriate ways to understand this. AICOMOS's only property is the organisation's records and display materials for events.

Members participate in a range of conservation activities including site visits, training, conferences and meetings organised at the national or state level. Members attend activities and meetings as volunteers. AICOMOS holds regular conferences on a topical theme, as well as smaller events, usually at or near a state or territory capital.

As one of the strongest National Committees of ICOMOS, AICOMOS makes a substantial contribution to the international organisation, having representation on all the ICOMOS International Scientific Committees, which are chaired by Australians from time to time. AICOMOS members serve on expert committees and boards in Australia and internationally. Many AICOMOS members attend the ICOMOS triennial General Assembly.



Organisation chart

Australia ICOMOS Members

Working Groups

- Caring for Country
- Climate Change and Cultural Heritage
- Heritage Planning
- Reconciliation Action Plan
- Our Common Dignity
- Website and E News

Executive Committee

President, Vice President,
Treasurer, Secretary
11 Committee Members
(includes 7 State representatives)

Reference Groups

- Fabric Conservation
- Heritage Skills Education
- Indigenous Heritage
- Pacific Heritage
- Strategic Advocacy
- World Heritage

Historic Environment

Editorial Committee

National Scientific Committees:

- Cultural Landscapes and Cultural Routes
- Intangible Cultural Heritage
- Energy & Sustainability
- Fortification & Military Heritage
- Rock Art
- Industrial Heritage
- Risk Preparedness

Secretariat

Objectives

International

Participate in the international arena, both within and beyond the ICOMOS international family.

Conservation Philosophy and Policy

Ensure that AICOMOS takes a leadership role in conservation philosophy and practice for culturally significant places.

Education and Communication

Promote an understanding of the cultural significance of places and raise conservation standards through education and communication programs.

Advocacy

Inform and influence key decision-makers of AICOMOS's aims and approaches to conservation philosophy and practice.

Membership

Develop, maintain and support a broad-based membership through effective administration.



Our RAP

Our organisation is at the 'Reflect' stage of the Reconciliation Action Plan process – that is, one of the four stages: Reflect, Innovate, Stretch, and Elevate. The elected President of Australia ICOMOS is the RAP Champion. This role is currently held by Professor Tracy Ireland. A RAP Working Group of AICOMOS members will be established to help deliver our RAP, with a Chair elected from within that membership group.

AICOMOS has a long history of engagement with Aboriginal and Torres Strait Islander peoples. However, we recognise that our organisation was founded in non-Indigenous knowledge structures rooted in settler-colonialism. We recognise that the work required to address this colonial legacy is unfinished and we continue to seek to implement better ways to respect, learn from and amplify Aboriginal and Torres Strait Islander voices and knowledge. Aboriginal and Torres Strait Islander peoples are underrepresented in the membership of AICOMOS.

The 1997 annual conference of AICOMOS strongly recommended that AICOMOS develop a stronger and more clearly articulated role in the field of Indigenous cultural heritage, a position adopted by the Executive Committee in 1998.

These intentions are expressed in a range of documents adopted and applied by Australia ICOMOS. These include the ICOMOS Ethical Principles (adopted in 2014) which require the members of ICOMOS to adhere to inclusive and holistic heritage management methodologies. Similarly, the Burra Charter: the Australia ICOMOS Charter for Places of Cultural Significance (2013) promotes inclusive and holistic heritage management, including where places embody both Indigenous and non-Indigenous heritage values.

It is within this context that AICOMOS embarks on its first RAP.

This RAP will give our organisation the time and opportunity to raise knowledge, awareness, respect, recognition, understanding and support for reconciliation inside our organisation. AICOMOS is committed to developing respectful and supportive relationships between Aboriginal and Torres Strait Islander peoples, AICOMOS members, and others involved in caring for Australia's heritage. AICOMOS believes that meaningful relationships are at the heart of caring for and celebrating Australia's heritage places. AICOMOS is committed to increasing the involvement of Aboriginal and Torres Strait Islander peoples in AICOMOS' management and in its activities in Australia and internationally.

The responsibilities for implementing the RAP are spread across the organisation, in keeping with the aim of raising awareness and commitment among all its members.

This Reflect RAP 2023–2025 aligns with the broad objectives, strategies and programs within the AICOMOS Strategic Plan and in the AICOMOS Yearly Action Plan.

This Reflect RAP covers 18 months. It is anticipated the actions undertaken in this period will act as a litmus test for the organisation's capacity and aspirations for the future. It will then be reviewed and a new RAP developed, taking into account the learnings and aligned with the Strategic Plan.

Preparation of this RAP

This document was drafted by a Working Group established by AICOMOS to prepare a Reconciliation Action Plan. Four people in the Working Group identify as Aboriginal people.





Our partnerships & current activities

In November 2001, AICOMOS adopted a Statement on Indigenous Cultural Heritage and in 2013 adopted a Practice Note: 'The Burra Charter and Indigenous Cultural Heritage Management'.

AICOMOS has several committees focusing on aspects of cultural heritage that are central to the identification, assessment and management of Indigenous heritage. These include National Scientific Committees on Cultural Landscapes & Cultural Routes (combined) and Intangible Cultural Heritage.

AICOMOS also has an Indigenous Heritage Reference Group that includes Indigenous and non-Indigenous expert members who provide advice to the President and the Executive Committee.

AICOMOS also has a policy of supporting Aboriginal and Torres Strait Islander peoples to attend its annual conferences. AICOMOS has established an Indigenous Conference & Educational Fund and an Indigenous Conference Travel Fund.

AICOMOS actively encourages Aboriginal and Torres Strait Islander membership in its Executive Committee.

AICOMOS is hosting the 21st Triennial General Assembly of ICOMOS from 31 August – 9 September 2023. In convening the General Assembly, AICOMOS has formed an Indigenous Advisory Panel, and has adopted an Indigenous Procurement Policy. The Scientific Symposium included in the General Assembly includes an Indigenous Program and Nature-Culture Journey together with Indigenous Program Co-Chairs. We are also collaborating with the Murujuga Aboriginal Corporation about their involvement. In addition, within NSW, 24 complimentary registrations will be provided to Indigenous delegates. A fund has been set up to support 10 Indigenous delegates from outside NSW.



Relationships

Action	Deliverable	Timeline	Responsibility
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our spheres of influence and encourage members to contribute.	November 2023	State/Territory representatives
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	November 2023	RAP Working Group Chair with Indigenous Reference Group Chair
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff and members.	April 2024	Secretariat
	RAP Working Group members to participate in an external NRW event.	27 May- 3 June 2024	RAP Working Group Chair
	Encourage and support senior leaders and all members to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June 2024	President with RAP Working Group Chair
Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all members.	September 2023	President
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	November 2023	State/Territory representatives
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	November 2023	President with RAP Working Group Chair
Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	September 2024	Indigenous Heritage Reference Group Chair
	Conduct a review of ICOMOS policies and procedures to identify existing anti-discrimination provisions, and future needs.	December 2024	President and RAP Working Group Chair

Action	Deliverable	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a strategy for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	August 2024	President with RAP Working Group Chair
	Conduct a review of cultural learning needs within our organisation.	August 2024	President with RAP Working Group Chair
	Design and deliver with Traditional Owners, local cultural knowledge workshops at AICOMOS conferences and events each year as an add on for members.	March 2025	Conference Committee Chair
	Promote to members registers (such as Supply Nation and Kinaway) of Aboriginal and Torres Strait Islander organisations that deliver cultural awareness training and encourage members to attend.	December 2023	Secretariat
	Support all Executive Committee members to attend cultural awareness training.	July 2024	President
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Encourage our members to develop an understanding of who the local Traditional Owners or Custodians of the lands and waters are within their local area and some of their cultural protocols.	February 2024	State/Territory Representatives
	Increase members' understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	February 2024	President with RAP Working Group Chair
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country at meetings and conferences.	March 2024	President with RAP Working Group Chair
	Invite local Traditional Owners or Custodians to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	March 2025	State/Territory Representatives Conference Committee Chair
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	March 2025	Relevant event holder such as Executive Committee or State/Territory Representative
	Prepare a plan for the review of the Practice Note entitled 'The Burra Charter and Indigenous Cultural Heritage Management'.	October 2024	President with input from RAP Working Group Chair and Indigenous Heritage Reference Group Chair

Action	Deliverable	Timeline	Responsibility
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our members about the meaning of NAIDOC Week.	June and July 2024	President with RAP Working Group Chair
	Promote NAIDOC week events to our members.	June 2024	Secretariat, President with RAP Working Group Chair
	RAP Working Group to participate in an external NAIDOC Week event.	July 2024	RAP Working Group Chair



Opportunities

Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development in the cultural heritage profession.	Develop a strategy for greater Aboriginal and Torres Strait Islander membership and retention within our organisation.	January 2025	President with RAP Working Group Chair
	Build understanding of current Aboriginal and Torres Strait Islander membership base to inform future opportunities, including for professional development.	November 2024	President with RAP Working Group Chair
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a strategy for procurement from Aboriginal and Torres Strait Islander owned businesses.	February 2025	President with RAP Working Group Chair
	Investigate new ways to support Aboriginal and Torres Strait Islander business owners in the procurement of goods and services for AICOMOS.	May 2024	President with RAP Working Group Chair
Increase technical knowledge in the heritage profession and increase knowledge of Aboriginal and Torres Strait Islander peoples cultural heritage within AICOMOS members.	Create a pro-bono register which will capture members who can provide free heritage advice to Aboriginal and Torres Strait Islander peoples or organisations who require assistance and are not able to afford it.	January 2024	Secretariat
	Provide financial support for Aboriginal and Torres Strait Islander peoples to attend and participate in membership activities.	March 2025	President, relevant conference committee Chair
	Encourage Aboriginal and Torres Strait Islander peoples to participate in the AICOMOS Mentoring Program.	March 2024	Mentoring Program Coordinator, RAP Working Group Chair
	Create a register of Aboriginal and Torres Strait Islander peoples led heritage bodies and groups who provide workshops on significant cultural heritage sites, values or practices.	September 2024	President with RAP Working Group Chair



Governance

Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RAP Working Group to govern RAP implementation.	September 2023	President, RAP Working Group Chair
	Draft a Terms of Reference for the RAP Working Group.	September 2023	President, RAP Working Group Chair
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	September 2023	President, RAP Working Group Chair
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	October 2023	RAP Working Group Chair
	Appoint a senior leader to champion our RAP internally.	September 2023	President
	Engage senior leaders in the delivery of RAP commitments.	October 2023	President, RAP Working Group Chair
	Define appropriate systems and capability to track, measure and report on RAP commitments.	October 2023	Secretariat, RAP Working Group Chair
Increase Aboriginal and Torres Strait Islander peoples' representation in AICOMOS governance mechanisms.	Investigate what is required to have a new designated Aboriginal and Torres Strait Islander peoples' role on the AICOMOS Executive Committee.	October 2024	President
	Investigate increasing Aboriginal and Torres Strait Islander peoples' involvement in reference and working groups.	April 2024	President
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.	September 2024	RAP Working Group Chair
	Promote the RAP with members and external stakeholders, including reporting on progress in the Annual Report, AGM, and Executive Committee quarterly meetings.	November, February, May, August 2023, 2024, 2025	President, Secretariat, RAP Working Group Chair, Indigenous Heritage Reference Group Chair
	Contact Reconciliation Australia to ensure that our primary and secondary contacts are up-to-date to ensure we are receiving important correspondence.	June 2024 and annually	RAP Working Group Chair
	Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measurement Questionnaire.	1 August 2024 and annually	RAP Working Group Chair
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our new RAP.	March 2025	RAP Working Group Chair

Contact details for public enquiries about our RAP

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