



REFLECT RECONCILIATION ACTION PLAN

January 2026 - December 2026

Reflect Reconciliation Action Plan January 2026 to December 2026

Our business

ChemCentre is the State's premier chemistry and forensic science facility, employing around 140 people. Our core business is to provide chemical and forensic science services to government, industry and the wider community to enable a safer and more prosperous Western Australia. Our work also covers collaborative Research and Innovation, Emergency Response, Food and Agriculture, Environmental Chemistry. We have an active role in promoting Chemical Education and STEM. While our work is centered on Western Australia, we have national and international clients and research collaborators.

We are a state government statutory authority located in Bentley, Western Australia. We do not currently have any Aboriginal members of staff.

Our RAP

We are developing a Reconciliation Action Plan (RAP) to properly acknowledge and pay our respect to the Traditional Owners of the area in which we are located, the Whadjuk people of the Noongar Boodjar. We also seek to raise awareness of reconciliation amongst our staff and use the plan as a catalyst to encourage greater dialogue with Aboriginal and Torres Strait Islander members of our wider community.

This RAP is the first step in a journey whereby we hope to initiate greater acknowledgment of the contribution of Aboriginal and Torres Strait Islander peoples in the diverse community in which we live.

We are just formally commencing our RAP journey; however we have initiated a scholarship for Aboriginal and Torres Strait Islander students and have participated in the Public Sector Commission's Aboriginal Employment Program for some years. We have initiated a policy of formal Acknowledgement of Country and paying respect to Aboriginal and Torres Strait Islander peoples at staff gatherings and inviting a formal Welcome to Country via a respected Noongar Elder at our public forums. We also hope that we will be able to engage with Aboriginal and Torres Strait Islander people via our business, collaborative research and community outreach activities.

RELATIONSHIPS

Through our RAP we will initially focus on three key areas:

Relationships – we seek to develop and maintain meaningful relationships with Aboriginal and Torres Strait Islander peoples and communities. We will help staff to continue to develop their understanding of the cultures, values, practices and beliefs of Aboriginal and Torres Strait Islander peoples.

Respect – we will engage with our staff, encouraging and supporting them to build an understanding of Aboriginal and Torres Strait Islander cultures, histories, achievements and challenges. Our aim is that this engagement will advance reconciliation by building knowledge, understanding, advocacy skills and a desire to achieve positive change, both in interactions within ChemCentre's scope of business and more widely.

Opportunities – we will investigate and support employment opportunities within our organisation and wider networks to increase the participation of Aboriginal and Torres Strait Islander peoples, particularly in STEM based initiatives. We will also continue to investigate appropriate Aboriginal and Torres Strait Islander businesses for procurement opportunities.

Our partnerships/current activities

ChemCentre has established a *STEM based initiative with key education partners to increase Aboriginal and Torres Strait Islander students in STEM and continue to support and award the ChemCentre Aboriginal and Torres Strait Islander Scholarship with Curtin University.*

To date we have not been successful in recruiting an awardee, and as such we are looking to widen the parameters to find a suitable recipient through our broader Curtin-ChemCentre Alliance.

Our internal activities to date have been restricted to acknowledgment and low-level participation in NAIDOC week. We hope to increase activity in this space as our RAP gains traction. On the successful registration of our RAP, we intend to form a staff committee to promote appropriate partnership and activities. This will include cultural awareness training for staff.

Our CEO has been active in supporting indigenous education (Scitech Aboriginal Education Program) and First Australians indigenous knowledge preservation (Carrolup Collection Oral Histories Project and Murujuga RockArt Monitoring Project) and indigenous science recognition (LaMont's Astronomy Event and Pawsey Supercomputing Centre Pia Wadjari artwork). He has also engaged with Curtin University's Noongar Cultural Advisor on several projects.



RELATIONSHIPS

Action	Deliverable	Timeline	Responsibility
1. 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 local area or sphere of influence.	March 2026	CEO
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	March 2026	CEO
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2026	Media & Communications Manager
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2026	Media & Communications Manager
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	March 2026	CEO
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.		
	- The RAP committee will continue to identify and engage with other state government agencies, Aboriginal and Torres Strait Islander peoples and other organisations to ensure that ChemCentre RAP meets best practice in RAP implementation - Ensure Aboriginal and Torres Strait Islander requirements and considerations are included in all external research applications.	June 2026	
		In every instance when an application is made	CEO / Research and Innovation Manager

RELATIONSHIPS

4. Promote positive race relations through anti-discrimination strategies.	• Research best practice and policies in areas of race relations and anti-discrimination.	May 2026	HR Manager
	• Conduct a review of HR policies and procedures to identify existing anti- discrimination provisions, and future needs	June 2026	HR Manager

RESPECT

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	• Develop a plan for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	June 2026	CEO
	• Conduct a review of cultural learning needs within our organisation.	March 2026	Human Resources Manager
6. Demonstrate respect to Aboriginal and Torres Strait Islander people by observing cultural protocols.	• Develop an understanding of the local Traditional Owners' knowledge and practices within our organisation's operational area.	June 2026	CEO
	• Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	May 2026	CEO
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	• Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	NAIDOC Week 5 July – 12 July	Media & Communications Manager
	• Introduce our staff to NAIDOC Week by promoting external events in our local area.	NAIDOC Week	Media & Communications Manager
	• RAP Working Group will participate in/with an external NAIDOC Week event.	NAIDOC Week	Media & Communications Manager

OPPORTUNITIES

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	• Develop a plan for Aboriginal and Torres Strait Islander employment within our organisation in alignment with wider government initiatives.	June 2026	Human Resources Manager
	• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June 2026	Human Resources Manager
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	• Develop a plan for procurement from Aboriginal and Torres Strait Islander owned businesses in alignment with wider government initiatives.	May 2026	Procurement Officer
	• Investigate Supply Nation Membership	May 2026	Procurement Officer
	• Meet or exceed government guidelines on Indigenous procurement	December 2026	Procurement Officer
10. Actively support and identify STEM based initiatives with key education partners to increase Aboriginal and Torres Strait Islander students in STEM.	• Explore greater engagement with neighboring Clontarf Aboriginal College and Marr Mooditj Training. This will include possible incursion, excursion and virtual tour activities.	June 2026	CEO / Outreach Officer
	Engage with Kurongkurl Katitjin, Centre for Indigenous Australian Education and Research and Edith Cowan University via the "Old Ways, New Ways Program.	June 2026	CEO
	• ChemCentre will review its current scholarship program to initiate a pathway to encourage Aboriginal and Torres Strait Islander students to pursue further education and careers in science.	June 2026	CEO

OPPORTUNITIES

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GOVERNANCE

Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP	• Form a RWG to govern RAP implementation.	Jan 2026	CEO
	• Draft Terms of Reference for the RWG.	Jan 2026	CEO
	• Establish Aboriginal and Torres Strait Islander representation on the RWG.	Jan 2026	CEO
12. Define resource needs RAP implementation of RAP commitments.	• Engage senior leaders in the delivery of RAP commitments.	Jan 2025	CEO
	• Define appropriate systems and capability to track, measure and report on RAP commitments.	Jan 2025	CEO
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	• Complete and submit the annual RAP Impact Survey to Reconciliation Australia. • Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence. • Communicate our RAP progress to internal and external stakeholders	30 Sept 2026	Media & Communications Manager
14. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	Dec 2026	Media & Communications Manager

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