

CENTRE FOR INVASIVE SPECIES SOLUTIONS

Reflect Reconciliation Action Plan

May 2026 - November 2027





CENTRE FOR
INVASIVE SPECIES SOLUTIONS

Acknowledgement of Country

The Centre for Invasive Species Solutions acknowledges the continuing connection of Aboriginal and Torres Strait Islander peoples to culture, Country and community in Australia and pays respect to the Elders past, present and emerging.

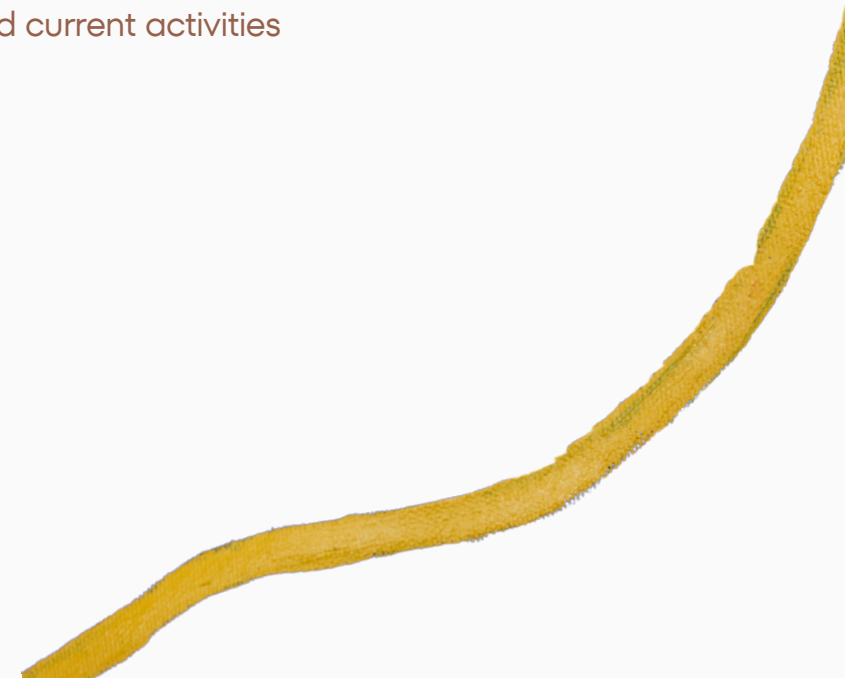
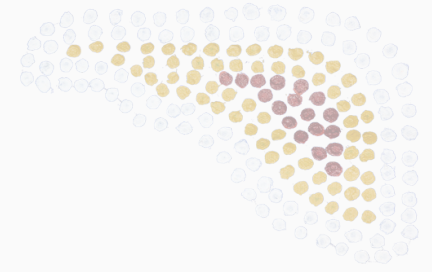
We are committed to caring for Country by protecting Australia's unique biodiversity, landscapes, and cultural heritage from the impact of invasive species. We commit to including Aboriginal and Torres Strait Islander Australians as the Original Custodians of Country and holders of deep ecological knowledge and sophisticated land management practices in our efforts to sustain Australia's landscapes and ecosystems.

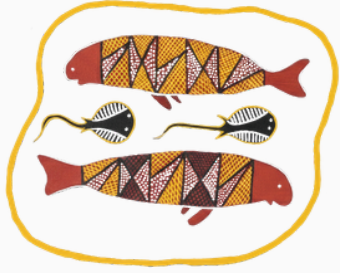
Cover Image: Kangaroo Island, South Australia. Image credit: Gillian Basnett.

Inside Cover: Lake Claremont turtle hatchling. Image credit: Nick Cook.

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Behind the Canvas: The Artist's Story



About the Artist

Nana Norma Jacko is a proud Juunjuwarra Elder and Indigenous artist.

Her Juunjuwarra Homeland encompasses the Starke River and adjoining seas and the entire river catchment of the Great Barrier Reef in the south-eastern region of Queensland's Cape York.

Nana Norma's artwork embraces the diversity of her beloved country, from landscapes of rare and remote rainforests and rolling escarpments cascading to coastal plains, to sea country abundant in wetlands, lagoons, coastal mangroves, seagrass beds, islands and coral reefs.



“Juunju + Warra’ is Junnju, meaning Country, and Warra, meaning people. Juunjuwarra is not Juunjuwarra unless Juunju and Warra are together.”

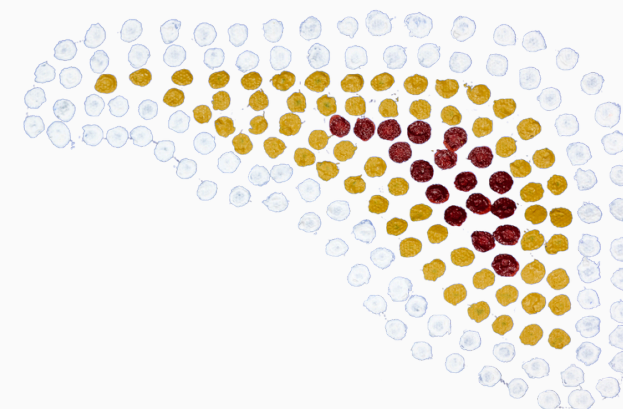
Nana Norma Jacko

Behind the Canvas: The Artist's Story

About the Artwork

BUBUJUUNJUWARRA

Bubu = homeland



The work celebrates the natural wonders found on Juunjuwarra Country, including some of the largest turtle and dugong populations left in Australia.

It springs directly from the on-ground partnership of CISS's Feral Animal Projects team with the Juunjuwarra Rangers and the North Australian Indigenous Land and Sea Management Alliance (NAILSMA) as they seek to manage the impacts of invasive species on country. Feral pigs damage sacred cultural sites, story places and wetlands used by Juunjuwarra ancestors for medicine and healing.

The project equips these proud First Nations land managers preserve the health of their land, waterways and ecosystems using techniques such as GPS collars to monitor feral pigs alongside traditional practices.

Behind the Canvas: The Artist's Story



At the Centre for Invasive Species Solutions (CISS), we are committed to caring for Country by protecting Australia's unique biodiversity, landscapes, and cultural heritage from the impact of invasive species. We recognise that Aboriginal and Torres Strait Islander Australians have been the Original Custodians of Country for over 60,000 years, applying deep ecological knowledge and sophisticated land management practices to sustain ecosystems.

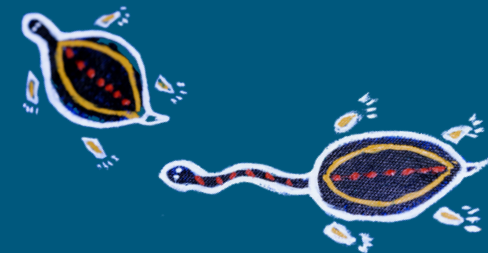
As an organisation working at the interface of science, policy, and practical action, we acknowledge that reconciliation is fundamental to how we operate. Invasive species management cannot be separated from caring for Country, and we recognise the need to embed Aboriginal and Torres Strait Islander knowledge, perspectives, and leadership in our approach. This means listening, learning, and building strong partnerships with Aboriginal and Torres Strait Islander knowledge holders and organisations who continue to care for Country today.

The launch of our first Reflect Reconciliation Action Plan (RAP) marks an important milestone in our reconciliation journey. Through this RAP, we commit to developing meaningful relationships, strengthening cultural awareness, and identifying opportunities for greater Aboriginal and Torres Strait Islander people participation and partnership in our work. This includes ensuring that Aboriginal and Torres Strait Islander voices are heard and included in decision-making, expanding employment and procurement opportunities, and embedding cultural respect across our operations.

Reconciliation is an ongoing process that requires action, accountability, and genuine partnership. This RAP is the beginning. As we progress, we will continue to engage, reflect, and evolve – ensuring that our commitment to reconciliation leads to tangible, lasting change.

I invite all staff, Board Directors, members, partners, and stakeholders to join us on this journey, as we work towards a future where invasive species management is strengthened by two-way knowledge sharing, cultural respect, and a mutual responsibility for caring for Country.

Shauna Chadlowe
Chief Executive Officer
Centre for Invasive Species Solutions



Statement from the Centre for Invasive Species Solutions



Statement from Reconciliation Australia

Image supplied Reconciliation Australia.

Reconciliation Australia welcomes Invasive Animals Limited to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Invasive Animals Limited joins a network of more than 3,000 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 over 5.5 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.

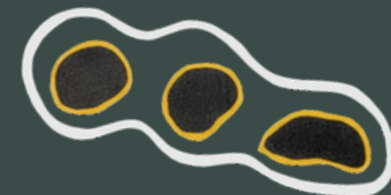
These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

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.

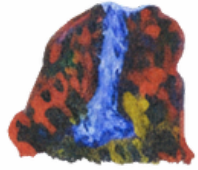
This Reflect RAP enables Invasive Animals Limited to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and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

Congratulations Invasive Animals Limited, 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



Our Business



The Centre is a not-for-profit, member-based organisation dedicated to mitigating the impact of invasive plants and animals across Australia. Our vision is an Australia where Country is cared for and biodiversity, ecosystems, and cultural landscapes are protected from the threats posed by invasive species. Operating at the nexus of science, policy and practical application, the Centre collaborates with researchers, policymakers, and land managers to develop and implement effective, evidence-based solutions for invasive species management.

The Centre recognises that Aboriginal and Torres Strait Islander peoples have been the original land managers and custodians of Country for over 60,000 years. We acknowledge that invasive species have disrupted ecological systems that have been carefully maintained through traditional land management practices. As part of our reconciliation journey, we are committed to working alongside Aboriginal and Torres Strait Islander communities, Traditional Custodians, and ranger programs to support two-way knowledge sharing and collaborative approaches to biosecurity, biodiversity restoration, and invasive species management.

Headquartered in Canberra, on the lands of the Ngunnawal and Ngambri peoples, the Centre employs a dedicated team of 18 staff members with some staff also located in other lands across Australia. Our organisational structure includes a Board, Chief Executive Officer, Senior Finance Manager, Governance and HR Manager, Business and Science Portfolio Manager, Digital Platform and Communications Manager, and Research, Development, & Engagement Director, who oversees national coordination of research, weeds, and feral animal projects. While we currently have one Aboriginal and Torres Strait Islander employee, we are committed to increasing Aboriginal and Torres Strait Islander participation within our workforce and governance structures. We will also work to identify the diverse Aboriginal and Torres Strait Islander Nations, Countries, and language groups across the regions where we operate, acknowledging their enduring connection to land, culture, and community.

Our membership comprises a diverse array of stakeholders, including government agencies, research institutions, industry groups, and environmental organisations, all unified in the mission to protect Australia's environment, native species, and primary production from the detrimental effects of invasive species. Through strategic collaborations and a steadfast commitment to reconciliation, we seek to support Aboriginal and Torres Strait Islander peoples in caring for Country by ensuring invasive species solutions align with cultural knowledge and environmental stewardship.



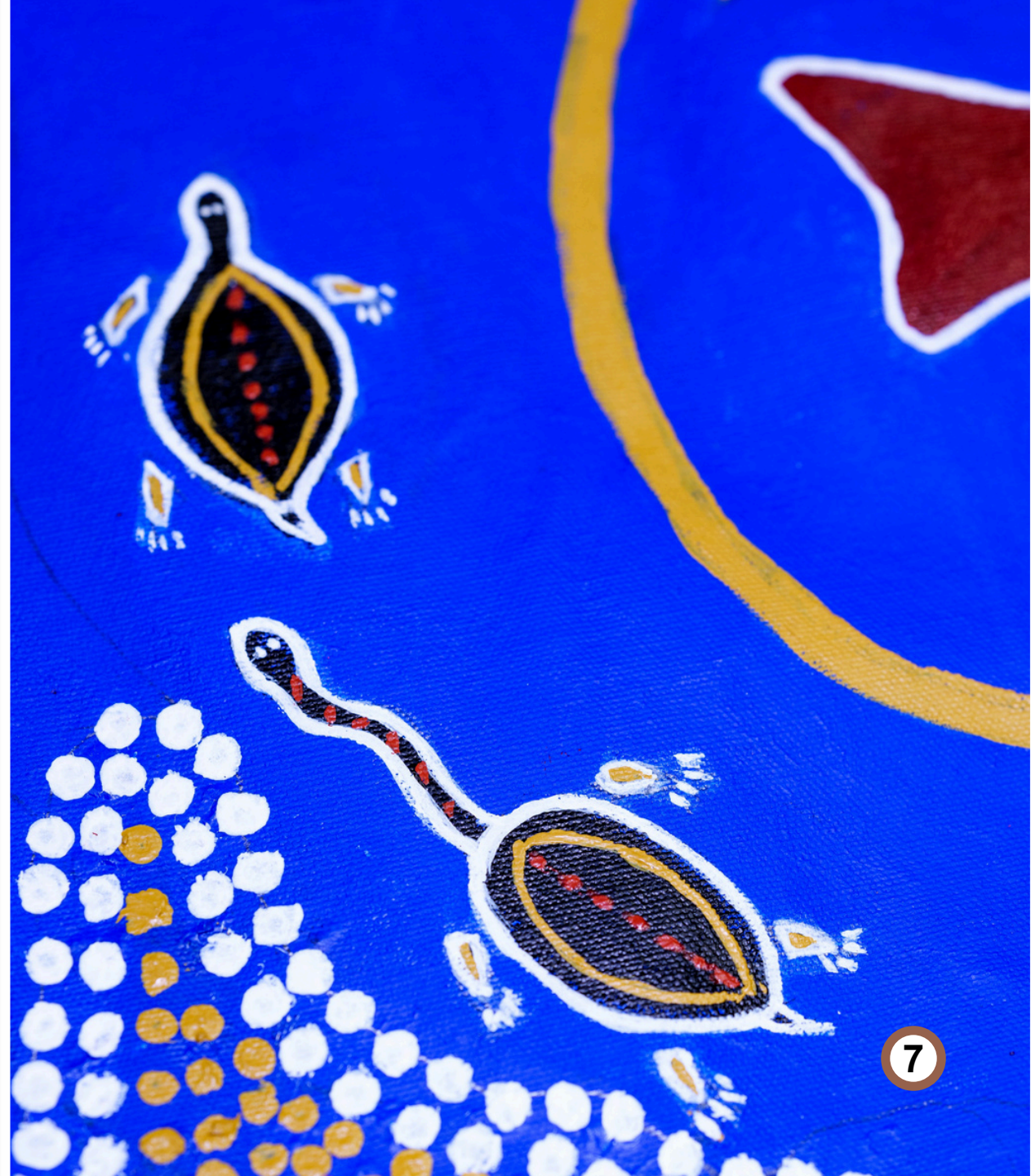
Our RAP and Commitment to Reconciliation

The Centre recognises that reconciliation is essential to fostering genuine partnerships with Aboriginal and Torres Strait Islander Australians in the management and protection of the environment. We acknowledge that Aboriginal and Torres Strait Islander peoples have always been stewards of Country, using deep ecological knowledge to maintain balance in natural systems. Invasive species pose a significant threat to Country through harm to biodiversity and cultural landscapes. Our commitment to reconciliation means ensuring that Aboriginal and Torres Strait Islander perspectives, knowledge, and leadership are embedded in our work, creating opportunities for two-way science and collaboration in biosecurity, conservation, and land management.

This RAP marks the beginning of our formal reconciliation journey. It provides a framework for us to listen, learn, and build meaningful, long-term relations with Aboriginal and Torres Strait Islander peoples, communities, and organisations. Through this RAP, we will lay the foundations for collaboration, ensuring that our work aligns with the principles of respect, reciprocity, and shared responsibility for caring for Country. Our CEO is our RAP Champion who will be responsible for driving and championing internal engagement and awareness of our RAP.

This RAP reflects our commitment to strengthening Aboriginal and Torres Strait Islander engagement in biosecurity, biodiversity protection, and environmental stewardship. We will take practical steps to enhance cultural awareness and capability, improve employment and procurement opportunities, and embed reconciliation into our governance structures. Our goal is to ensure that reconciliation is not just a statement of intent, but a measurable, meaningful, and lasting process of change within the Centre and the broader invasive species management community.

By collaborating with Traditional Custodians, ranger programs, and Aboriginal and Torres Strait Islander organisations, we aim to support Aboriginal and Torres Strait Islander led solutions to environmental challenges, recognising that true reconciliation is only possible when Aboriginal and Torres Strait Islander voices are heard, respected, and included in decision-making. This RAP is the first step in what we hope will be an ongoing and evolving commitment to genuine partnership, knowledge-sharing, and joint action in protecting and restoring Country.

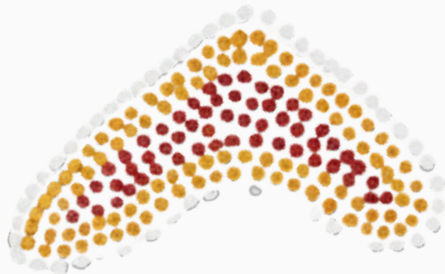


Our partnerships and current activities



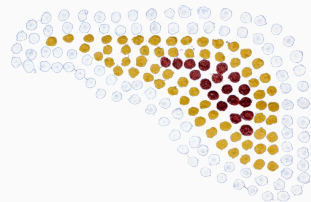
Some internal activities already undertaken include:

- Cultural Awareness training through the Centre for Cultural Competence Australia
- Recognition of National Reconciliation Week and NAIDOC Week each year
- Introduction of the Australia Day Floating Public Holiday
- Acknowledgement of Country before key meetings
- Acknowledgement of Country included in email, website footers and publications which have been recently reviewed and revised
- Welcome to Country at major events
- Actively scoping out ways that we can bring Aboriginal and Torres Strait Islander perspectives to our work
- Recognition of Aboriginal and Torres Strait Islander engagement in project activities
- Working with and training Aboriginal and Torres Strait Islander Rangers on invasive species programs



Cat fence, Dudley Peninsula on Kangaroo Island, South Australia. Image credit: Gillian Basnett.

Relationships

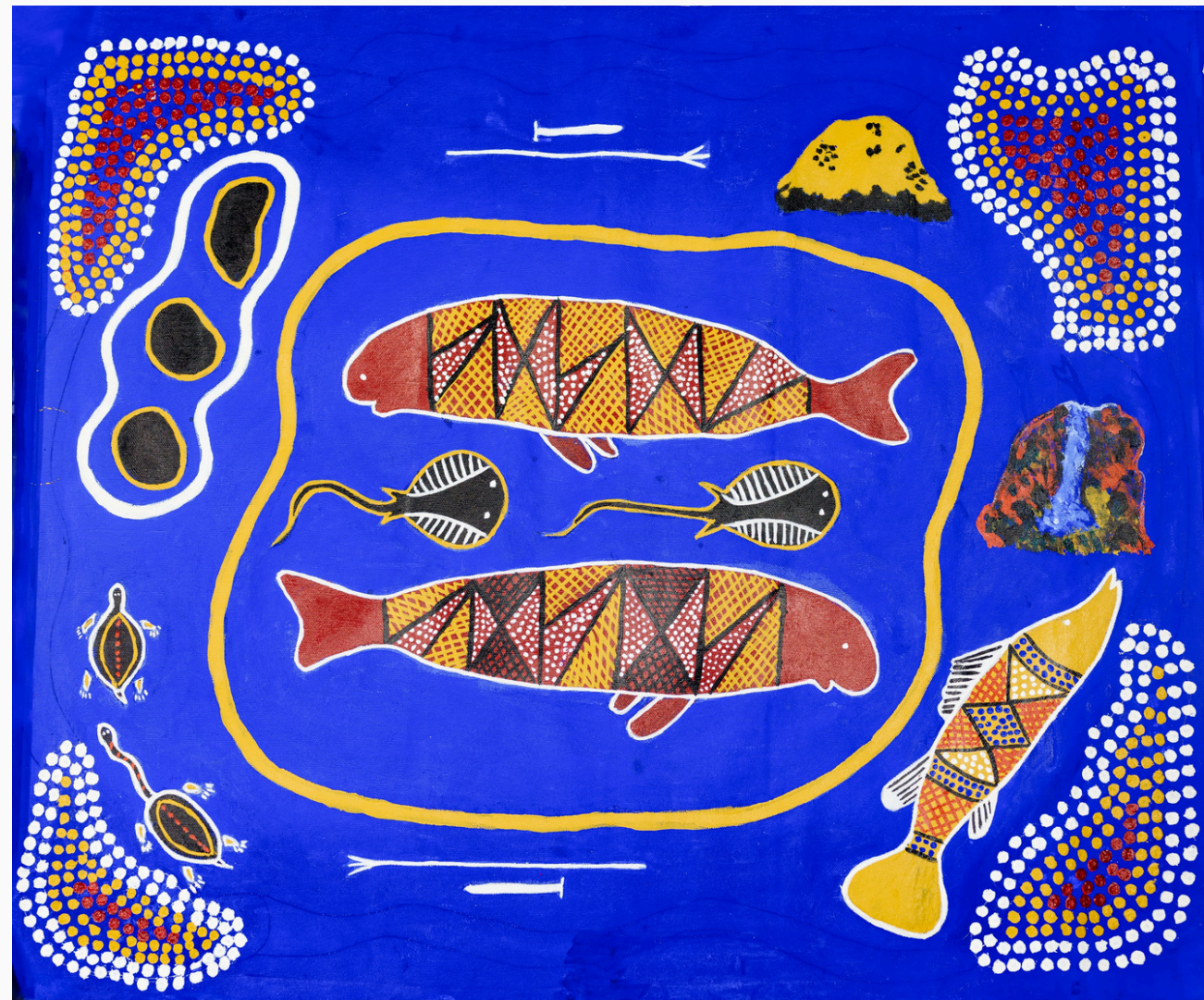


The Centre acknowledges that Aboriginal and Torres Strait Islander peoples are the first land managers and custodians of Country. For over 60,000 years, Aboriginal and Torres Strait Islander peoples have worked to protect, restore, and maintain the delicate balance of Australia's ecosystems - a responsibility that continues today.

The Centre is committed to developing meaningful, long-term relationships with Aboriginal and Torres Strait Islander organisations, Traditional Custodian groups, ranger programs, and knowledge holders to improve biodiversity outcomes, address the impacts of invasive species, and uphold cultural knowledge systems.

We recognise that reconciliation is a two-way process, and we commit to listening, learning, and working collaboratively with Aboriginal and Torres Strait Islander communities to integrate cultural knowledge and western science in tackling invasive species management.

Our approach to reconciliation is action-driven - going beyond statements of intent to embedding Aboriginal and Torres Strait Islander perspectives in decision-making, research, and policy development. Through this Reflect RAP, we aim to build strong foundations for partnership that will develop into deeper commitments in future RAPs.



Relationships



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders' organisations working in biodiversity conservation, biosecurity, and land management.	September 2026	Lead: Business and Science Portfolio Manager Support: CEO
	Identify and reach out to Aboriginal and Torres Strait Islander organisations, stakeholders, ranger programs, and knowledge holders working in land and biodiversity management to explore collaboration opportunities.	September 2026	Lead: Business and Science Portfolio Manager Support: CEO
	To strengthen our governance and reconciliation leadership, the Centre intends, during this RAP, to aim to establish a formal mechanism for Aboriginal and Torres Strait Islander cultural leadership. This could include the appointment of an Aboriginal and Torres Strait Islander Board Director and/or the establishment of an Aboriginal and Torres Strait Islander Patron role.	April 2027	Lead: CEO Support: Governance Manager

Relationships



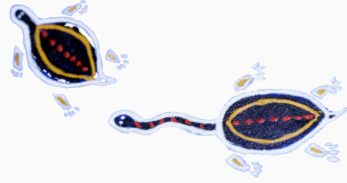
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	April 2026 & April 2027	Lead: CEO Support: Communications Manager
	Develop an annual NRW program, including guest speakers, cultural learning opportunities, and promotion of Aboriginal and Torres Strait Islander led conservation initiatives.	March 2026 & March 2027	Lead: CEO Support: Communications Manager
	Invite local Traditional Custodians to participate in NRW events where appropriate.	March 2026 & March 2027	Lead: CEO Support: Communications Team
	RAP Working Group members to participate in at least one external NRW event.	27 May -3 June 2026 & 27 May-3 June 2027	Lead: CEO Support: Communications Manager
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June 2026 & 27 May – 3 June 2027	Lead: CEO Support: Communications Manager

Relationships



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff and publicly through our newsletters, social media and website.	April 2026	Lead: CEO Support: Communications Manager
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	June 2026	Lead: Business and Science Portfolio Manager Support: CEO
	Identify other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	June 2026	Lead: Business and Science Portfolio Manager Support: CEO
	Include an Acknowledgement of Country and short RAP commitment statement on our website.	March 2026	Lead: CEO Support: Communications Manager
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	June 2026	Lead: HR Manager Support: Senior Finance Manager
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, future needs and mechanisms for responding to racism or discrimination.	June 2026	Lead: HR Manager Support: Senior Finance Manager

Respect



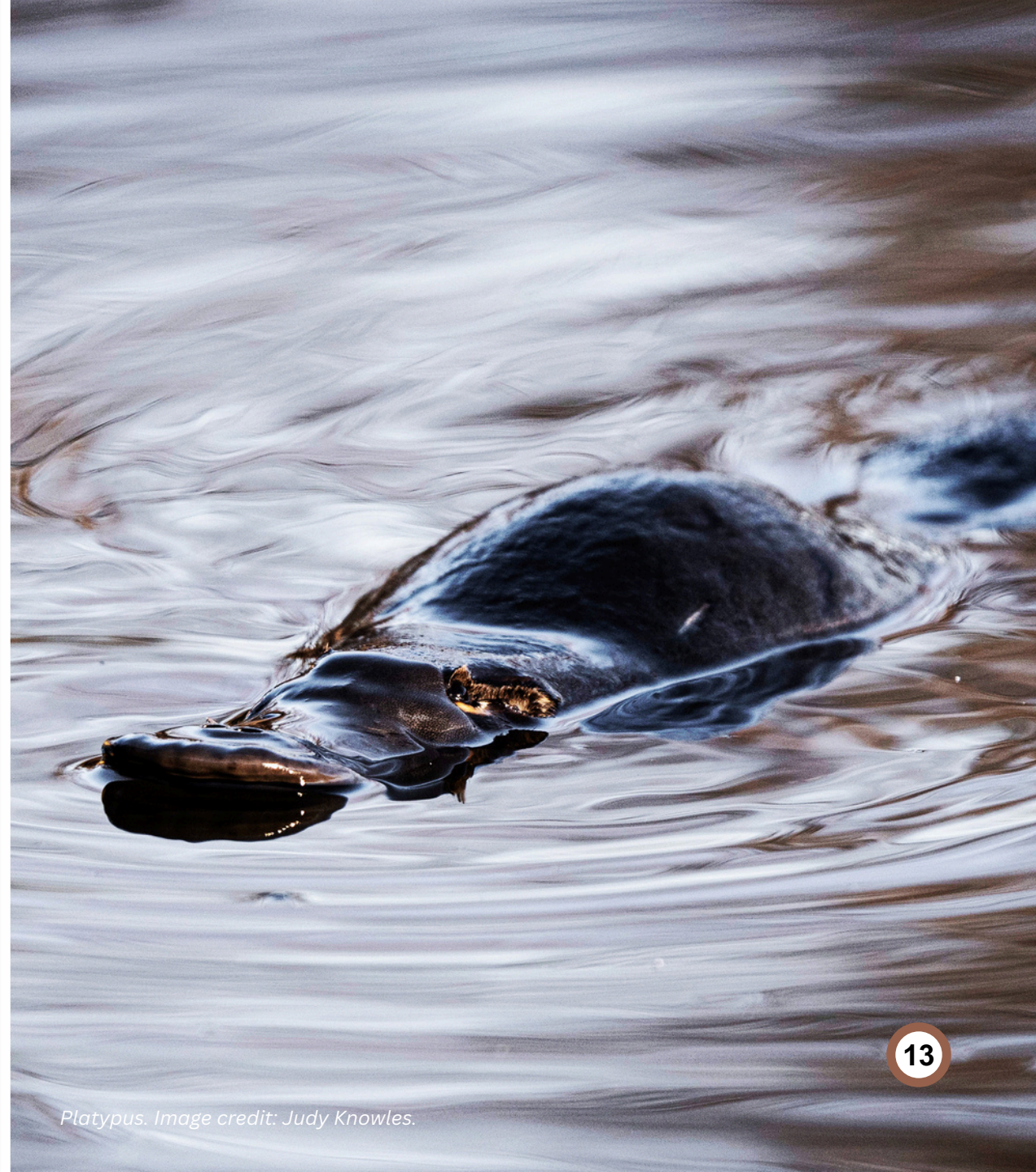
Respect for Country, Culture, and Custodianship is central to reconciliation. The Centre acknowledges Aboriginal and Torres Strait Islander peoples as the First Peoples of Australia and the Traditional Custodians of the lands and waters in which we live and work. We recognise the deep cultural, spiritual, and ecological knowledge held by Aboriginal and Torres Strait Islander peoples and commit to embedding this respect into every aspect of our organisation.

The Centre operates at the interface between science, policy and action. We recognise that invasive species have significantly impacted Country, disrupting ecosystems and cultural landscapes that have been carefully managed by Aboriginal and Torres Strait Islander peoples for millennia.

As we work towards invasive species solutions, we commit to valuing and respecting Aboriginal and Torres Strait Islander ecological knowledge and ensuring that cultural respect is embedded in research, policy, and community engagement.

In demonstrating our respect, we are committed to:

- expanding cultural learning opportunities for staff to deepen understanding of Aboriginal and Torres Strait Islander histories, cultures, and land management practices.
- observing and implementing cultural protocols across our activities, including Acknowledgements of Country, Welcome to Country, and respectful and meaningful engagement with Traditional Custodians.
- embedding cultural awareness in our workplace practices, ensuring that all major projects consider and reflect Aboriginal and Torres Strait Islander perspectives.



Platypus. Image credit: Judy Knowles.

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 business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	June 2026	Lead: HR Manager Support: Senior Finance Manager
	Introduce compulsory induction training that includes a Cultural Competency course and periodic training and events for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	March 2026	Lead: HR Manager Support: Senior Finance Manager
	Ensure all staff undertake at least one foundational cultural learning opportunity annually, guided by culturally appropriate facilitators.	March 2027	Lead: HR Manager Support: Senior Finance Manager
	Conduct a review of cultural learning needs within our organisation.	June 2026	Lead: HR Manager Support: Senior Finance Manager
	Annual review of current Flexible Australia Day Public Holiday Policy, allowing employees to substitute gazetted public holiday for alternative day of cultural, religious, or personal significance.	June 2026 June 2027	Lead: HR Manager Support: Senior Finance Manager
	Monitor uptake and review the policy to ensure it aligns with best practices in workplace inclusivity.		

Respect



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
6. Demonstrate respect for Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation’s operational area.	June 2026	Lead: CEO Support: Senior Finance Manager
	Invite Traditional Custodians to provide a Welcome to Country or other appropriate cultural protocol at significant events to help develop understanding of and respect for local Aboriginal and Torres Strait Islander peoples and their lands and waters within our organisation’s operational area.	March 2027	Lead: CEO Support: Senior Finance Manager
	Review the use of Acknowledgements of Country at all significant meetings – for example, all staff meetings, Board meetings etc – and encourage personalisation and reflection in Acknowledgements.	June 2026 & June 2027	Lead: CEO Support: Governance Manager
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.	June 2026 & June 2027	Lead: CEO Support: Communications Manager
	Facilitate NAIDOC Week activities aligned with the annual theme, ensuring engagement with, and inclusion of, Aboriginal and Torres Strait Islander community leaders.	5-12 July 2026 & 4-11 July 2027	Lead: CEO Support: Communications Manager
	Provide employees with time and resources to attend external NAIDOC Week events, reporting participation rates and experiences back to the RAP Working Group.	5-12 July 2026 & 4-11 July 2027	Lead: CEO Support: Communications Manager
	RAP Working Group to participate in an external NAIDOC Week event.	5-12 July 2026 & 4-11 July 2027	Lead: CEO Support: Communications Manager

Opportunities



We recognise that reconciliation is also about creating real opportunities with Aboriginal and Torres Strait Islander peoples to thrive.

We commit to increasing Aboriginal and Torres Strait Islander participation in conservation, biosecurity, and invasive species management by creating meaningful pathways in employment, procurement, and research collaboration.

Our goal is to build Aboriginal and Torres Strait Islander representation in decision-making and scientific research, ensuring that Aboriginal and Torres Strait Islander perspectives shape our approaches to invasive species management, not just inform them.

Our key commitments to Aboriginal and Torres Strait Islander peoples focus on improving employment and career pathways, Board and leadership representation, and procurement and supplier diversity.



Woylie. Image credit: Wayne Lawler.

Opportunities



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander people's employment within our organisation.	September 2026	Lead: HR Manager Support: Senior Finance Manager
	Build understanding of current Aboriginal and Torres Strait Islander staffing profile to inform future employment and professional development opportunities.	September 2026	Lead: HR Manager Support: Senior Finance Manager
	Develop an Aboriginal and Torres Strait Islander people's employment strategy, including identified pathways for internships, graduate roles, and senior leadership positions. Ensure the employment strategy includes consideration of cultural safety and future options such as ceremonial and cultural leave.	November 2026	Lead: HR Manager Support: Senior Finance Manager
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	June 2026	Lead: HR Manager Support: Senior Finance Manager
	Review and update the Centre's procurement policy to outline the process for business decisions for procurement from Aboriginal and Torres Strait Islander owned businesses.	June 2026	Lead: Senior Finance Manager Support: HR Manager
	Use Supply Nation website and other credible directories such as Indigenous Chambers of Commerce.	June 2026	Lead: Senior Finance Manager Support: HR Manager
	Investigate Supply Nation membership.	June 2026	Lead: Senior Finance Manager Support: HR Manager

Governance



Strong governance and accountability are critical to ensuring that reconciliation is embedded across our operations and decision-making. The RAP Working Group (RWG) will oversee implementation, track progress, and report directly to the CEO and Board to maintain momentum and transparency.

Reconciliation commitments will be integrated into our policies, planning, and staff development to ensure lasting impact. Regular reporting to Reconciliation Australia, external reviews, and ongoing engagement with Aboriginal and Torres Strait Islander stakeholders will guide continuous improvement and keep the Centre accountable to its commitments.



Landscape of Northern Australia. Image credit: Darren Marshall.

Governance



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain RWG (formed in November 2024) to govern RAP implementation.	March 2027	Lead: Governance Manager Support: CEO
	Review and update the Terms of Reference for the RWG bi-annually, following initial approval by the Board in March 2025.	March 2027	Lead: Governance manager Support: Senior Finance Manager
	Ensure the RWG includes at least one Aboriginal and Torres Strait Islander member to provide culturally appropriate oversight and advice, as well as lived experience perspectives.	March 2026 & March 2027	Lead: Governance Manager Support: Senior Finance Manager
	Review membership annually to ensure inclusion of relevant internal stakeholders and offer opportunities for Aboriginal and Torres Strait Islander representation.	March 2026 & March 2027	Lead: Governance Manager Support: Senior Finance Manager
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	April 2026	Lead: CEO Support: HR Manager
	Review annually opportunities to discuss the RAP and ensure goals are discussed at staff meetings and/or in internal newsletters.	June 2026 & June 2027	Lead: CEO Support: HR Manager
	Continue to engage senior leaders in the delivery of RAP commitments.	March 2027	Lead: CEO Support: Governance Manager
	Maintain a senior leader to champion our RAP internally.	March 2027	Lead: CEO Support: Governance Manager
	Develop a RAP dashboard to track, measure and report against RAP commitments and report quarterly to the CEO and Board.	March 2026	Lead: Governance Manager Support: Senior Finance Manager

Governance



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Publicly share RAP progress annually via website and organisational newsletter.	June 2026 & June 2027	Lead: Communications Manager Support: Senior Finance Manager
	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss important RAP correspondence.	June 2026 & June 2027	Lead: Governance Manager Support: Senior Finance Manager
	Contact Reconciliation Australia annually to request our unique link to access the online RAP Impact Survey.	1 August 2026 & 1 August 2027	Lead: Governance Manager Support: Senior Finance Manager
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September 2026 & 30 September 2027	Lead: Governance Manager Support: Senior Finance Manager
13. Continue our Reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	June 2027	Lead: Governance Manager Support: Senior Finance Manager



CENTRE FOR
INVASIVE SPECIES
SOLUTIONS

Reflect Reconciliation Action Plan May 2026 - November 2027

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