

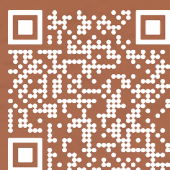
Action towards reconciliation: Earth scientists making a difference

Reconciliation is an ongoing journey that reminds us that while generations of Australians have fought hard for meaningful change, future gains are likely to take just as much, if not more, effort.

Every Earth scientist can take action towards reconciliation, starting by strengthening relationships between Indigenous and non-Indigenous peoples and then develop partnerships to create mutually beneficial outcomes.

GSA's GICE* Specialist Group is working towards reconciliation through actions and initiatives. Join us for both, starting by taking these ten actions suggested by Reconciliation Australia.

**GICE is the Geoscience Indigenous Collaboration and Engagement specialist group of the Geological Society of Australia*



Learn more about GICE via this QR code and consider joining GICE by adding it to your Geological Society of Australia membership or by emailing the GSA today (membership@gsa.org.au).

Authors of this poster would like to acknowledge the Whadjuk Noongar people as the Traditional Custodians of the lands, waterways and skies where this poster is presented, paying their respects to Noongar Elders past and present.

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1 Don't just be an ally; become an accomplice.

Remove some of the burden off of First Nations people. First Nations people are just 3% of the Australian population. Help raise the profile of issues affecting them through being an ally and accomplice.

2 Call Out racism.

The behaviour you walk past is the behaviour you accept. Ensure you understand how your unconscious bias and attitudes affect your thinking and actions. Be ready to call out racism when you hear or see it.

3 It's all of our history, know your local history.

Research and reflect on the country you are working on then learn and share that information.

4 Acknowledge Country.

Acknowledging Country shows you accept and understand that no matter where you are across this nation, you are on Aboriginal and Torres Strait Islander lands. You can also acknowledge Country in written communication such as in journal articles and reports.

5 Create culturally safe places in partnership with First Nations people.

Flexible work, recognition of significant cultural days and inviting First Nations speakers to events.

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6 Make reconciliation everyone's business.

If your organisation doesn't have a Reconciliation Action Plan (RAP), start one. If there is a RAP, get involved to achieve the actions. Include reconciliation in education including in higher education.

7 Get your facts first-hand.

Read news articles and books written by First Nations Australians, to ensure you are getting the true representation of events. Include First Nations voices in your social media.

8 Support economic development; buy from First Nations businesses.

Understand the historical causes of poverty and economic disempowerment through stolen wages dispossession, discrimination and exclusion.

9 Educate yourself about Land Rights and Native Title; act to protect First Nations cultures.

Australia's First Peoples have defended their lands and waters, and asserted their rights to their homelands since the beginning of colonisation. Land justice is hard fought for and must be vigilantly guarded. Find out about Land Justice efforts and advocacy in your local area. Appropriately leverage your skills and sphere of influence in support.

10 Speak up for languages

Flexible work, recognition of significant cultural days and inviting First Nations speakers to events. Know your local area language(s) of the Traditional Custodians of the land on which you live. Where available, organise for a Traditional Custodian to teach some of this language to your workplace or community group.



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