



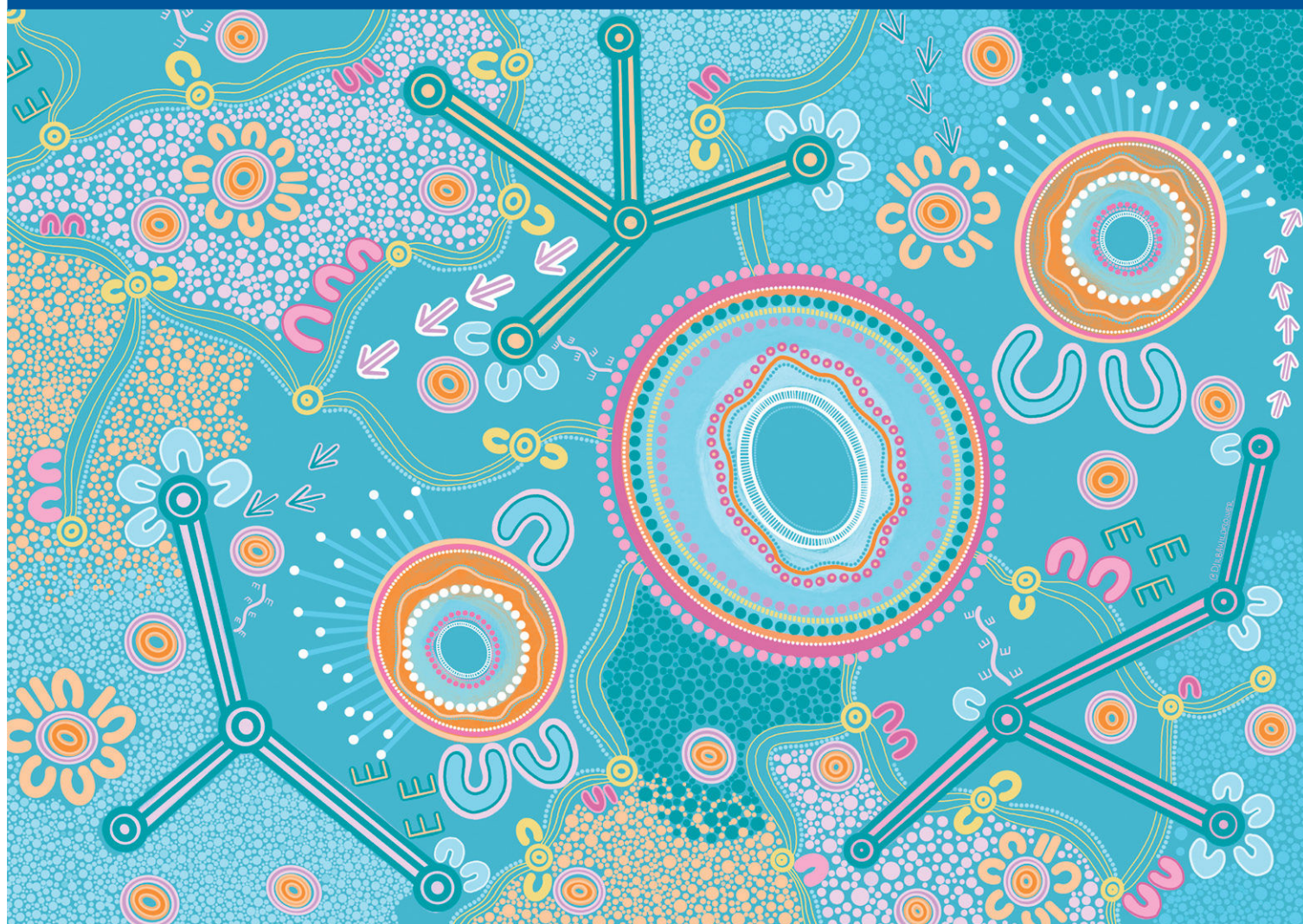
HARRY PERKINS INSTITUTE  
OF MEDICAL RESEARCH



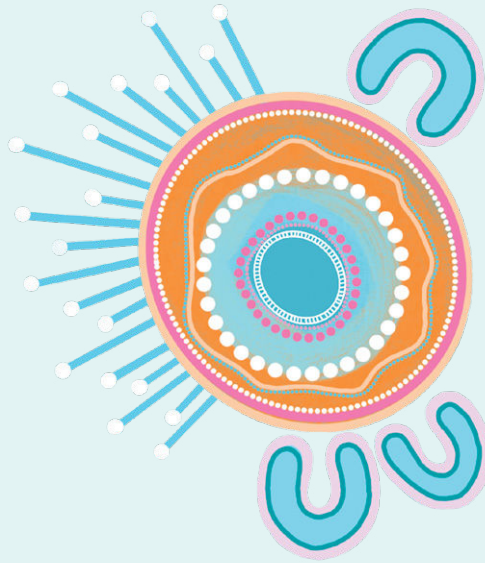
RECONCILIATION  
ACTION PLAN

REFLECT

# Reflect Reconciliation Action Plan



June, 2025 – December, 2026



## Acknowledgment of Country

**The Harry Perkins Institute of Medical Research acknowledges the Whadjuk people of the Noongar Nation as the Traditional Custodians of the land on which we live and work.**

**We recognise Aboriginal and Torres Strait Islander Peoples as Australia's first healers and scientists. Their collaborative wisdom, culture and traditions have nurtured this land and its people for tens of thousands of years and they inspire our mission to improve community health.**

**We pay our deepest respects to their Elders, past and present and remain dedicated to learning from and working with First Nations peoples to create a more inclusive and equitable future.**



## Statement from Board Chair – John Barrington AM

As Chair of the Harry Perkins Institute of Medical Research, it gives me great pleasure to introduce our inaugural Reconciliation Action Plan (RAP). This plan represents our commitment to acknowledge and actively address the profound injustices that Aboriginal and Torres Strait Islander communities have faced and continue to experience. We recognise the health inequities that persist and understand that as a leading medical research institute, we have a unique responsibility to contribute to the healing of our nation.

Our RAP is a significant step in our journey towards reconciliation. It reflects our dedication to embedding cultural sensitivity, respect and inclusivity in all that we do.

We acknowledge the Whadjuk people of the Noongar Nation as the Traditional Custodians of the land on which we live and work, and we are inspired by their wisdom, traditions and resilience.

Through this plan, we are committed to fostering partnerships that are not just equitable but empowering for First Nations communities. Our ultimate aim is to bridge the health disparity gap through research that is collaborative respectful and grounded in cultural understanding. We hope to ensure that our work advances scientific knowledge and brings tangible benefits to the health and well-being of First Nations peoples.

At the Perkins, we pledge to listen, learn and be guided by First Nations voices. We are committed to making the Perkins a place where First Nations people feel safe, valued and respected. This RAP is not just a document—it is a living commitment to reconciliation, accountability and positive change. We look forward to the journey ahead and to the lasting impact we can make by working together with First Nations communities, staff and supporters.



## Statement from CEO Professor Peter Leedman AO FAHMS

As the CEO of the Harry Perkins Institute of Medical Research and as a practicing doctor and cancer researcher, I am deeply committed to the principles and goals detailed below in our Reconciliation Action Plan (RAP). I have witnessed the disparities that exist in healthcare for First Nations communities and this plan is both a reflection of our institutional values, as well as my personal hope that Australia's world-class research outcomes help to address medical disparities for all Australians.

My work in medicine and research has shown me the critical importance of culturally informed care and the value of incorporating diverse perspectives into our scientific pursuits. Aboriginal and Torres Strait Islander peoples, as Australia's first healers and scientists, have a rich history of knowledge and practices that should be respected, learned from and integrated into our efforts to improve health outcomes for everyone.

Our RAP signifies our dedication to fostering an environment where First Nations' voices are heard and respected and involve staff and supporters on our shared journey toward reconciliation. The plan underscores our commitment to ensuring that our research is not only scientifically rigorous but also culturally sensitive and impactful. We are focused on creating equitable partnerships that empower First Nations communities and on translating our research into real-world health benefits for these communities.

At the Perkins, we understand that reconciliation is an ongoing pursuit, one that requires listening, learning and being open to change. Ultimately, my hope is that this RAP is a step towards ensuring that our work contributes to closing the gap between First Nations peoples and the broader Australian population.

Congratulations to the Perkins RAP Working Group on the development of this plan, namely the Co-Chairs Roisin Carmody and Alicia Bienkowski, and thank you to our Executive team and Board for endorsing and committing to this important proposal. I am proud to lead an organisation that is committed to making this journey. We will continue to strive for a future where the health and well-being of First Nations peoples are prioritised, where cultural knowledge is honoured, and where reconciliation is a lived reality within our community.



## Statement from CEO, Reconciliation Australia – Karen Mundine

Reconciliation Australia welcomes the Harry Perkins Institute of Medical Research to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

The Harry Perkins Institute of Medical Research 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 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 the Perkins 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 Harry Perkins Institute of Medical Research, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

## About the Perkins

The Harry Perkins Institute of Medical Research conducts innovative research into the diseases that most affect families in the WA community and the world at large.

The Perkins was established in 1998 to unify Western Australian scientists in a collaborative research powerhouse. In the years since, we have grown to become one of the nation's leading medical research centres, where a close-knit team of more than 400 research and support staff work together to defeat the major diseases that impact our community – diseases like cancer, heart disease, diabetes and rare genetic diseases.

The Perkins attracts, nurtures and retains the brightest minds – working with scientists from all over the world – who work collaboratively in state-of-the-art research facilities strategically located alongside Western Australia's major teaching hospitals at the QEII Medical Centre in Nedlands and the Fiona Stanley Hospital Precinct, and laboratory teams at Royal Perth Hospital.

Everyone at the Perkins is driven by a desire to keep families together for longer, but we cannot do it alone. As a not-for-profit organisation, it is thanks to support from the community that we can continue our lifesaving work.

Currently our organisation has no known staff who identify as Aboriginal or Torres Strait Islander people. While the number of Aboriginal and Torres Strait Islander staff is currently unknown, we will work within this RAP to determine culturally appropriate ways to understand this.







## Our Vision for Reconciliation

We recognise the enduring impact of colonisation and the ongoing resilience of First Nations communities. We understand the health disparities that persist within First Nations communities. We acknowledge Aboriginal and Torres Strait Islander peoples as Australia's first healers and scientists.

At the Perkins, our vision is to bridge the health disparity gap for First Nations peoples by fostering inclusive, respectful and culturally sensitive medical research. We are committed to empowering First Nations communities by championing First Nations-led research and data, through equitable partnerships and collaboration and by ensuring that our research advances scientific knowledge translates it into tangible health benefits and improved well-being for all First Nations peoples.

As a leading medical research institute, we aim to contribute to reconciliation through activities that we're uniquely placed to do by working to reduce the disparity in life expectancy, disease incidence and mortality for First Nations peoples.

Most importantly, we commit to the journey of bringing reconciliation to the heart of our organisation, and we pledge to do so while listening, learning and being led by First Nations people. We aspire to make the Perkins a safe place for the First Scientists and First Medical People of Western Australia to connect with us.

We commit to engaging with First Nations staff and the wider community of First Nation donors and supporters and pledge to making the Perkins a welcoming, inclusive environment and workplace.

We aspire to play a part in the healing of our nation and contribute to a future where First Nations culture is fully valued and social inequalities ended. We will strive to ensure that reconciliation is embedded in the lived actions of the Perkins community, by promoting social responsibility, accountability, mutual respect and understanding.

# Our Partnerships and Current Activities

## 1. Collaborative Research at the Perkins

### **Cancer care and outcomes for First Nations communities.**

Associate Director of the Perkins, Professor Andy Redfern researches underlying reasons for poorer cancer outcomes in First Nations communities. Outcomes for First Nations people diagnosed with many cancers are significantly poorer than their non-Aboriginal peers. In a pilot study looking at underlying reasons for poorer survival in breast cancer, the anticipated differences in remoteness and socioeconomic status for First Nations patients only explained a modest proportion of this difference.

Additionally, more aggressive cancer types, stronger anti-cancer drug side effects leading to less effective treatments and different immune responses to cancer, as well as higher decline rates for some anti-cancer treatments, all contributed to poorer outcomes.

Dr Redfern has worked in collaboration with his team of Aboriginal and non-Aboriginal staff and industry partners for over 15 years, to gain insights from the pilot study that have informed the design and inception of a statewide approach of patient recognition, optimal planning and culturally appropriate and locally delivered cancer services.

### **Partnership with Tidal Moon**

The Perkins has partnered with Tidal Moon, a First Nations owned commercial sea cucumber fishing business, to investigate the health benefits of sea cucumbers, particularly in cancer treatments.

Tidal Moon works in collaboration with three First Nations communities—Mulgana (Shark Bay), Bayungu (Coral Bay/Exmouth) and Thalanyji (Onslow). Their goal is to preserve and enhance the economic viability of the commercial fisheries within the traditional language group

boundaries, while enabling sea grass restoration and bioprospecting.

Tidal Moon plans to study wild and farmed WA sea cucumber populations for drug and pharmaceutical development. Sea cucumbers are marine animals that are known for their distinctive appearance and their importance in traditional Chinese medicine. Recent studies have revealed that sea cucumber venom is made up of various compounds that have been found to have anti-cancer properties and unlike conventional cancer treatments which can have a range of toxic effects on healthy cells, is selective in its toxicity. This means cancer treatments derived from WA sea cucumbers have the potential to target cancer cells without harming healthy cells.

The Perkins will participate in this research within the requirements of the *WA Government Biodiscovery Bill* which is currently being developed to set out a framework for accessing WA's native plants and animals for biodiscovery purposes and provide certification for researchers to demonstrate that their work is consistent with the principles of the Nagoya Protocol. This will ensure that First Nations people will share in commercial and other benefits when traditional knowledge has been shared and used for biodiscovery activities, and ensure benefits are shared with relevant parties on mutually agreed terms.

# Partnerships and Current Activities

## 2. Education in Remote Communities

The Perkins is home to the Lotterywest Biodiscovery Centre, WA's state-of-the-art teaching laboratory, which is operated by Perkins medical researchers and educators.

Since 2023, in collaboration with the School of Isolated and Distance Education, educators from the Biodiscovery team have been taking their STEM-based education programs to First Nation communities in remote parts of Western Australia to give students an introduction to the skillsets necessary for a career in medical research.

The team have been to 25 regional communities in Western Australia, five of which include schools where First Nations enrolment is higher than 80%. These include Wyndham District High School, Looma Remote Community School, One Arm Point Remote Community School, Jigalong Remote Community School and Mullewa District High School.

The program is designed around community and project-based learning. By building a scaffold catered to ideas with which First Nations students are familiar (such as illnesses impacting community, what the local clinic does, etc.), students can build their own ideas about how medical science is relevant to their community, and how gaining skills in medical science can improve the wellbeing of their community.

## 3. Cultural Awareness

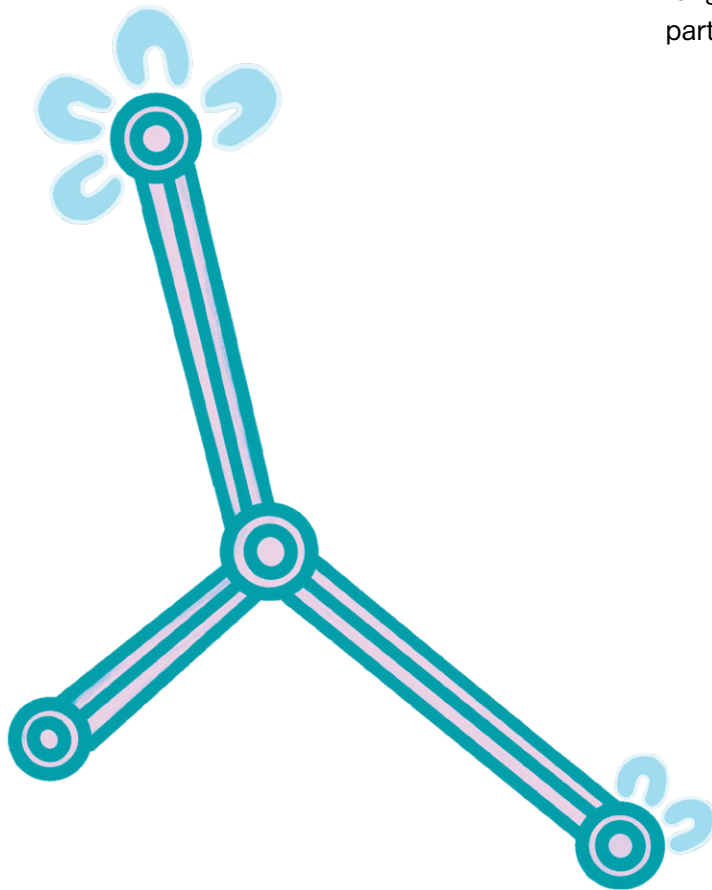
In 2023, we invited Noongar man Danny Ford OAM, a First Nations Cultural Advisor, to deliver a cultural awareness workshop to Perkins staff. The session was attended by 35 staff, including the Perkins CEO, and explored the following topics:

- The barriers between First Nations peoples and non-First Nation Australians.
- Significant moments in history and their lasting impact to First Nations peoples today.
- Cultural beliefs, customs and values, and their role in mainstream Australian society.
- Contemporary vs traditional lifestyles, connection to country, community and kinship.
- The importance of self-determination and identity.
- The pathway to wellbeing.

Through our RAP, we intend to provide Perkins staff more opportunities to experience this cultural awareness workshop.

#### 4. Other Activities

- RAP Working Group established in August 2023.
- Acknowledgement of Country on our website and email signatures.
- Promoted National Reconciliation Week and NAIDOC week in 2024 via the staff newsletter and electronic screens and noticeboards in the public areas that were visible to all visitors to the buildings.
- Used internal communications channels to educate staff about the importance of and differences between significant dates relevant to First Nations communities (including NRW, NAIDOC, Sorry Day, etc.)
- Invited members of the public and medical research community to a seminar highlighting the underlying in June 2024.
- Members of the RAP Working Group attended Aboriginal Cultural Awareness training through Auspire.
- Staff participation in the 2024 Walk for Reconciliation WA event.
- Introduced Diverse WA Cultural Competence Training for staff in 2022.
- Ensuring large fundraising events include a Welcome to Country from a local Elder. These events include the annual Walk for Women's Cancer and the MACA Cancer 200 Ride for the Perkins. These events combined raise over \$10 million for cancer research with over 3,000 participants, and are supported by a range of corporate sponsors, supporters, participant families and Perkins staff.



# Our Reconciliation Action Plan

At the Perkins, we believe that developing a Reconciliation Action Plan (RAP) is a meaningful way for us to contribute to the national reconciliation movement and demonstrate our commitment to creating a more just, equitable and inclusive society.

While our workplace is still early in our reconciliation journey, we have already taken some important steps. We recognise that there is still much work to be done, and we are dedicated to continually learning, growing and taking meaningful action.

In approaching the implementation of our RAP, we are committed to a thoughtful and inclusive process. This will involve consulting with First Nations people along with our own employees to ensure that our initiatives are aligned with the needs and priorities of the communities we aim to serve. We will also seek guidance from reconciliation experts and organisations to help us navigate this important work.

By developing and implementing our RAP, we hope to contribute to the broader reconciliation movement and create a more inclusive, equitable and supportive workplace and research environment for all. We believe that this journey will benefit First Nations peoples and enrich the lives of all who are a part of the Perkins – from employees to students and supporters.

Our approach will involve establishing clear goals, actions and timelines within the RAP, as well as identifying ways to embed reconciliation principles into our everyday business practices. We are committed to fostering a workplace culture that values diversity, promotes cultural awareness and creates opportunities for meaningful engagement with First Nations peoples.

Our first RAP will be our Reflect RAP. This provides us with a structured way to begin growing knowledge, reviewing each of the core pillars of relationships, respect and opportunities, and to begin to lay the foundations for further impact. We will ensure key staff listen, learn and be led by First Nations peoples as we begin our path to reconciliation. We're excited to start the work outlined in the plan and believe it is the right time for the organisation to begin this meaningful path with the understanding, enthusiasm and respect it deserves.

## Our RAP Working Group

In developing our RAP, we have established a dedicated RAP Working Group comprised of representatives from across our organisation.

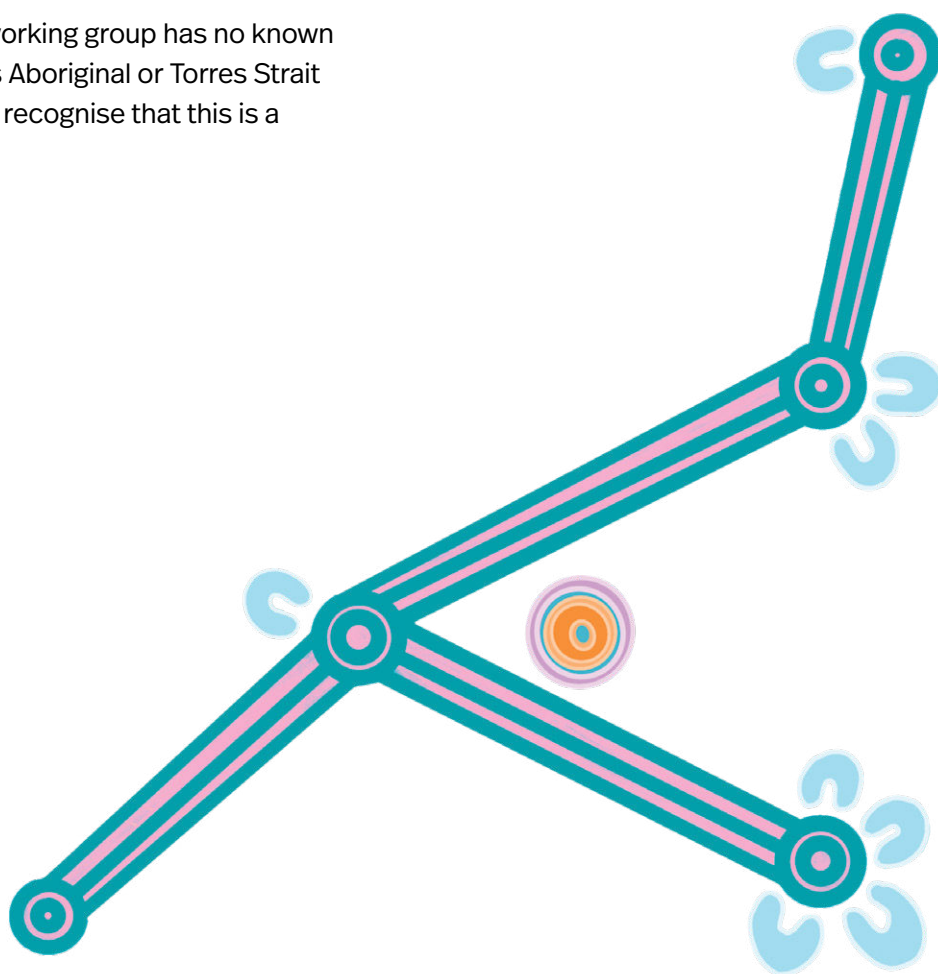
Our RAP is being championed by Perkins CEO, Professor Peter Leedman AO, along with two members of the Perkins Executive Team, Chief Engagement Officer Paige Gibbs and Chief People Officer Deva North. The RAP Working Group is Co-Chaired by Executive Assistant Roisin Carmody and Internal Communications Manager Alicia Bienkowski.

Our Working Group consists of staff from across our organisation including Chloe Goodred, Co-Director Perth Biodesign, Richard Schoonraad, Senior Manager, Community, Ruth Seeber, Senior Project Officer (Research), Shannon Haggerty, Trusts and Foundations Manager, Stacey Rowlands, People Partner.

Currently our RAP working group has no known staff who identify as Aboriginal or Torres Strait Islander people. We recognise that this is a

gap and will proactively work within this RAP to establish relationships with First Nations people and organisations with who we can collaborate, listen to and learn from on our reconciliation journey.

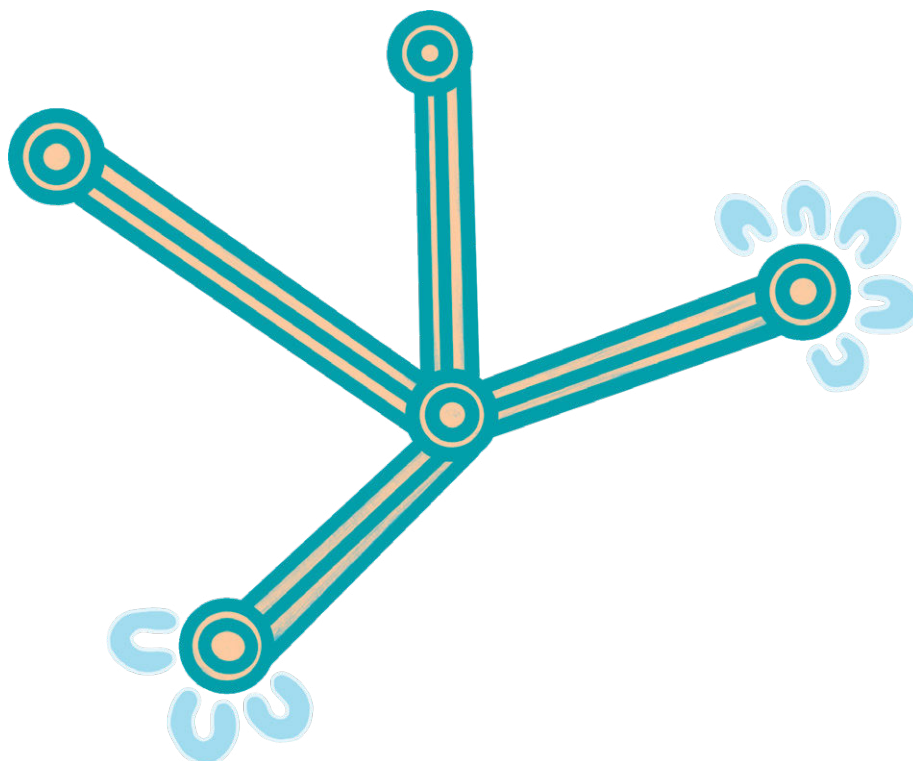
This group will be responsible for guiding the RAP development process, consulting with First Nations stakeholders and ensuring that our reconciliation initiatives are implemented effectively.



| Deliverable                                                                                                                                               | Timeline                    | Responsibility                 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|--------------------------------|
| <b>Action 1. Establish and strengthen mutually beneficial relationships with First Nations stakeholders and organisations.</b>                            |                             |                                |
| Identify First Nations stakeholders and organisations within our local area or sphere of influence.                                                       | June 2025                   | Co-Director Perth Biodesign    |
| Research best practice and principles that support partnerships with First Nations stakeholders and organisations.                                        | August 2025                 | Co-Director Perth Biodesign    |
| Develop recommendations to establish new, and strengthen existing, relationships with First Nations stakeholders and organisations.                       | October 2025                | Co-Director Perth Biodesign    |
| <b>Action 2. Build relationships through celebrating National Reconciliation Week (NRW).</b>                                                              |                             |                                |
| Circulate Reconciliation Australia's National Reconciliation Week resources and materials to staff.                                                       | May 2025 & 2026             | Internal Comms Manager         |
| RAP Working Group members to participate in an external NRW event.                                                                                        | 27 May - 3 June 2025 & 2026 | RAP Working Group Co-Chairs    |
| Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.                              | 27 May - 3 June 2025 & 2026 | Internal Comms Manager         |
| Host a Perkins Seminar focused on Aboriginal and Torres Strait Islander Health for staff and the community during Reconciliation Week.                    | 27 May - 3 June 2026        | Senior Manager, Community      |
| <b>Action 3. Promote reconciliation through our sphere of influence.</b>                                                                                  |                             |                                |
| Communicate and affirm our commitment to reconciliation to all staff.                                                                                     | June 2025                   | Internal Comms Manager         |
| Present the RAP to key groups within the Perkins.                                                                                                         | July - August 2025          | RAP Working Group Co-Chairs    |
| Identify external stakeholders that our organisation can engage with on our reconciliation journey.                                                       | June 2025                   | Chief Engagement Officer       |
| Identify organisations with an existing RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. | July 2025                   | Trusts and Foundations Manager |
| Establish relationships and develop recommendations to optimise opportunities to promote reconciliation.                                                  | July - September 2025       | RAP Working Group Co-Chairs    |
| <b>Action 4. Promote positive race relations through antidiscrimination strategies.</b>                                                                   |                             |                                |
| Research best practice and policies in areas of race relations and anti discrimination.                                                                   | September 2025              | Chief People Officer           |
| Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.                                     | October 2025                | Chief People Officer           |
| Develop recommendations to promote positive race relations based on findings.                                                                             | November 2025               | Chief People Officer           |

| Deliverable                                                                                                                                                      | Timeline                     | Responsibility                                         |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|--------------------------------------------------------|
| <b>Action 5. Increase understanding, value and recognition of First Nations cultures, histories, knowledge and rights through cultural learning.</b>             |                              |                                                        |
| Develop a business case for increasing understanding, value and recognition of First Nations cultures, histories, knowledge and rights within our organisation.  | September 2025               | RAP Working Group Co-Chairs                            |
| Conduct a review of cultural learning needs within Perkins.                                                                                                      | July 2025                    | Chief People Officer                                   |
| Provide access to high quality cultural learning opportunities.                                                                                                  | October 2025                 | Chief People Officer                                   |
| Undertake a cultural assessment of our buildings and learn more about the cultural significance of the sites on which our North and South buildings are located. | November 2025                | RAP Working Group Co-Chairs & Chief Engagement Officer |
| RAP Working Group to undertake a cultural learning tour at Boola Bardip (West Australian Museum).                                                                | October 2025                 | RAP Working Group Co-Chairs                            |
| <b>Action 6. Demonstrate respect to First Nations peoples by observing cultural protocols.</b>                                                                   |                              |                                                        |
| Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.                       | August 2025                  | Senior Project Officer - Research                      |
| Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. | September 2025               | RAP Working Group Co-Chairs & Internal Comms Manager   |
| Develop Acknowledgement of Country guidelines and share with all Perkins staff for use at meetings and events.                                                   | June 2025                    | Internal Comms Manager                                 |
| <b>Action 7. Build respect for First Nations cultures and histories by celebrating NAIDOC Week.</b>                                                              |                              |                                                        |
| Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.                                                                        | June 2025 & 2026             | Internal Comms Manager                                 |
| Introduce our staff to NAIDOC Week by promoting external events in our local area.                                                                               | July 2025 & 2026             | Internal Comms Manager                                 |
| RAP Working Group to participate in an external NAIDOC Week event.                                                                                               | First week in July, annually | RAP Working Group Co-Chairs                            |

| Deliverable                                                                                                                                              | Timeline    | Responsibility              |
|----------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-----------------------------|
| <b>Action 8. Improve employment outcomes by increasing First Nations recruitment, retention and professional development.</b>                            |             |                             |
| Build understanding of current First Nations staffing to inform future employment and professional development opportunities.                            | August 2025 | Chief People Officer        |
| Build understanding of current First Nations research team members and tenants who are not Perkins employees to inform future development opportunities. | August 2025 | Chief People Officer        |
| Develop a business case for First Nations employment within our organisation.                                                                            | March 2026  | Chief People Officer        |
| <b>Action 9. Increase First Nations supplier diversity to support improved economic and social outcomes.</b>                                             |             |                             |
| Develop a business case for procurement from First Nations owned businesses.                                                                             | April 2026  | RAP Working Group Co-Chairs |
| Investigate Supply Nation membership.                                                                                                                    | April 2026  | Executive Assistant         |





## Governance

| Deliverable                                                                                                                                                             | Timeline                                     | Responsibility                                  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|-------------------------------------------------|
| <b>Action 10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.</b>                                                           |                                              |                                                 |
| Maintain a RWG to govern RAP implementation.                                                                                                                            | June 2025 & January 2026                     | Chief Engagement Officer & Chief People Officer |
| Establish a Terms of Reference for the RWG.                                                                                                                             | February 2025                                | RAP Working Group Co-Chairs                     |
| Establish First Nations representation on the RWG.                                                                                                                      | June 2025                                    | RAP Working Group Co-Chairs                     |
| Ensure RWG meets monthly to monitor progress on RAP deliverables.                                                                                                       | June 2025<br>September 2025<br>December 2025 | RAP Working Group Co-Chairs                     |
| <b>Action 11. Provide appropriate support for effective implementation of RAP commitments.</b>                                                                          |                                              |                                                 |
| Define resource needs for RAP implementation.                                                                                                                           | June 2025                                    | RAP Working Group Co-Chairs                     |
| Engage senior leaders in the delivery of RAP commitments.                                                                                                               | June 2025                                    | Exec Sponsors                                   |
| Maintain a senior leader to champion our RAP internally.                                                                                                                | June 2025 & January 2026                     | Chief Executive Officer                         |
| Define appropriate systems and capability to track, measure and report on RAP commitments.                                                                              | June 2025                                    | RAP Working Group Co-Chairs                     |
| <b>Action 12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</b>                    |                                              |                                                 |
| 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. | June annually                                | RAP Working Group Co-Chairs                     |
| Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.                                                                    | 1 August, annually                           | RAP Working Group Co-Chairs                     |
| Complete and submit the annual RAP Impact Survey to Reconciliation Australia.                                                                                           | 30 September, annually                       | RAP Working Group Co-Chairs                     |
| <b>Action 13. Continue our reconciliation journey by developing our next RAP.</b>                                                                                       |                                              |                                                 |
| Register via Reconciliation Australia's website to begin developing our next RAP.                                                                                       | September 2026                               | RAP Working Group Co-Chairs                     |



## Artist Profile

Courtney Garlett is a Ballardong Noongar artist whose vibrant works capture the essence of her culture and family heritage.

Courtney responded to an open invitation to local Aboriginal artists for expressions of interest to create a meaningful artwork that represents the Perkins connection with community health on Noongar country.

Our heartfelt thanks to Courtney for her thoughtful, vibrant and creative artwork that grounds the Perkins to this special place.

You can find more of Courtney's artwork, and follow her artistic journey, on Instagram and Facebook @DjilbaWildflower.

Courtney provided this explanation of her artwork:

### **Artwork Title: Healing Koort**

*(Koort Noongar word meaning 'Hearts' or 'two hearts')*

This artwork depicts the story of Aboriginal and Torres Strait Islander Peoples, and our connection to the country. It depicts the flora and fauna surrounding us, and its powers to heal and nourish the human body.

When creating this artwork, the use of bright colours and vibrancy showcases the plants and the glimpse of hope our ancestors had

in creating medicines to help heal the sick or wounded. The animal prints throughout the artwork are native to Whadjuk country where the two of institute's buildings are located, and Ballardong country (Bruce Rock), which Harry Perkins was originally from in the wheatbelt.

The Harry Perkins Institutes buildings are shown as two large campsites with people sitting around. There are five people between the two, each representing: the Harry Perkins Institute people working on discoveries for better health—the Board of Directors, the Executive Team, the Research Leadership Team, Research Group Leaders and the Scientific Advisory Committee).

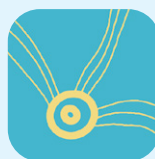
The long journey lines in yellow that flow through the artwork are a note to the rich soils within the wheatbelt. These are also the journeys the Perkins has had and in their way of education research and helping create the change in medicine to help those in need.

The travelling tracks between the campsites in the larger green symbolise the journey many people take when dealing with illness being surrounded with the support of the Perkins researchers in creating ways to manage and help.

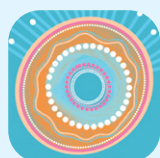
# Artwork Elements



This large campsite/meeting place represents the compassion, hope, challenges and spirit of those affected by illness and disease.



These yellow journey lines travel throughout WA, flowing through and interconnecting between campsites, people and tracks.



These two meeting places represent Perkins North and Perkins South facilities. The small dots inside the shape represent researchers, clinicians, students and professional services teams inside each building.



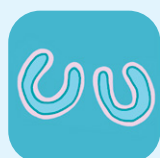
These are people along a journey track, no matter where they are in WA. Our state is so vast, and disease does not discriminate.



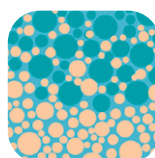
These small dots on stalks emanating from the Perkins building symbols represent resources and small breakthroughs made by researchers.



The small blue dots represent people who can be impacted by illness in a positive or negative way along their journey.



These blue and pink people symbols represent the various groups within the Perkins. There are five in total between the two Perkins sites, representing the Board, Executive, Researcher Leadership Team, Group Leaders and Support Staff.



Plants and Pollens



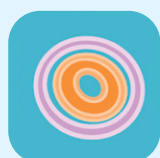
Women



Men



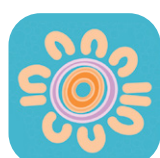
Kangaroo tracks



Campsite, representing communities throughout WA.



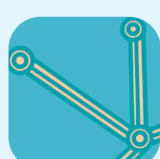
Goanna tracks



Campsites with people (women, men and children).



Emu tracks



These green lines show a person's journey, how they are surrounded with support from the Harry Perkins Institute in creating ways to manage and help fight illness.



Possum tracks



These are a person's support group who are helping them along their journey through illness. These could be doctors, scientists, nurses, friends and family.



## Healing Koort

Courtney Garlett  
@djilbawildflower

The Perkins commissioned this artwork from Courtney Garlett, and it is licensed to use in various media with her permission.



HARRY PERKINS INSTITUTE  
OF MEDICAL RESEARCH

### Alicia Bienkowski & Roisin Carmody

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