The findings of the 2016 Australian Reconciliation Barometer (the Barometer) survey reveal that racism experienced by Aboriginal and Torres Strait Islander people is on the rise, and trust between Aboriginal and Torres Strait Islander people and other Australians is low. Despite this, goodwill for reconciliation is strong. Most Australians continue to believe the relationship is important and many believe more needs to be done to help close the employment gap between Aboriginal and Torres Strait Islander Australians and non-Indigenous Australians.

To build relationships, respect and trust between the wider Australian community and Aboriginal and Torres Strait Islander peoples, what role do workplaces have to play to achieve a reconciled, just and equitable Australia?

What the Barometer found:

<table>
<thead>
<tr>
<th></th>
<th>General community</th>
<th>Aboriginal and Torres Strait Islander communities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Think community organisations need to do more</td>
<td>47%</td>
<td>62%</td>
</tr>
<tr>
<td>Think businesses need to do more</td>
<td>53%</td>
<td>70%</td>
</tr>
<tr>
<td>Think Aboriginal and Torres Strait Islander organisations need to do more</td>
<td>54%</td>
<td>50%</td>
</tr>
<tr>
<td>Think government departments need to do more</td>
<td>56%</td>
<td>73%</td>
</tr>
</tbody>
</table>

1 The Australian Reconciliation Barometer is a biennial, national research study, conducted by Reconciliation Australia since 2008. The Barometer measures attitudes, perceptions and behaviours towards reconciliation in both the general Australian community, and Aboriginal and Torres Strait Islander communities. In 2016, the Barometer surveyed 500 Aboriginal and Torres Strait Islander Australians and 2277 Australians in the general community.
Aboriginal and Torres Strait Islander Australians more widely see employment barriers in terms of education and equal opportunity.

Disagree employers in Australia follow equal opportunity laws and practices.

- Aboriginal and Torres Strait Islander: 30%
- General community: 26%

Disagree the Australian education system prepares children well to find a job.

- Aboriginal and Torres Strait Islander: 48%
- General community: 42%

Aboriginal and Torres Strait Islander Australians are less likely to feel they can be true to their culture or personal beliefs at work, compared to the general community.

- Aboriginal and Torres Strait Islander: 13%
- General community: 18%

The number of Aboriginal and Torres Strait Islander Australians who feel they, or a family member, have been racially discriminated against by employers has increased.

- 2014: 18%
- 2016: 20%

Employees who work in an organisation with a Reconciliation Action Plan (RAP)

Believe the relationship between Aboriginal and Torres Strait Islander and non-Indigenous Australians is very important.

- 76%
- 48%

Have high trust for their Aboriginal and Torres Strait Islander colleagues.

- 77%
- 24%

Believe there is lower prejudice between Aboriginal and Torres Strait Islander and non-Indigenous Australians.

- 6%
- 49%

Are proud of Aboriginal and Torres Strait Islander cultures.

- 77%
- 60%

Believe Aboriginal and Torres Strait Islander cultures are important to Australia’s national identity.

- 89%
- 77%

Believe it is possible for all Australians to become united.

- 78%
- 68%

2 During the twelve months prior to the survey, conducted from 14 July – 8 August 2016.
What does this mean?

Creating the right environment in the workplace is key for recruitment, retention, and professional development of any Australian. Despite goodwill for reconciliation, Aboriginal and Torres Strait Islander Australians continue to face increased barriers to the same employment opportunities as other Australians. In the workplace, Aboriginal and Torres Strait Islander Australians increasingly face racism, are less likely to feel they can be true to their cultures and personal beliefs, and are less likely to feel employers follow equal opportunity laws and practices.

Reconciliation Action Plans (RAPs) are proving to be a valuable tool to help create workplaces that value and respect Aboriginal and Torres Strait Islander employees. All organisations—governments, businesses and community organisations alike—can do more to recruit, retain, and develop a strong Aboriginal and Torres Strait Islander workforce via fostering respectful and culturally safe environments.

What can I do?

- Ask your workplace to develop a RAP.
- Promote a zero tolerance approach to racism in your workplace by encouraging support of campaigns like Racism. It Stops With Me or the Invisible Discriminator.
- Support and implement the United Nations Declaration of the Rights of Indigenous Peoples through your business practices.
- Visit ShareOurPride.org.au to learn more about our shared history and the continuing impacts of colonisation today.

Spotlight on:

Reconciliation Action Plans (RAPs)

The Reconciliation Action Plan (RAP) program is a framework for organisations to realise their vision for reconciliation. Through the program, organisations develop a RAP – a business plan that documents what an organisation commits to do to contribute to reconciliation in Australia. Each RAP is comprised of commitments in three pillars: relationships; respect; and opportunities. Two-way, mutually beneficial relationships facilitate increased respect for Aboriginal and Torres Strait Islander cultures, and underpin the creation of meaningful opportunities.

Since 2006, over 900 corporate, government, not-for-profit and Aboriginal and Torres Strait Islander organisations have created a RAP. From July 2015 – June 2016, over 1.5 million Australians worked in an organisation with a RAP, of which 100,000 completed a form of cultural awareness training. During this period, over 19,000 Aboriginal and Torres Strait Islander people were working or studying in an organisation with a RAP.

To read more about how RAPs are making a difference, visit the RAP Hub or download the 2016 RAP Impact Measurement Report at reconciliation.org.au/raphub/
The Australian Reconciliation Barometer

The Australian Reconciliation Barometer (the Barometer) is a biennial, national research study that has been conducted by Reconciliation Australia since 2008.

This Insights document draws on the findings of the 2016 Barometer where 2277 Australians in the general community and 500 Aboriginal and Torres Strait Islander Australians were surveyed. Participants in both samples were recruited from a professional social research panel. Participants completed the survey between 14 July and 1 August 2016.

The general community sample of Australian residents was selected and weighted to be representative in terms of age, gender and location (state and urban/regional splits), as per data from the Australian Bureau of Statistics 2011 Census. The sample of 2277 is associated with a margin of error of +/-2.1% at the 95% confidence interval. This means that if a result of 50% is found, we can be 95% confident the real result is between 47.9% and 52.1%.

The Aboriginal and Torres Strait Islander sample of 500 is associated with a margin of error of +/-4.4% at the 95% confidence interval.

The full Barometer, including comprehensive information about methodology, is available at reconciliation.org.au/resources