



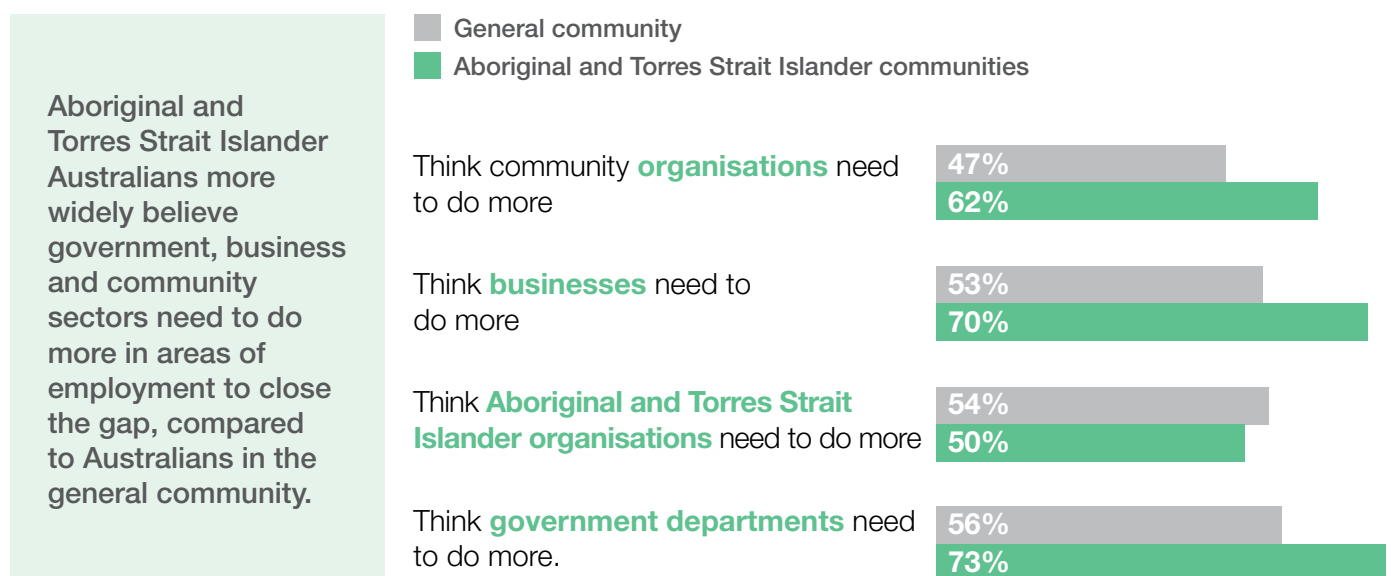
RECONCILIATION INSIGHTS

EMPLOYMENT

The findings of the 2016 Australian Reconciliation Barometer¹ (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:



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**.

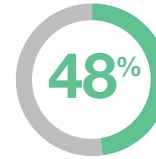


Aboriginal and Torres Strait Islander

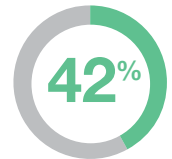


General community

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



Aboriginal and Torres Strait Islander



General community

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.



52% Aboriginal and Torres Strait Islander Australians always feel they can be **true to their culture or personal beliefs** at work.



64% Australians in the **general community** always feel they can be **true to their culture or personal beliefs** at work.

Aboriginal and Torres Strait Islander Australians increasingly feel they, or a family member, have been racially discriminated against by employers, compared to 2014.²



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**.

Employees in organisations with Reconciliation Action Plans have more positive attitudes towards reconciliation.

- Employees who work in an organisation with a Reconciliation Action Plan (RAP)
- General Australian community

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



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



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



Are **proud** of Aboriginal and Torres Strait Islander cultures



Believe **Aboriginal and Torres Strait Islander cultures are important** to Australia's national identity



Believe it is **possible** for all Australians **to become united**



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/**



Reconciliation Australia

Reconciliation Australia is an independent, national not-for-profit organisation promoting reconciliation by building relationships, respect and trust between the wider Australian community and Aboriginal and Torres Strait Islander peoples.

Our vision – a just, equitable and reconciled Australia.

Our mission – to inspire and enable all Australians to contribute to the reconciliation of the nation.

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

CONTACT

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Reconciliation Australia acknowledges Traditional Owners of Country throughout Australia and recognises the continuing connection to land, waters and community. We pay our respect to Aboriginal and Torres Strait Islander cultures; and to Elders both past and present.

Aboriginal and Torres Strait Islander peoples should be aware that this publication may contain images or names of people who have since passed away.

