Through your RAP, you can be part of a movement that creates a more inclusive Australia. RAPs help improve attitudes and behaviours between Aboriginal and Torres Strait Islander and non-Indigenous Australians.

In RAP organisations, Aboriginal and Torres Strait Islander employees and their non-Indigenous colleagues relate more positively with each other. Our Workplace RAP Barometer has measured the positive changes in RAP organisations.

RAPs are making a difference

- **Respect**
  - 590 Australian organisations now have a Reconciliation Action Plan

- **Relationships**
  - 1,879 partnerships exist between RAP organisations and Aboriginal and Torres Strait Islander organisations or communities
  - $41.7 million in pre-bonus support provided to Aboriginal and Torres Strait Islander organisations or communities

- **Opportunities**
  - 29,514 Aboriginal and Torres Strait Islander people employed in RAP organisations
  - $54.7 million provided for Indigenous education scholarships by RAP organisations
  - $20.2 million in goods and services purchased from Supply Nation accredited businesses (2014) by RAP organisations

**Data:**
- 137,934 employees have completed cultural awareness training
- 2.4 million Australians work or study in an organisation with a RAP
- 1,879 partnerships exist between RAP organisations and Aboriginal and Torres Strait Islander organisations or communities
- 590 Australian organisations now have a Reconciliation Action Plan
- 29,514 Aboriginal and Torres Strait Islander people employed in RAP organisations
- $54.7 million provided for Indigenous education scholarships by RAP organisations
- $20.2 million in goods and services purchased from Supply Nation accredited businesses (2014) by RAP organisations

**Survey Results:**
- Less prejudice: 26% vs. 69%
- More frequent interaction: 36% vs. 46%
- Consider the relationship is important: 93% vs. 86%
- Agree the First Australians have a special place: 82% vs. 71%
- More pride in Indigenous cultures: 71% vs. 57%

Organisations with RAPs vs. General community

Creating a better Australia for tomorrow, today
Join the movement for change
‘Creating a more just, equitable and reconciled Australia’

Relationships

High levels of goodwill exist throughout Australia to improve the relationship between Aboriginal and Torres Strait Islander and non-Indigenous Australians. Reconciliation Australia works with schools, workplaces, community groups and Aboriginal and Torres Strait Islander organisations to convert this goodwill into action.

Respect

Knowledge and understanding are the foundations of respectful relationships. Learning the histories and cultures of Aboriginal and Torres Strait Islander Australians stimulates greater awareness, empathy and understanding. Like the RAP program, our new Narragunnawali Respect Education Early Learning program also aims to make greater respect a reality by working with the next generation of Australians.

Opportunities

Reconciliation Action Plans are a positive way to address the social and economic inequalities experienced by Aboriginal and Torres Strait Islander peoples. RAPs help dismantle barriers, enhance life choices and create meaningful employment and business prospects thereby enabling Aboriginal and Torres Strait Islander peoples to enjoy the same economic and social opportunities as the wider community.

RAP Impact Measurement

At Reconciliation Australia we regularly monitor and evaluate programs to measure their ongoing success. To ensure the RAP program remains effective, we ask RAP organisations to report annually on their performance against key RAP targets such as partnerships, employment and procurement. We use this data to track and measure the broader impact of the RAP program, as shown in the previous pages.

In 2014, 261 of RAP organisations participated between 14 October 2014 and 31 December 2014.

Australian Reconciliation Barometer and Workplace RAP Barometer

Every two years, we conduct the Australian Reconciliation Barometer to measure national progress toward reconciliation. The Barometer asks people from urban, regional and remote locations about reconciliation and their understanding and respect for Aboriginal and Torres Strait Islander peoples, cultures and histories.

In the same two-year period of our RAP community, we complete the Workplace RAP Barometer, which contains a similar series of questions. The two surveys allow us to compare the opinions and behaviour of people in RAP organisations to those in the general community.

In 2014, the two surveys were conducted between September and October 2014. The Australian Reconciliation Barometer comprised a nationally representative sample of 1,100 Australians. The Workplace RAP Barometer comprised 8,768 people, drawn from 29 RAP organisations across corporate, government and not-for-profit sectors. RAP organisations were at various stages of RAP development, participated willingly and no incentive was offered or paid to respondents.

Reconciliation Action Plans – a powerful movement for social change

By improving relationships, respect and opportunities today, we are working to create a just, equitable and reconciled Australia tomorrow. Join us.

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