Reconciliation Australia has collected data for RAP Impact Measurement Reports since 2011. We ask RAP organisations to report annually on their performance against key RAP targets to track and measure the broader impact of the RAP program. In 2015, we captured data from 459 RAP organisations.

THE FUTURE OF THE RAP PROGRAM

Reconciliation Australia has great ambitions for the RAP program. We want to see RAPs as commonplace in every Australian organisation. In particular, we are working towards having the majority of the ASX 200, and Australia’s largest private firms and multinationals implementing a RAP. We also encourage local governments to embrace RAPs so that reconciliation can be progressed in local communities.

With the ongoing support of government and our networks, the RAP program will continue to drive widespread social change, building better relationships between the wider Australian community and Aboriginal and Torres Strait Islander peoples for the benefit of all Australians.

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RAPS are a powerful tool for advancing social change by transforming the attitudes and behaviors of the three million people working or studying in organisations with a RAP.

The Australian Reconciliation Barometer is a biennial, national research study that measures the progress of reconciliation. This data, compared with the findings of Reconciliation Australia's 2014 Workplace RAP Barometer, demonstrates that reconciliation is progressing more quickly in workplaces with a RAP.

$100.4 million in pro bono support has been provided to Aboriginal and Torres Strait Islander organisations or communities.

3 million Australians work or study in an organisation that has developed a RAP.

$77.7 million provided for Aboriginal and Torres Strait Islander education scholarships by RAP organisations.

$32.6 million in goods and services purchased from Supply Nation-certified businesses in the 2014-15 financial year by RAP organisations.

More positive attitudes

82% of RAP organisation employees believe that Aboriginal and Torres Strait Islander peoples hold a special place as the First Australians, compared with 71% of the general community.

Greater pride

71% of RAP employees are proud of Aboriginal and Torres Strait Islander culture, compared with 57% in the general community.

More frequent contact

46% of RAP employees enjoy frequent interaction with Aboriginal and Torres Strait Islander peoples, compared with 30 per cent of the general community.

The Reconciliation Action Plan (RAP) program contributes to achieving reconciliation by developing relationships, respect and opportunities with Aboriginal and Torres Strait Islander peoples.

RAPS help workplaces to facilitate understanding, promote meaningful engagement, increase equality and develop sustainable employment and business opportunities. By improving relationships, respect and opportunities today, we are working to create a reconciled, just and equitable Australia tomorrow.

The Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) has committed to promoting the heritage and culture of Aboriginal and Torres Strait Islander peoples through partnerships with community as part of their RAP. One of these partnerships, between Ngunnawal community members and linguists from AIATSIS, teaches the Ngunnawal language in the classroom through a pilot program at Fraser Primary School in the ACT. The children have gained a greater understanding of local Aboriginal culture and customs and the importance of the local Aboriginal language.

Water Corporation is one of many reconciliation champions in Western Australia. They have worked to remove barriers to Aboriginal and Torres Strait Islander employment through their Aboriginal Employment Strategy. In 2016, at least five positions will be filled by Aboriginal and Torres Strait Islander trainees and apprentices as a part of Water Corporation's RAP commitments. Water Corporation will support career pathways and professional development for Aboriginal and Torres Strait Islander staff, and continue to apply culturally appropriate HR initiatives.

The City of Yarra's innovative cultural awareness program—Follow in my Footsteps: Celebrating Aboriginal Culture in Gertrude St—won the 2013 National Award for Local Government in Promoting Reconciliation. The project promoted cultural awareness by enhancing a local sense of identity and community pride through storytelling. In 2013, the project offered walking tours delivered by four well-known Aboriginal actors—Uncle Jack Charles, Melodie Reynolds, Greg Pryor and Jason Tamiru. The City of Yarra 2015 RAP includes an action item for this valued and important project to continue.

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RAPS ARE MAKING MEANINGFUL CHANGE

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