

# Annual Review

2014-15



**Reconciliation**  
AUSTRALIA



*Karen Oldaker of Medibank with Reconciliation Australia Board Director Djabirri Mununggirritj at the 2015 Garma Festival. Image by Reconciliation Australia.*

Our vision is for everyone to wake to a reconciled, just and equitable Australia. Our aim is to inspire and enable all Australians to contribute to reconciliation and break down stereotypes and discrimination.

We will know we have achieved our vision when Aboriginal and Torres Strait Islander history, culture and rights are a proud part of our everyday life.

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Reconciliation Australia Co-Chairs  
Professor Tom Calma AO and Ms Melinda  
Cilento. Image by Joseph Mayers.

## Co-Chairs' message

In 2015, we have achieved much that we can be proud of. Our programs and initiatives continue to grow and evolve, providing sustainable and meaningful opportunities for Aboriginal and Torres Strait Islander peoples. Notably, our more than 600 Reconciliation Action Plan (RAP) partners have an incredible collective impact on Aboriginal and Torres Strait Islander employment and business, as well as building respect and understanding within their organisations and beyond. The RAP program is now led by more than a dozen Elevate RAP organisations, who have taken their RAP commitments to the highest order and have embedded reconciliation in all that they do.

This year, Reconciliation Australia has played an important role in engaging in the national debate on reconciliation and influencing political decision making. We made statements and submissions on the proposed closure of remote Aboriginal communities in Western Australia; constitutional recognition; cuts to Aboriginal legal services; Indigenous Advancement Strategy funding; outcomes of the Close the Gap report; the Federal Budget and racism in sport. We were very pleased to see funding cuts to Aboriginal legal services reversed and no new cuts to Aboriginal and Torres Strait Islander affairs announced in the 2015 Federal Budget.

We were also pleased to see the Federal Government make progress on a referendum to recognise Aboriginal and Torres Strait Islander Australians in our Constitution. Several of our Board Directors and our CEO Justin Mohamed attended the historic July Indigenous Leaders meeting with The Hon Tony Abbott MP and The Hon Bill Shorten MP to discuss the next steps for constitutional recognition. We are now looking forward to the new Prime Minister conducting further consultation with the community as we pave the way for a referendum in the near future. Meanwhile, our Recognise Campaign continues to build momentum and support for constitutional recognition across the nation. In 2015, many of Australia's corporate and not-for-profit leaders, including BHP Billiton, Rio Tinto and the NRL, announced their official support for Recognise.

Since our last Annual Review, there have been a few changes to Board membership. In December 2014, the Board farewelled Mr Fred Chaney AO, after almost 15 years of service. On behalf of the Board, we would like to acknowledge and thank Fred for his tireless support for and contribution to reconciliation in Australia, both through Reconciliation Australia and more broadly. In June 2015, we welcomed his replacement, Mr Bill Lawson AM. Bill is a retired engineer from Tasmania who, over the past 15 years, has become increasingly involved in Aboriginal and Torres Strait Islander issues. In 2011, Bill was appointed to the Prime Minister's Expert Panel for constitutional recognition of First Australians. In September, the Board also welcomed Mr Glen Kelly, the former CEO of South West Aboriginal Land and Sea Council. Both Bill and Glen bring a wealth of knowledge and experience to Reconciliation Australia.

We are incredibly grateful for the tremendous efforts and professionalism of the team at Reconciliation Australia and Recognise, without whom these achievements would not be possible.

Finally, we would like to thank all of our dedicated supporters and partners who work tirelessly to help us reach our vision for reconciliation. Together we are bringing about the social change needed to improve the social and economic wellbeing of Aboriginal and Torres Strait Islander peoples.

Professor Tom Calma AO    Ms Melinda Cilento

# CEO report

When I took on the role of CEO of Reconciliation Australia at the end of 2014, I knew it was a great opportunity to continue the work I started in my early career in health and juvenile justice to create a stronger Aboriginal nation. This has certainly been true of my first 12 months at Reconciliation Australia, where I have been able to advocate for improved outcomes for our people and for an increased understanding of our cultures and shared histories.

As you will read in the pages that follow, the RAP program is in its ninth year and creating a greater impact each year as the program grows. This was reflected in our latest RAP Impact Measurement Report, which revealed that RAP organisations have collectively employed 29,500 Aboriginal and Torres Strait Islander Australians and purchased \$20 million worth of goods and services from Supply Nation certified businesses. Also, our Australian Reconciliation Barometer showed the positive impact RAPs are having on attitudes and behaviours in workplaces and communities.

This year we took another step forward in building reconciliation among the next generation with the official launch of our Narragunnawali: Reconciliation in Schools and Early Learning program in May. The launch event was held at Taoundi College and highlighted elements of the program, including the online RAP developer, which is now used by 300 schools and early learning services.

In National Reconciliation Week (NRW), we engaged more Australians than ever, with a record 1,128 registered events held across the country. The week began with our national launch at Dreamworld's Corroboree, where we were joined by many of our supporters, including The Hon Tony Abbott MP, via video message, Senator the Hon Nigel Scullion and Queensland Treasurer Curtis Pitt MP. As part of NRW, we held our Sing Loud! competition with The Veronicas and Shellie Morris judging the 40 inspiring entries from workplaces, communities and schools.

In 2015, we continued our work to build a vocal, bold and loyal community of partners and supporters who will stand alongside us on the journey toward reconciliation. In July, I was very proud to see the nation, led by many of our RAP partners and supporters, stand up to racism following the taunts of AFL great Adam Goodes. At the same time that our partners were speaking out on this, Reconciliation Australia hosted a group of senior leaders from prominent Australian corporate and Aboriginal-led organisations at the Garma Festival in Arnhem Land. The group shared stories of language, culture and community and many publicly stood in solidarity with Adam Goodes. It is extremely heartening to see committed CEOs prepared to use the reputation of their businesses and organisations to set the bar for reconciliation in Australia.

I am very proud of all that we have achieved this year and sincerely thank our Board and our hard working staff for their contribution to our success. I know we are all looking forward to making an even bigger impact in 2016 as we work toward a reconciled, just and equitable Australia.

**Mr Justin Mohamed**



*Reconciliation Australia Chief Executive Officer Justin Mohamed. Image by Hilary Wardhaugh.*

# Reconciliation Action Plans

Our RAP program continues to inspire Australian organisations in all sectors and at all levels, to take their place on the reconciliation journey. Our community of diverse RAP organisations are successfully taking action to build strong relationships and enhanced respect between the wider community and Aboriginal and Torres Strait Islander peoples.

The past year has seen the RAP program grow to more than 600 organisations, with another 500 in development. In 2015, we welcomed more than 100 new RAP partners and eight new Elevate RAP partners, including Sodexo, Brierty, Crown Resorts, Telstra, Herbert Smith Freehills, Richmond Football Club, Department of Human Services and Qantas. These new Elevate organisations, along with our existing Elevate RAP partners, are at the forefront of the RAP program and have taken their reconciliation obligations to the highest level. We look forward to working with all of our Elevate partners in 2016 to lead reconciliation action and motivate others to get involved.

In 2015, we have had strong engagement with the RAP program from the not-for-profit sector, as well as the corporate sector. We are continuing to work with local governments, sporting and Aboriginal and Torres Strait Islander organisations to ensure RAPs reach every corner of the country.

As part of 2015 NRW celebrations, we launched our latest RAP Impact Measurement report. The report revealed that our RAP program partners are continuing to drive impressive change to contribute to the social and economic wellbeing of Aboriginal and Torres Strait Islander Australians. Since the beginning of the RAP program, the RAP community has collectively employed 29,500 Aboriginal and Torres Strait Islander Australians and purchased \$20 million worth of goods and services from Supply Nation accredited businesses. Importantly, the impact of the RAP program extends beyond employment and business, with RAP organisations having contributed \$55 million towards education scholarships for Aboriginal and Torres Strait Islander students and \$42 million worth of pro-bono support.

RAPs are also continuing to help organisations create a culture that values and respects the contributions of Aboriginal and Torres Strait Islander peoples and transforms attitudes and workplace cultures. Our 2014 Australian Reconciliation Barometer, released in September, showed that compared to the general community, people who work in RAP organisations are far less prejudiced, trust each other more, and enjoy more frequent interaction.

In August 2015, we launched an updated version of our RAP Online Hub website. The new website makes it easier for organisations to find the latest RAP news, updated RAP templates, information and resources. We will continue to refine the new website over time to ensure we meet the needs of our RAP partners.

We are excited to see the sustained growth and positive impact of the RAP program as we celebrate 10 years of RAPs and 25 years of formal reconciliation in 2016.



Reconciliation Australia CEO Justin Mohamed with Sodexo Australia CEO Johnpaul Dimech at the Sodexo Elevate RAP launch. Image courtesy of Sodexo.



Narragunnawali assists educators to develop environments that foster a higher level of knowledge and pride in Aboriginal and Torres Strait Islander histories, cultures and contributions. Image by Hilary Wardhaugh.

## Narragunnawali: Reconciliation in Schools and Early Learning

We are now at the halfway point of Narragunnawali's four year development plan, made possible through funding from BHP Billiton Sustainable Communities. In the past 12 months, we have continued to develop Narragunnawali program components and strengthen relationships with key Aboriginal and Torres Strait Islander education stakeholders.

On Tuesday 5 May 2015, Reconciliation Australia officially launched the Narragunnawali program at Tauondi College in Adelaide. The event featured a powerful Welcome to Country from Jack Buckskin and speeches by Senator Ann Ruston, BHP Vice-President Mr Ian Wood, Professor Peter Buckskin and our own CEO Justin Mohamed. The launch provided a unique opportunity for guests to see 'Narragunnawali in action' by observing early learning, primary and secondary school lessons delivered by Reconciliation Australia staff members.

### Reconciliation Action Plans (RAPs)

Over 360 schools and early learning services have now registered their RAP actions using the Narragunnawali online RAP Developer. In the second half of 2015, we began to expand the RAP Developer into a Narragunnawali online platform, integrating curriculum resources and professional learning for teachers and educators. This is a very exciting development and embeds our strong philosophy of the need for action to take place in the classroom, around the school and with the community.

### Curriculum resources

The integration of curriculum resources with the RAP Developer has enabled us to increase support for educators in teaching content relating to Aboriginal and Torres Strait Islander histories and cultures, as outlined within the Early Years Learning Framework and the Australian Curriculum. In addition, our team of early learning, primary and secondary teachers and educators have also produced resources to support:

- the *Who We Are: Brave New Clan* documentary series that explores the themes of people, culture and country/place
- a series of films to be released in 2016 that uses three songs and the relationships formed by singer/songwriter Paul Kelly as an example of reconciliation
- an Opera Australia production specifically for young people, adapted from the book *The Rabbits* by John Marsden and Shaun Tan.

### Professional learning

With an overwhelming majority of teachers and educators being non-Indigenous Australians, teaching of Aboriginal and Torres Strait Islander histories and cultures can be a daunting prospect. The integration of professional learning components into the Narragunnawali RAP Developer will make the first steps easier and more accessible. Our approach builds and supports the significant expertise and experience of existing professional learning providers from across the country.

### Evaluation and monitoring

In October, we received our first progress report from the independent evaluation of Narragunnawali conducted by the Australian National University – Centre for Aboriginal Economic Policy Research (CAEPR). The report focused on the factors that determine whether a school or early learning service has the scope to develop a RAP. This report was accompanied by the formation of an evaluation advisory group that aims to guide the direction of the evaluation and ensure its independence.

# National Reconciliation Week 2015

NRW continues to reach more Australians each year. In 2015, the NRW theme—‘It’s time to change it up’—encouraged all Australians to take fresh action to build reconciliation in their community. Many Australians heeded this call with a record 1,128 registered events held in workplaces, schools and communities from Darwin to Hobart.

NRW 2015 was launched at a national event hosted by one of our RAP partners, Dreamworld on the Gold Coast, and was attended by over 100 of our supporters from the RAP community, state and Federal governments and Aboriginal and Torres Strait Islander organisations. Our guests were treated to musical performances by the Yugambah Youth Choir and the Excelsior dance troupe. The launch also featured the release of the latest results of the RAP Impact Measurement Report, the launch of Dreamworld’s Stretch RAP and a public commitment by the Commonwealth Games Committee to develop the first ever event RAP. These public statements provided the impetus for strong media coverage for the launch and for the week.

As always, our RAP partners also played a key role in the success of NRW 2015, with many hosting public and private events throughout the week. Qantas featured reconciliation themed content in their magazine and offered special Wunala Dreaming and Nalanji Dreaming cups inflight; ANZ launched its new online cultural awareness tool for staff with Laurel Robinson and Foxtel promoted NRW on its television channels and as part of its partnership with the AFL in their magazine *AFL Record*.

Our Sing Loud! song competition was held again in NRW 2015, offering prizes for the best original and cover of a reconciliation song. The competition attracted 40 entries from schools, workplaces and communities that were judged by Australian musicians, Shellie Morris and The Veronicas. Reconciliation Australia also provided support to the annual Canberra Sorry Day Bridge Walk and to the Long Walk community activities held in Melbourne before the Dreamtime at the ‘G’ AFL match.

A new television community service announcement (CSA) was created for NRW 2015 featuring Adam Goodes, Archie Roach, The Veronicas, Meshel Laurie, Shellie Morris and Professor Tom Calma AO. With support from our RAP partners, the CSA was aired on ABC, SBS, Foxtel, Indigenous Community Television, Aboriginal Broadcasting Australia, Prime 7 and Southern Cross Austereo, as well as at AFL games across Australia as part of the Indigenous Round.

Our television CSA was complemented by radio CSAs recorded by Meshel Laurie, Adam Goodes and Professor Tom Calma AO, as well as radio interviews with our Co-Chairs. This content generated an unprecedented level of media coverage, particularly among regional radio stations, which was supported by coverage among print, radio and online outlets. A particular highlight was coverage on Channel Ten’s *The Project* program and mainstream news programs.

## Key achievements in 2015

- 1,128 registered NRW events
- 100 guests attended a national launch event
- 40 entrants to Sing Loud!
- #NRW2015 trended nationally on Twitter



*L: Excelsior dancers at the launch of National Reconciliation Week at Dreamworld.*

*R: Artist Chern’ee Sutton assists Justin Mohamed to place a handprint on a reconciliation artwork at the launch of National Reconciliation Week.*

*Images by Reconciliation Australia.*

# Indigenous Governance Awards

Reconciliation Australia, in partnership with BHP Billiton, holds the Indigenous Governance Awards (IGAs) biennially to identify, celebrate and promote strong Indigenous governance. In 2014, a record 113 high-quality applications were received from a diverse range of organisations, hailing from some of Australia's remotest communities and busiest cities.

A high-calibre, independent judging panel, chaired by Professor Mick Dodson, spent four weeks touring Australia in August and September 2014 to assess the finalists against five criteria, including self-determination, cultural relevance and legitimacy, future planning and resilience.

After this extensive judging process, the winners of the 2014 Indigenous Governance Awards were announced at a gala dinner at BHP Billiton's headquarters in Melbourne on 30 October. The winners—Waltja Tjutanku Palyapayi Aboriginal Corporation from Alice Springs and Swan Hill's The Marruk Project—were selected by the judging panel.

Waltja Tjutanku Palyapayi Aboriginal Corporation, a pioneering initiative of strong women leaders in Central Australia, was awarded Category A winner for incorporated organisations. Professor Dodson described Waltja as "a very well-run organisation concentrating on delivering services to families and communities. Waltja is difficult to fault in its governance, it's one of the best organisations I have encountered, the best in Australia."

The Marruk Project in Swan Hill Victoria, won Category B for non-incorporated projects. The Marruk Project uses performing arts to strengthen culture

and create opportunities for Elders, young people and the community to get to know each other by sharing their histories and stories. Professor Dodson said one of the unique things about The Marruk Project is its ability to bring the whole town together. "It's what we should be seeing across the world. We need things like this to co-exist, to build understanding. To actually witness it bringing the town together is something that's almost beyond belief."

Each finalist in the 2014 IGAs has truly succeeded at the very top level. Category A's Highly Commended award winners Giringun Aboriginal Corporation's trailblazing success is driven by the Elders' desire to keep country, people and culture strong on behalf of nine Traditional Owner Groups in North Queensland. The Muntjiltjarra Wurrugumu Group from Wiluna in Western Australia was a close second and Highly Commended in Category B. The Group is helping break down communication barriers between the local Aboriginal community, industry and government agencies and has established itself as an important voice at the decision making table.

Professor Dodson says the 2014 finalists are up there with the best of them. "It's such a high quality. It seems with each round of the Awards, the quality of governance, organisations, projects and people doing the governance and running the project is excellent. It gets better and better each time."

Reconciliation Australia is looking forward to conducting the seventh Indigenous Governance Awards in 2016 in partnership with BHP Billiton Sustainable Communities.



*Indigenous Governance Awards Category B winner and highly commended: The Marruk Project and Muntjiltjarra Wurrugumu Group. Image by Wayne Quilliam.*



*The Journey to Recognition arrives into Nambucca Heads. Image by Leigh Jensen, Ideal Imaging.*

## Recognise: Constitutional Recognition

The Recognise movement continues to grow in supporters and momentum. At June 2015, more than 275,000 Australians supported the people's movement to recognise Aboriginal and Torres Strait Islander peoples in the Australian Constitution.

In March 2015, 110 of the nation's leading health bodies announced their support for constitutional recognition of Aboriginal and Torres Strait Islander peoples. The coalition of health providers and professionals agreed that constitutional recognition would, over time, help to improve health and wellbeing by giving people a stronger sense of identity and make greater inroads on health disadvantage and inequality.

The Journey to Recognition travelled into Queensland and New South Wales, engaging with Elders, youth, community leaders, faith groups, schools, community groups and countless local advocates. The Journey has now travelled more than 32,000 kilometres, hosted 290 events in 222 communities, and engaged with over 21,000 people face-to-face.

All campaign activities continue to highlight the immense contributions of individuals that volunteer and advocate for constitutional reform in their communities. Kamilaroi and Anaiwan Elder Uncle Steve "Dugan" Widders, has travelled on four Journey legs in NSW, inviting communities to join the conversation. Uncle Steve has been blind since 1990, and says his lack of sight has given him vision, "becoming blind, losing my sight, has actually given me vision and I see things in a different way," he said.

Outside the Journey, Recognise staff and external spokespeople have taken the important message of constitutional recognition to over 6,000 people at 79 official speaking engagements, while considerable numbers of meetings have been held with important stakeholders across the country.

Recognise continues to broaden its online engagement through social media, with both Twitter and Facebook substantially increasing in fans and followers. An ANZAC Day Facebook post sparked an overwhelming response from supporters when a story of WWII soldier Eddie Albert reached over 3,000,000 people.

Recognise has continued to develop strong partnerships with sporting codes at a local and national level. During this year's AFL Indigenous Round over half of the clubs wore the Recognise logo on their 2015 guernsey. This was supported by 'R' logos on the field of nine games and in *AFL Record* magazine, LED banners at stadiums, promotion on AFL and Telstra websites and a show of support from player ambassadors, including Adam Goodes. Following the Indigenous Round 20,000 new supporters had put their name to the Recognise campaign.

The NRL officially announced its support for Recognise in September 2014, demonstrating strong support for the campaign via an NRL Recognise television commercial, featuring stars of the Indigenous and NRL All Stars men's and women's teams.

Cricket Australia also showed their commitment this year—developing a promotional video featuring players, which was played at games and on Cricket Australia's website.

Recognise Youth undertook a number of participatory street art projects to promote constitutional recognition. Large black and white photos of 208 young supporters' faces were pasted onto public walls as a new form of youth political participation. The 'paste ups' took place in Fremantle, Townsville, Melbourne and Hobart and engaged thousands of Australians through the immediate reach of the 'paste ups,' launch events and surrounding social media.

In December 2014, Recognise hosted the inaugural Gala fundraising dinner at Carriageworks in Sydney. The dinner brought together over 600 people, including community leaders, sponsors, supporting individuals, organisations and politicians. Then Prime Minister The Hon Tony Abbott MP and Opposition Leader The Hon Bill Shorten MP spoke about their personal and party support for constitutional recognition.

Immediately following the 2014-15 period, the activities undertaken by Recognise, other advocacy organisations and individual Aboriginal and Torres Strait Islander leaders resulted in an historic meeting between 40 Aboriginal and Torres Strait Islander leaders, the then Prime Minister The Hon Tony Abbott MP and Leader of the Opposition The Hon Bill Shorten MP. The meeting affirmed the progress of the Recognise campaign and a future referendum, and called for continued meaningful engagement with the Indigenous community.

# Research

Reconciliation Australia believes in the importance of using research and evidence to guide our policy decisions, priority setting and to assist in the evaluation of our programs. This evidence informs the regular submissions and representations we make to government on issues related to reconciliation, and we continue to conduct major pieces of research to track the progress of reconciliation.

In 2014, two fundamental pieces of research were completed to strengthen our evidence base—the fourth biennial Australian Reconciliation Barometer and the annual RAP Impact Measurement Report.

These pieces of research have helped us to develop five key dimensions of reconciliation—historical acceptance, race relations, institutional integrity, equality and equity, and unity. Our research confirms that while we have significant work to do, we are making progress towards reconciliation and there is a lot of goodwill in the community for improved relationships.

## Australian Reconciliation Barometer 2014

The Australian Reconciliation Barometer is a nationally representative, biennial study that Reconciliation Australia has used to measure the national progress of reconciliation since 2008.

The fourth edition of the Barometer was released in 2014 and showed that there is much goodwill for reconciliation. The vast majority of Australians (86 per cent) believe the relationship between Aboriginal and Torres Strait Islander peoples and other Australians is important, and most Australians have a desire to learn more about Aboriginal and Torres Strait Islander histories and cultures. Additionally, most Australians believe that Aboriginal and Torres Strait Islander peoples hold an important and significant place as the First Australians.

Despite these positive results, there are areas that we must work to improve. For example, we do not agree on a set of facts about our shared history, particularly in relation to the colonisation of Australia. Too many Aboriginal and Torres Strait Islander peoples still experience racial prejudice, the trust between Aboriginal and Torres Strait Islander peoples and other Australians is low and we still have to encourage institutions to work towards closing the gap in equality. Significantly, Aboriginal and Torres Strait Islander peoples feel less secure in their cultural rights than other Australians and this is a potential barrier to improving our relationship.

Ultimately, while we are making progress, we still have a long way to go before we all wake to a just, equitable and reconciled Australia.

## RAP Impact Measurement Report 2014

We are greatly encouraged with the results of our RAP Impact Measurement report in 2014. It has shown us that our more than 600 RAP organisations employ almost 30,000 Aboriginal and Torres Strait Islander peoples, have provided \$55 million for Aboriginal and Torres Strait Islander education scholarships, and are building relationships with Indigenous organisations.

We also know that trust between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples is higher in RAP organisations (77 per cent compared to 26 per cent in the general community), that RAP employees have higher pride in Indigenous cultures (71 per cent compared to 57 per cent in the general community), and that non-Indigenous RAP employees have more frequent interaction with Aboriginal and Torres Strait Islander peoples (46 per cent compared to 36 per cent).

These findings demonstrate that the RAP program is creating positive changes in workplace culture and attitudes throughout Australia. We are helping to address the social and economic inequalities experienced by Aboriginal and Torres Strait Islander peoples, and laying the foundations for greater positive social change.

The 2014 Barometer and RAP Impact Measurement Report can be found on our website under 'Resources'.



Kyle Vander-Kuyp, Jade Hull and Ralph White from AFL Sportsready Education and Employment. Image by Cole Bennetts.



The Long Walk 2015. Image by James Henry and courtesy of The Long Walk.

## Partnerships

In 2014-15, Reconciliation Australia was proud to form new partnerships and strengthen several ongoing partnerships with our supporters, aimed at inspiring and enabling all Australians to contribute to reconciliation.

The Australian Reconciliation Network—comprised of Reconciliation Australia and state reconciliation bodies in New South Wales, Queensland, South Australia, Victoria and Western Australia—has continued working together in 2014-15 to strengthen our collective impact for reconciliation across the country. A key focus for the network was NRW.

The five Reconciliation Industry Network Groups (RINGS) have continued their work to harness goodwill, knowledge and experience within their industries to contribute to reconciliation. The AFL Working Group, Indigenous Financial Services Network, Media RING, Legal Profession Reconciliation Network and Health RING are all working within their sphere to share best practice on reconciliation action.

In November 2014, Reconciliation Australia worked with SBS to develop a documentary series entitled *First Contact*, which screened across all three of SBS' TV channels. The documentary followed six non-Indigenous Australians on their journey into Aboriginal Australia. Reconciliation Australia assisted with the development of educational resources to accompany the series.

Finally, during NRW 2015, Reconciliation Australia partnered with Winnunga Nimmityjah Aboriginal Health Service to organise the National Sorry Day Bridge Walk and supported the Long Walk Foundation to host a Family Fun Day in Federation Square prior to the Long Walk to Dreamtime at the 'G'.

Through our partnerships, Reconciliation Australia is able to increase our reach and advance toward our goal of a reconciled, just and equitable Australia.

# Garma Festival 2014 and 2015

Since its inception in 1998, the Garma Festival has been hosted on a traditional meeting place of the Yolngu people and has become Australia's leading cultural event. While showing and sharing culture, the Yolngu people have also created a space to talk meaningfully about the issues faced by many Aboriginal and Torres Strait Islander peoples. Garma has become a place to celebrate success, to exchange ideas and to discuss how we can build a future for a reconciled nation.

In 2014, Reconciliation Australia hosted a Women's Group at Garma, bringing together influential female leaders from across the government, corporate, community and Indigenous sectors. The trip was an opportunity to forge friendships, share stories and learn about the reconciliation movement. Reconciliation Australia Board Director Djapirri Mununggirritj hosted the group and built bonds and trust through stories of language, culture and community. It was a rare opportunity for leading Australian women to disconnect from the pressures of their everyday lives, and learn first-hand from Djapirri—a Yolngu Elder.

The Women's Group enables Reconciliation Australia to spread the message of reconciliation and to broaden the circle of reconciliation advocates. Garma is a very special opportunity to be immersed in the richness of Yolngu culture and the women's personal experiences often have long and lasting effects.

At Garma 2015, Reconciliation Australia partnered with the Business Council of Australia to host the first Business Leaders Program. The program brought together 13 CEOs and senior leaders from prominent Australian corporate and Aboriginal-led organisations to share and learn more about reconciliation. The group's shared experience helped them to build greater appreciation of the issues facing Aboriginal and Torres Strait Islander peoples amongst leaders in Australia's business community.

Hosting a group at the Garma Festival each year offers a unique avenue for Reconciliation Australia to continue our commitment to building relationships and promoting the reconciliation message, knowledge and understanding across Australia.



*Participants of Reconciliation Australia's Garma Women's Group at the Garma Festival in 2014. Image by Reconciliation Australia.*

# Financial summary

Reconciliation Australia's financial sustainability depends on four major funding sources—government grants and project funding, corporate partnerships, philanthropic trust funding and tax deductible donations from individuals.

The result of Reconciliation Australia's consolidated operation in 2014-15 was a surplus of \$799,930 (surplus of \$258,118 in 2013-14). This surplus included \$463,371 of fundraising income for the Recognise Campaign, which has been placed in a reserve for use during a referendum period.

Reconciliation Australia's general operational activities and the Recognise Campaign were funded by moneys granted by the Australian Government. Other income was received from corporate supporters, in particular BHP Billiton and private donors.

Total revenue and other income for the current year was \$16,721,383 (\$10,484,742 in 2013-14). Total expenditure for the current year was \$15,921,453 (\$10,226,624 in 2013-14).

## Where do our funds come from?

We are an independent, non-government organisation and the proportion of our income from non-government sources is on the increase. However, the bulk of our funding is still sourced from the Australian Government, through the Department of Prime Minister and Cabinet. In addition, we receive funding from BHP Billiton, other corporate supporters and private donors.

## Where do our funds go?

In 2014-15, Reconciliation Australia supported programs and initiatives which accounted for 92 per cent (90 per cent in 2013-14) of the organisation's expenditure.

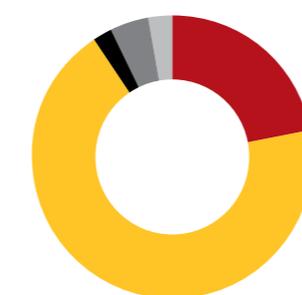
The information on the next page only provides a summary of the financial performance and position for the financial year ended 30 June 2015. Copies of the full Annual Financial Report including the Independent Audit Report can be obtained from our website or:

Finance Manager  
Reconciliation Australia  
PO Box 4773  
Kingston ACT 2604

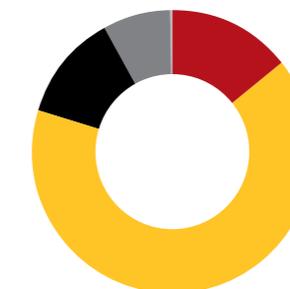
**92%**  
of Reconciliation Australia's expenditure went directly to support community programs and initiatives.



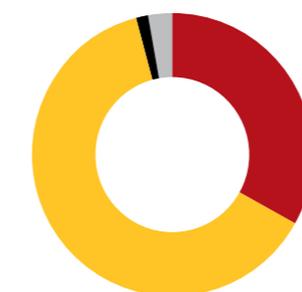
	2014-15	2013-14
Total revenue and other income	\$16,721,383	\$10,484,742
Total expenditure	\$15,921,453	\$10,226,624



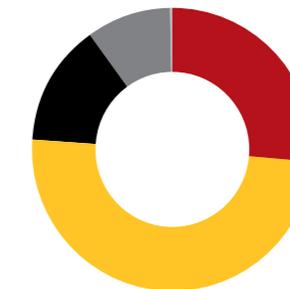
Sources of income	2014-15
Government grants	3,675,000
Project funding	11,508,885
Charitable donations	371,886
Fundraising appeals	729,226
Other revenue	436,386
<b>Total</b>	<b>16,721,383</b>



Use of operating funds	2014-15
Programs and partnerships	2,287,878
Recognise campaign	10,408,390
Communications and engagement	1,981,540
Operations	1,229,567
Charitable donations	14,078
<b>Total</b>	<b>15,921,453</b>



Sources of income	2013-14
Government grants	3,475,000
Project funding	6,590,663
Charitable donations	141,455
Fundraising appeals	-
Other revenue	277,624
<b>Total</b>	<b>10,484,742</b>



Use of operating funds	2013-14
Programs and partnerships	2,722,640
Recognise campaign	5,067,518
Communications and engagement	1,441,530
Operations	969,970
Charitable donations	24,966
<b>Total</b>	<b>10,226,624</b>

# Our supporters

Building partnerships is the key to providing a national focus for reconciliation. As a non-government, not-for-profit organisation, Reconciliation Australia depends on the help and financial support of many companies and individuals. The Board and staff of Reconciliation Australia congratulate and thank all of our friends and partners across the country for their commitment to reconciliation in 2014-15.

## Reconciliation Australia

### Program funders

The Australian Government through:  
Department of the Prime Minister and Cabinet  
Department of Social Services  
BHP Billiton

### Major supporters

Arnold Bloch Leibler  
Department of Human Services  
KPMG  
Foxtel  
Accor  
Westpac

### Supporters

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Cover image: School students engage with the Narragunnawali:  
Reconciliation in Schools and Early Learning program.  
Image by Hilary Wardhaugh.

Reconciliation Australia acknowledges the Traditional Owners  
of country throughout Australia and recognises their continuing  
connection to land, waters and community. We pay our respects to  
them and their 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.