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.

RECONCILIATION AUSTRALIA

Our vision is for a just, equitable and reconciled Australia.

Our purpose is to inspire and enable all Australians to contribute to the reconciliation of the nation.

Reconciliation Australia was established in 2001 and is the lead body for reconciliation in the nation. We are an independent not-for-profit organisation which promotes and facilitates reconciliation by building relationships, respect and trust between the wider Australian community and Aboriginal and Torres Strait Islander peoples.

Our vision of reconciliation is based on five inter-related dimensions: race relations, equality and equity, institutional integrity, unity and historical acceptance. These five dimensions do not exist in isolation; they are inter-related and Australia can only achieve full reconciliation if we progress in all five.
FIVE DIMENSIONS OF RECONCILIATION

RACE RELATIONS
All Australians understand and value Aboriginal and Torres Strait Islander and non-Indigenous cultures, rights and experiences, which results in stronger relationships based on trust and respect and that are free of racism.

EQUALITY AND EQUITY
Aboriginal and Torres Strait Islander peoples participate equally in a range of life opportunities and the unique rights of Aboriginal and Torres Strait Islander peoples are recognised and upheld.

INSTITUTIONAL INTEGRITY
The active support of reconciliation by the nation’s political, business and community structures.

UNITY
An Australian society that values and recognises Aboriginal and Torres Strait Islander cultures and heritage as a proud part of a shared national identity.

HISTORICAL ACCEPTANCE
All Australians understand and accept the wrongs of the past and the impact of these wrongs. Australia makes amends for the wrongs of the past and ensures these wrongs are never repeated.

Reconciliation Australia’s Strategic Plan endeavours to drive national reconciliation over the next five years through education, engagement, collaboration and knowledge sharing.

Join us on our national reconciliation journey.
HOW WE CREATE CHANGE

Reconciliation Australia leads the national reconciliation journey by influencing organisations, people and policy.
INFLUENCING ORGANISATIONS

We deliver services, provide resources and advice to support reconciliation action within Australian businesses, schools, community groups and government organisations. The following national programs help us drive greater understanding, positive relationships and lasting change:

- **Indigenous Governance Program**: identifies, supports and promotes effective Indigenous governance by celebrating success stories from Aboriginal and Torres Strait Islander organisations.

- **Narragunnawali**: supports all schools and early learning services in Australia to develop environments that foster a higher level of knowledge and pride in Aboriginal and Torres Strait Islander histories, cultures and contributions.

- **Reconciliation Action Plans (RAPs)**: provide a framework for organisations to create social change and economic opportunities for Aboriginal and Torres Strait Islander Australians.

INFLUENCING PEOPLE

We conduct activities and use a range of media to educate, inform and engage all Australians in reconciliation, building a better understanding of Aboriginal and Torres Strait Islander histories, cultures and experiences. National Reconciliation Week (27 May – 3 June) is our flagship event, and is celebrated in thousands of events, ceremonies and public activities every year right across Australia.

INFLUENCING POLICY

We advocate for policies that advance Australia’s progress in the five dimensions of reconciliation. We produce authoritative research to inform the national conversation on issues of concern for Aboriginal and Torres Strait Islander Peoples and reconciliation. The State of Reconciliation in Australia report, produced every four years, provides a national framework by which to measure Australia’s progress across the five dimensions of reconciliation and is the yardstick by which we measure our success.
2017–2022 STRATEGIC GOALS

Informed by the five dimensions of reconciliation, Reconciliation Australia has developed nine strategic goals to guide our work over the next five years.
GOAL 1 Every four years Reconciliation Australia publishes Australia’s most comprehensive report on the state of reconciliation in Australia.

GOAL 2 Australians experience less racism and there is a deeper level of cultural understanding across Australian society.

GOAL 3 Reconciliation Australia, together with governments, stakeholders, Reconciliation Action Plan (RAP) partners and education providers, effectively contributes to closing the gap in Indigenous life outcomes.

GOAL 4 The unique rights of Aboriginal and Torres Strait Islander peoples are further advanced nationally and internationally.

GOAL 5 An increasing number of the nation’s political, business, community and education leaders actively support reconciliation.

GOAL 6 Governments and corporate partners are practicing good governance.

GOAL 7 Australian society recognises Aboriginal and Torres Strait Islander cultures and heritage as a proud part of our shared national identity.

GOAL 8 More Australians have a greater knowledge of our shared history, the wrongs of the past, and their impact on Aboriginal and Torres Strait Islander peoples.

GOAL 9 Reconciliation Australia is an effective and efficient organisation that values partnerships and develops our people both professionally and culturally to enable us to achieve our goals.
GOAL 1
Every four years Reconciliation Australia publishes Australia’s most comprehensive report on the state of reconciliation in Australia.

The State of Reconciliation in Australia report is the most comprehensive account of its kind and has become an authoritative roadmap guiding the national reconciliation journey.

The report measures our progress as a nation, using national-level data on a range of socio-economic, attitudinal and cultural measures. It also outlines the aspects of our reconciliation journey that Reconciliation Australia believes require the greatest attention in future.

Reconciliation Australia will produce the report in 2020, and every four years thereafter, to ensure there is a robust, up-to-date resource on which to base the national conversation on reconciliation as it evolves.

GOAL 2
Australians experience less racism and there is a deeper level of cultural understanding across Australian society.

At the heart of reconciliation is the relationship between the broader Australian community and Aboriginal and Torres Strait Islander peoples.

Incidents of racism towards Aboriginal and Torres Strait Islander people, which are often informed by a lack of cultural understanding, serve to undermine efforts toward reconciliation.

We will continue to campaign for strong and effective protections against racial discrimination, and speak out when incidents of racism occur. Our programs will improve race relations in workplaces, schools and the broader community.

GOAL 3
Reconciliation Australia, together with governments, stakeholders, Reconciliation Action Plan (RAP) partners and schools/early learning services, effectively contributes to closing the gap in Indigenous life outcomes.

National reconciliation will be strengthened when Aboriginal, Torres Strait Islander and non-Indigenous Australians participate equally and equitably in all areas of life.

Reconciliation Australia will work with all stakeholders – including governments, Reconciliation Action Plan partners, schools and early learning services - to ensure that Aboriginal and Torres Strait Islander people enjoy life outcomes equal to other Australians.

We will also strengthen our Indigenous Governance Program to build the capacity of Aboriginal and Torres Strait Islander organisations, and positively reframe the discourse around Indigenous governance and success.
GOAL 4

The unique rights of Aboriginal and Torres Strait Islander peoples are further advanced nationally and internationally.

The United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) aims to guard against the particular risks that Indigenous peoples face, and to ensure that Indigenous cultures survive into the future. Australia endorsed the UNDRIP in 2009, but implementation of the Declaration has, at best, been mixed.

Reconciliation Australia will play a leading role in advocating for the unique rights of Aboriginal and Torres Strait Islander people and support Australia’s commitment to achieving the objectives of the UNDRIP.

GOAL 5

An increasing number of the nation’s political, business, community and education leaders actively support reconciliation.

Reconciliation is more likely to progress when our national institutions actively support a just and equitable Australia.

Political leaders and governments, the corporate and not-for-profit sectors, schools and tertiary institutions, faith groups, philanthropists, the media, Aboriginal and Torres Strait Islander peoples, and members of the public all have a role to play.

Reconciliation Australia will continue to foster relationships that drive engagement with reconciliation action across all sectors of the Australian community through events and programs including National Reconciliation Week, Reconciliation Action Plans, Narragunnawali and new initiatives in collaboration with our stakeholders.

GOAL 6

Governments and corporate partners are practicing good governance.

Successful policy and program development hinges on the way governments and corporations engage with Aboriginal and Torres Strait Islander peoples.

Reconciliation Australia will continue to push for a community development approach to policy-making and program delivery, based on respectful and sustained engagement with Aboriginal and Torres Strait Islander peoples.

To support the achievement of this goal Reconciliation Australia will work with RAP partners, government and sectoral leaders to foster effective policy and program development.

INSTITUTIONAL INTEGRITY
GOAL 7
Australian society recognises Aboriginal and Torres Strait Islander cultures and heritage as a proud part of our shared national identity.

National unity involves all Australians valuing and recognising the rich and diverse Aboriginal and Torres Strait Islander cultures that have existed in our nation since time immemorial, and continue to this day.

Reconciliation Australia will continue to foster greater cultural awareness amongst Australians, through our public education, RAP and Narragunnawali programs.

Reconciliation Australia also supports the case for finding unifying national symbols and celebrations.

GOAL 8
More Australians have a greater knowledge of our shared history, the wrongs of the past, and their impact on Aboriginal and Torres Strait Islander people.

Reconciliation can only exist when the Australian community and our major institutions acknowledge the wrongs of the past, understand their effects and repair the wounds that remain.

Reconciliation Australia will work to increase awareness of past events and their impact on Aboriginal and Torres Strait Islander peoples through our programs including National Reconciliation Week, Reconciliation Action Plans, Narragunnawali and new initiatives in partnership with our stakeholders.

GOAL 9
Reconciliation Australia is an effective and efficient organisation that values partnerships and develops our people both professionally and culturally to enable us to achieve our goals.

Reconciliation Australia is considered an efficient and well governed organisation, and we will work to maintain this hard-earned reputation.

To achieve this goal, Reconciliation Australia will continue to invest in our staff to ensure the integrity and quality of our organisation.
Cover art:
Created by Reconciliation Australia staff, led by Esma Livermore and Savannah Roberts.

Join us on our national reconciliation journey.