

# POLITY

RESEARCH & CONSULTING



## Workplace RAP Barometer 2018

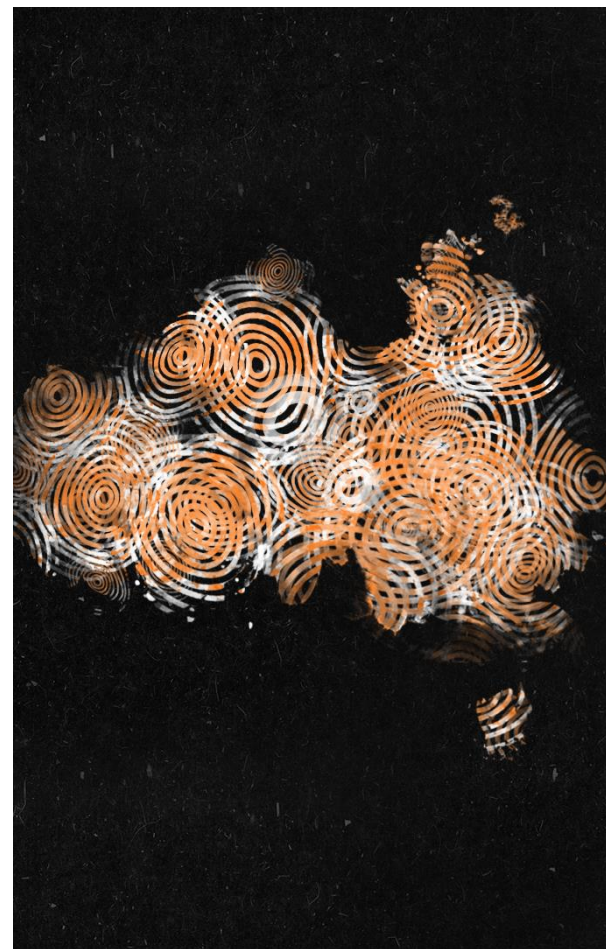
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# Introduction & background

Reconciliation Australia (RA) has monitored reconciliation initiatives at the workplace level since 2012, through regular online surveys of participating employees. RA uses this information to broadly inform how its Reconciliation Action Plan (RAP) program is performing and to work more closely with specific partner organisations.

The Workplace RAP Barometer (WRB) enables both RA and the participating organisations to:

- ✓ Measure the impact of RAP initiatives; and
- ✓ Evaluate reconciliation progress; in order to
- ✓ Implement and improve the performance of workplace RAPs; towards
- ✓ Empowering employment and social outcomes for Aboriginal and Torres Strait Islander peoples, as well as a greater shared understanding for all Australians.

To date, surveys have been conducted in:

- August 2012
- Sept – Oct 2014
- Aug – Sept 2016
- July – Sept 2018

This report presents the latest wave of this tracking, and where possible compares results to those in the previous waves. Also, workplace results are directly compared with findings among the general public, where possible, to demonstrate the effects Reconciliation Action Plans are having on perceptions, attitudes and behaviours, vis-à-vis the general Australian population.

It is acknowledged that, in the interests of graphical and reporting brevity, the abbreviation “Indigenous” has been occasionally used in this report, to refer to Aboriginal and Torres Strait Islander peoples.



## Survey method

The main results presented in this report are based on an online survey of working adults (aged 16+) in Australia (i.e. “employees”), conducted between July and September 2018.

- The total sample of n=19,938 was drawn from the workforce of participating organisations, across corporate, government and not-for-profit sectors. With this sample size, the accuracy of the results is +/-1.0% 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 49% and 51%.
- Participating organisations were at various stages of their RAP development, at the time of the survey, and were invited to take part by Reconciliation Australia.
- Organisations participated of their own volition, as did the employees of those organisations (no incentive was offered or paid to respondents).
- Because the sample is based on voluntary participation and focused on organisations with a RAP, results are not intended to be seen as representative of the Australian workforce as a whole. Accordingly, data has not been weighted for the workplace results.
- Since 2014, the survey fieldwork has also included a number of organisations in the planning stages of implementing a formal RAP. Those results are not included here.

The Workplace RAP Barometer results have been tracked (where possible) against results from previous waves, and also compared with relevant results from the national Australian Reconciliation Barometer (ARB), among the general population. The ARB was conducted during July 2018 (for more details see page 5).

- The general population sample was drawn from a professional online market and social research panel.
  - The ARB data is weighted to ABS population data (in terms of age, gender and residential location), using 2016 Census statistics. With a sample size of n=1995, the accuracy of the results for the general community sample is +/-2.2% at the 95% confidence interval.
- 
- Note: For both surveys, respondents were informed that the term “Australians” was used to refer to all people who live in Australia, including both Australian and non-Australian citizens.
  - All percentage figures in this report are rounded. Accordingly, totals may not add up to 100%.

# Methodology (cont.)

## Previous WRB waves

- ▶ The first Workplace RAP Barometer was an online survey of 4612 respondents from 19 participating RAP organisations, and was conducted in July 2012. The error margin at the overall level is +/-1.4% at the 95% confidence interval.
- ▶ The 2014 results are based upon an online survey of 8768 respondents from 29 participating RAP organisations, conducted in Aug-Sept 2014. The error margin at the overall level is +/-1% at the 95% confidence interval.
- ▶ The 2016 results in this report are based upon an online survey of 18,385 respondents from 45 participating RAP organisations, conducted in Aug-Sept 2016. The error margin at the overall level is +/-1% at the 95% confidence interval.

## Workplace RAP Barometer 2018

- ▶ The latest results in this report are based upon an online survey of 19,938 respondents from 65 participating RAP organisations, conducted in July-Sept 2018.
- ▶ These organisations were at various stages of their RAP.
- ▶ The accuracy of the results at the overall level is +/-1% at the 95% confidence interval. This means, for example, that if the survey returns a result of 50%, there is 95% probability that the actual result will be between 49% and 51%.
- ▶ **Note: All percentage figures in this report are rounded. Accordingly, totals may not add up to 100%.**

## 2018 General Community Barometer (ARB)

Around half the questions in the WRB replicate questions in the most recent Australian Reconciliation Barometer. This allows a comparison of attitudes towards reconciliation between RAP employees and the general community.

The ARB is also a biennial survey that monitors the progress of reconciliation between Indigenous and non-Indigenous Australians.

The general community Barometer results are based upon a July-Aug 2018 survey of n=1995 Australians, drawn from a professional market and social research panel and weighted to be representative of the Australian population by age, gender and residential location.

The margin of error is +/- 2.2% at the 95% confidence level.

## Considerations

- ▶ The WRB survey covers only working age people (16+) in employment, compared to the general community survey which includes ages over 18 and with respondents from a range of life situations (e.g. unemployed and retired).
- ▶ Since 2014, results comprise organisations at various stages of their RAP, compared to the 2012 results which were mostly from advanced RAP organisations.
- ▶ These differences should be considered in evaluating the results. Despite this, we believe that through a combination of comparison with the ARB questions, together with the other survey measures, this report provides a robust analysis of the impact of RAPs on the attitudes of employees in Australia.

# Workplace RAP Barometer 2018 Indicators

Key findings and trends analysis



# Reconciliation outcomes have continued to improve among RAP employees

**Overall, reconciliation attitudes and perceptions of workplace RAP impact among employees have continued upward trends since 2016 and 2014.**

Employee engagement with RAP activities undertaken by their organisation has mostly improved since 2016, including:

- Another strong increase in participation in various RAP activities with their current organisation
- An increase in those who strongly agree taking part in a RAP activity had a positive effect for them

In particular, there have been increases in the level of employees aware of Indigenous staff and awareness of their organisation having a Reconciliation Action Plan. The take-up of cultural awareness training has remained steady, in line with 2016.

It is also very clear that participation in reconciliation activities continues to be effective, in creating a greater prevalence of positive views:

- Employees who've participated in at least one RAP activity with their current organisation are more likely to see the relationship between Indigenous and non-Indigenous colleagues as very good (57%), compared with those who haven't (41%)
- Employees who've participated in at least one RAP activity with their current organisation are more likely to hold very high trust (33%) for Indigenous colleagues, compared with those who haven't (18%).
- Employees who've participated in at least one RAP activity with their current organisation are more likely to feel it's very important to learn more about past injustices for Indigenous people (61%), compared with those who haven't (42%).

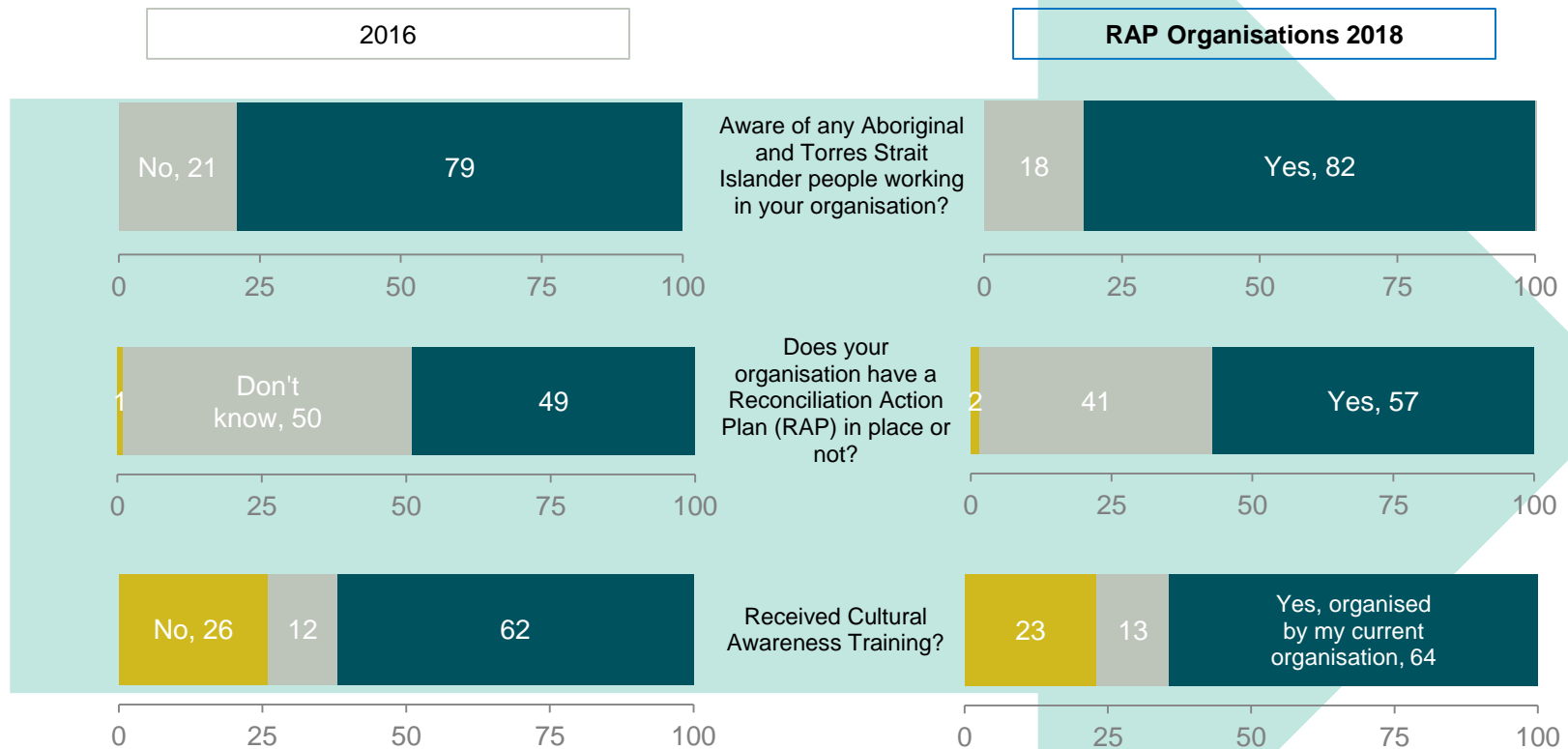
Notably, employees who've participated are also more likely to feel the RAP is having a positive impact on all key workplace reconciliation outcomes and to be satisfied with their job, than those who haven't participated.

## **Outcomes for key RAP objectives have improved since 2016**

Measures for key reconciliation goals have also mostly remained steady or improved. For example, **55% strongly agree Indigenous cultures are important to Australia's national identity**, compared to 50% in 2016.

And **67% of employees say their RAP has had a positive effect on Indigenous employment opportunities**, compared to 59% in 2016.

# Awareness of Indigenous colleagues and organisational RAP has increased



There has been a increase in the level of RAP employee awareness of Indigenous staff and of their organisation having a Reconciliation Action Plan, since 2016.

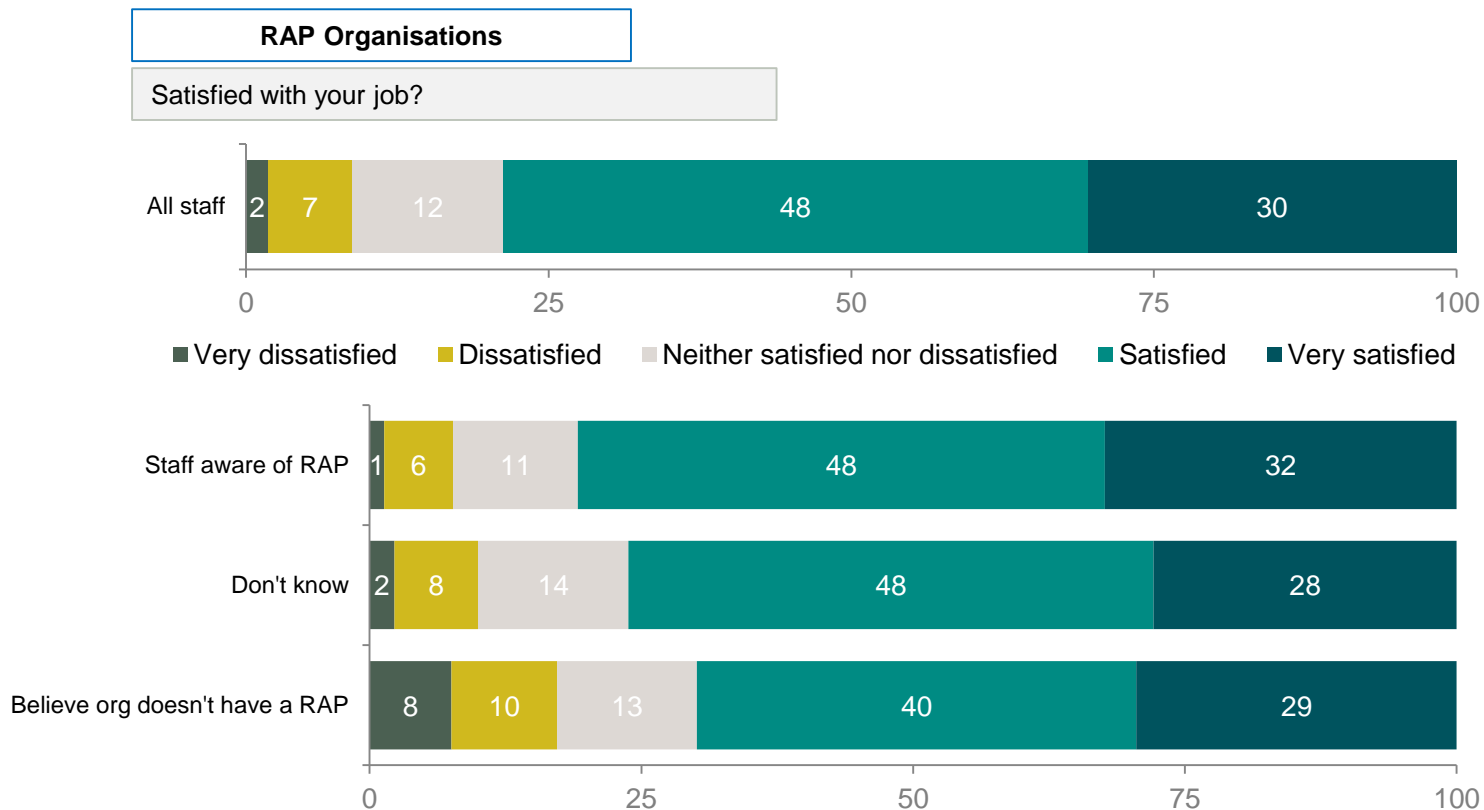
However, employee take-up of cultural awareness training remains steady at 64%.



# Awareness of organisational RAP helps drive satisfaction with current job

RAP employees who are aware their organisation has a Reconciliation Action Plan are more likely to be satisfied (80%) with their current job, compared to those who aren't aware. They are also most likely to be very satisfied (32%).

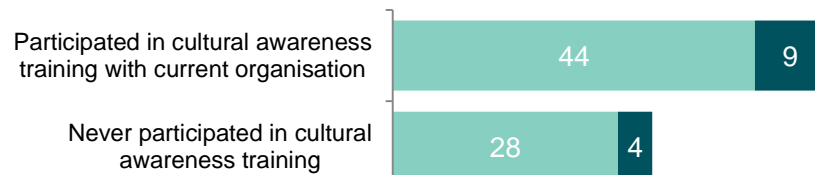
Conversely, staff who believe their organisation does not have a RAP are most likely to be dissatisfied (18%).



# Participation in cultural awareness training drives knowledge of Indigenous histories and cultures

## RAP Organisations

### Knowledge about the histories of Aboriginal and Torres Strait Islander peoples in Australia:



### Knowledge about Aboriginal and Torres Strait Islander cultures:



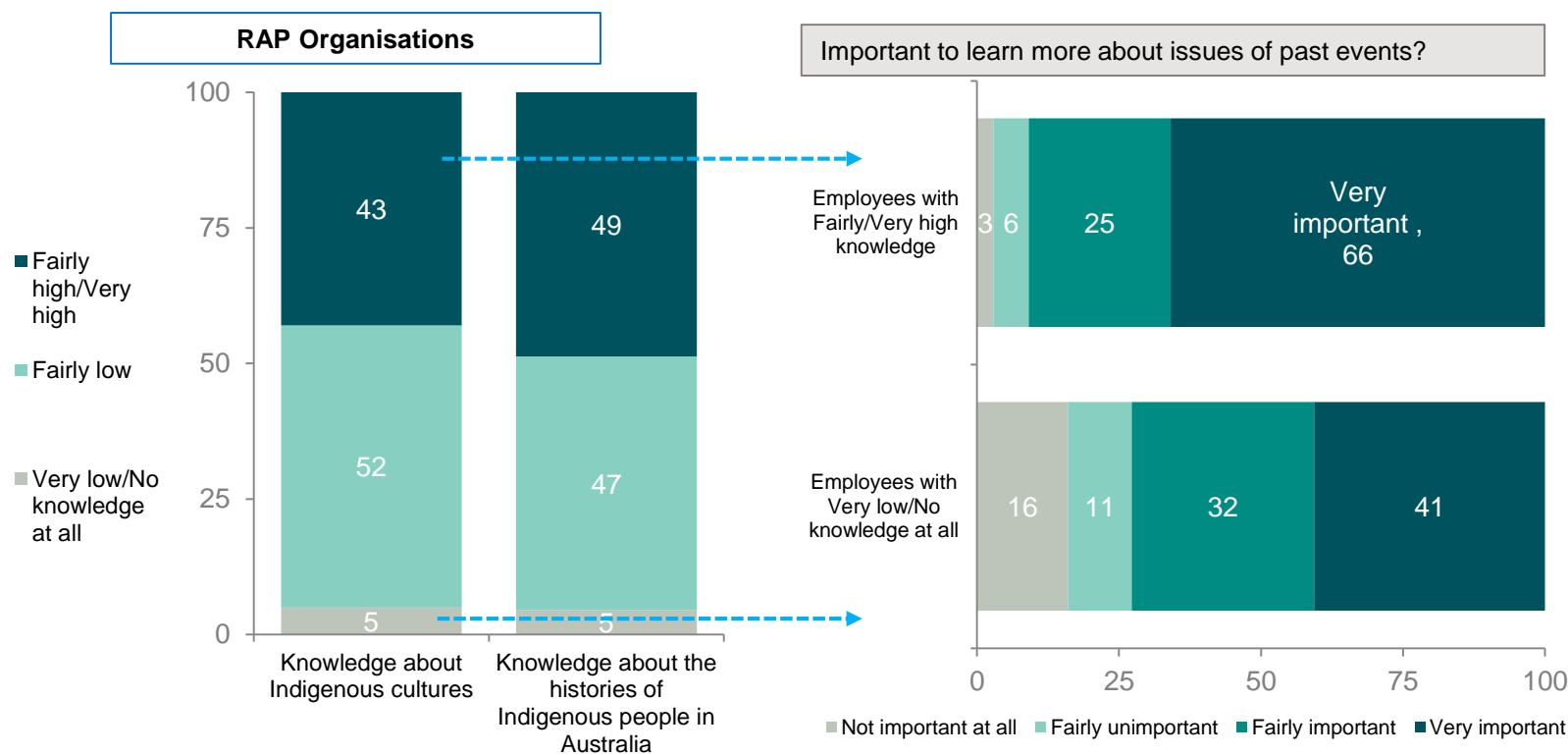
0 25 50 75 100

■ Fairly high

■ Very high

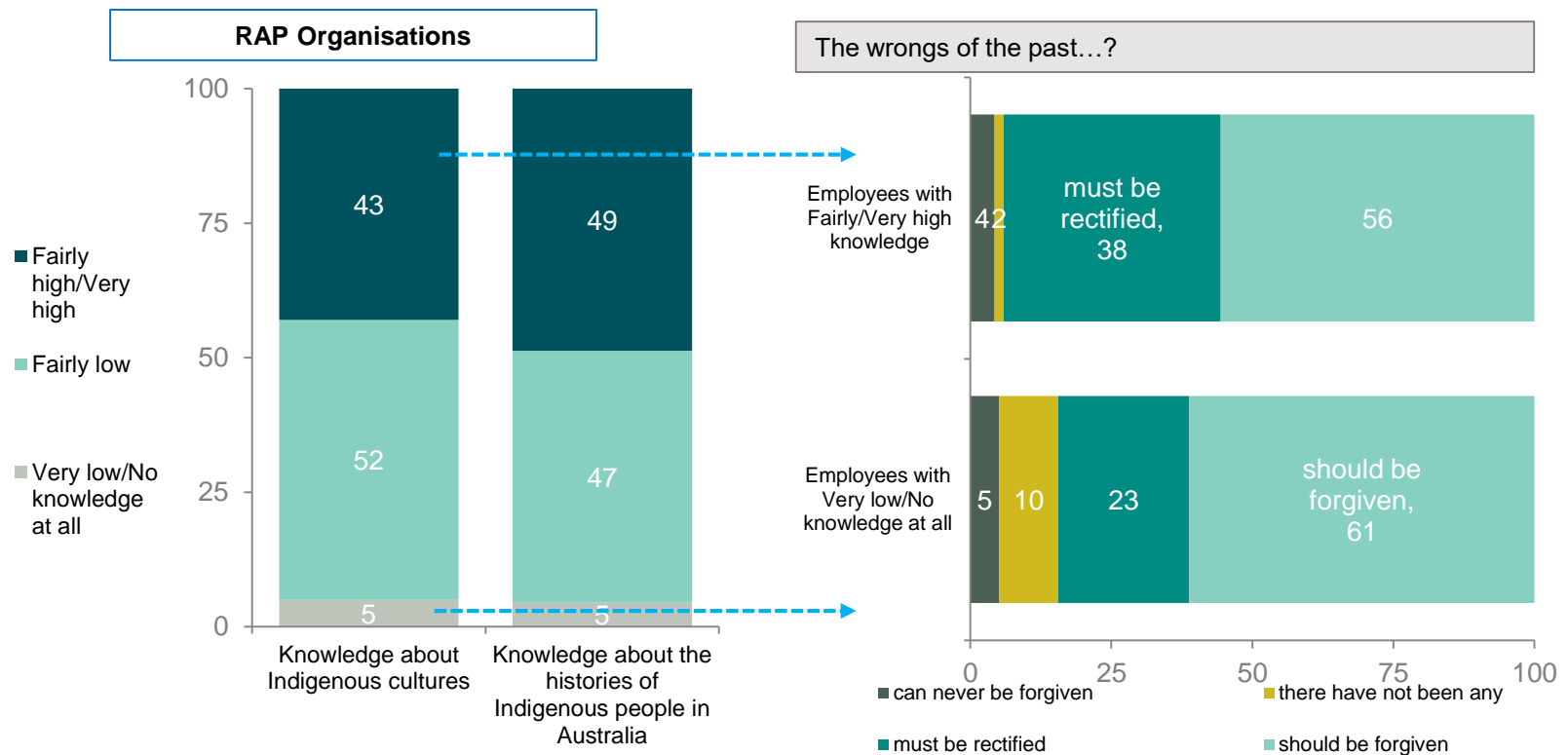
Employees who've participated in cultural awareness training with their current organisation are more likely to have high knowledge about Indigenous histories, people and cultures, compared with those who haven't.

# High knowledge of Indigenous histories/cultures drives importance of learning more about past issues



RAP employees with fairly high or very high knowledge of both Indigenous histories and cultures are more likely to feel it's very important (66%) to learn about past issues of government policies and Australia's colonial legacy for Indigenous people. Conversely, people with very low or no knowledge of Indigenous histories and cultures are more likely to feel it's unimportant.

# High knowledge of Indigenous histories/cultures drives belief the wrongs of the past must be rectified



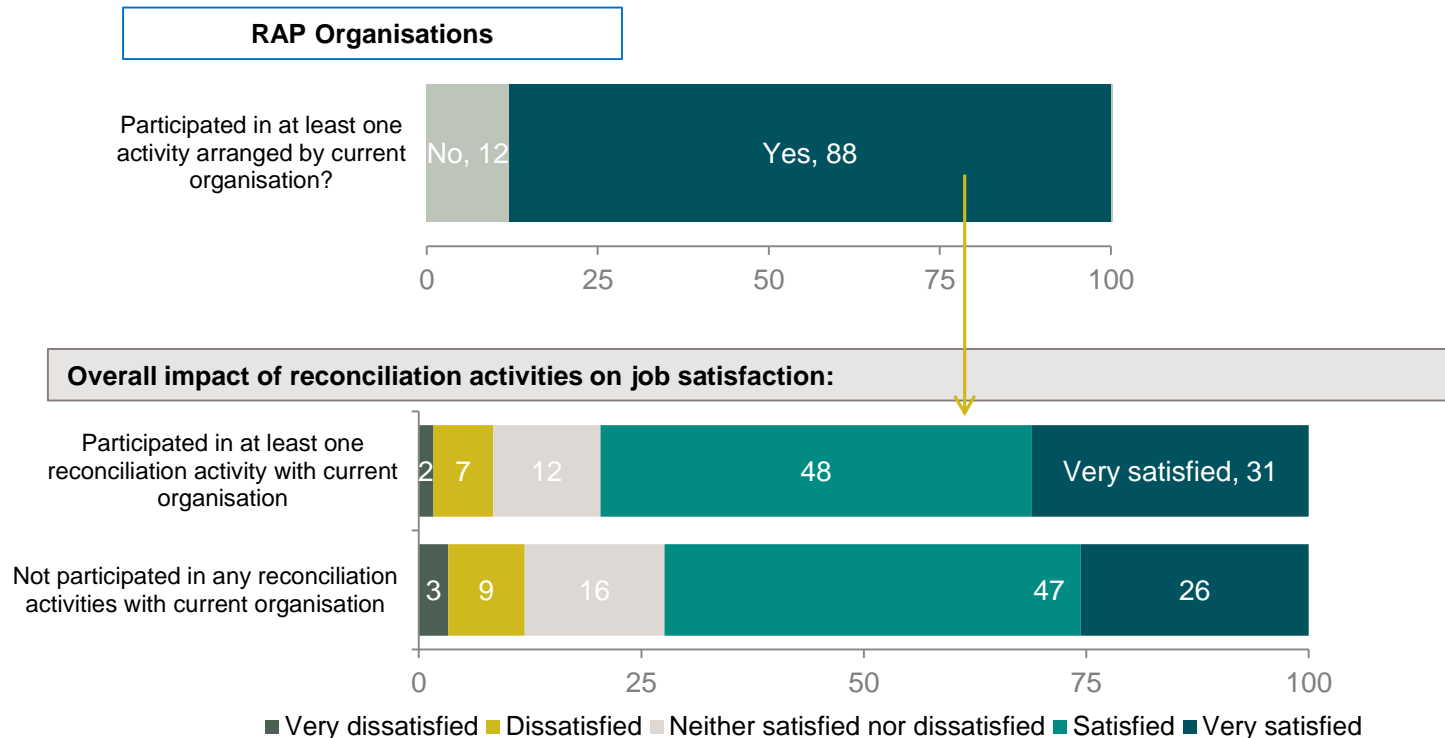
RAP employees with fairly high or very high knowledge of both Indigenous histories and cultures are more likely to believe that past wrongs must be rectified (38%), than people with very low or no knowledge at all (23%).

Conversely, more people with very low or no knowledge of Indigenous histories and cultures feel there haven't been any past wrongs (10%).

# Workplace RAP Barometer 2018 Indicators

RAP participation analysis

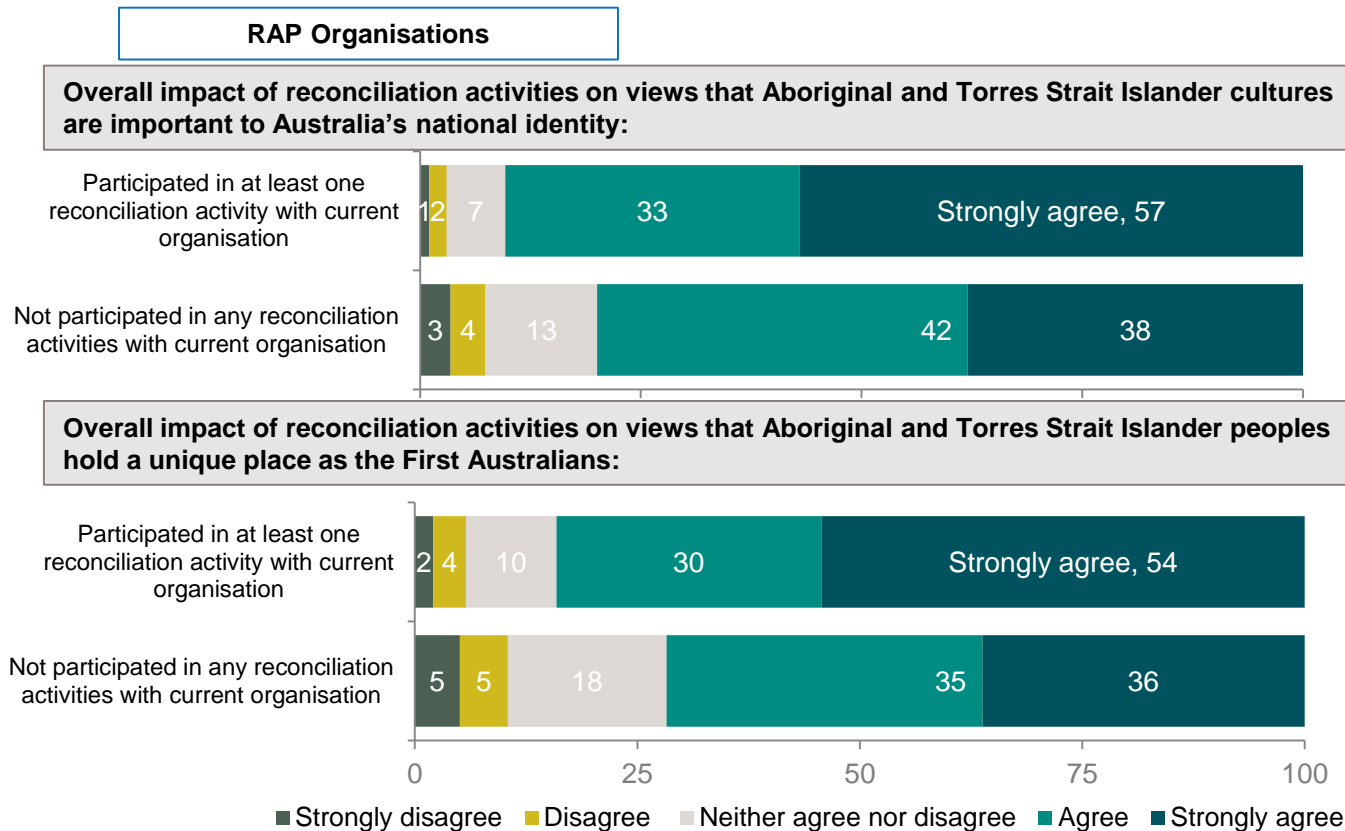
# Participation in reconciliation activities improves employee job satisfaction



Participation in reconciliation activities continues to be effective, in creating a positive work experience.

For example, employees who've participated in at least one RAP activity with their current organisation are more likely to be very satisfied with their job (31%), compared with those who haven't (26%).

# Participation in reconciliation activities improves employee views of Indigenous significance

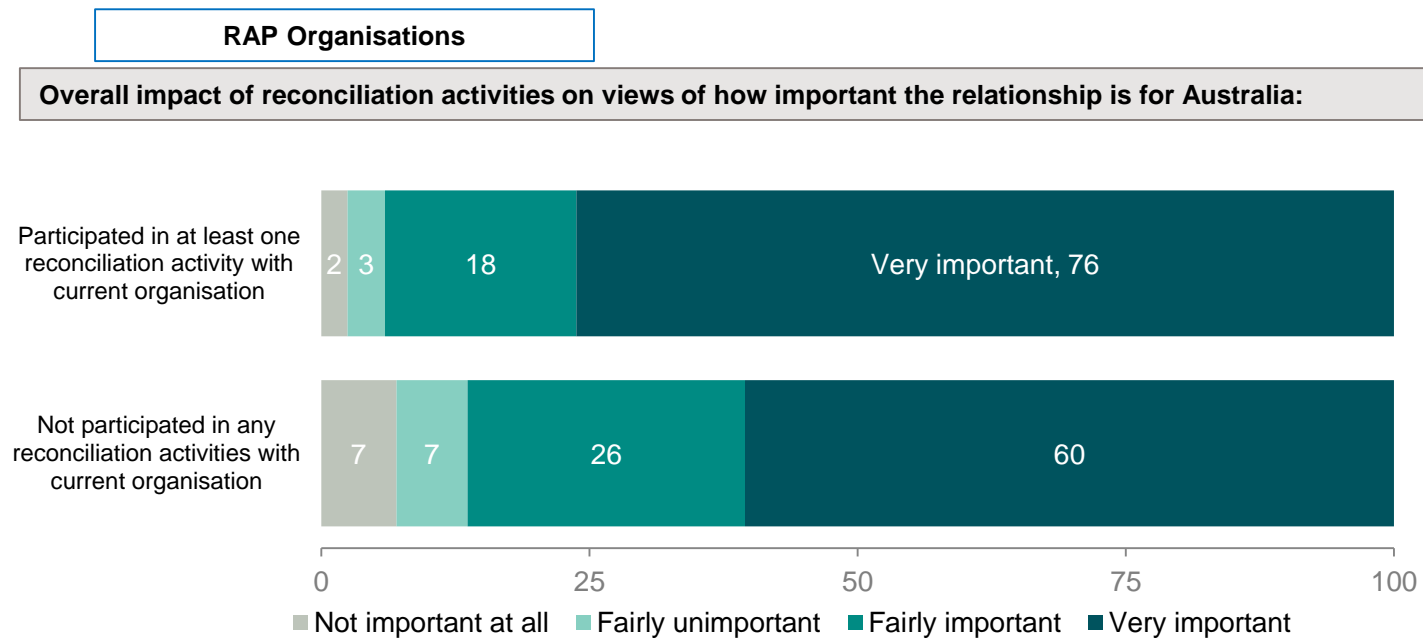


Participation in reconciliation activities continues to be effective, in creating a greater prevalence of positive views.

For example, employees who've participated in at least one RAP activity with their current organisation are more likely to believe strongly that Indigenous cultures are important for the nation's identity (57%) and that Indigenous Australians hold a unique place (54%), compared with those who haven't.



# Participation in reconciliation activities improves staff views of the importance of the relationship

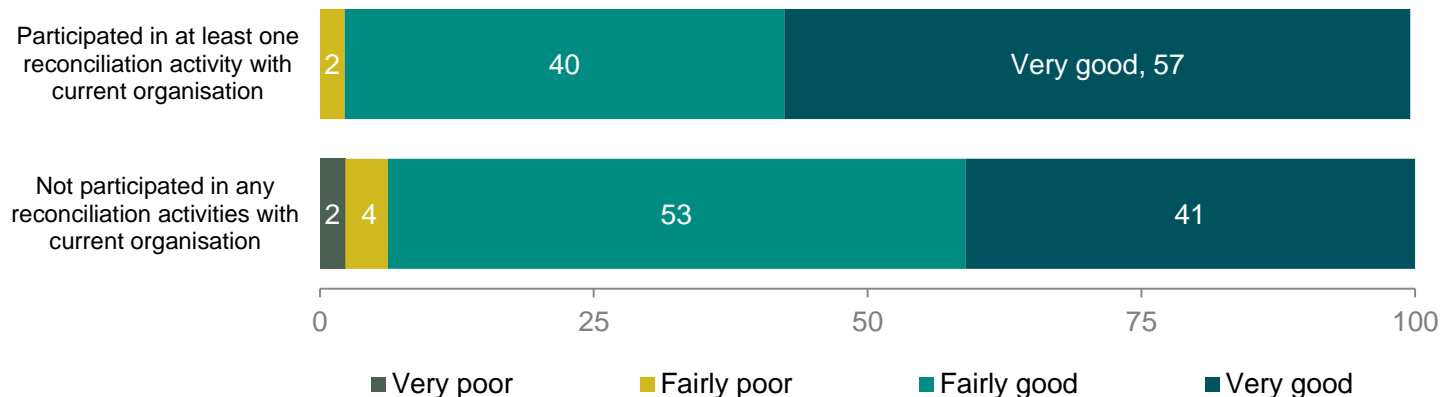


Employees who've participated in at least one RAP activity with their current organisation are more likely to see the relationship between Indigenous and non-Indigenous Australians as very important (76%), compared with those who haven't (60%).

# Participation in reconciliation activities improves employee views of colleague relationships

## RAP employees aware of Indigenous colleagues

### Overall impact of reconciliation activities on views of the relationship between Indigenous employees and other employees:



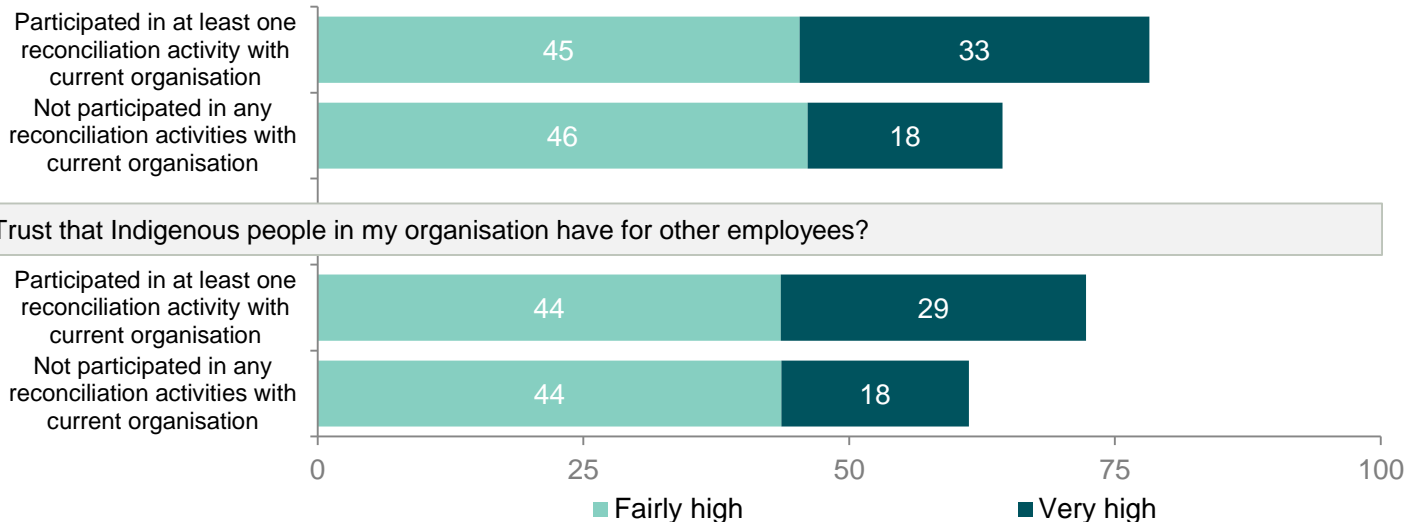
Employees who've participated in at least one RAP activity with their current organisation are more likely to see the relationship between Indigenous and non-Indigenous colleagues as very good (57%), compared with those who haven't (41%).

# Participation in reconciliation activities improves employee views of trust

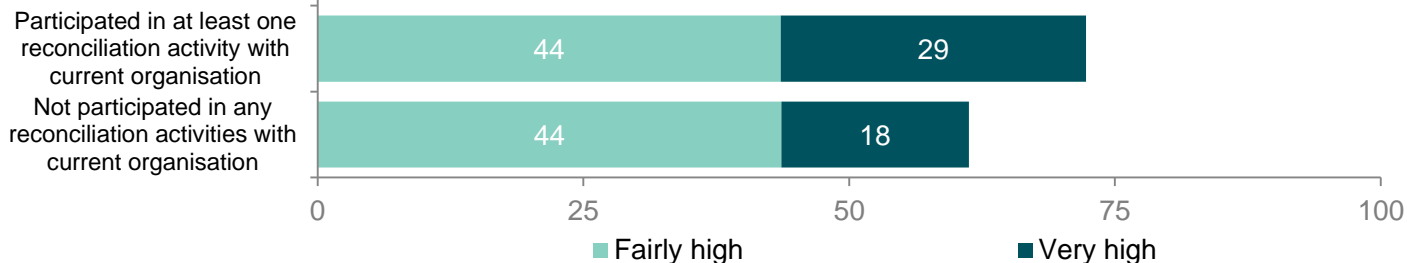
## RAP employees aware of Indigenous colleagues

### Overall impact of reconciliation activities on views of the trust among colleagues:

Trust that non-Indigenous people in my organisation have for Aboriginal and Torres Strait Islander employees?

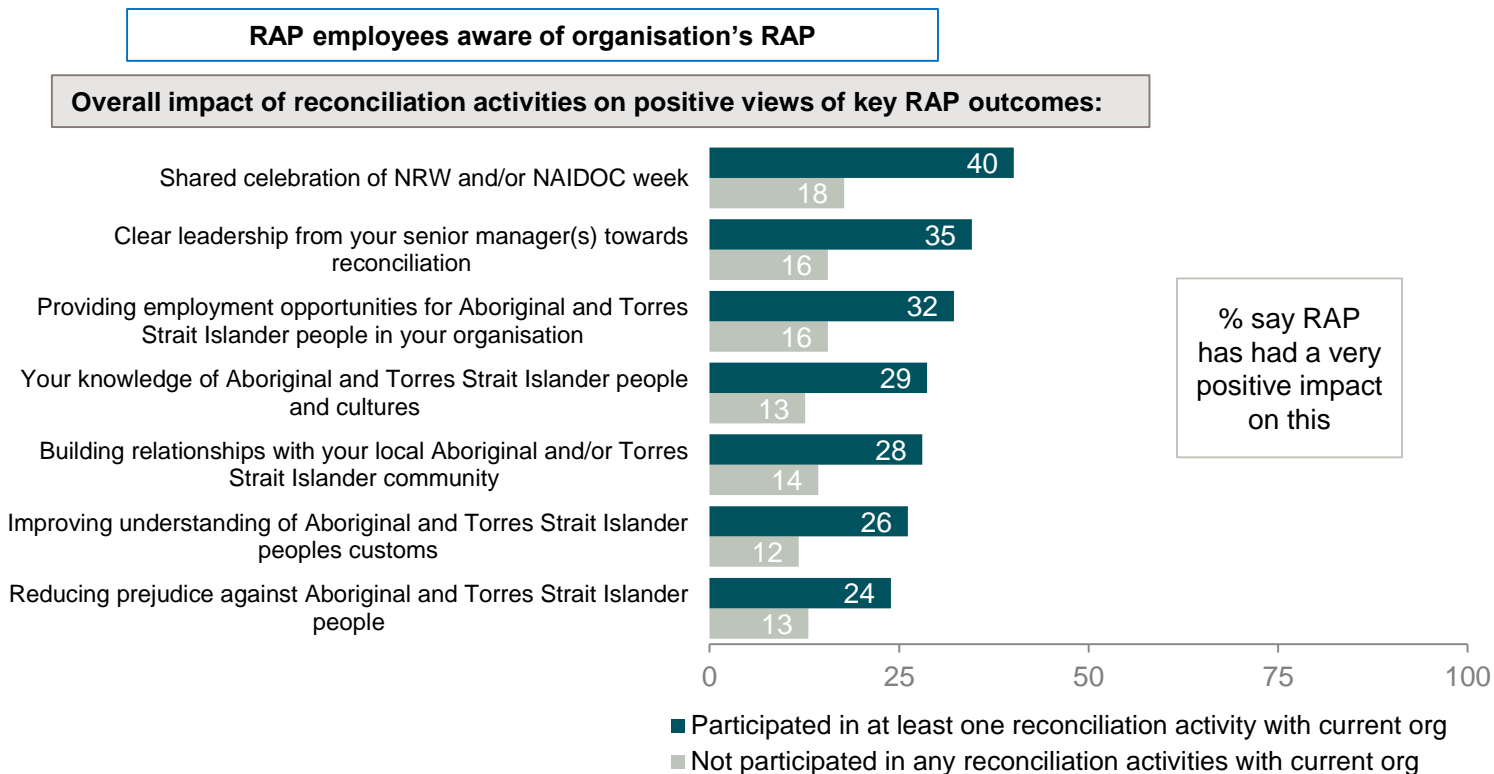


Trust that Indigenous people in my organisation have for other employees?



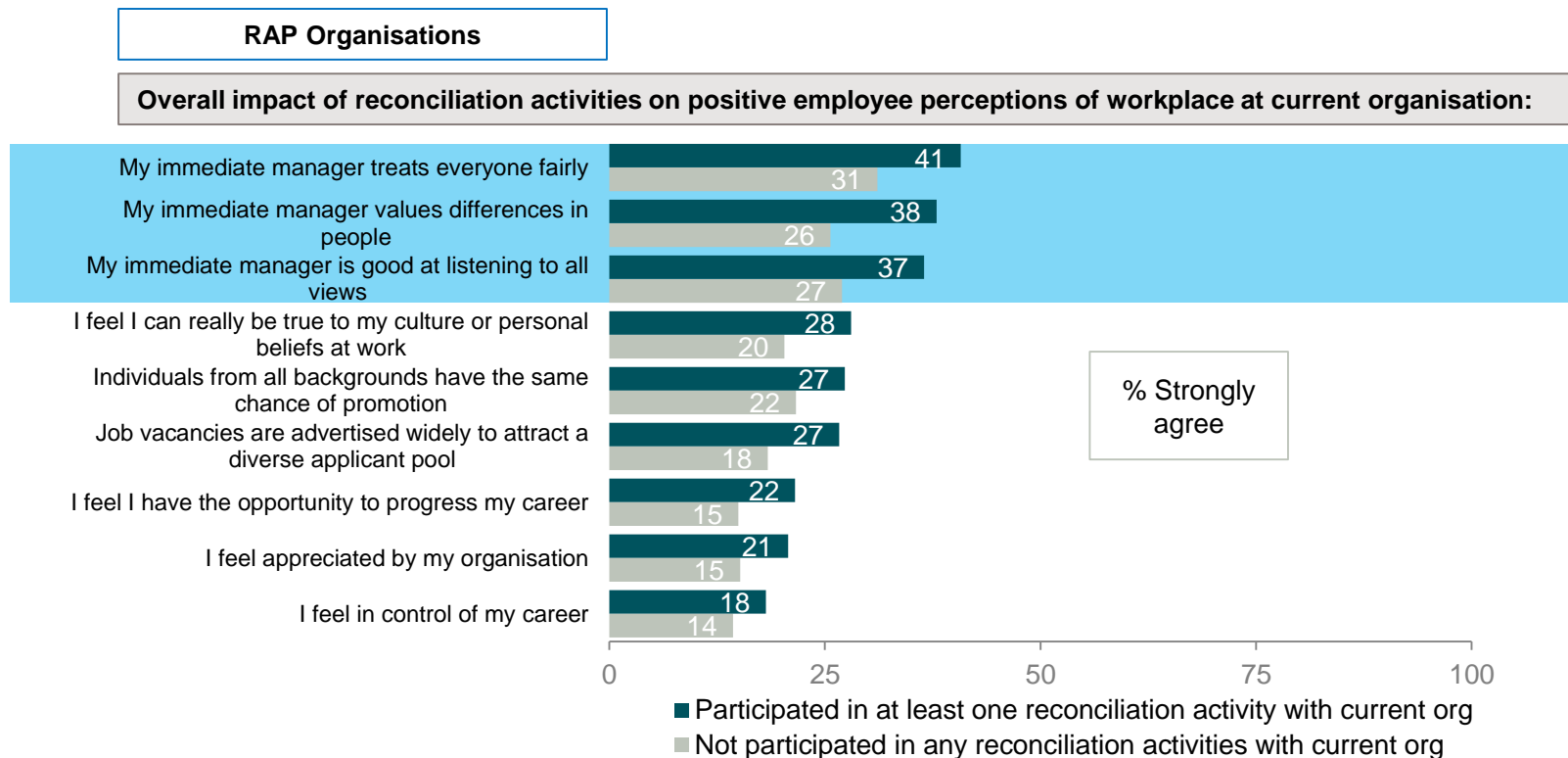
Employees who've participated in at least one RAP activity with their current organisation are more likely to see the trust between Indigenous and non-Indigenous colleagues as very high, compared with those who haven't.

# Participation in reconciliation activities improves employee views of RAP outcomes



Employees who've participated in at least one RAP activity with their current organisation are more likely to consider the RAP has had a very positive impact on key organisational practices, compared with those who haven't.

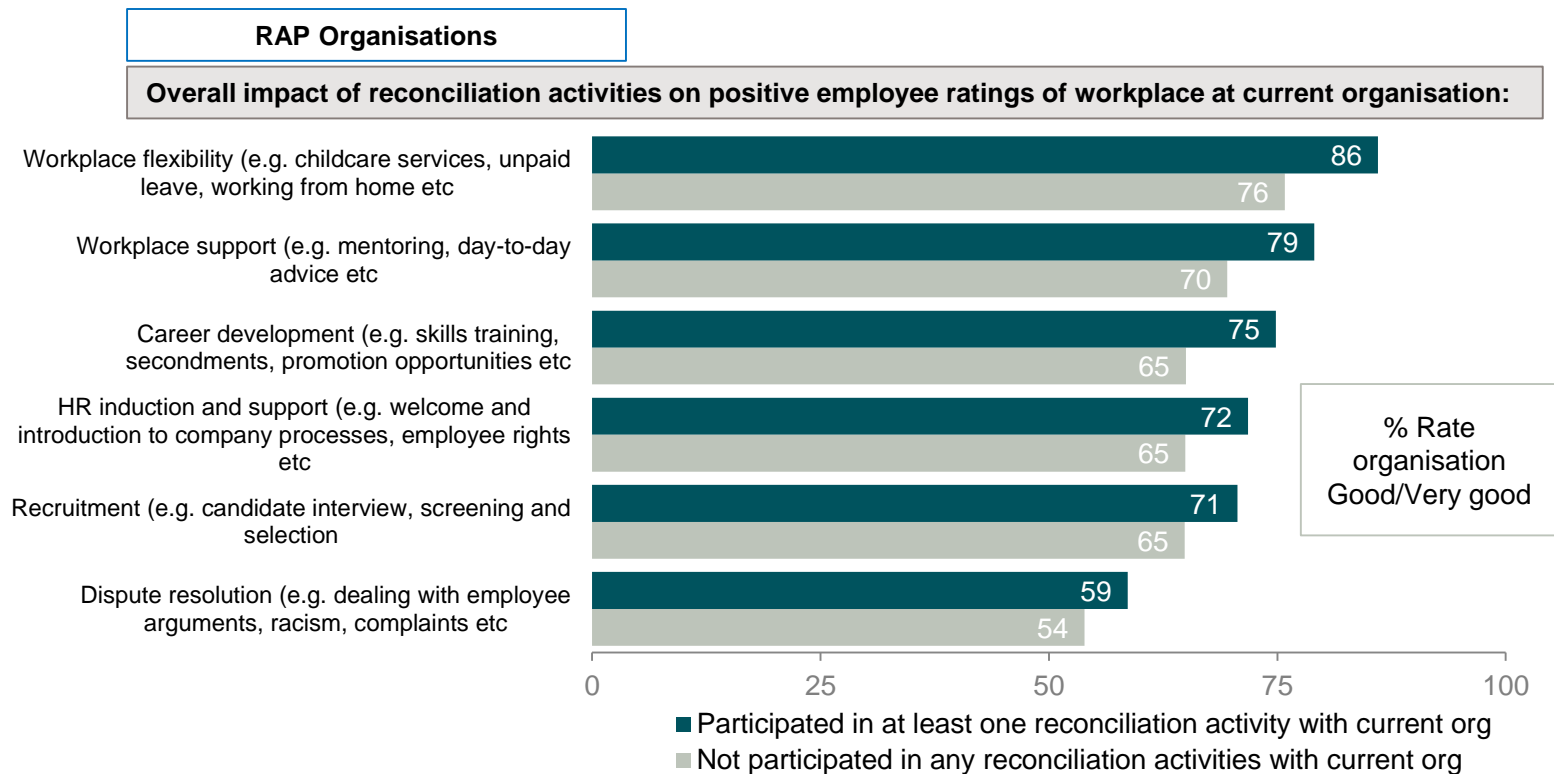
# Participation in reconciliation activities improves employee views of the organisation



Employees who've participated in at least one RAP activity with their current organisation are more likely to strongly agree their organisation is achieving key reconciliation practices, compared with those who haven't.

This is particularly evident in terms of employee perceptions of management attitudes and support for reconciliation.

# Participation in reconciliation activities improves employee views of the organisation

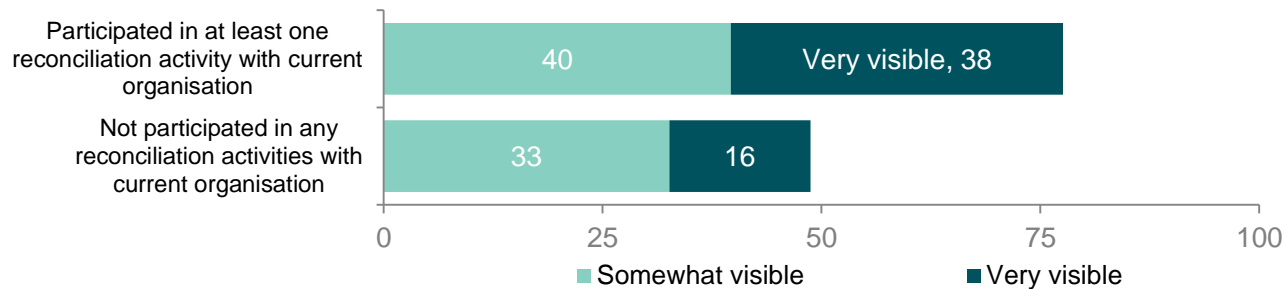


Employees who've participated in at least one RAP activity with their current organisation are more likely to rate their organisation as having good workplace practices, compared with those who haven't.

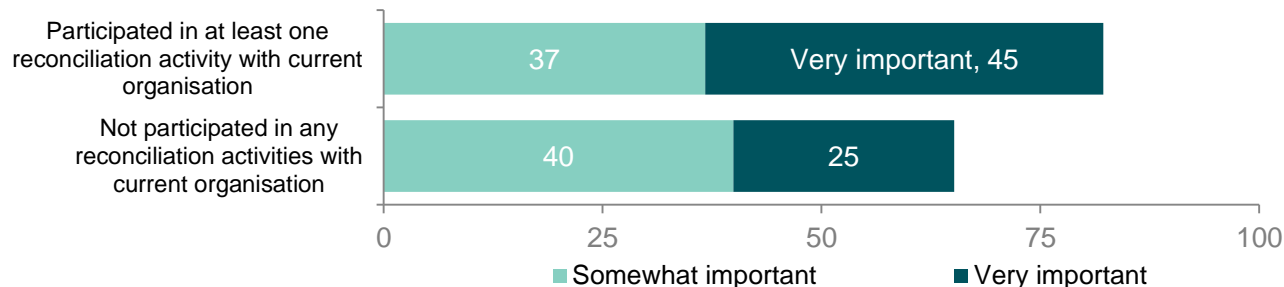
# Participation in reconciliation activities improves employee views of cultural safety in the workplace

## RAP Organisations

### Overall impact of reconciliation activities on visibility of Indigenous culture at current organisation:



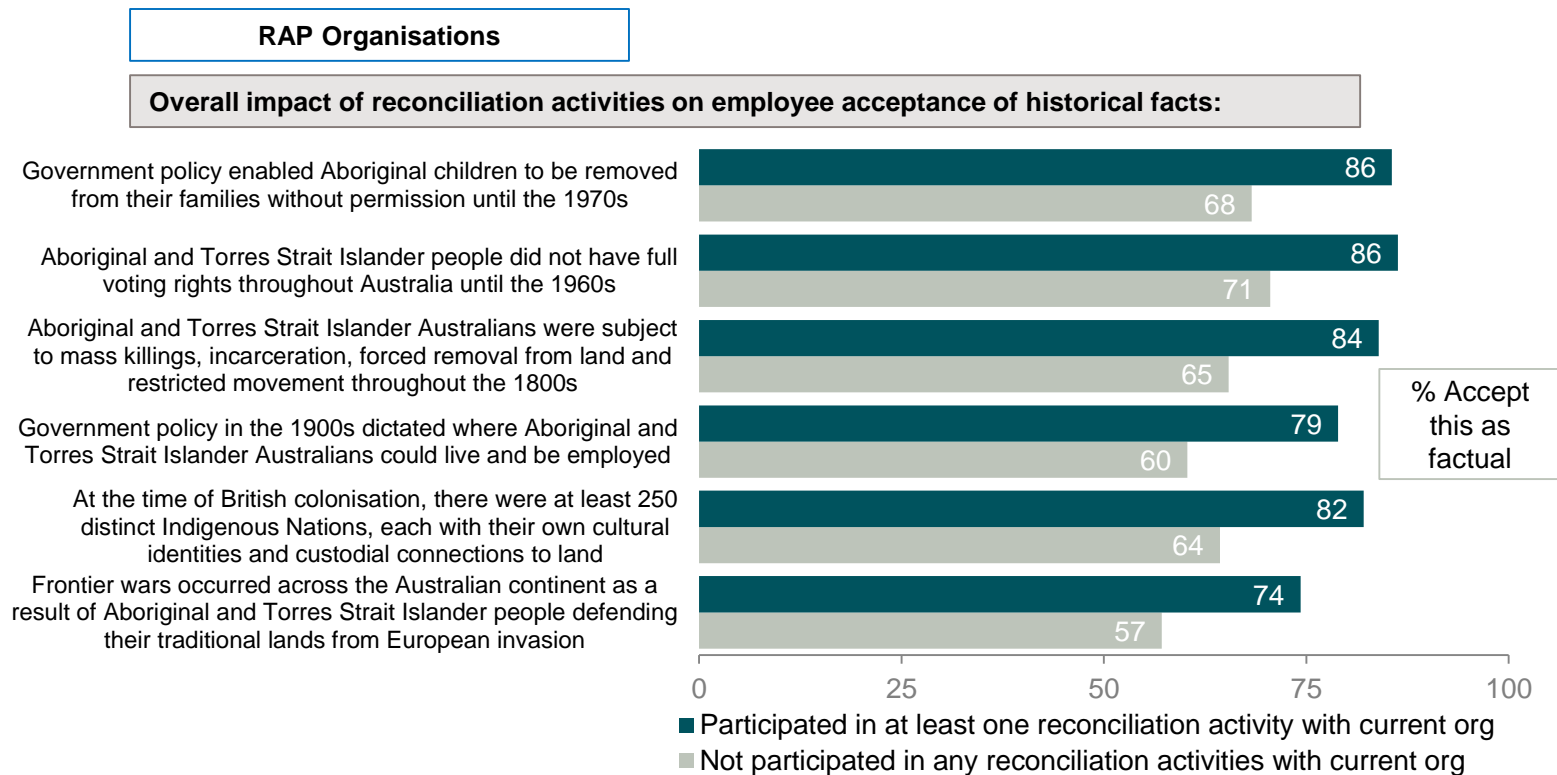
### Overall impact of reconciliation activities on importance of Indigenous culture visibility in the workplace:



Employees who've participated in at least one RAP activity with their current organisation are more likely to be aware of Indigenous culture being visible in their workplace and to consider that visibility is very important, compared with those who haven't.



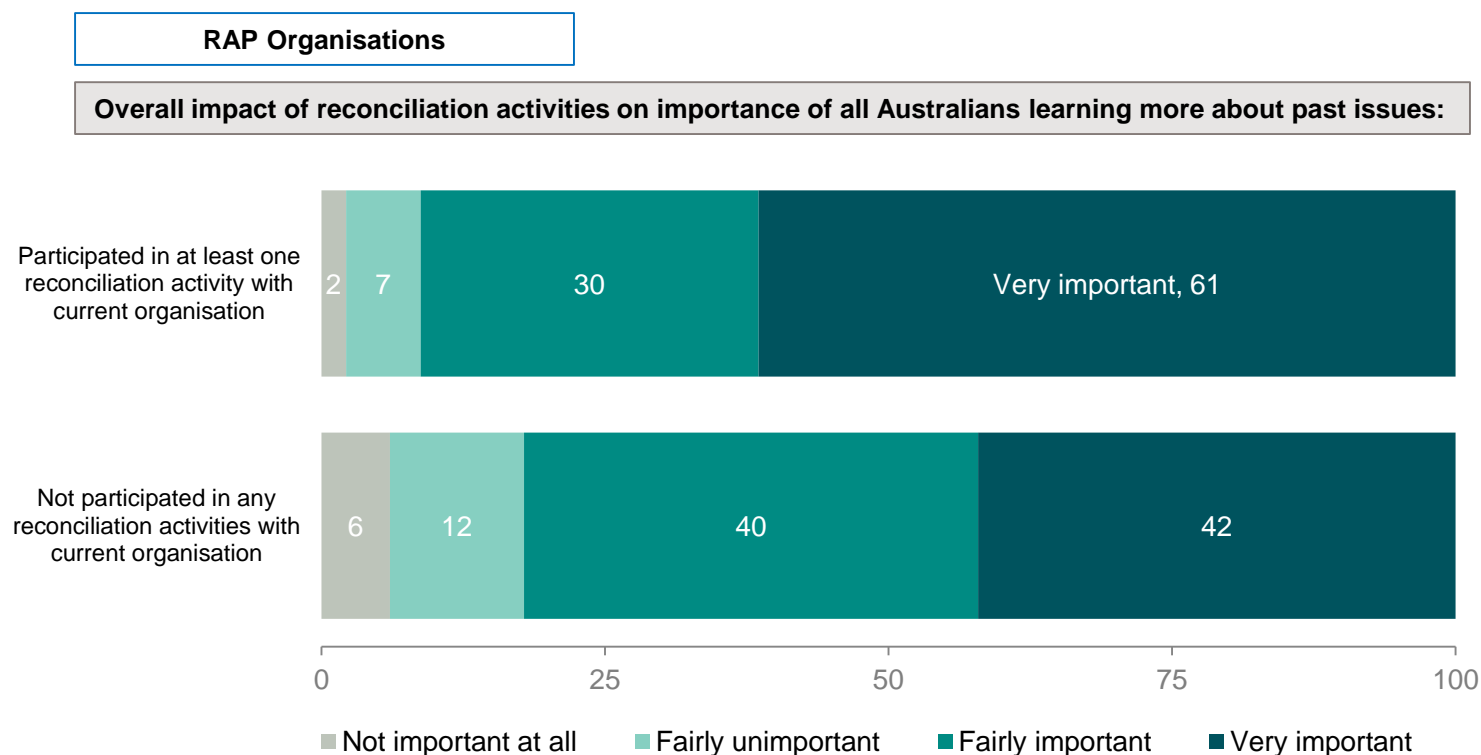
# Participation in reconciliation activities improves employee acceptance of past issues as facts



Employees who've participated in at least one RAP activity with their current organisation are more likely to accept a range of historical issues for Aboriginal and Torres Strait Islander peoples as being factual, compared with those who haven't.

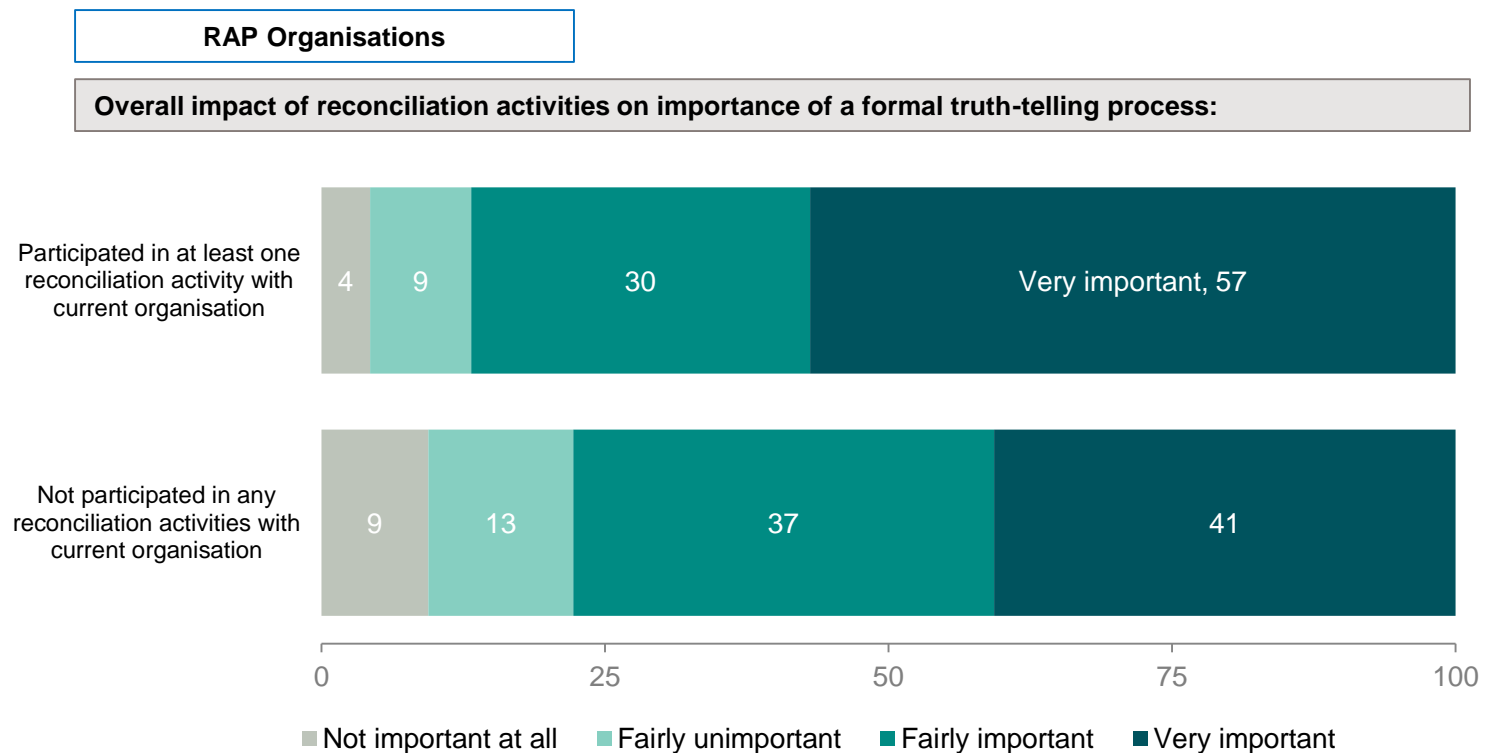
# Participation in reconciliation activities influences employee views of the importance to learn more

Employees who've participated in at least one RAP activity with their current organisation are more likely to feel it is very important for all Australians to learn more about the past issues of European settlement and government policy for Indigenous Australians.



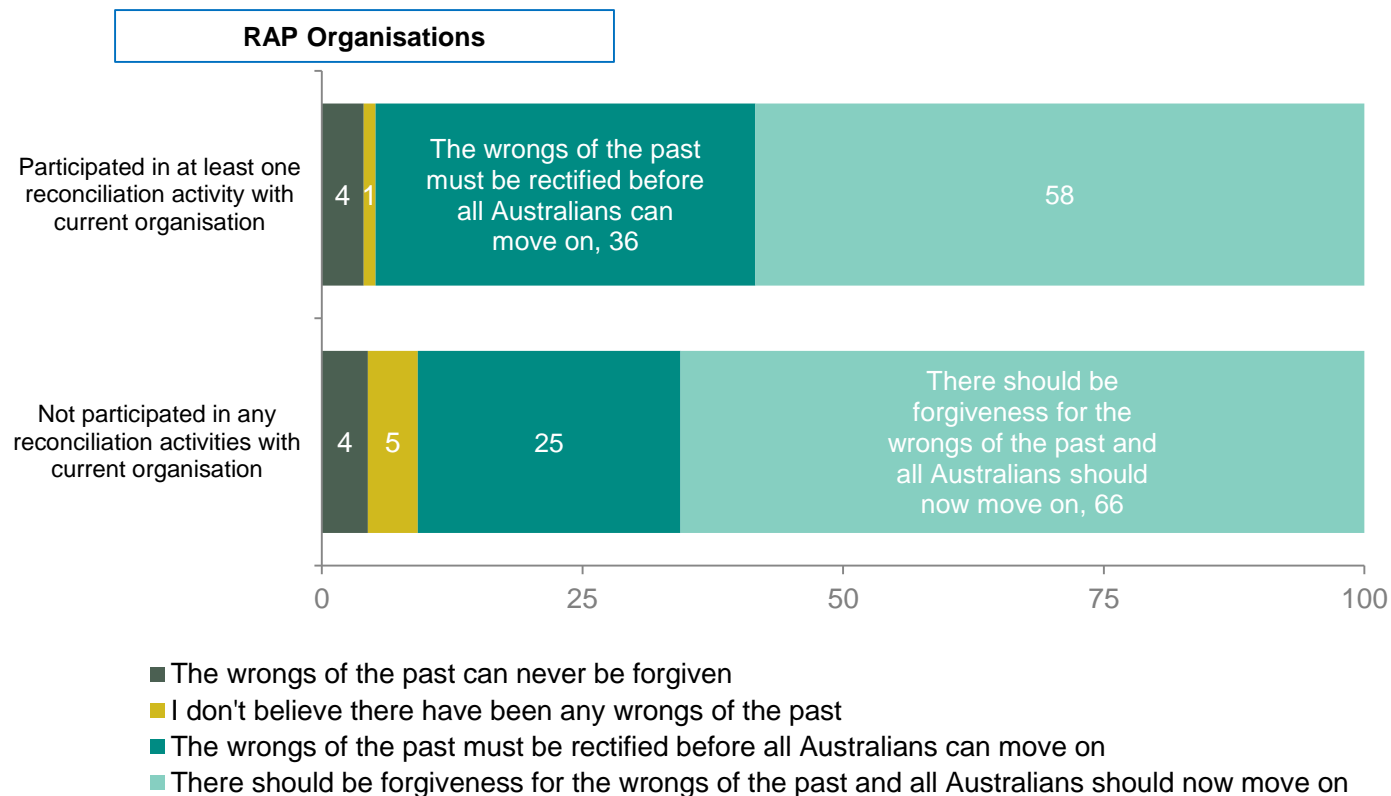
# Participation in reconciliation activities influences employee views of the importance to acknowledge the truth

Employees who've participated in at least one RAP activity with their current organisation are more likely to feel it is very important to undertake a truth-telling process, about the past issues of European settlement and government policy for Indigenous Australians.



# Participation in reconciliation activities influences employee views of historical acceptance

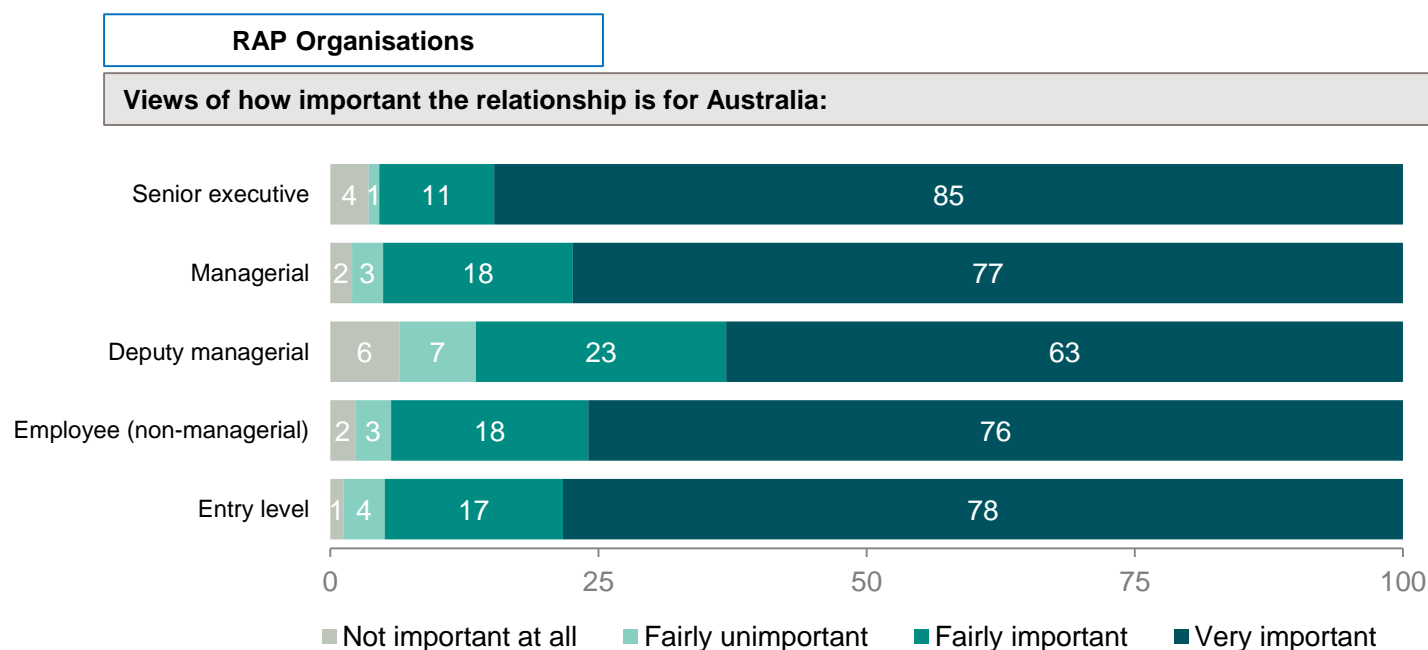
Employees who've participated in at least one RAP activity with their current organisation are more likely to feel that wrongs of the past must be rectified before all Australians can move on (36%), compared with those who haven't (25%).



# Workplace RAP Barometer 2018 Indicators

RAP leadership analysis

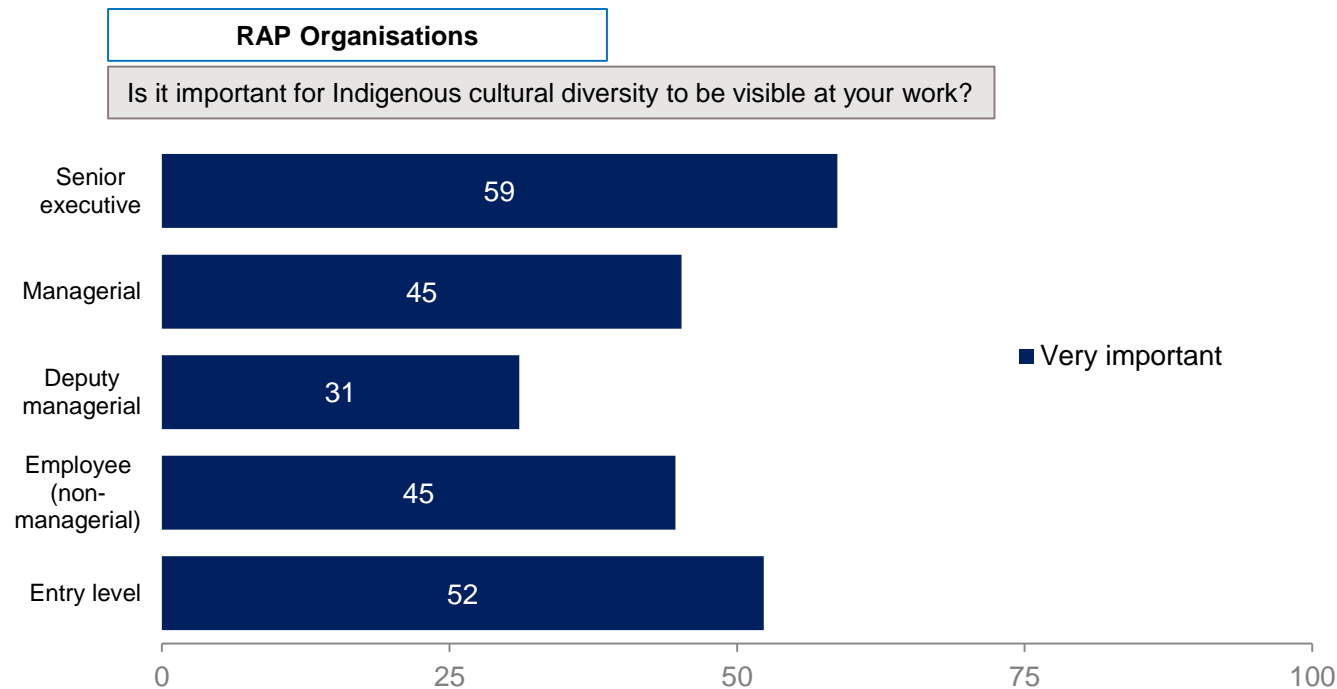
# Senior leaders place high importance on the relationship between Indigenous and non-Indigenous Australians



Senior leaders are most likely to see the relationship between Indigenous and non-Indigenous Australians as very important (85%), compared to other staff levels.

Deputy managers are most likely to feel it's not important at all (6%).

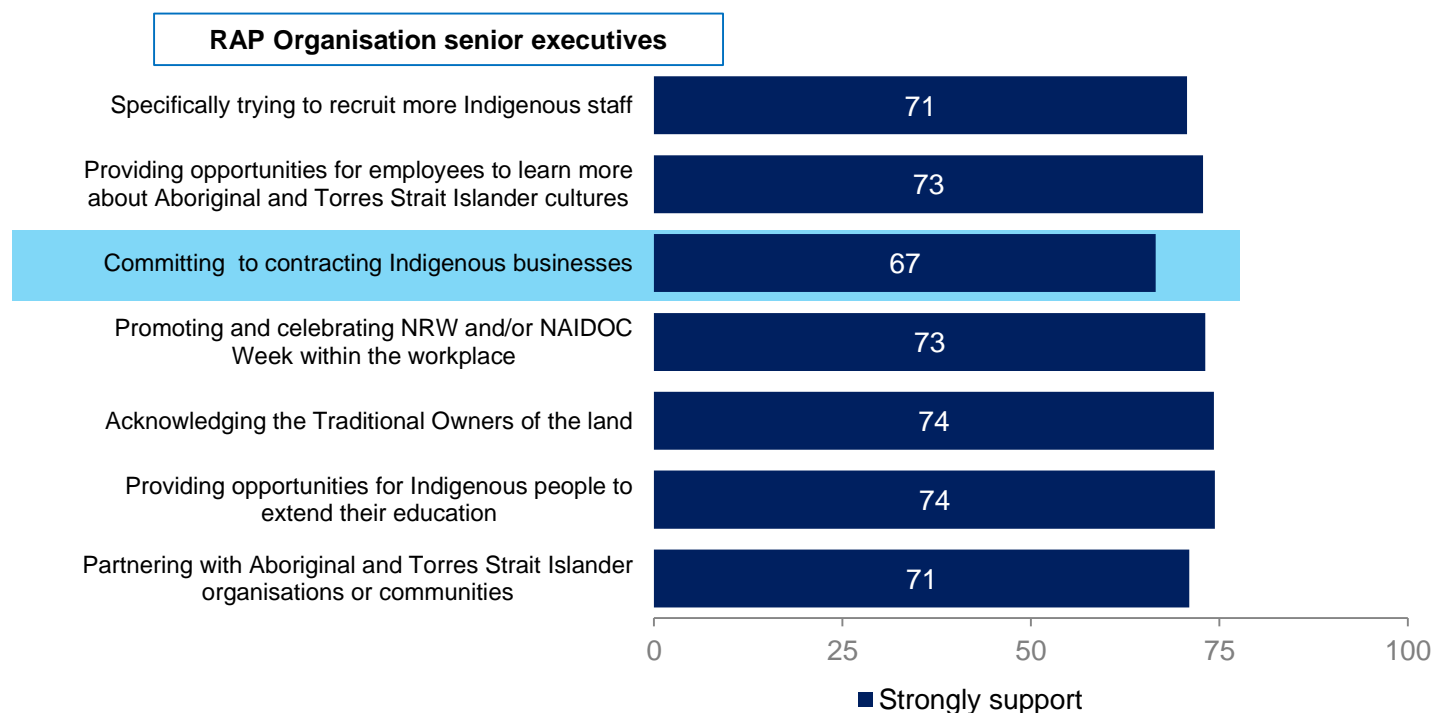
# Senior leaders place high importance on the visibility of Indigenous culture in the workplace



The majority of senior leaders (59%) say it is important for Indigenous cultural diversity to be visible in the workplace. Deputy managers are least likely to believe it's very important (31%).

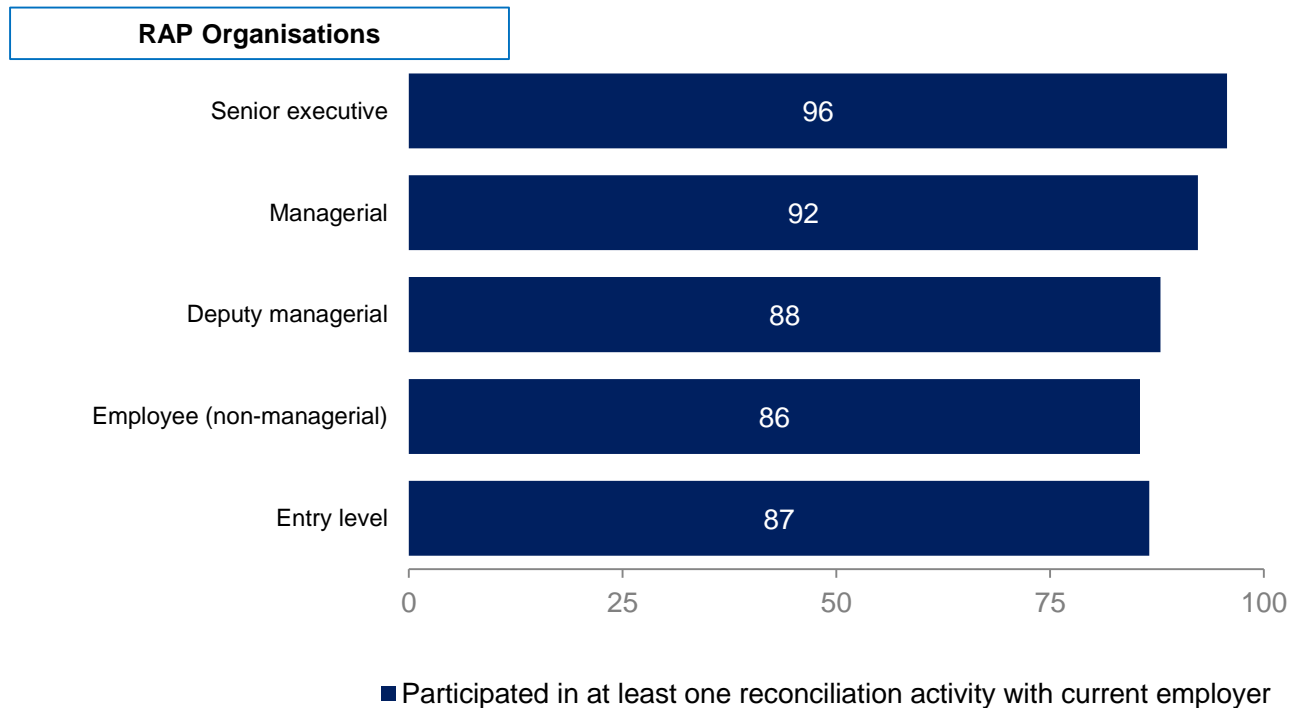


# Senior leaders widely support reconciliation activities



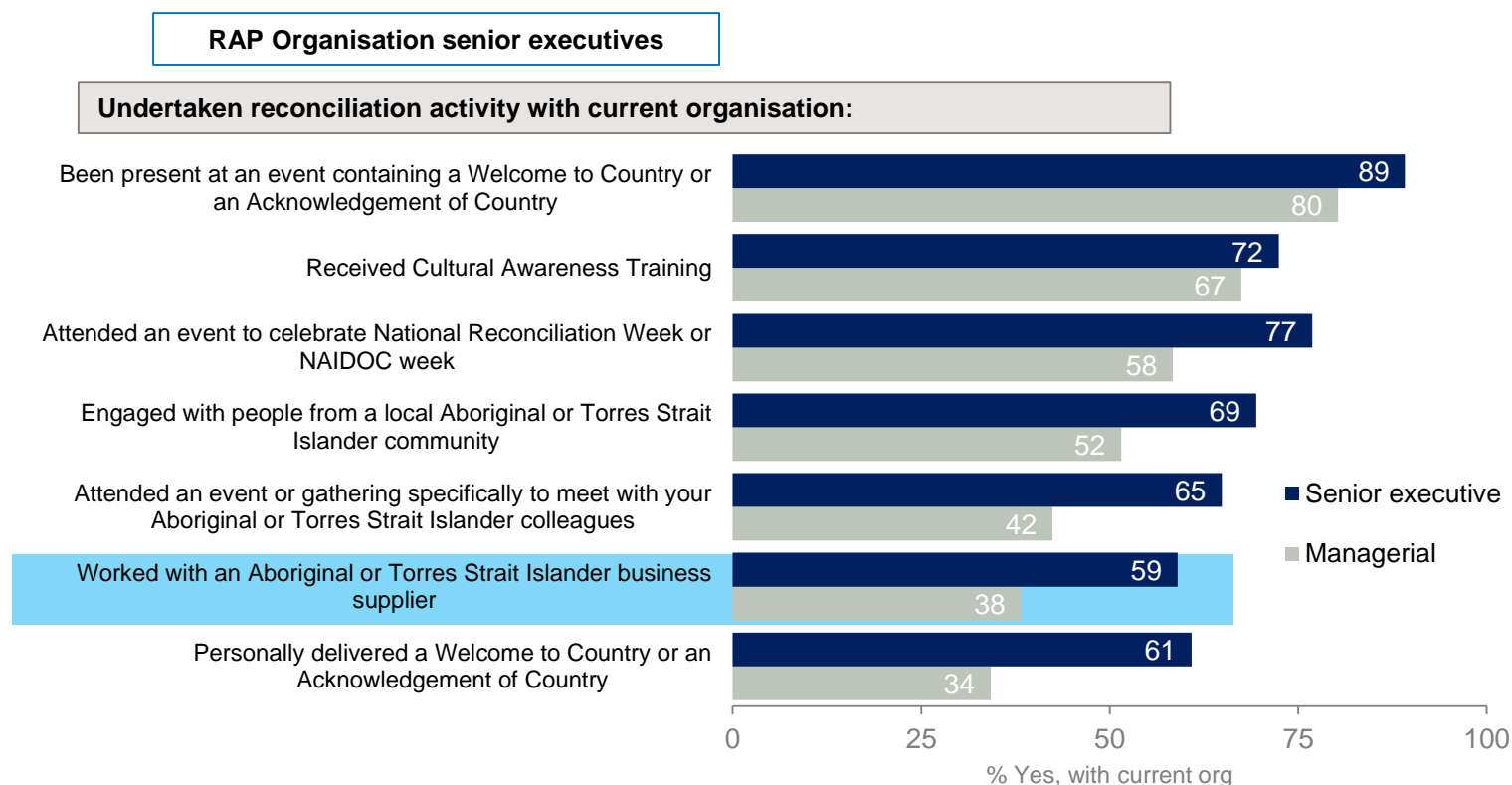
The majority of senior leaders strongly support their organisation undertaking key reconciliation activities. However, they are least likely to strongly support contracting Indigenous businesses (67%).

# Senior leaders have widely participated in reconciliation activities



Senior leaders are most likely to have participated in at least one RAP activity with their current organisation (96%), compared to other staff levels.

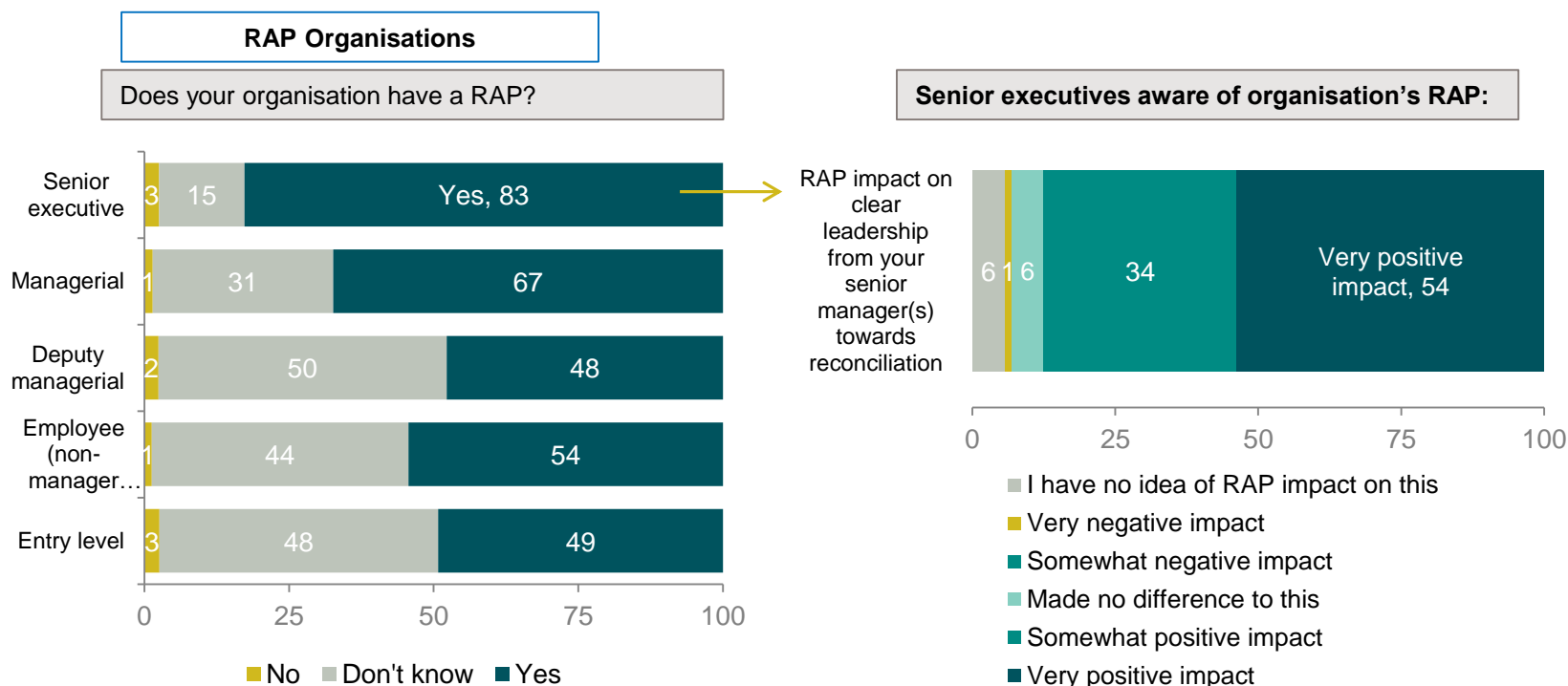
# Leadership participation in reconciliation activities:



The majority of senior executives have participated in key RAP activities with their current organisation. However, they are less likely to have worked with an Indigenous business supplier than any other activity.

It is notable that among the next leadership tier (managerial level), staff are less likely to have participated in key RAP activities.

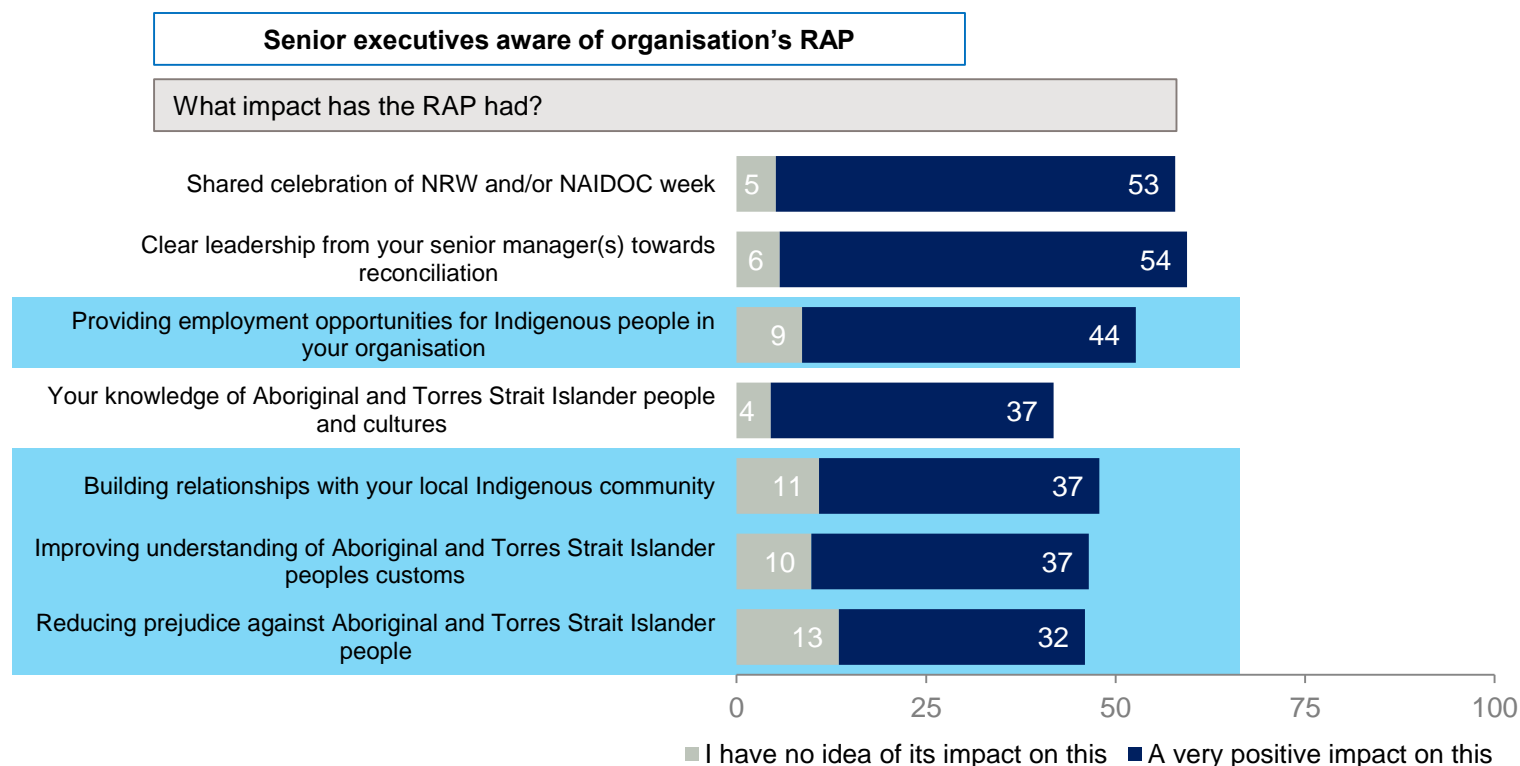
# Senior leaders are widely aware of their RAP



The majority of senior leaders are aware of their organisation having a Reconciliation Action Plan, and the majority of those who are aware believe the RAP has made a very positive impact on their leadership (54%).

However, nearly 1 in 5 (18%) senior executives in RAP organisations are not aware they have a RAP, and 6% have no idea of how the RAP has impacted on their leadership towards reconciliation.

# Senior leaders have mixed perceptions of their RAP's impact

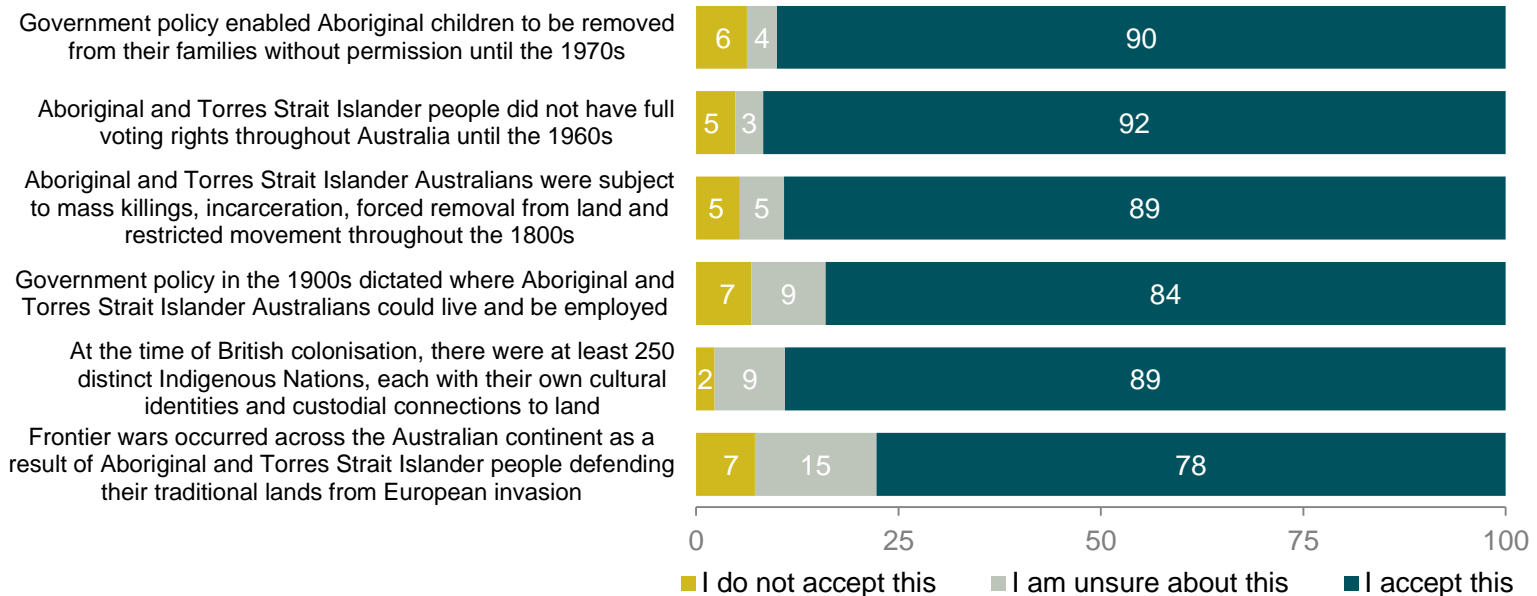


It is notable that with many reconciliation activities, around 1 in 10 senior executives have no idea how the RAP has impacted. This is especially evident regarding employment opportunities, building local relationships, improving understanding of Indigenous customs and reducing prejudice.

# Senior leaders widely accept past events are factual

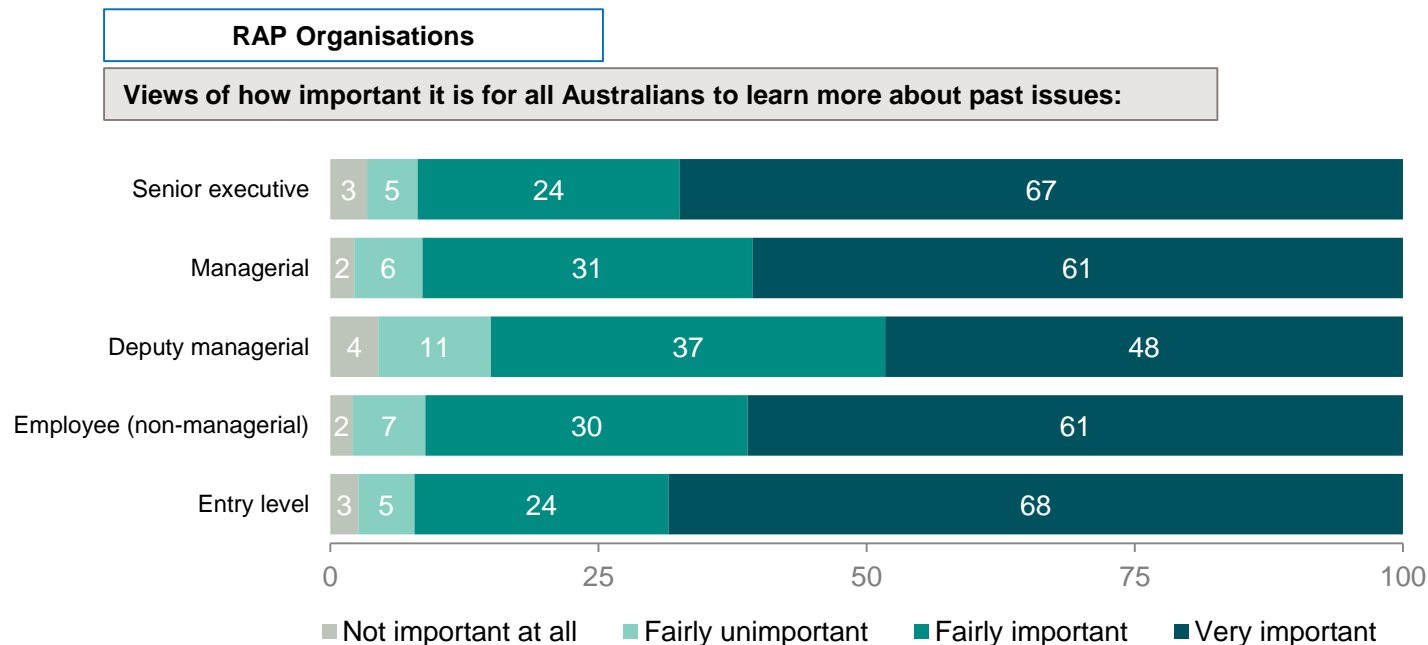
## RAP Organisation senior executives

### Acceptance of historical facts:



The vast majority of senior executives accept that a range of historical issues for Aboriginal and Torres Strait Islander peoples are factual.

# Senior leaders place high importance on learning more about past issues of European settlement and government policy



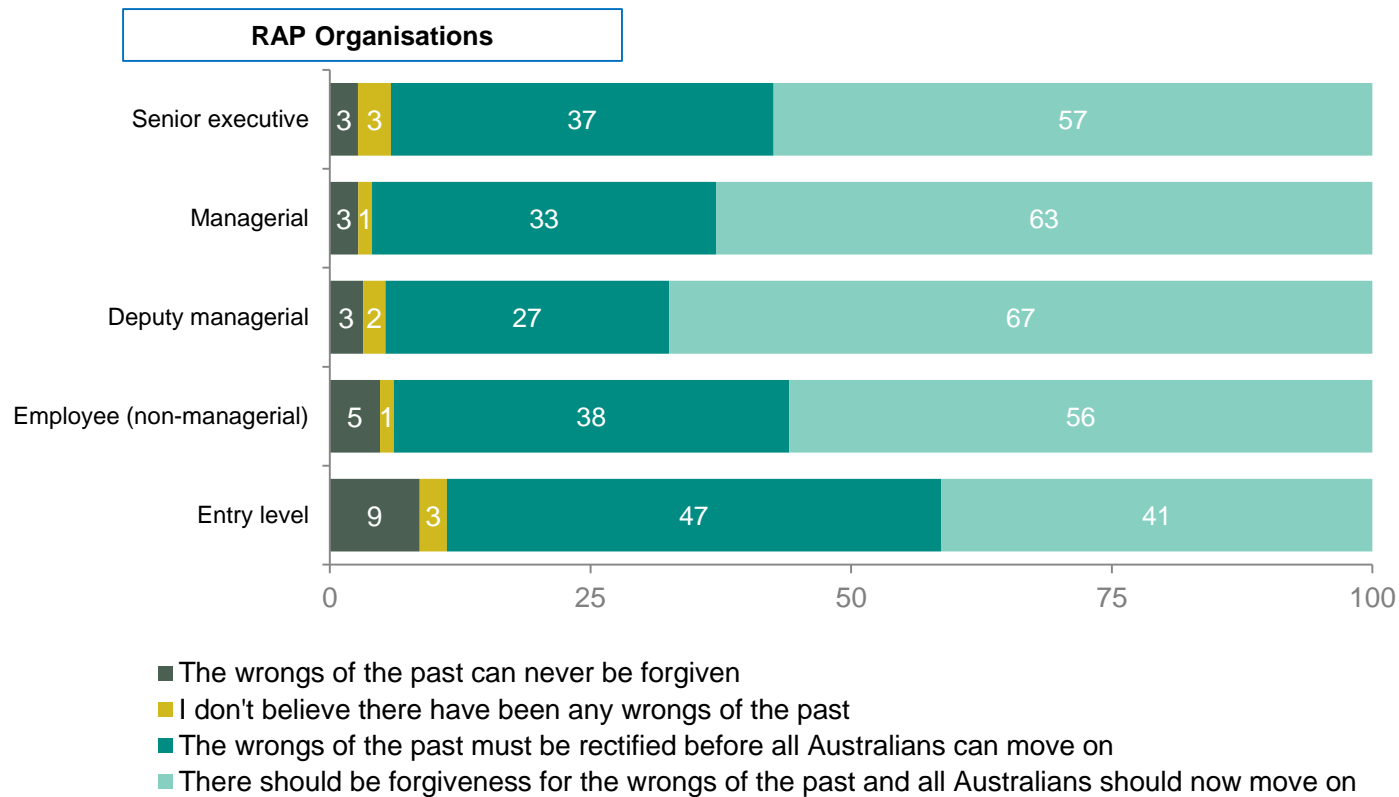
Senior leaders widely believe it's very important to learn more about past issues for Indigenous Australians. Deputy managers are least likely to feel it's very important (48%).



# Senior leaders are most likely to believe the past should be forgiven

Senior leaders are much more likely to feel there should be forgiveness for the past, than believe the wrongs of the past must be rectified before all Australians can move on.

Deputy managers are least likely to believe the wrongs of the past must be rectified (27%).



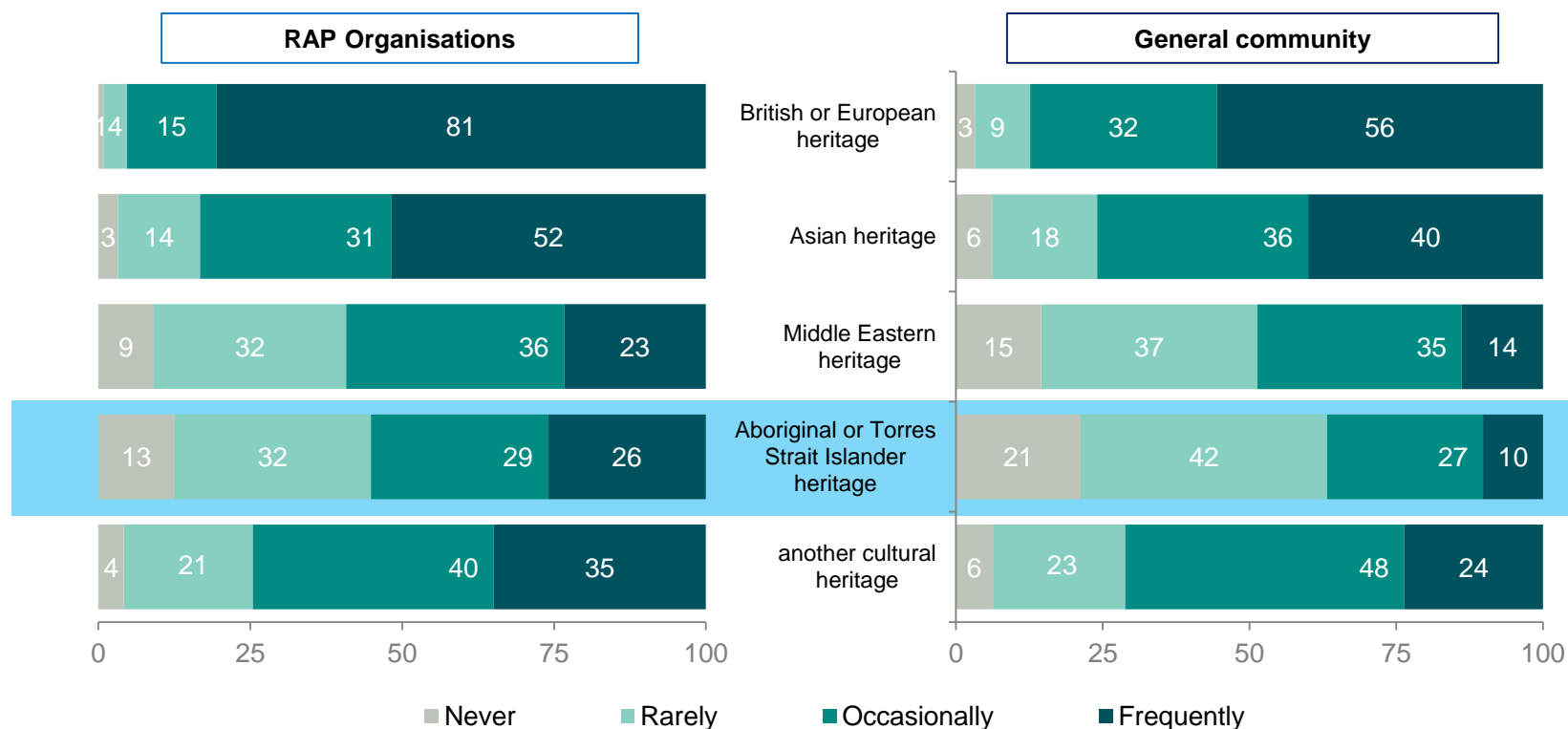
# Workplace Reconciliation Barometer 2018

Full results tracking and comparisons between RAP  
organisation employees and the general public

# Workplace Reconciliation Barometer 2018

Race relations, Unity & Historical acceptance in the workplace: Comparisons with the national situation

# In a typical week, how often do we socialise with people of different cultural groups?

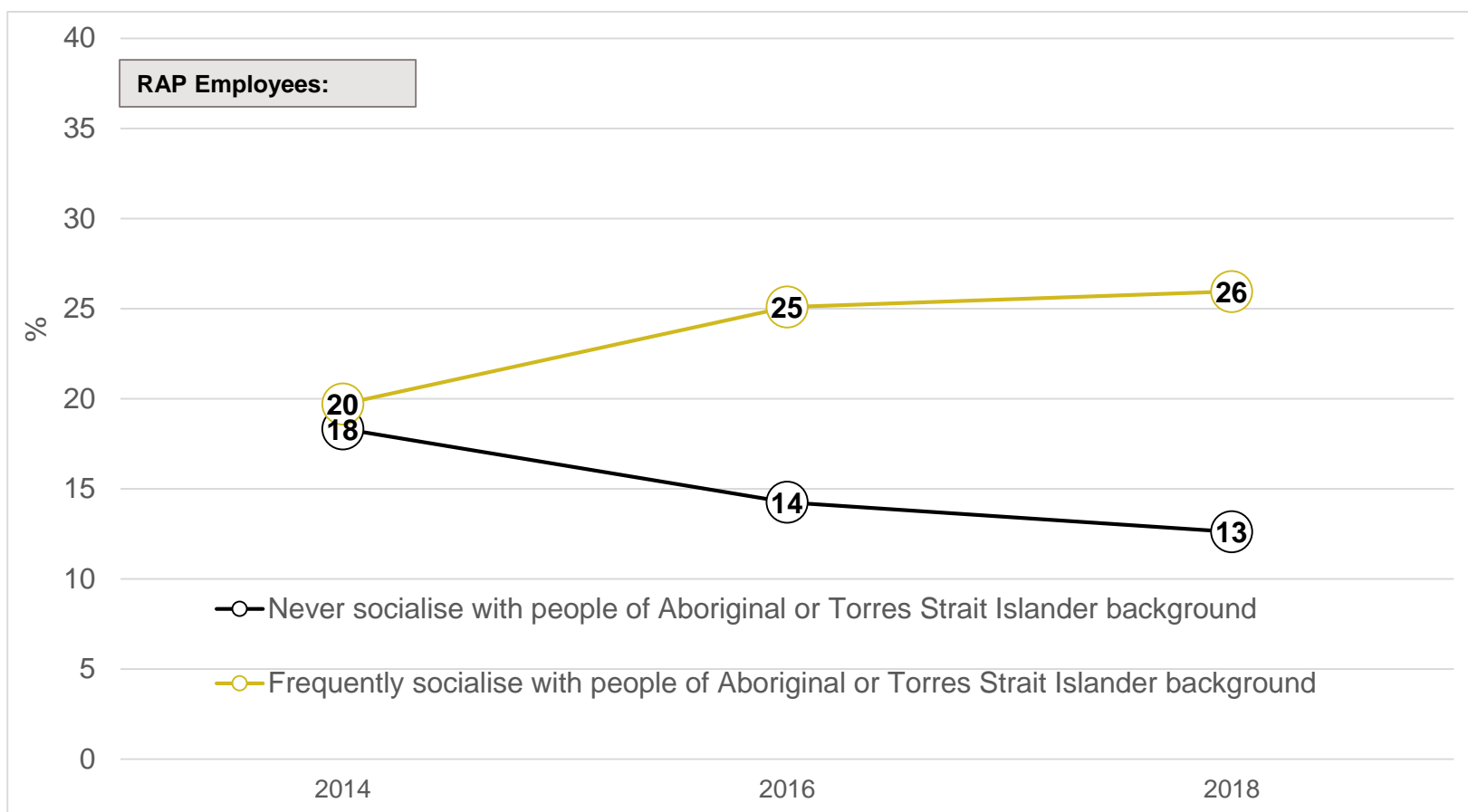


RAP employees are most likely to socialise with people of British or European cultural backgrounds on a frequent basis (81%), as are the general public (56%). When it comes to socialising with Indigenous people, RAP employees are much more likely to do so frequently (26%) than the general public (10%).

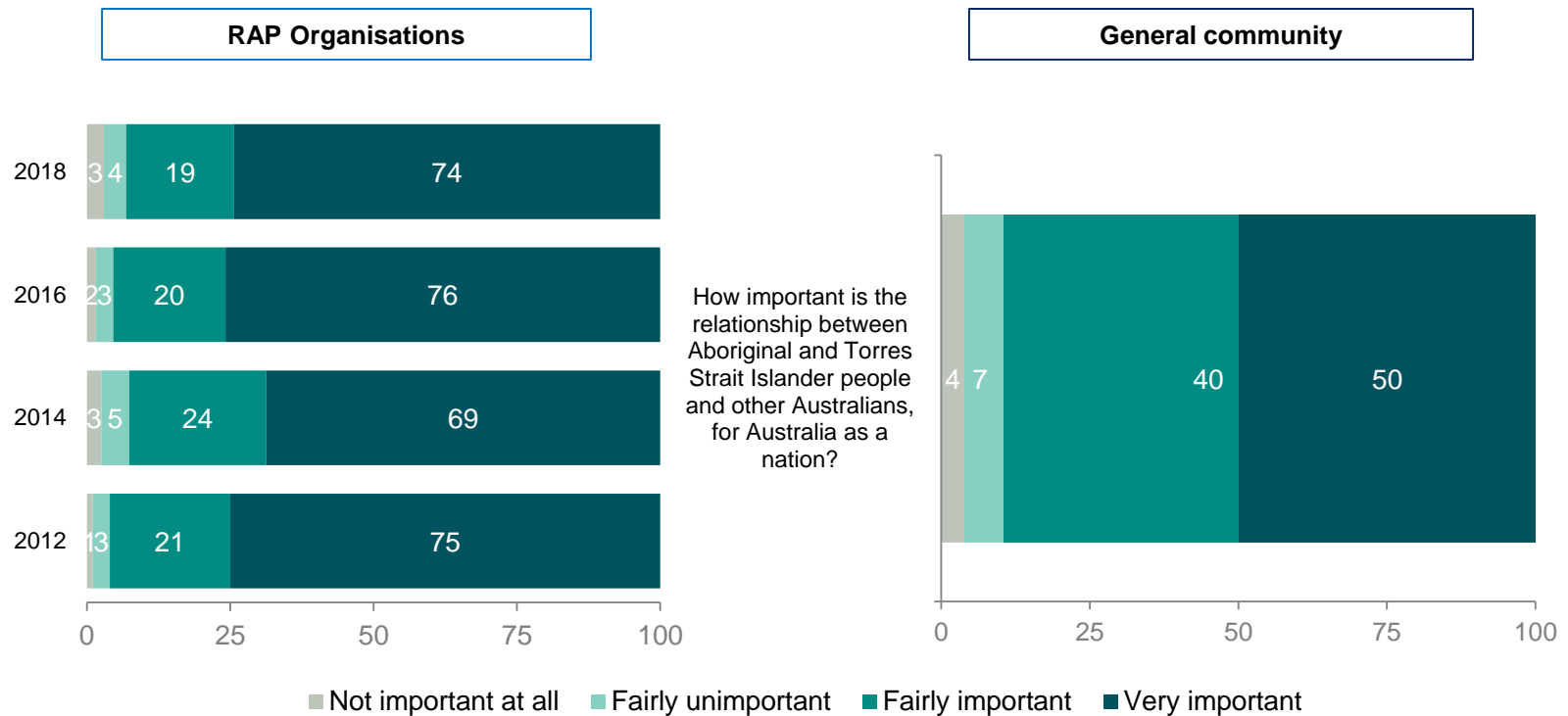
However, both RAP employees (13%) and the general public (21%) are still more likely never to socialise with Indigenous people than with any other major cultural group.

# Race Relations: Tracking socialising with Indigenous people

The percentage of RAP employees who socialise frequently with Indigenous people, or who never do, remains stable from 2016. However, the trend in both situations continues to improve since 2014.



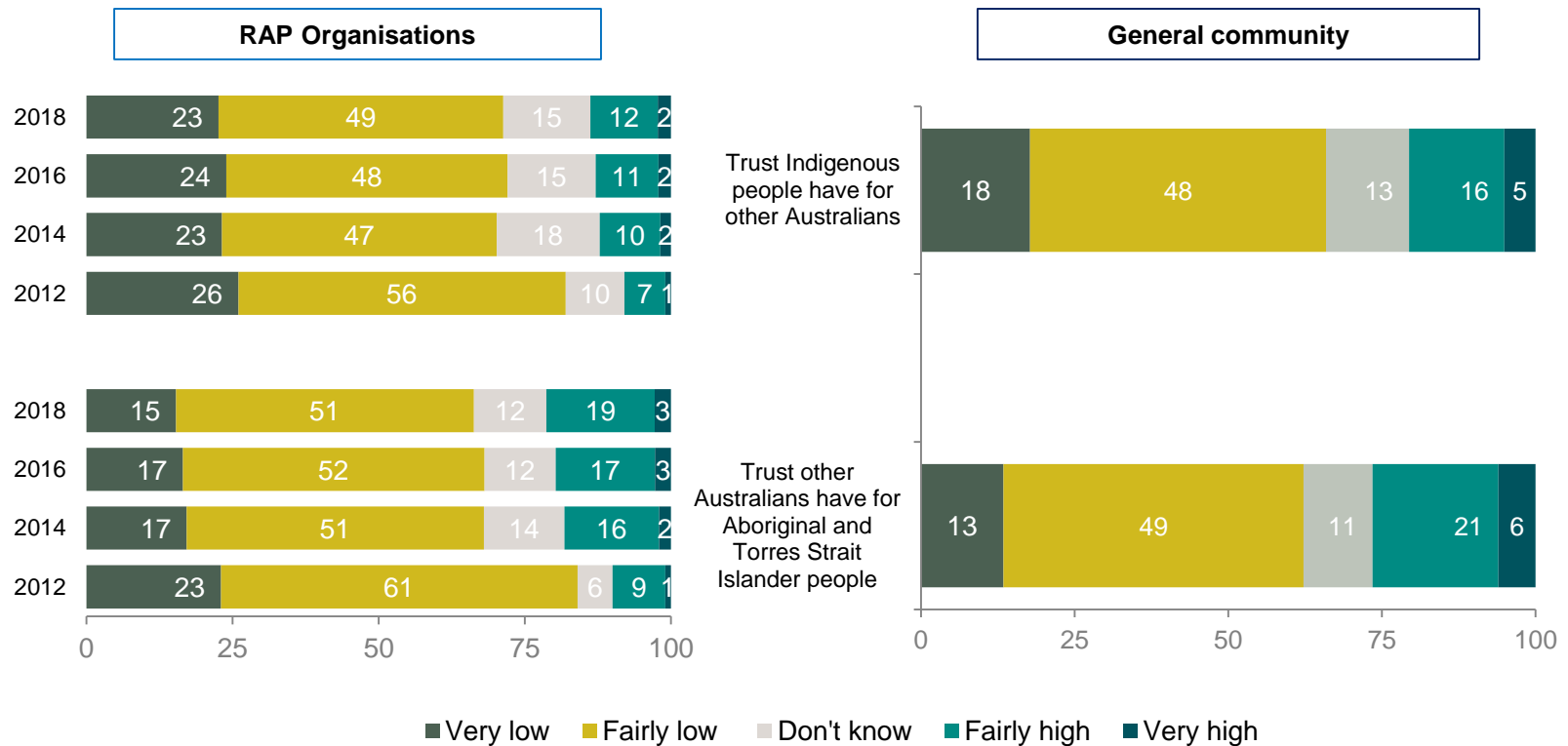
# Race relations: How important is the relationship?



RAP employees continue to be more likely to consider the relationship between Indigenous and non-Indigenous Australians as very important (74%), than the general public (50%).

This is also in line with 2016 (76%).

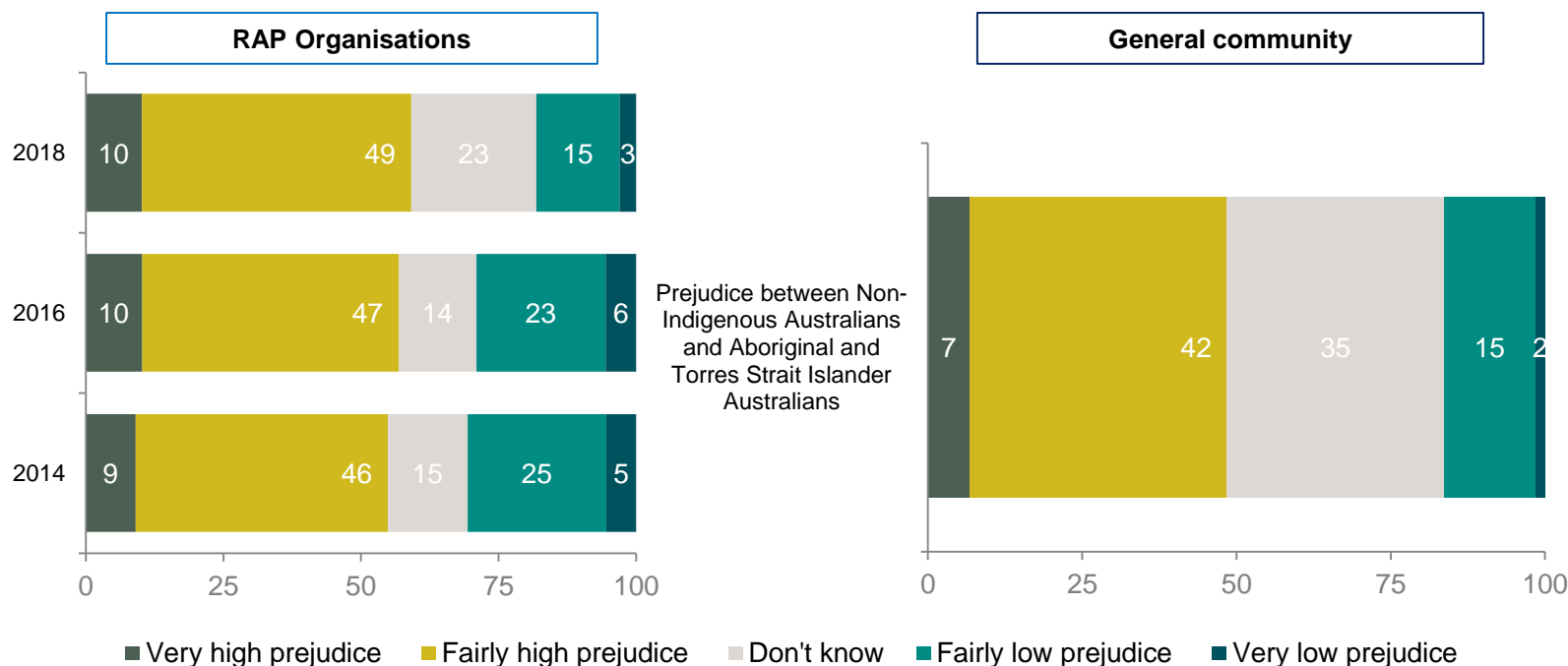
# Race relations: How much do we trust each other?



RAP employees continue to be more likely than the general public to consider the trust between Indigenous and non-Indigenous Australians is low.

However, RAP employees are similar to the general public in being more likely to believe that non-Indigenous Australians hold high trust (22%), than believe Indigenous Australians do (14%).

# Race relations: How much prejudice is there between us?

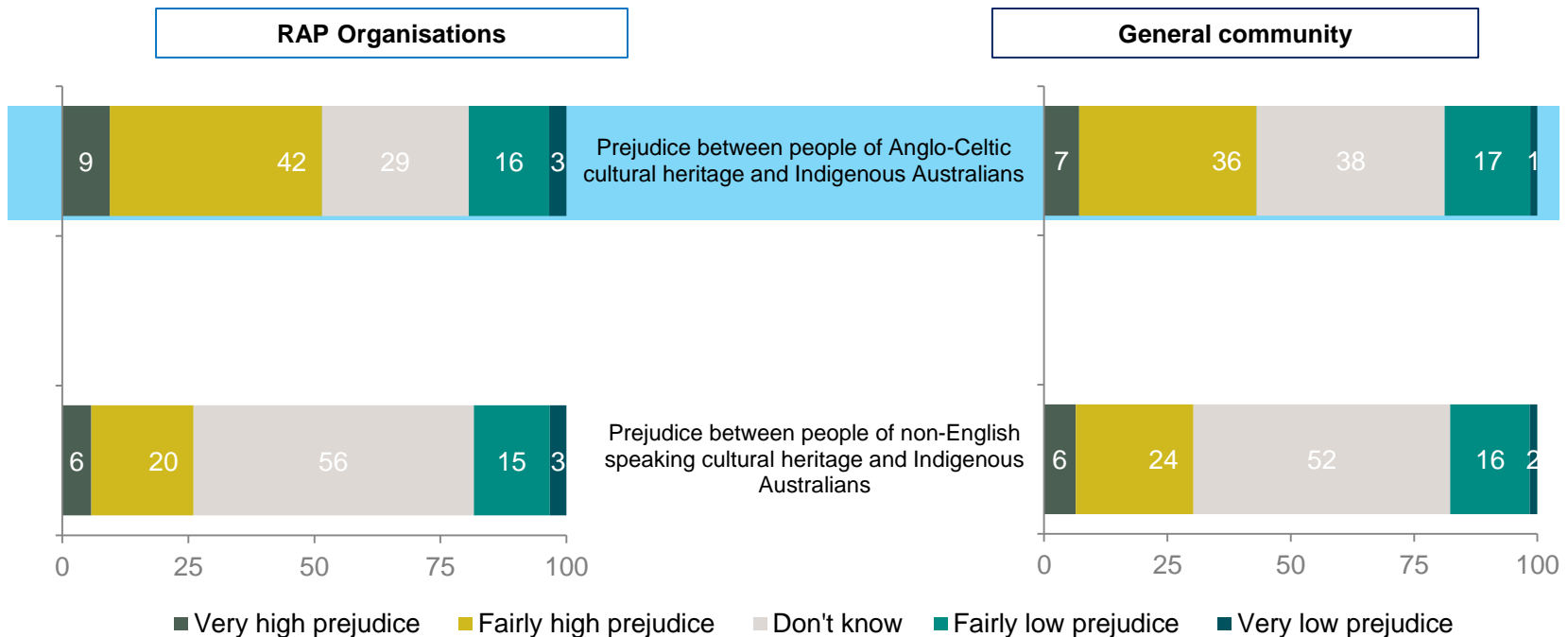


RAP employees remain more likely than the general public to consider the level of prejudice between Indigenous and non-Indigenous Australians is high.

This continues a slight upward trend since 2014.



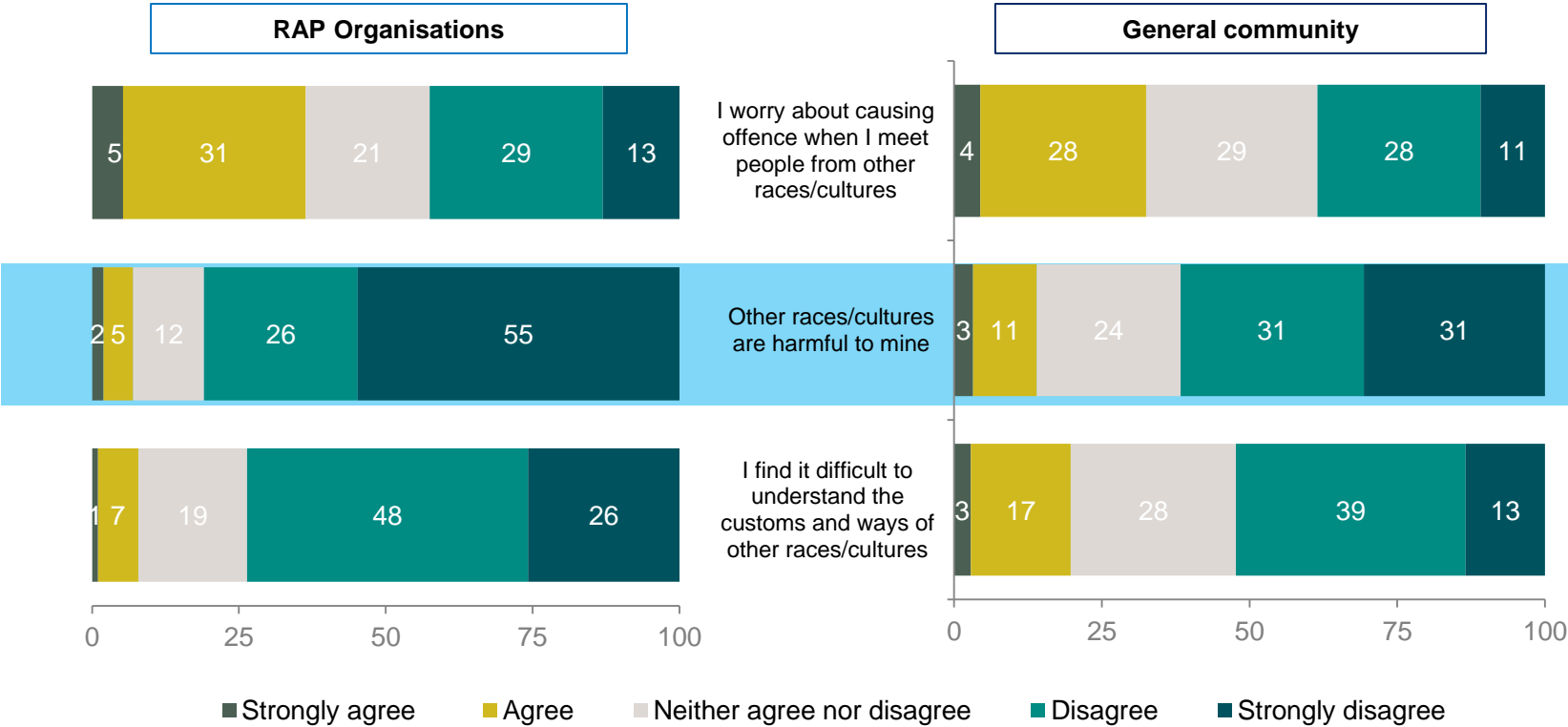
# Race relations: How much prejudice is there between different cultural groups?



RAP employees are more likely than the general public to consider the level of prejudice between Indigenous and Anglo-Celtic Australians is high.

Like the general public, they more widely believe that prejudice is high between those two groups than between Indigenous people and non-English speaking immigrants.

# Race relations: Cultural concerns



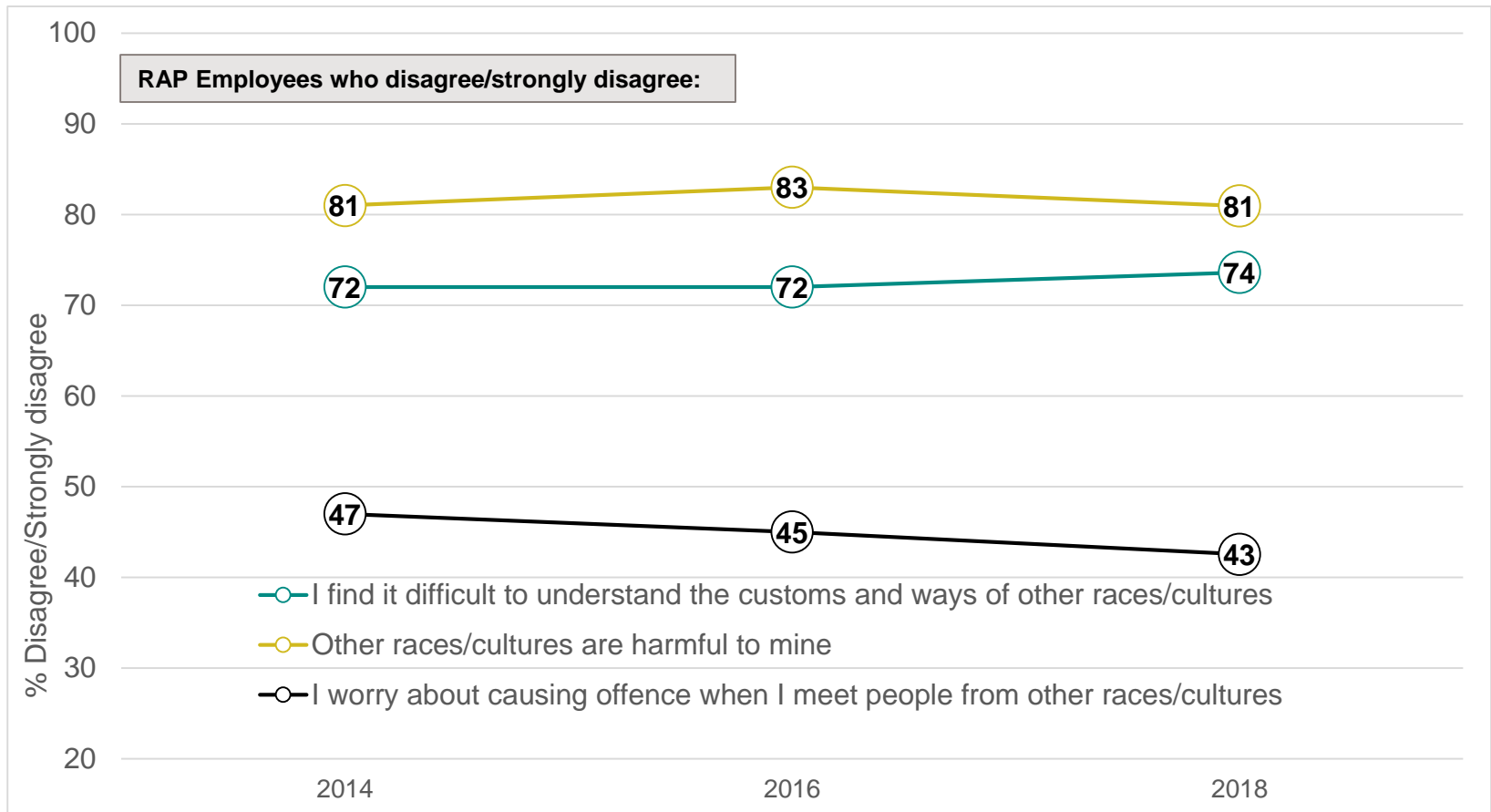
RAP employees remain much more likely than the general public to disagree that other races/cultures are harmful to their own, or that they find it difficult to understand other races/cultures.

However, a similar percentage of RAP employees (36%) and the general public (32%) still agree they are concerned about causing offence when meeting people from other races/cultures.

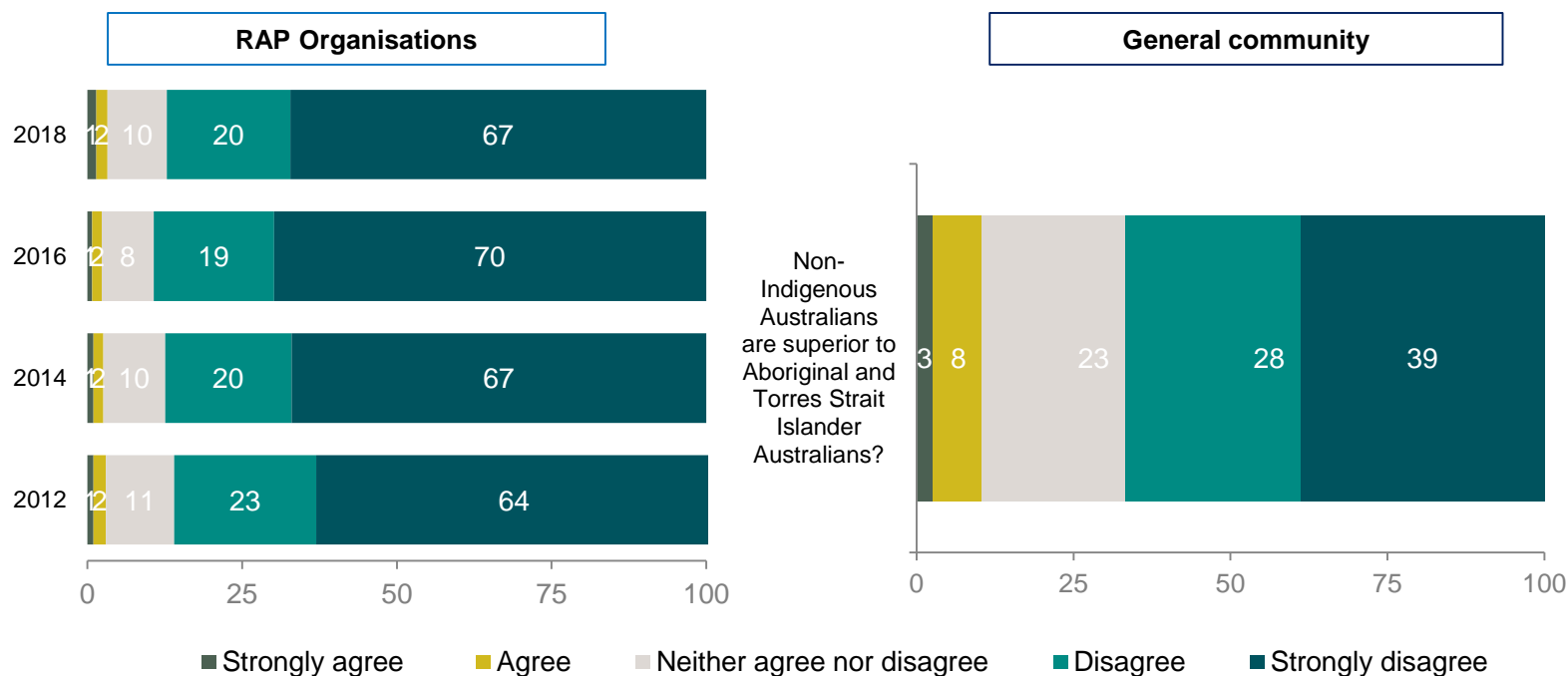
# Race Relations: Tracking cultural concerns

The percentage of RAP employees who are not worried about other races/cultures remains stable from 2014. In particular, most employees of RAP organisations continue to disagree that other races/cultures are harmful to their own (81%).

There has been a continued trend in fewer RAP employees being worried about causing offence (43%).

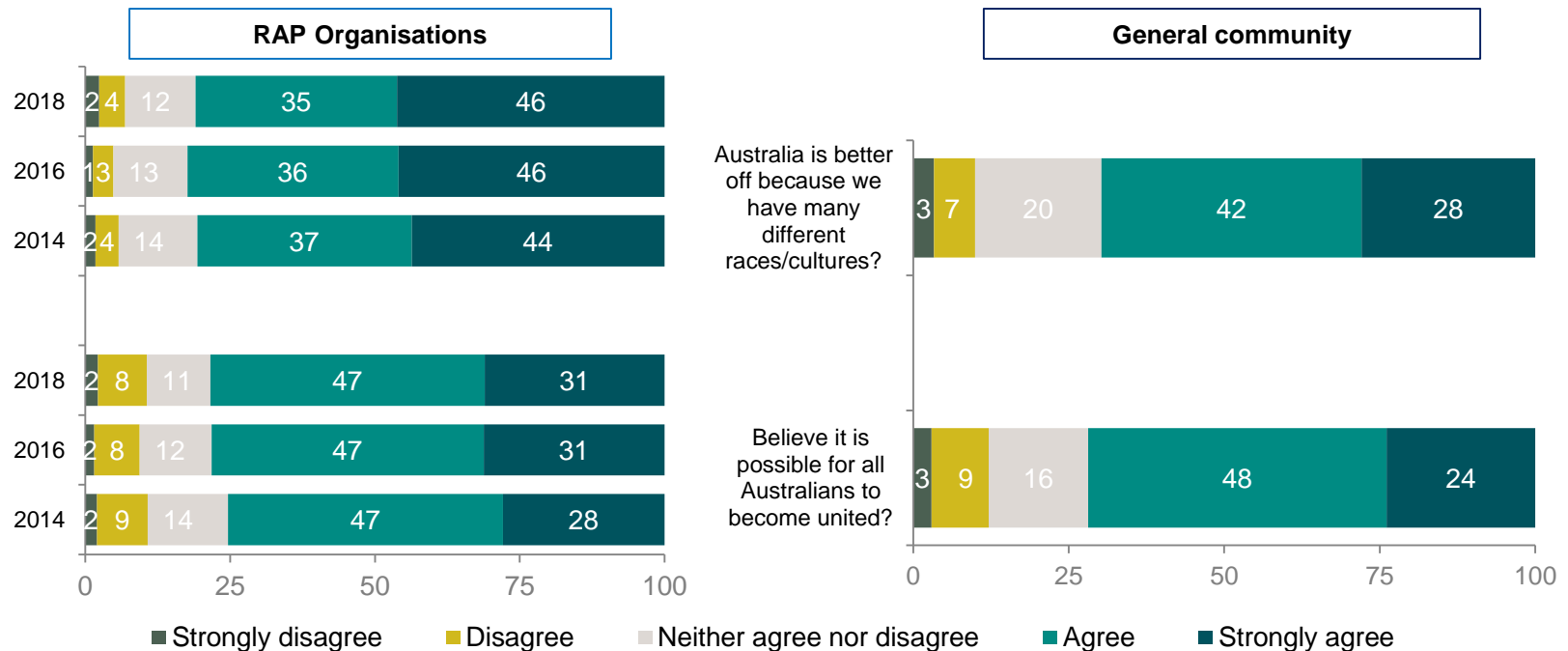


# Race relations: Cultural superiority



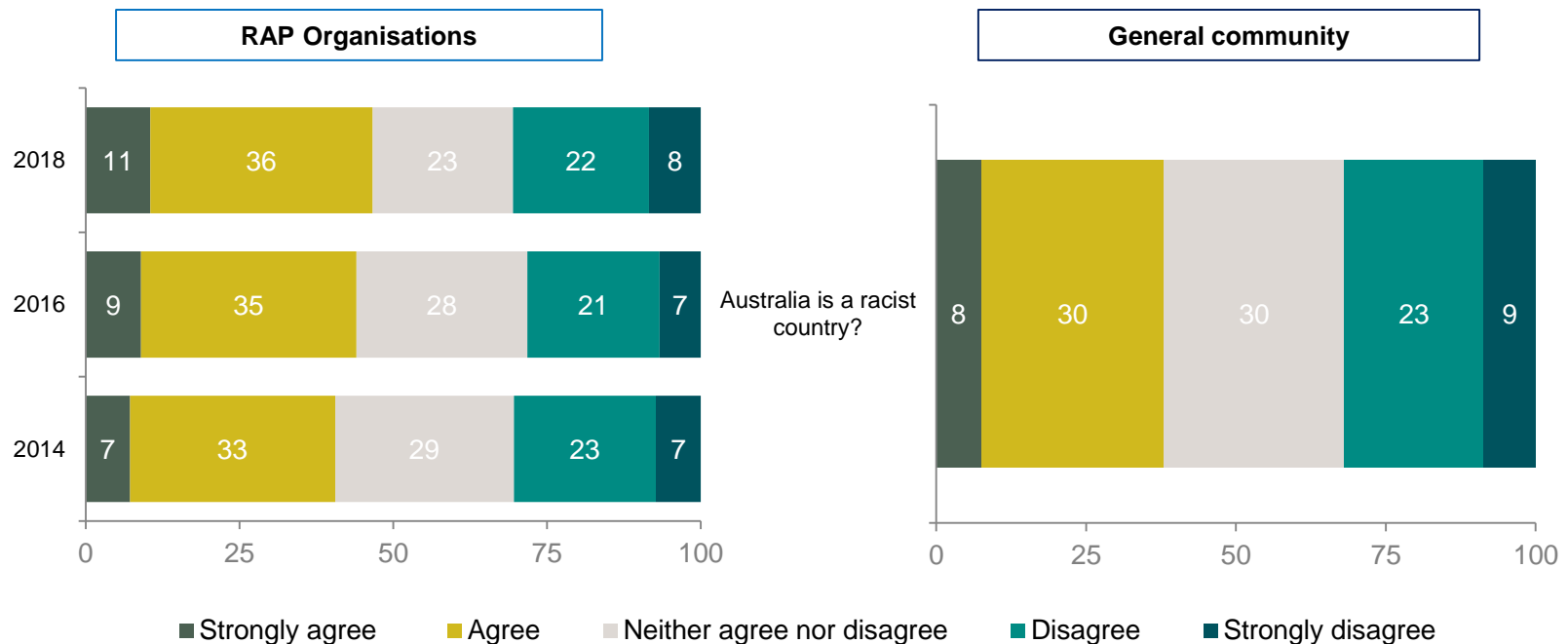
RAP employees (67%) remain much more likely than the general public (39%) to strongly disagree that non-Indigenous Australians are superior to Indigenous Australians.

# Race relations: Cultural unity



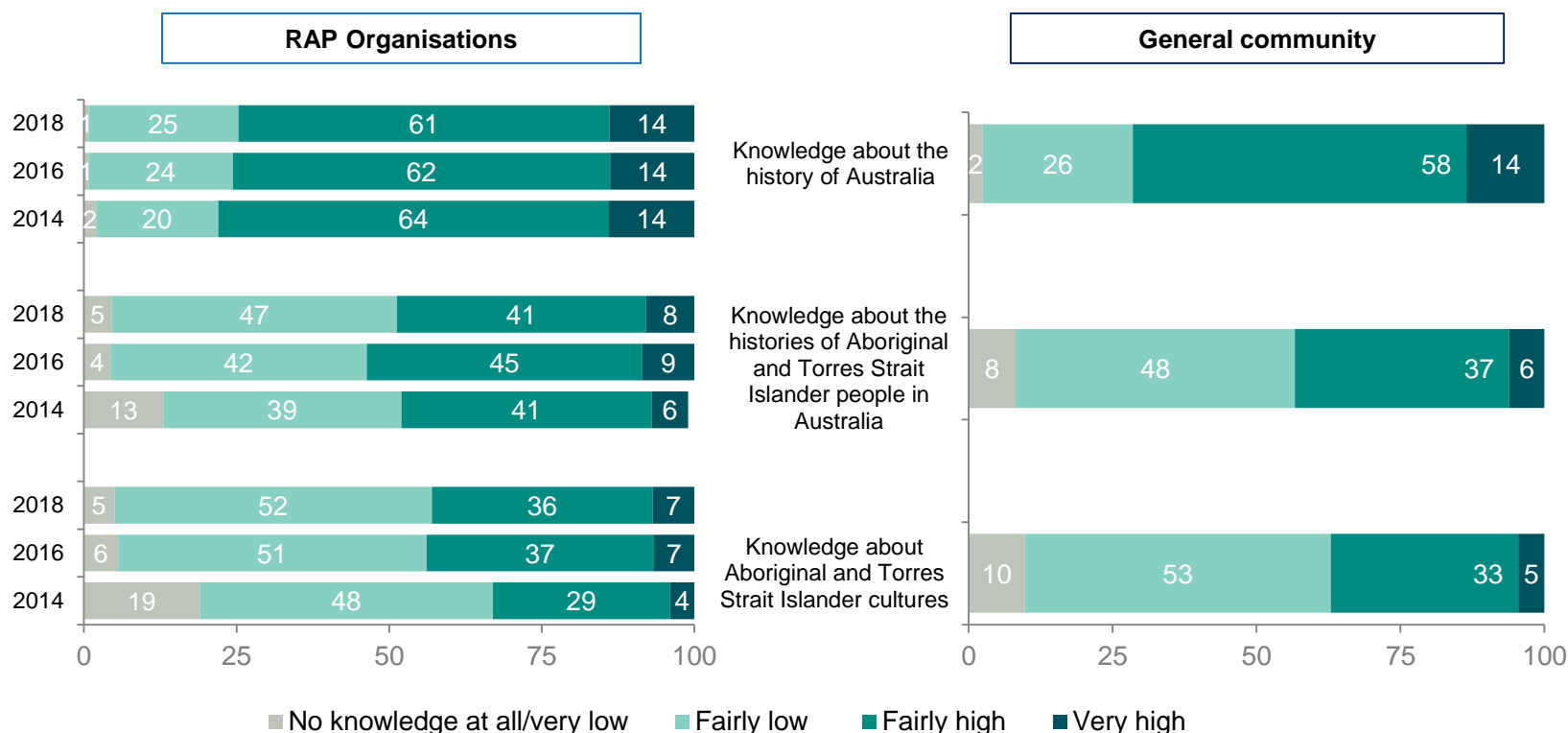
RAP employees remain more likely than the general public to strongly agree that Australia is better off with many different races/cultures (46% and that it is possible for all Australians to be united (31%).

# Race relations: Is Australia racist?



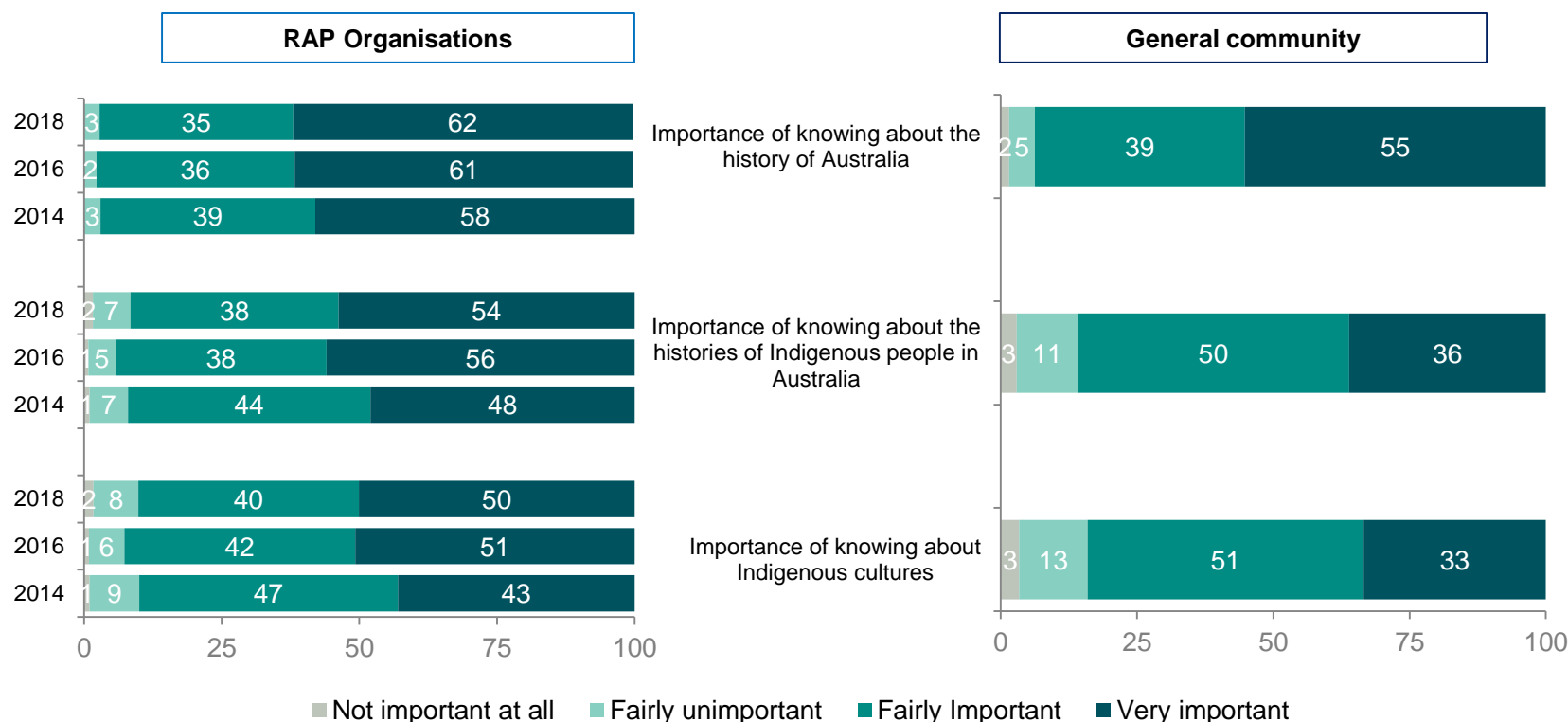
RAP employees (47%) remain more likely than the general public (38%) to agree that Australia is a racist country. Furthermore, this sentiment is now more widely held among RAP employees than in 2014 (40%).

# Knowledge and cultural understanding: How much do we know?



RAP employees continue to be more likely than the general public to feel that their knowledge of Aboriginal and Torres Strait Islander histories and cultures is high.

# Knowledge and cultural understanding: Is it important that we know?

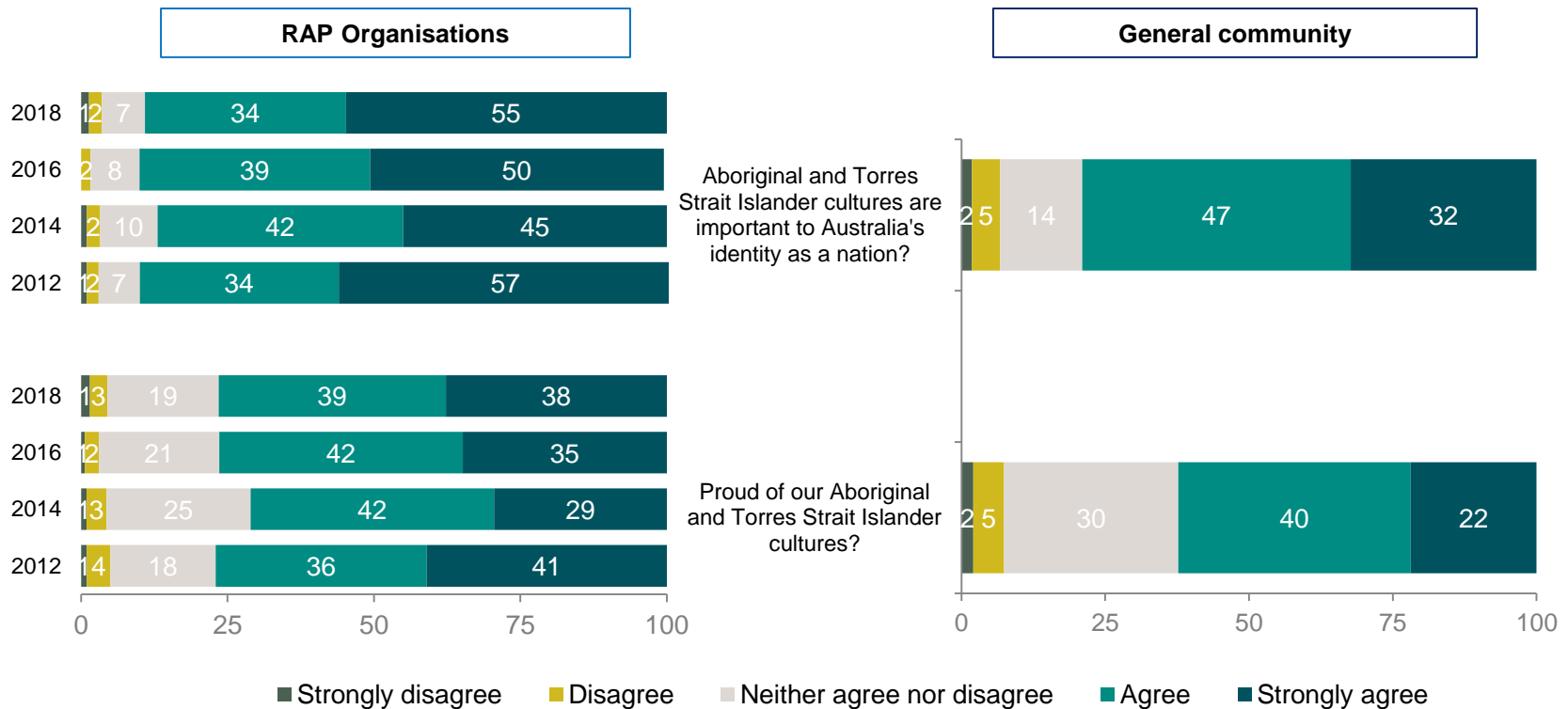


RAP employees continue to be more likely than the general public to believe it is very important for Australians to know about Aboriginal and Torres Strait Islander histories and cultures. Furthermore, while both groups more widely rate the importance of Australian history as high, the gap in these views remains smaller among RAP staff, since 2014.

For example, 8% more RAP employees feel Australian history is very important (62%) than Indigenous histories (54%), compared to 19% more in the general public.



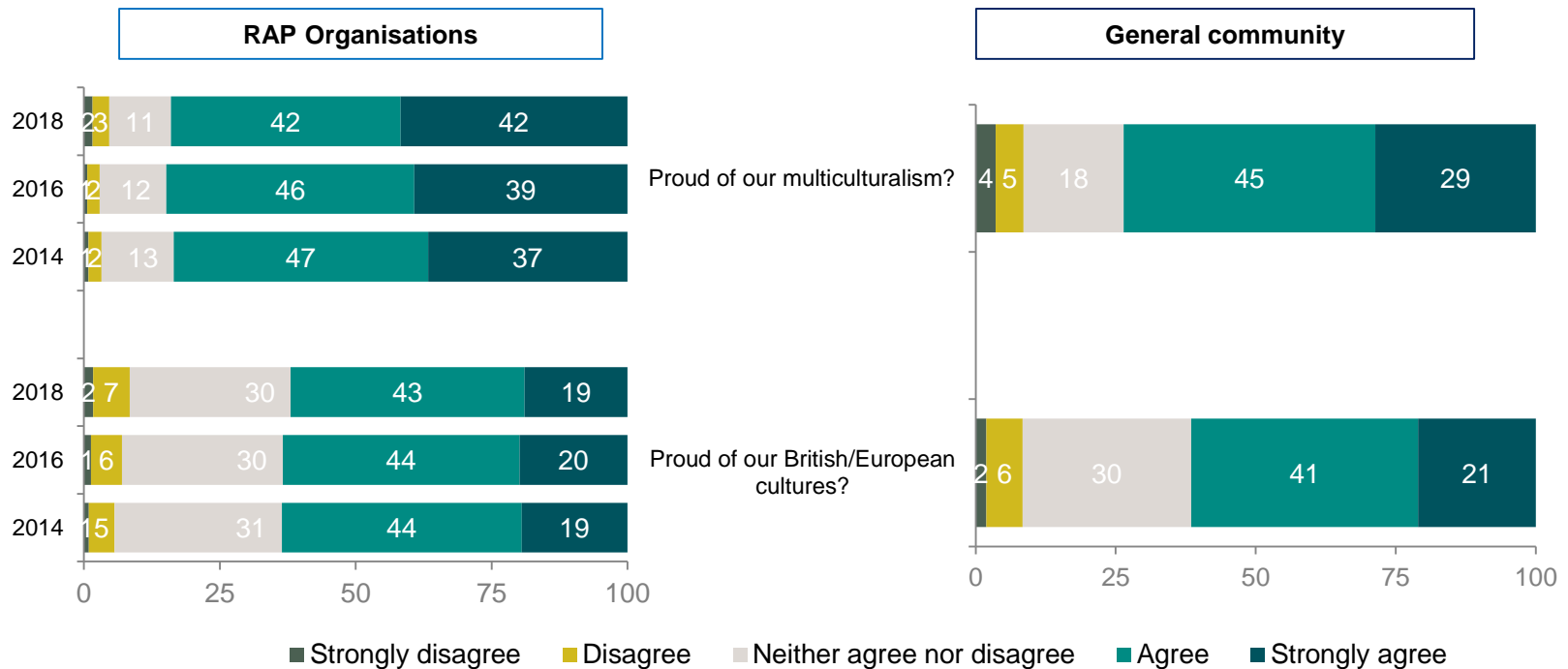
# Knowledge and cultural understanding: Indigenous cultural value



RAP employees are more likely than the general public to be proud of Australia's Aboriginal and Torres Strait Islander cultures and to see Indigenous cultures as important to Australia's national identity. Furthermore, there has been a continued improvement since 2014, with more employees now strongly agreeing with those statements.

However, it is notable that more employees continue to strongly agree that Indigenous cultures are important (55%) than are strongly proud of those cultures (38%).

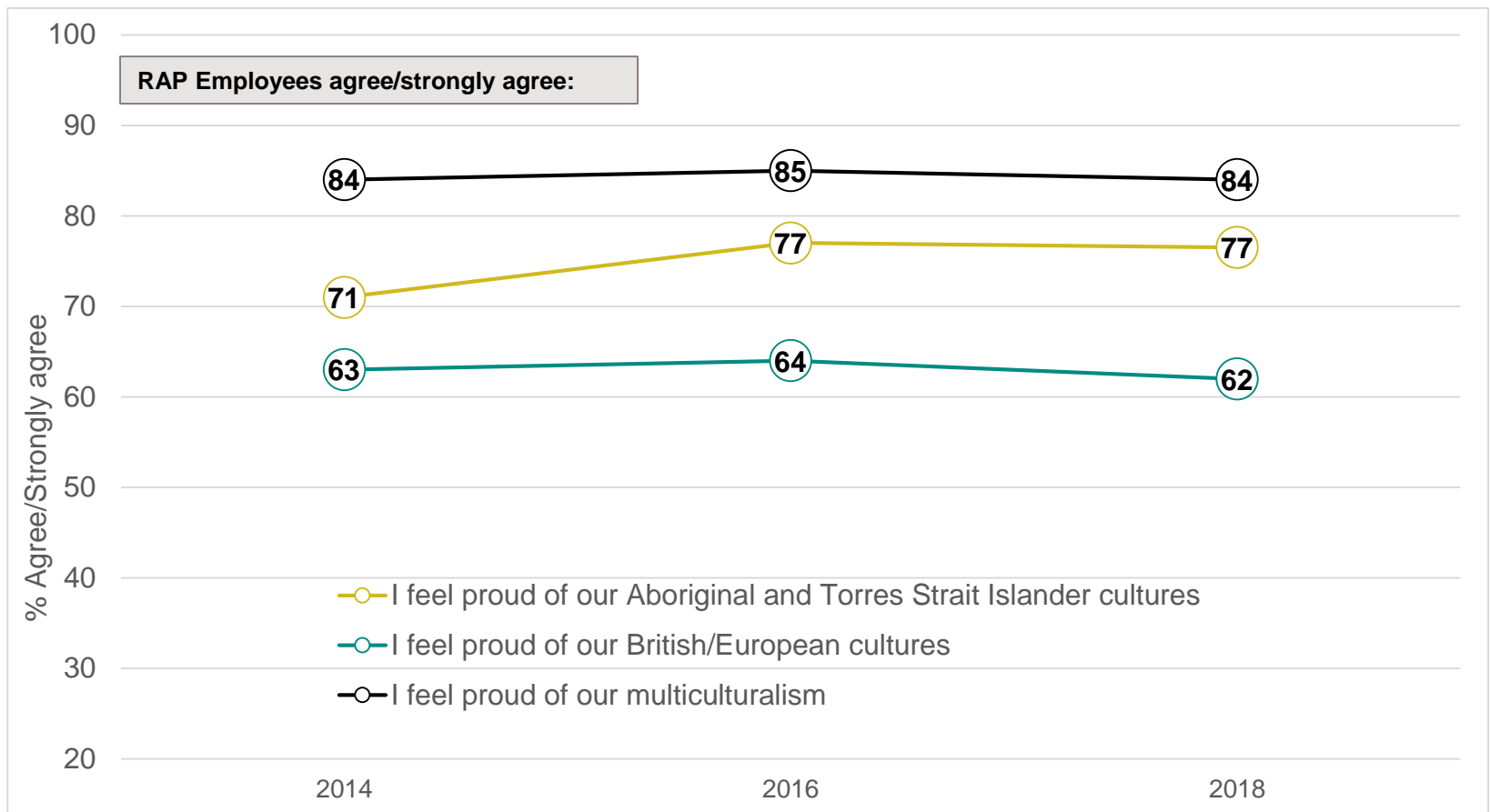
# Knowledge and cultural understanding



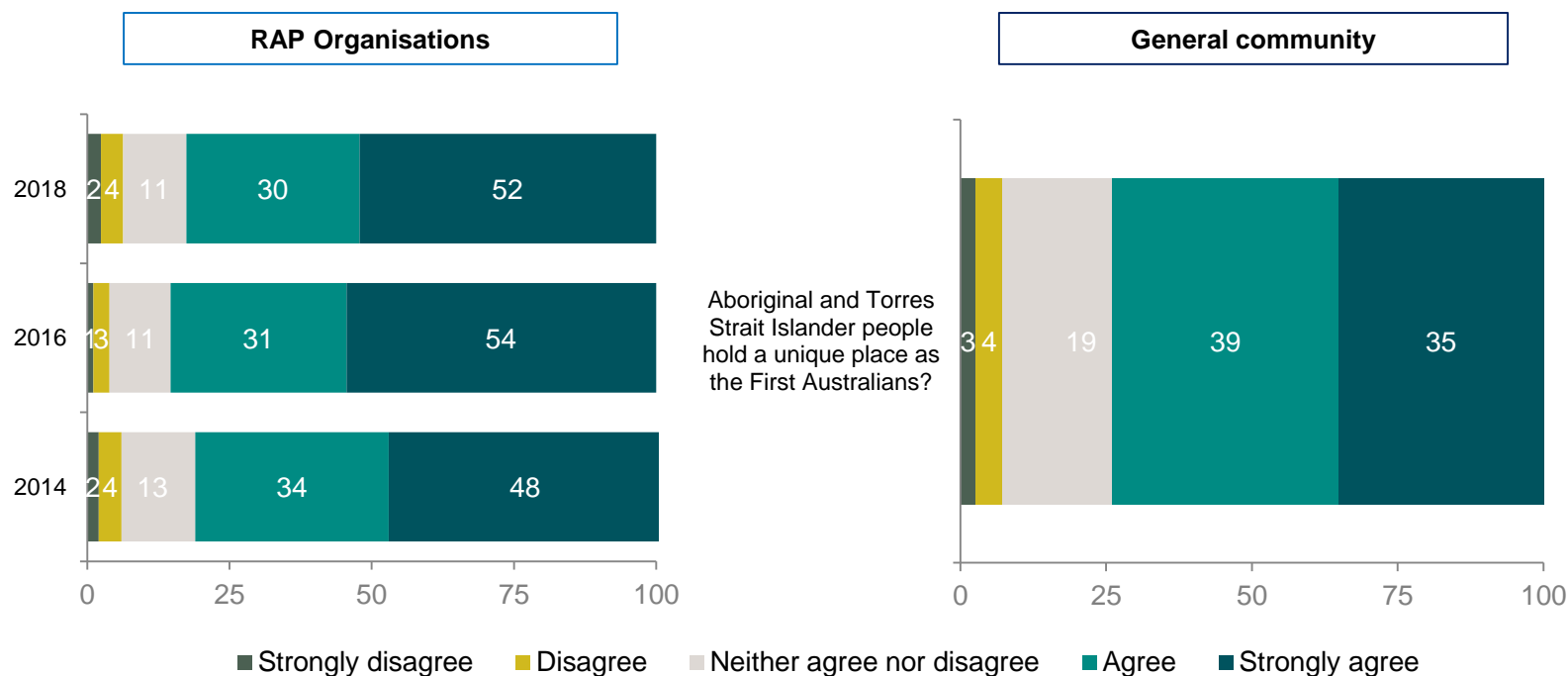
RAP employees (84%) remain more likely than the general public (74%) to feel proud of Australia's multiculturalism. Conversely, similar percentages of RAP employees and the general public continue to agree they are proud of Australia's British and European cultures.

# Knowledge and cultural understanding: Tracking cultural pride

The percentage of RAP employees who feel proud of our Indigenous cultures (77%) remains steady from 2016. However, more employees of RAP organisations continue to feel proud of our multiculturalism in general (84%).

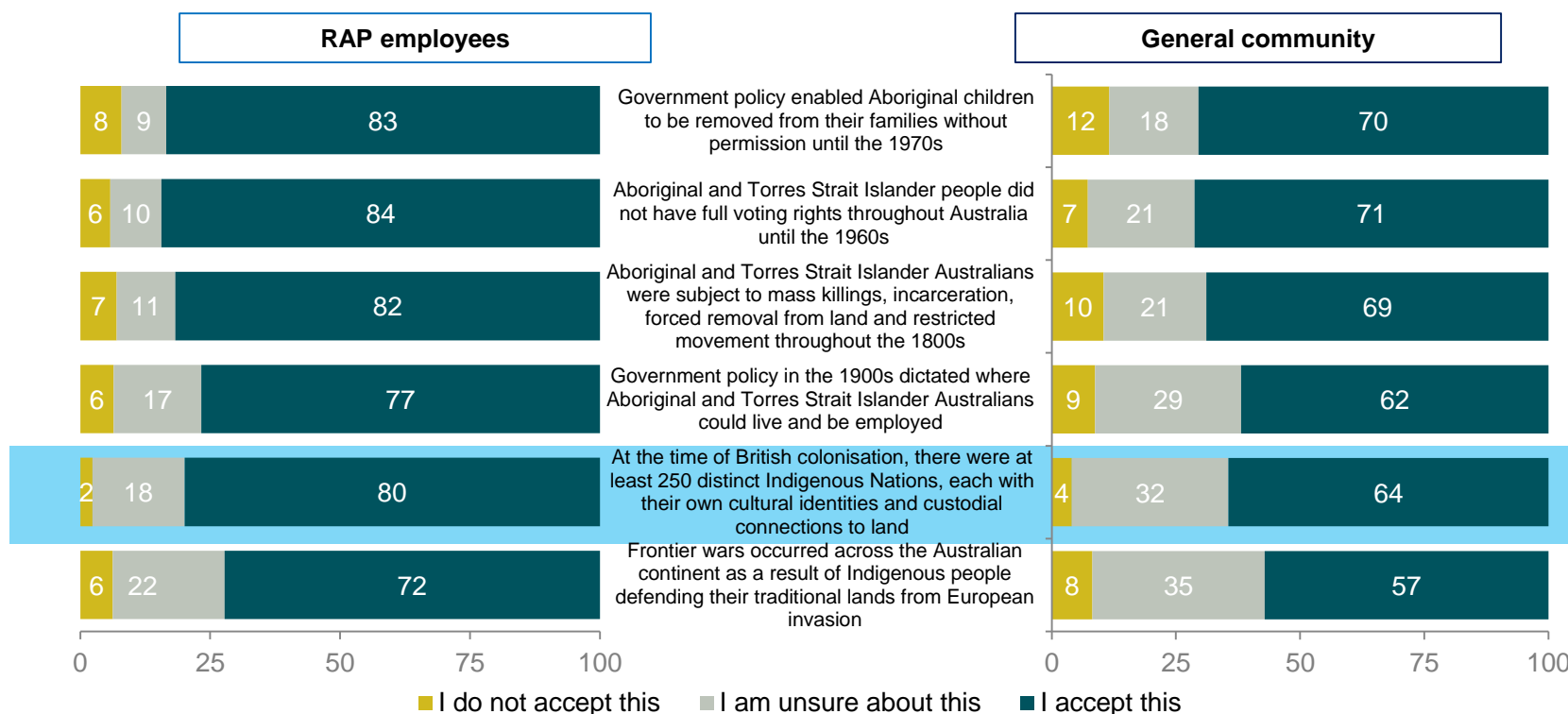


# Knowledge and cultural understanding: Indigenous significance



RAP employees (82%) are still more likely than the general public (74%) to agree that Indigenous Australians hold a unique place as the First Australians.

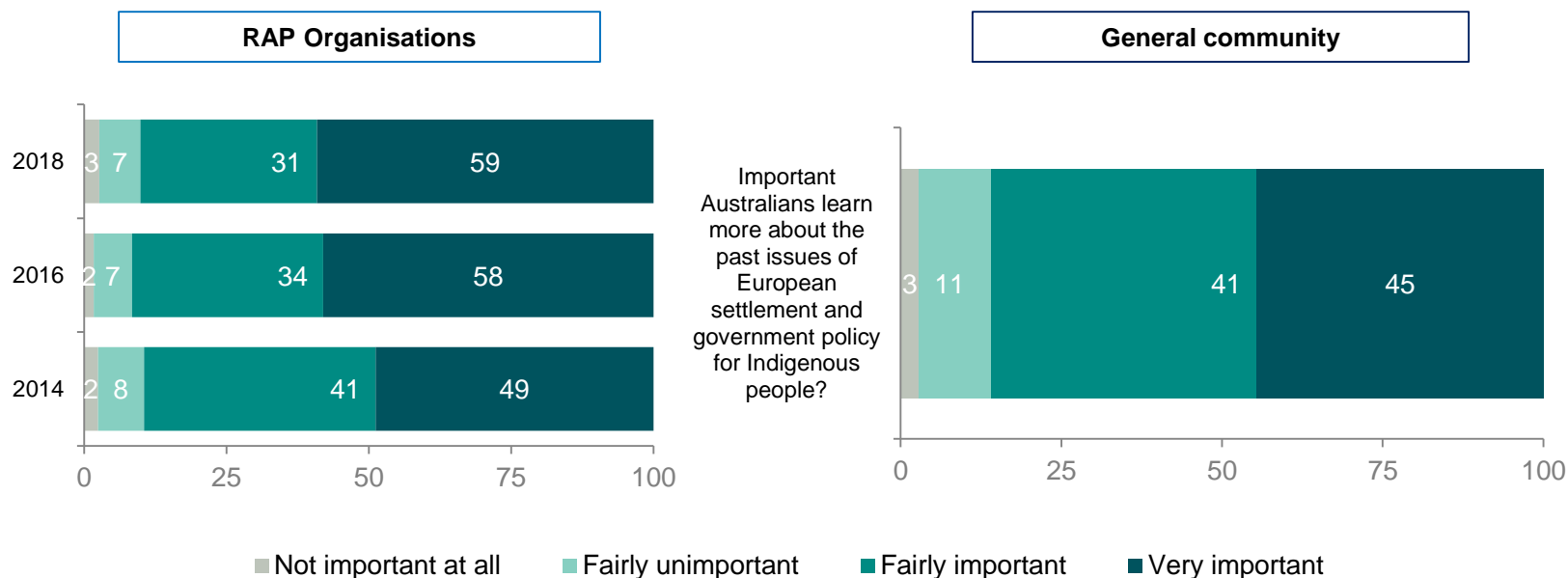
# Historical acceptance: Do we accept that key events and issues from the past are factual?



RAP employees are more likely than the general public to accept as facts, many of the consequences of European settlement and government policy for Indigenous people in Australia.

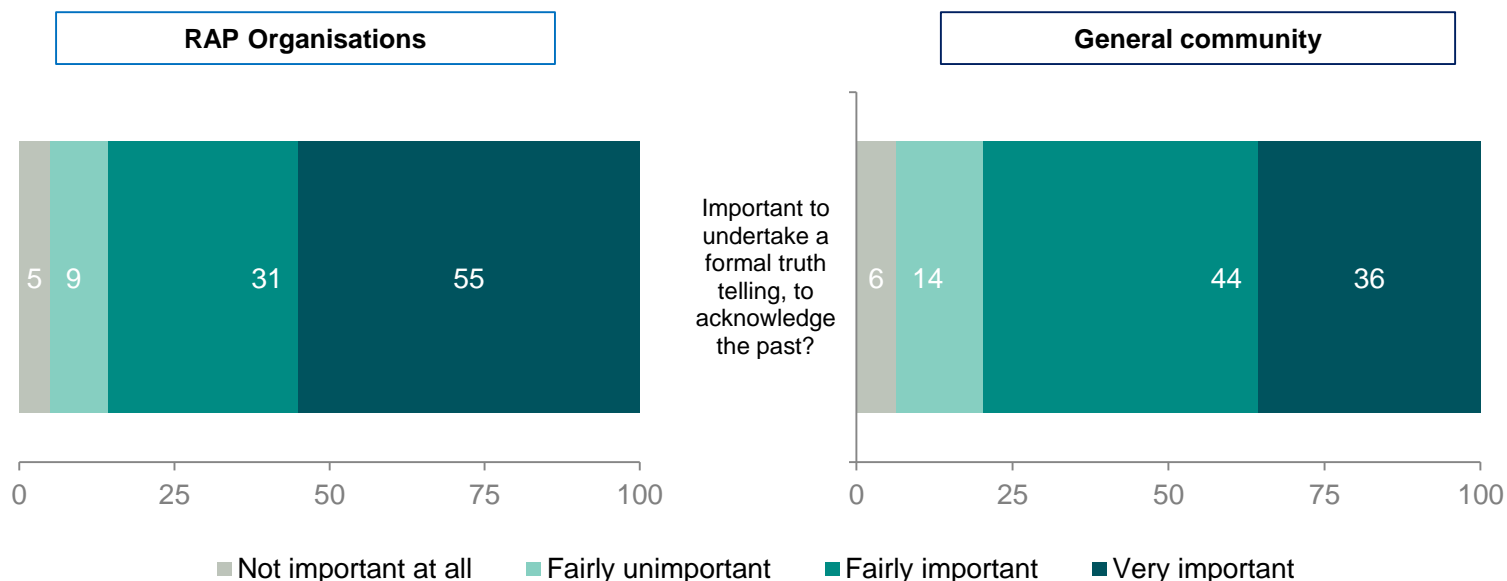
In particular, staff at RAP organisations are more likely to accept that Australia was inhabited by distinct Indigenous Nations, prior to British colonisation.

# Historical acceptance: Is it important we learn about issues from events in the past?



RAP employees remain more likely than the general public to feel it is very important for all Australians to learn more about the past issues and consequences of European settlement and government policy for Indigenous people in Australia.

# Historical acceptance: Is it important to formally acknowledge the past?

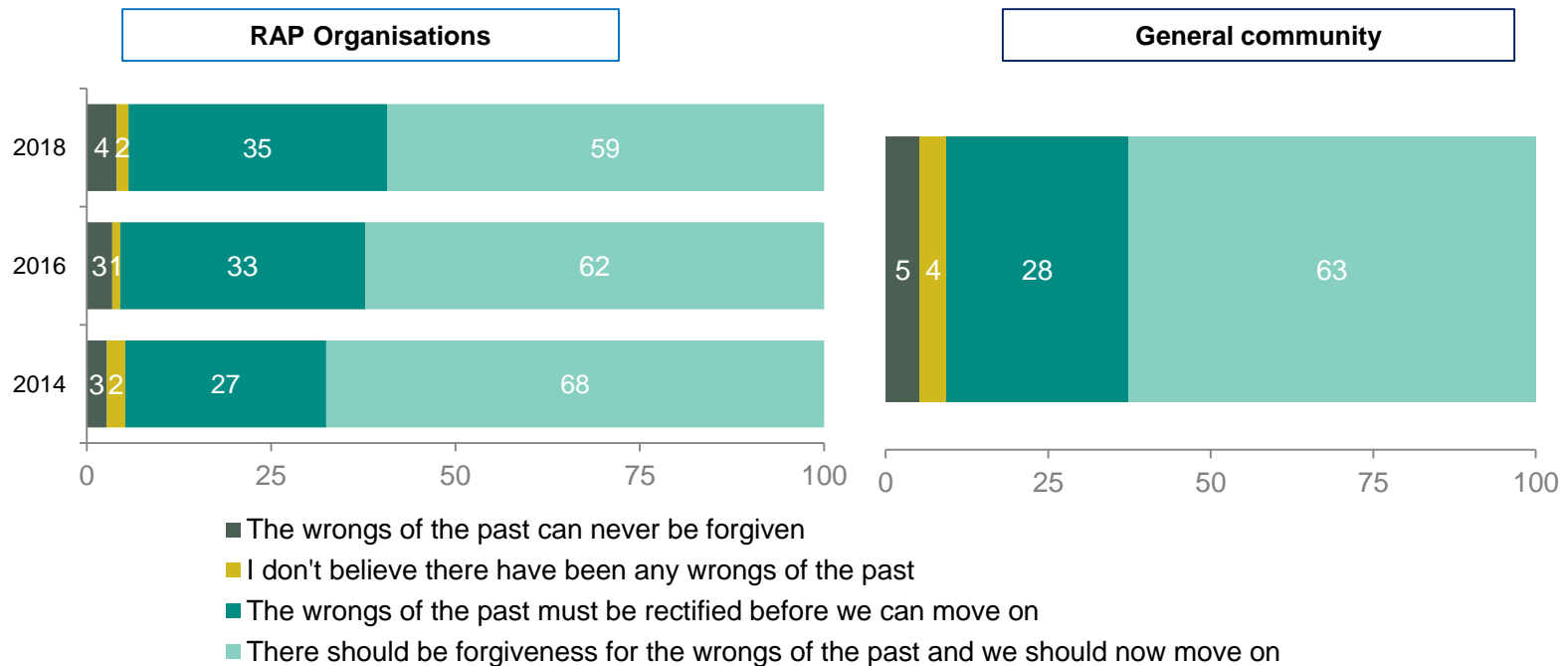


RAP employees (55%) are more likely than the general community (36%) to widely believe it's very important to undertake a formal truth telling process, in relation to Australia's shared history and past issues for Aboriginal and Torres Strait Islander peoples.

# Historical acceptance: How do we move on?

The majority of both RAP employees (59%) and the general public (63%) continue to feel there should be forgiveness for the past issues of European settlement and government policy and all Australians should now move on.

However, more RAP staff continue to feel the wrongs of the past must be rectified first (35%), than in 2014 (27%).

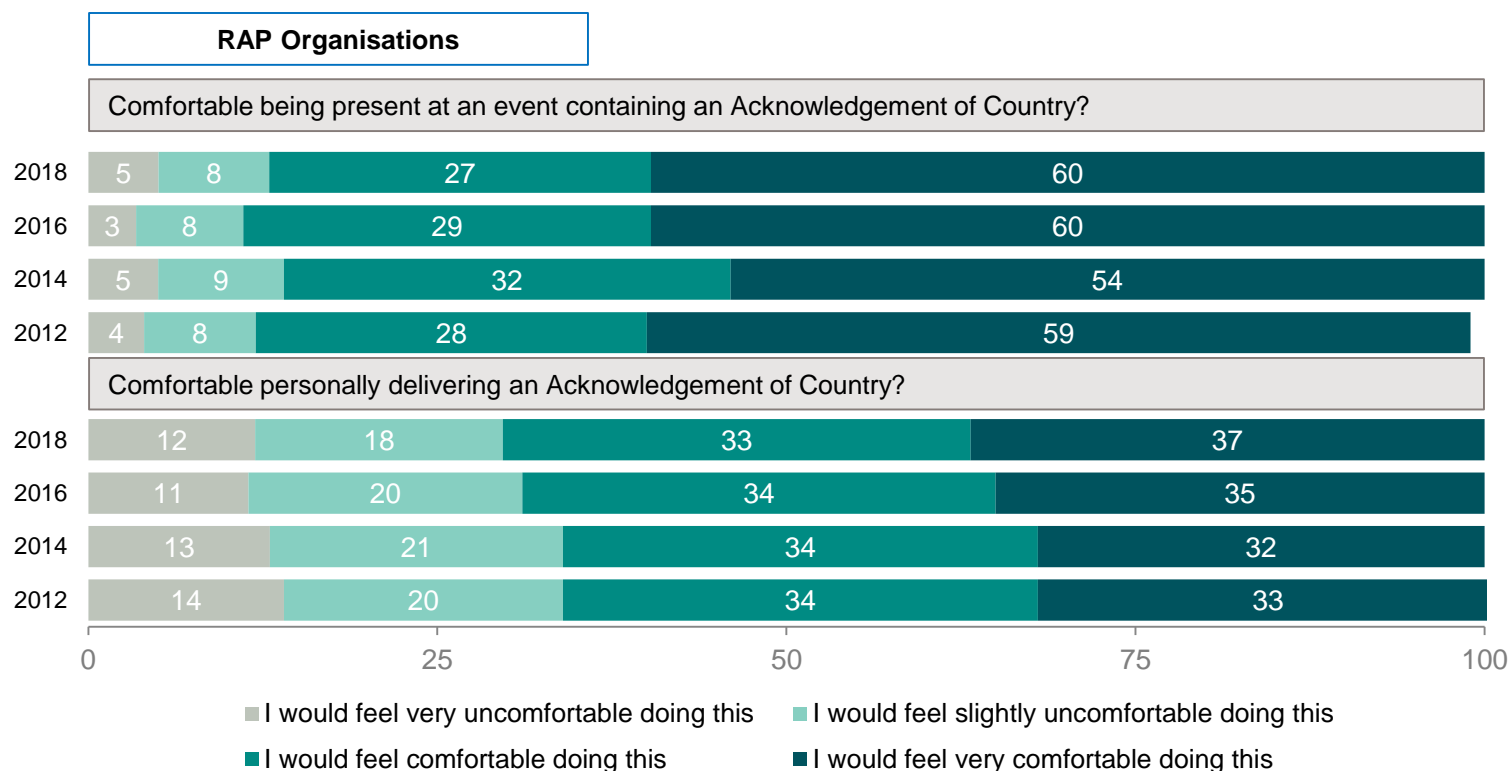




# Workplace Reconciliation Barometer 2018

Workplace practices, RAP outcomes & Employee satisfaction

# Organisational practices and RAP outcomes: Ceremonial participation



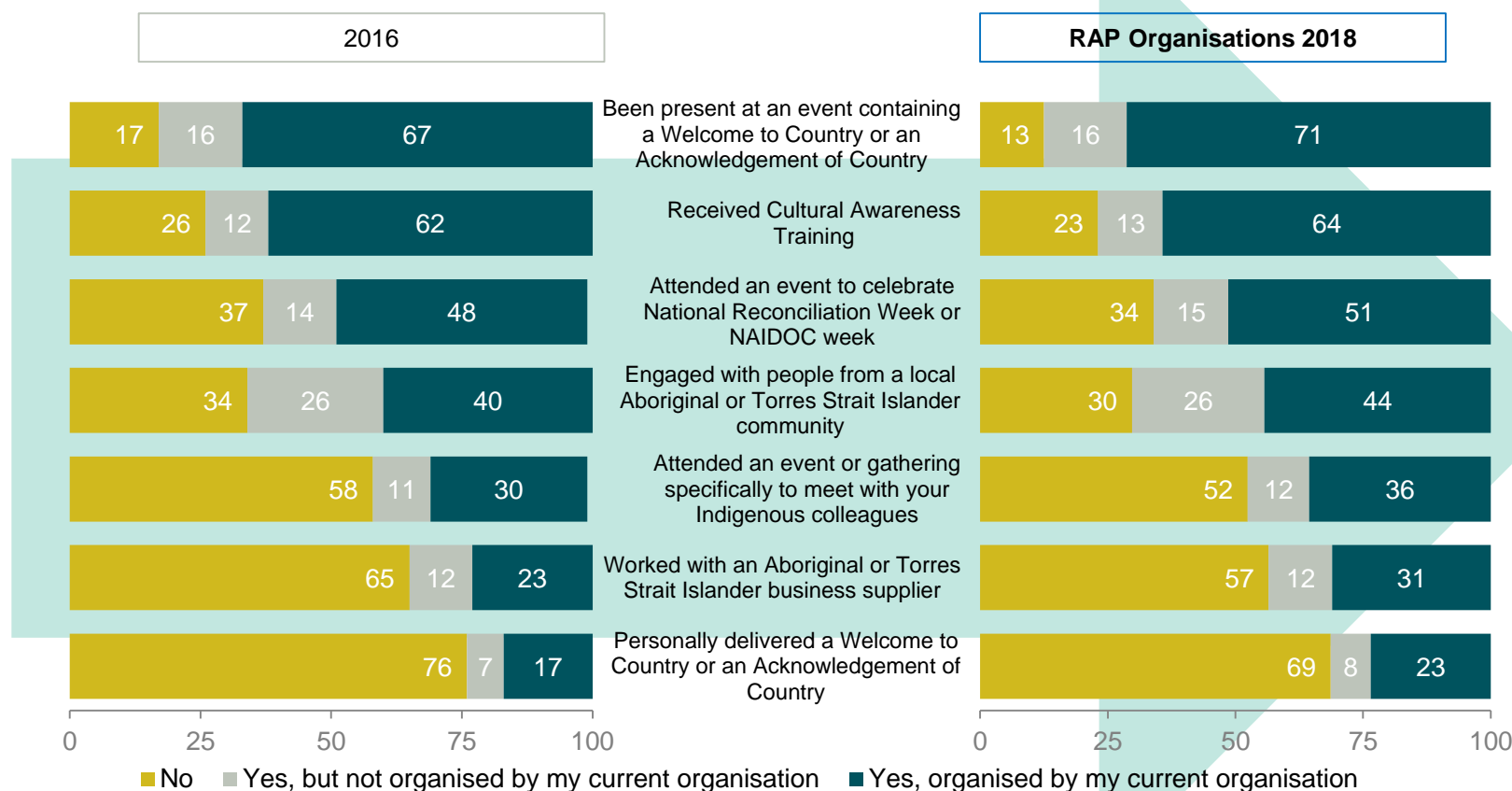
There has been slight increase since 2016 in the percentage of RAP employees who would feel very comfortable personally delivering an Acknowledgement of Country.

# Organisational practices and RAP outcomes:

## Participation in RAP activities

There has been an increase since 2016 in the percentage of RAP employees that have participated in various reconciliation activities at their current organisation.

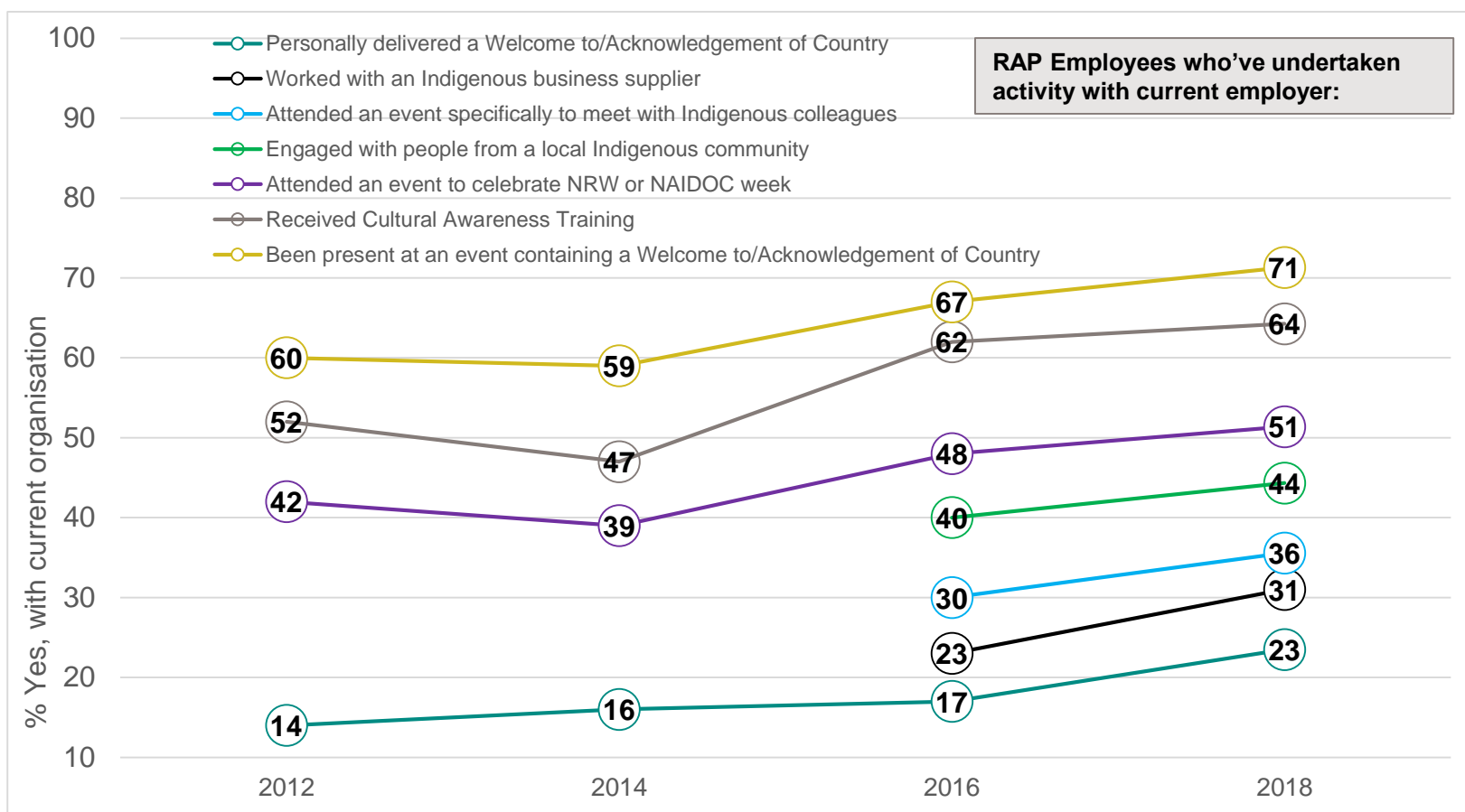
Most notably, more RAP employees (31%) have worked with an Indigenous supplier, than in 2016 (23%).



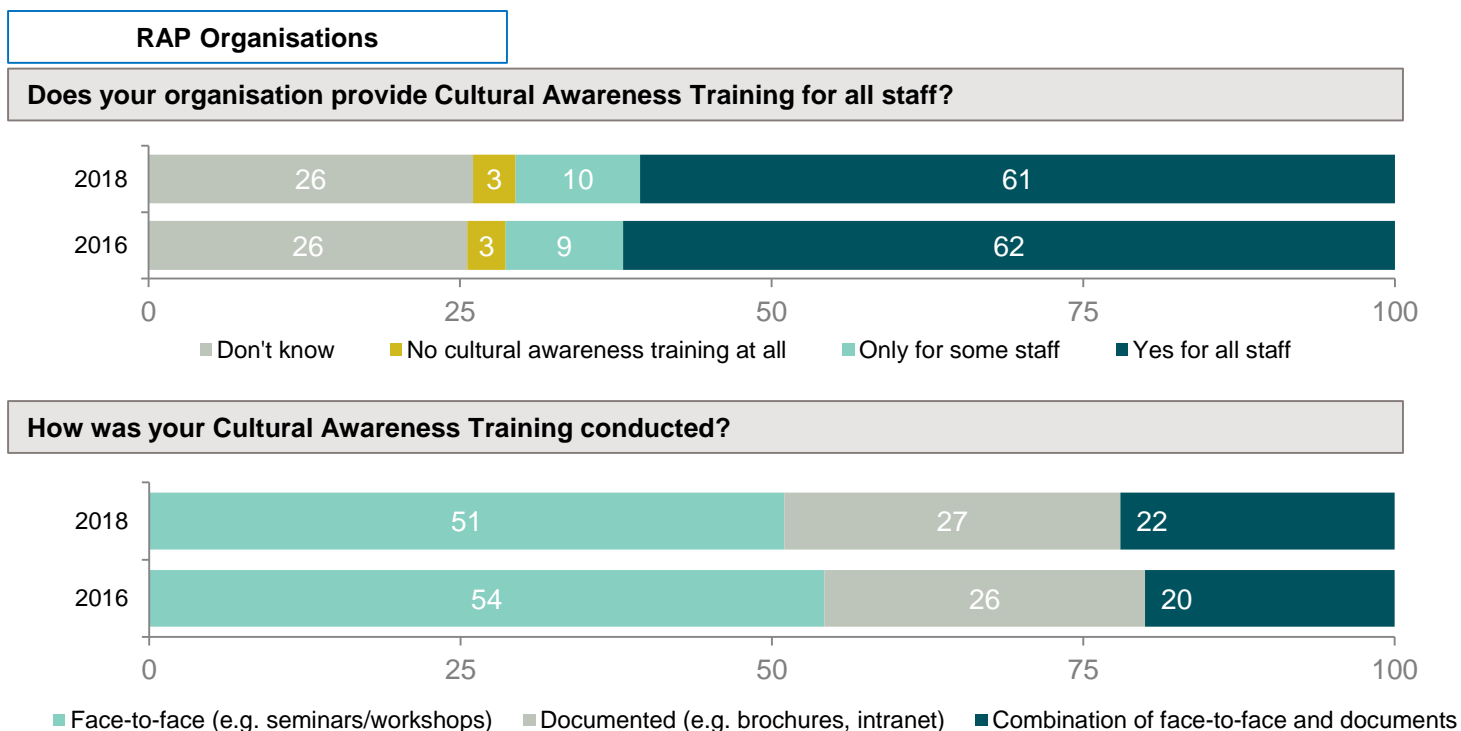
# Organisational practices and RAP outcomes: Tracking participation

Since 2012, there have been solid increases in the participation of employees in key RAP activities.

Similarly, more employees of RAP organisations have also taken part in newer activities, compared to 2016.



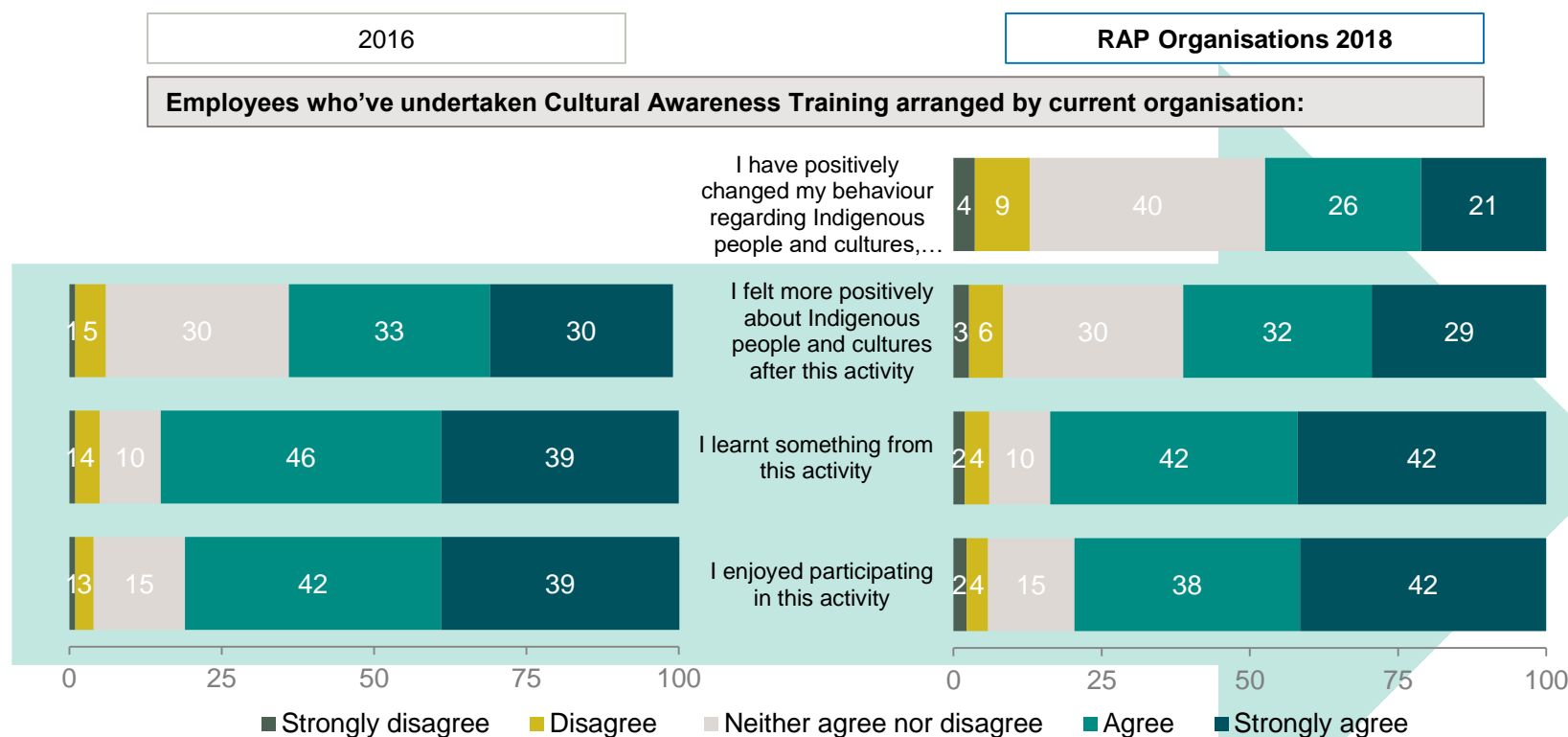
# Organisational practices and RAP outcomes: Cultural Awareness Training



Most RAP employees (61%) say their organisation conducts cultural awareness training for all staff. However, one in four (26%) of staff at organisations with a RAP 'don't know' if this is the case or not.

Most staff who've undertaken cultural awareness training continue to do so in face-to-face seminars or workshops (51%).

# Organisational practices and RAP outcomes: Cultural Awareness Training

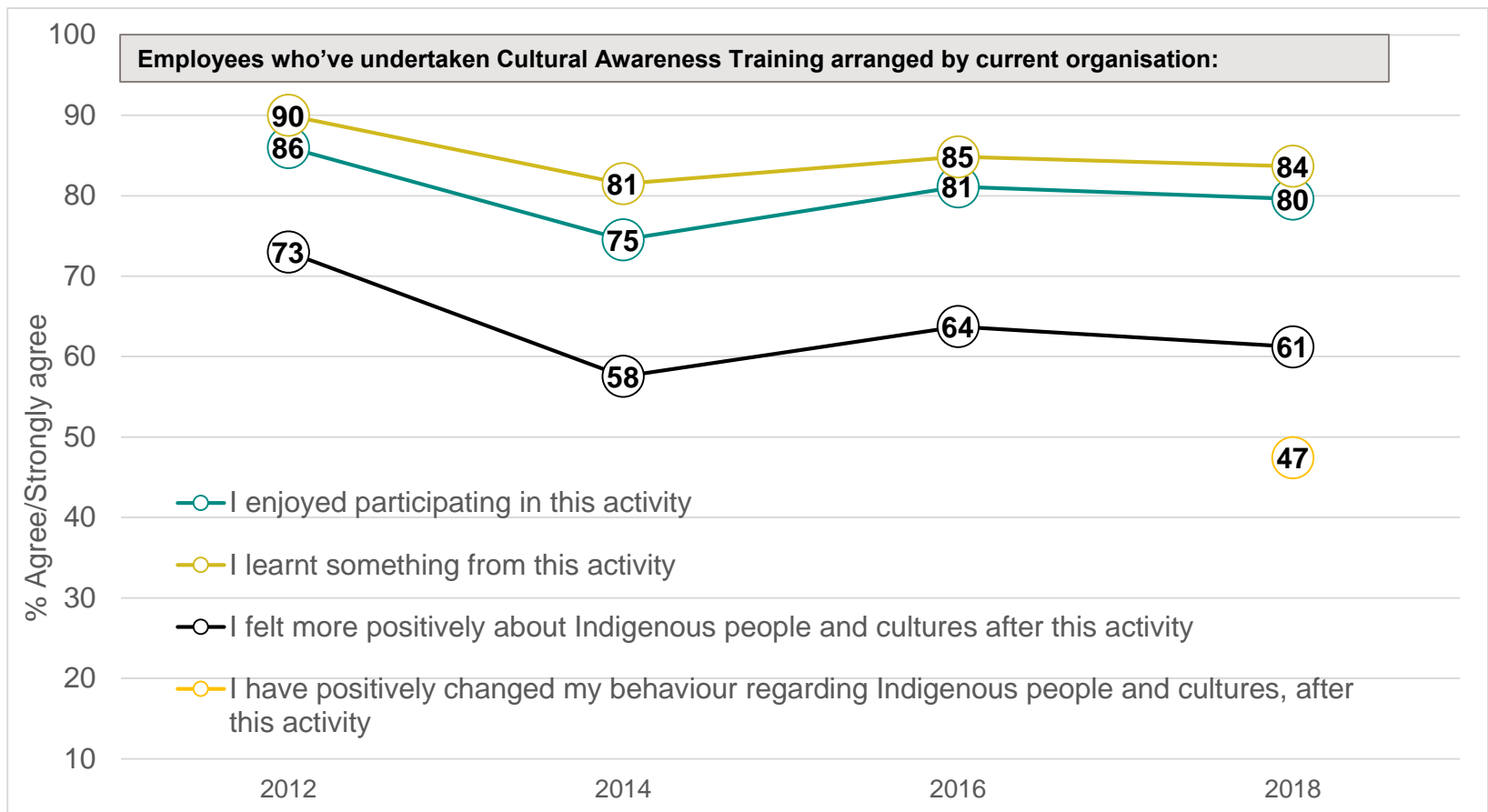


There has been a slight increase since 2016 in the percentage of RAP employees who strongly agree they learnt something from cultural awareness training, or that they enjoyed it.

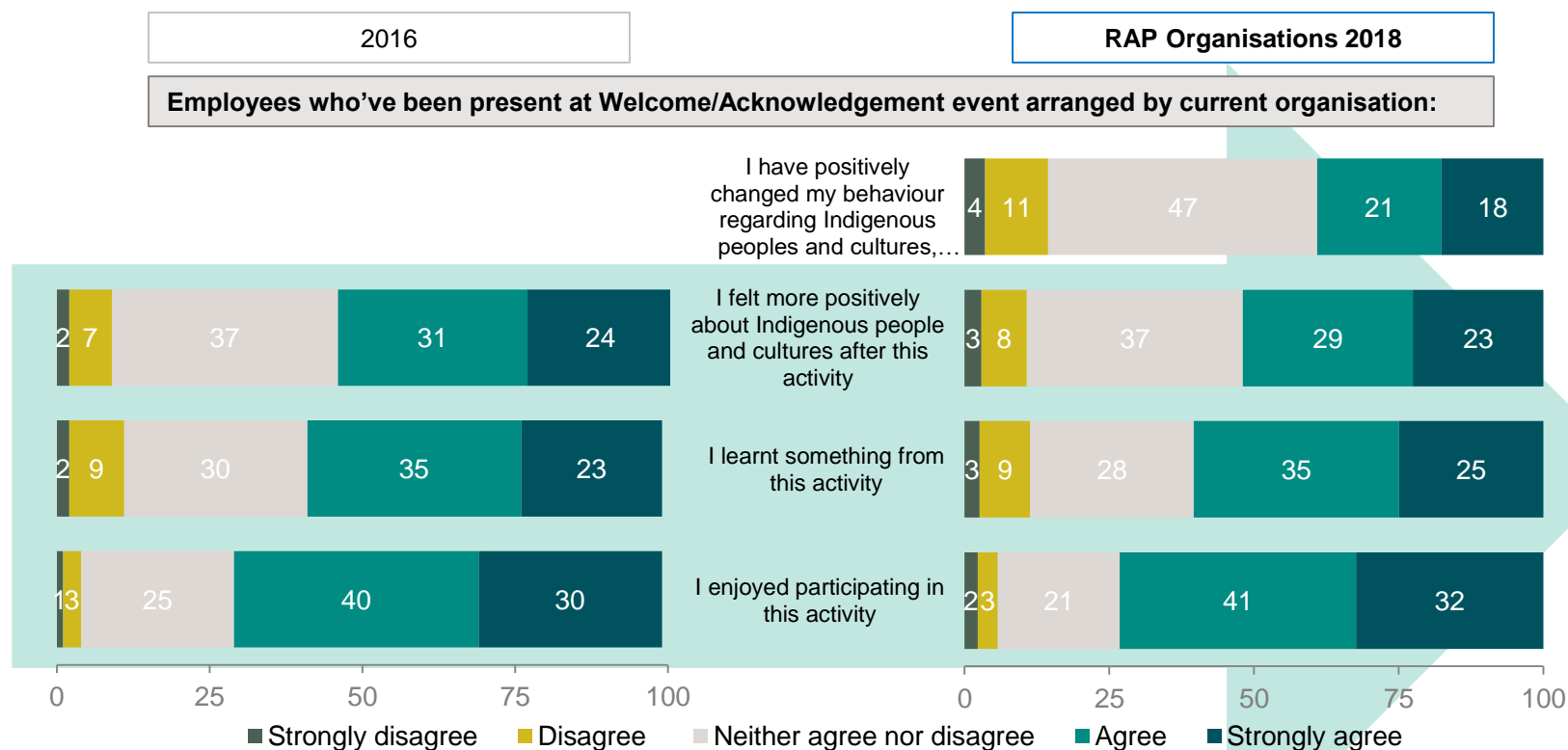
It is notable that fewer RAP staff agree they've changed their behaviour positively.

# Organisational practices and RAP outcomes: Tracking impact of Cultural Awareness Training

More RAP employees continue to agree they learnt something from cultural awareness training, than say they enjoyed it, or felt more positively towards Indigenous people and cultures after training. This trend has remained uniform since 2012.



# Organisational practices and RAP outcomes: Welcome/Acknowledgement of Country event



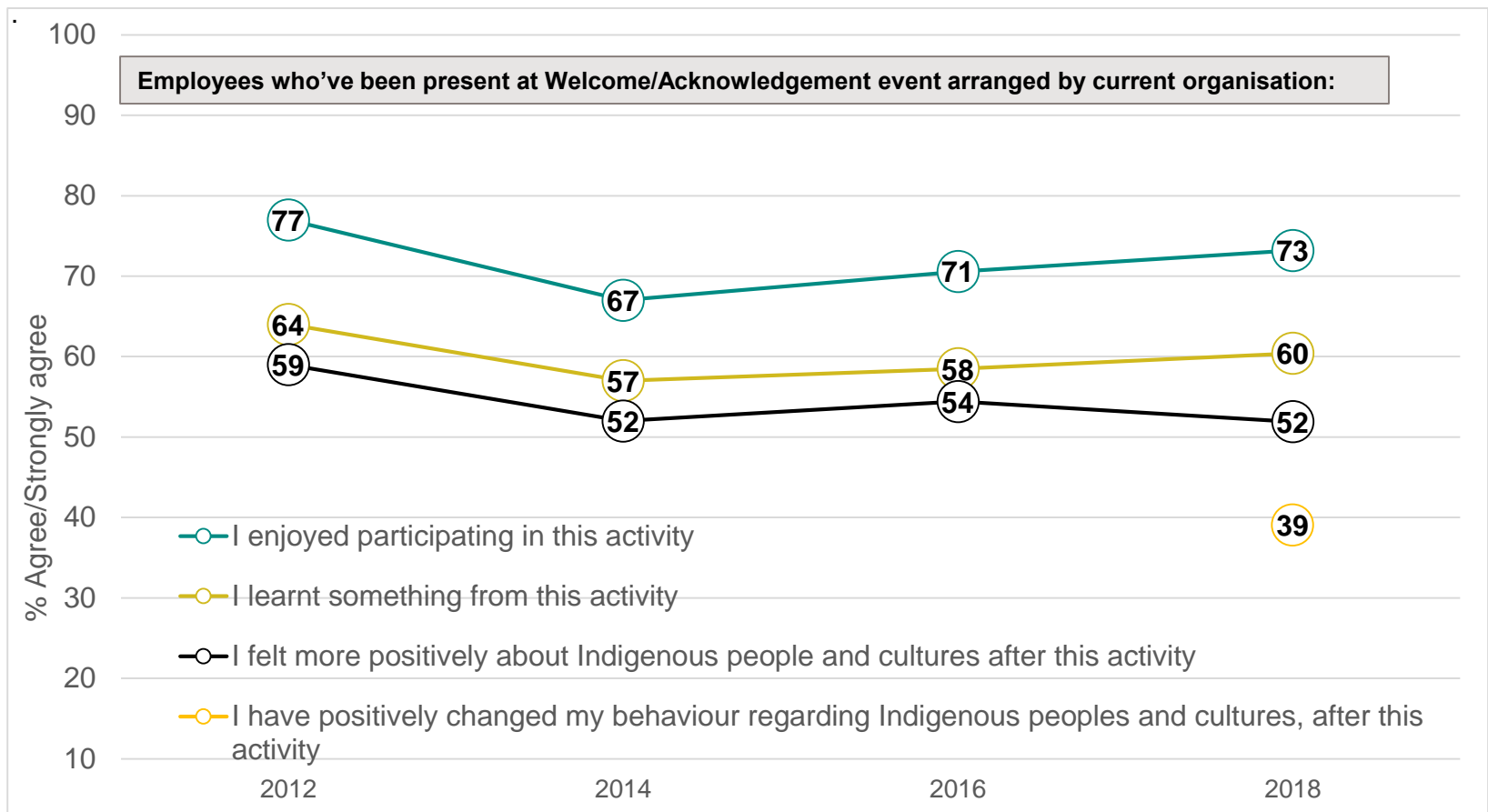
There has been a slight increase since 2016 in the percentage of RAP employees who agree they learnt something from being present at a Welcome to Country or an Acknowledgement of Country, or that they enjoyed it.

It is notable that fewer RAP staff agree they've changed their behaviour positively.

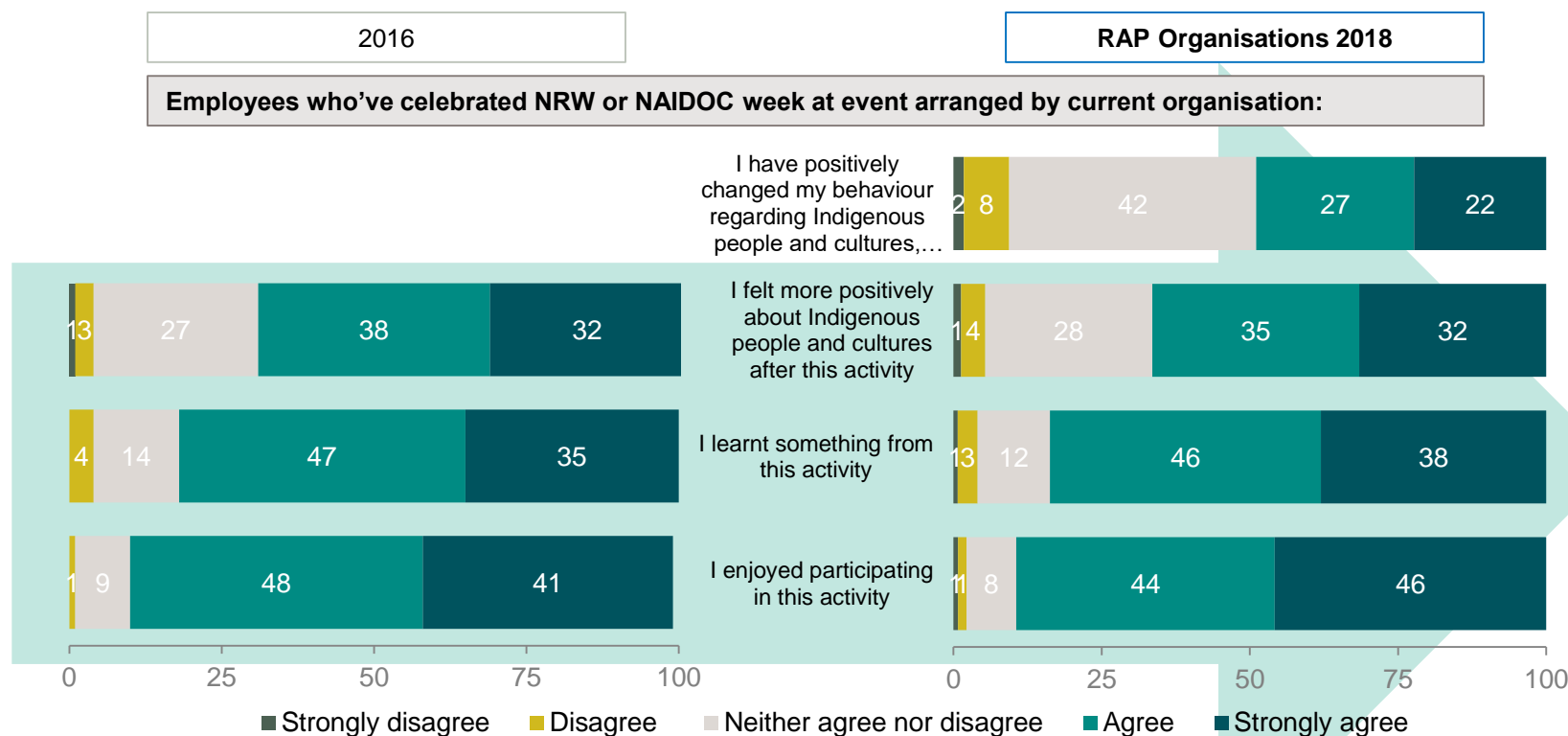


# Organisational practices and RAP outcomes: Tracking impact of Welcome/Acknowledgement

More RAP employees continue to agree they enjoyed being present at a Welcome to Country or an Acknowledgement of Country, than say they learnt something from it, or that they felt more positively towards Indigenous people and cultures after attending such an event. This trend has remained uniform since 2012.



# Organisational practices and RAP outcomes: NRW or NAIDOC celebrations

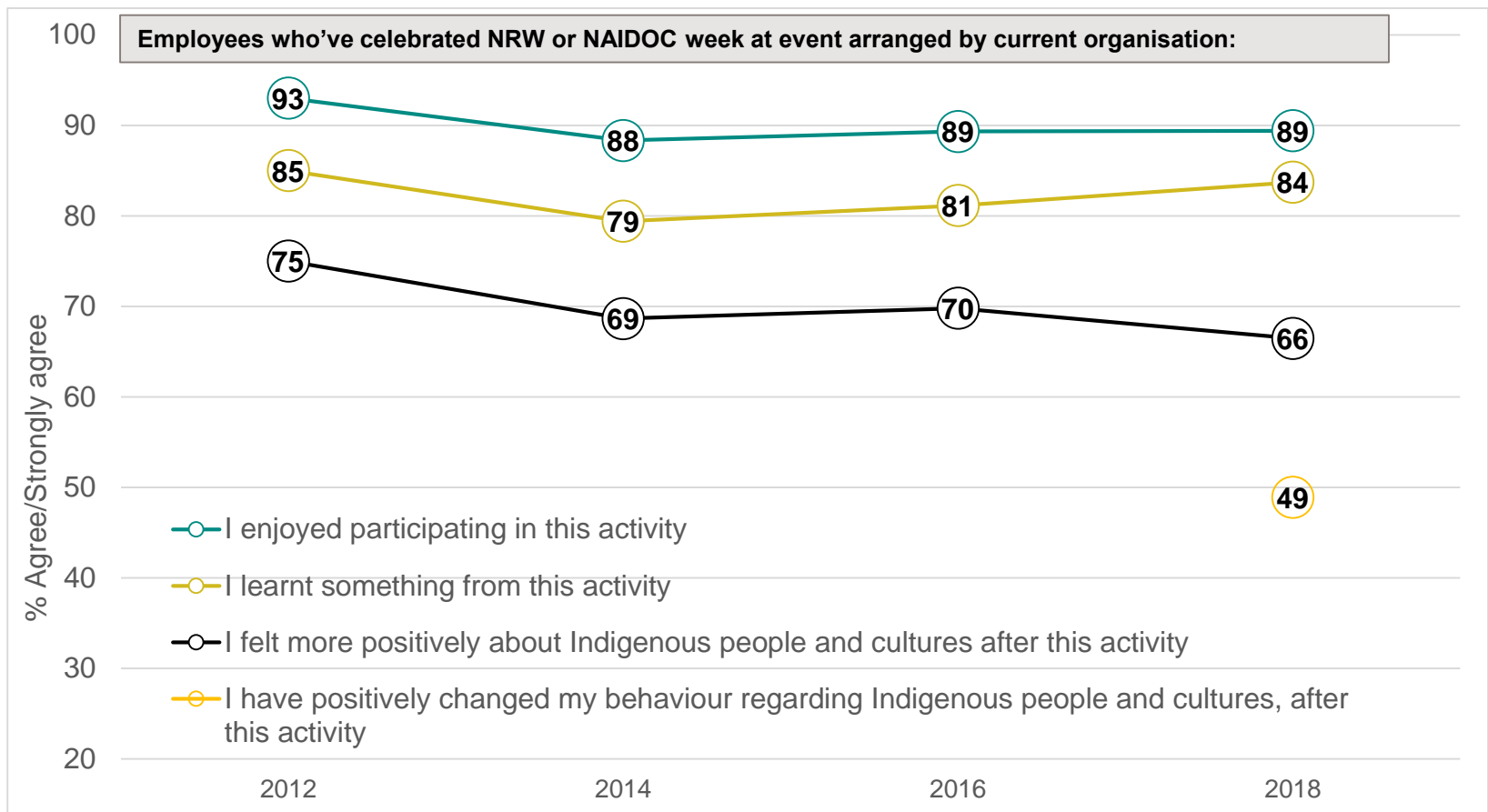


There has been a solid increase since 2016 in the percentage of RAP employees who strongly agree they learnt something from celebrating NRW or NAIDOC week, or that they enjoyed it.

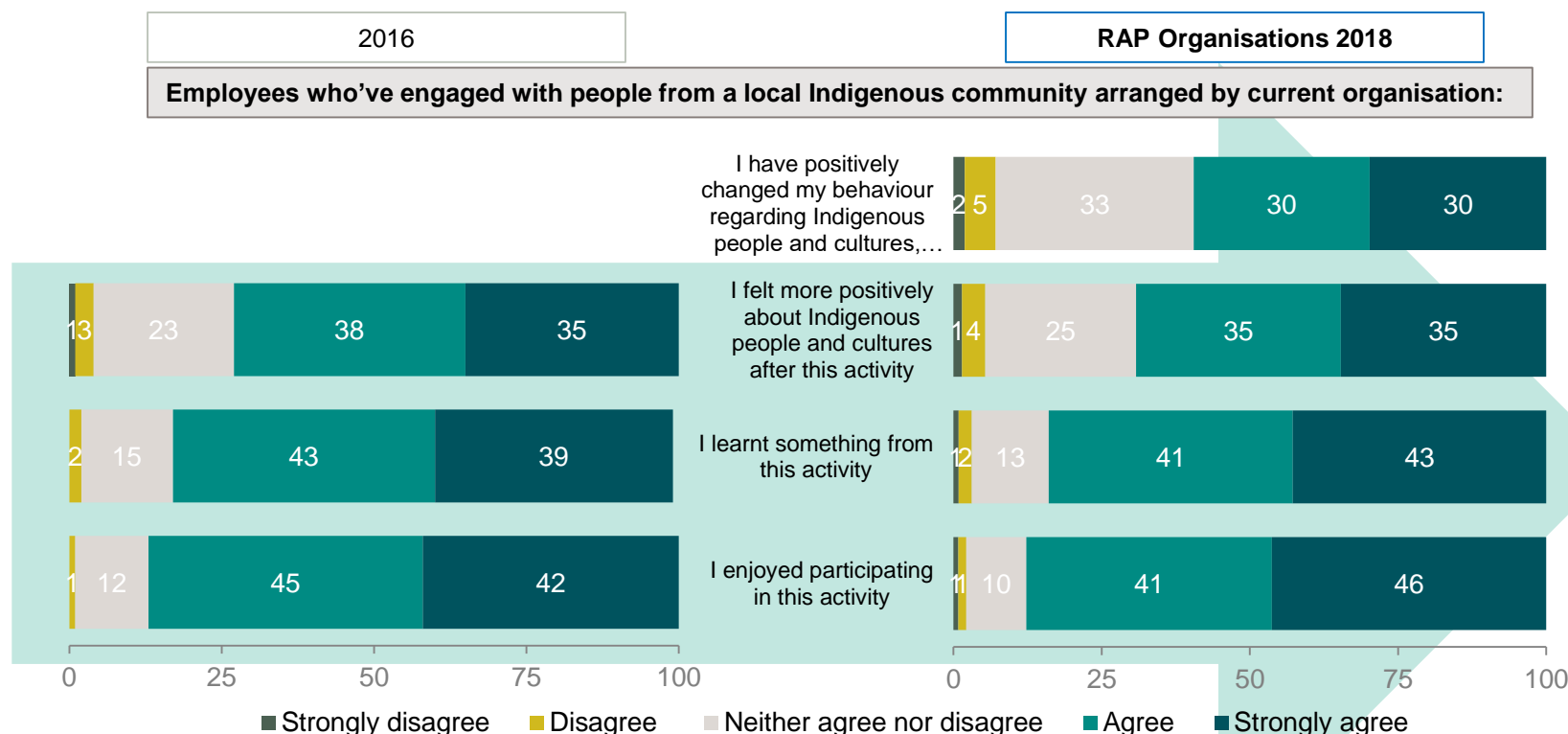
It is notable that fewer RAP staff agree they've changed their behaviour positively.

# Organisational practices and RAP outcomes: Tracking impact of NRW or NAIDOC celebrations

More RAP employees continue to agree they enjoyed attending an NRW or NAIDOC week celebration at their organisation, than say they learnt something from it, or that they felt more positively towards Indigenous people and cultures after attending such an event. This trend has remained uniform since 2012.



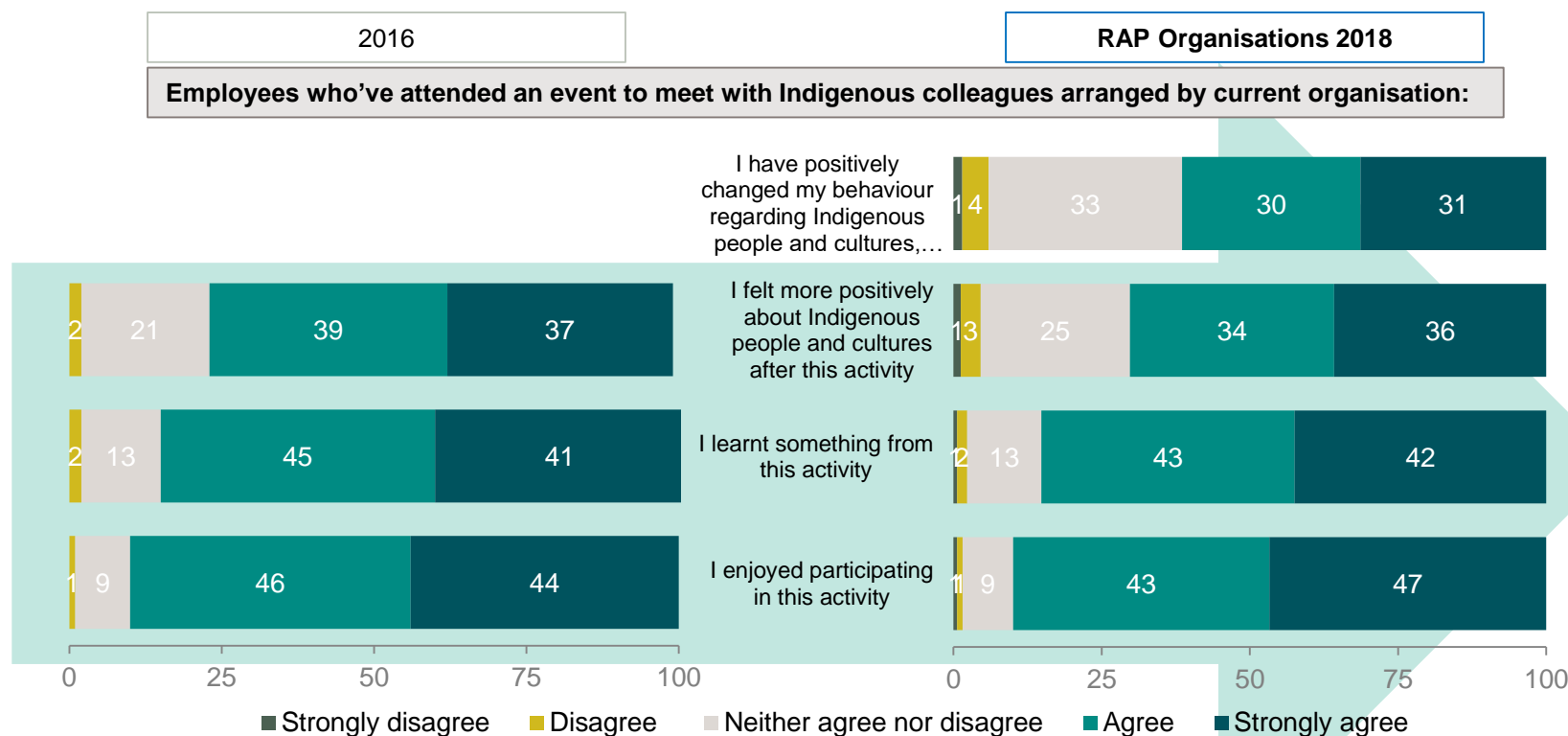
# Organisational practices and RAP outcomes: Engaging with a local Indigenous community



There has been a solid increase since 2016 in the percentage of RAP employees who strongly agree they learnt something from cultural awareness training, or that they enjoyed it.

It is notable that fewer RAP staff agree they've changed their behaviour positively.

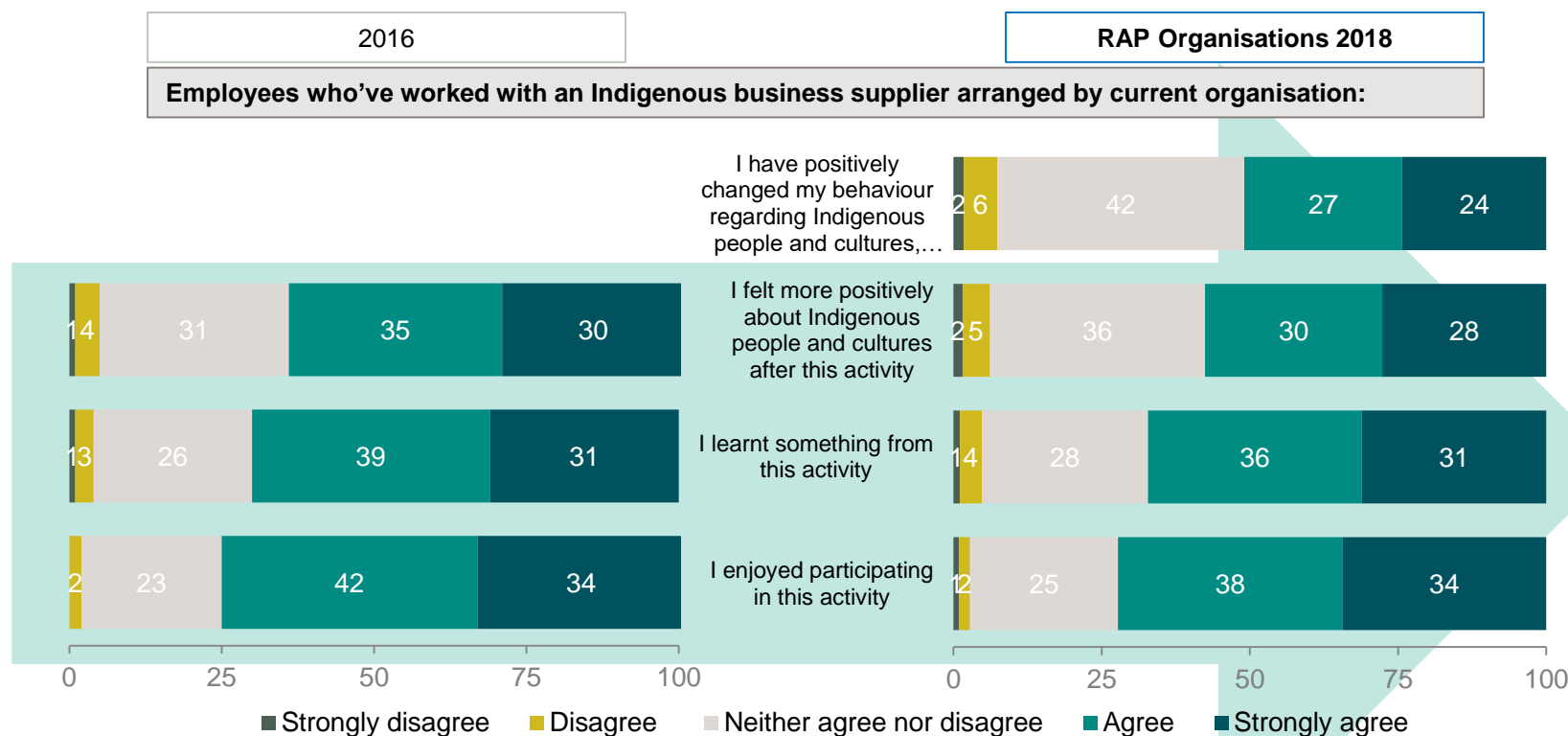
# Organisational practices and RAP outcomes: Meeting with Indigenous colleagues



There has been a slight increase since 2016 in the percentage of RAP employees who strongly agree they enjoyed meeting with Indigenous colleagues, at an organised workplace event.

It is notable that fewer RAP staff agree they've changed their behaviour positively.

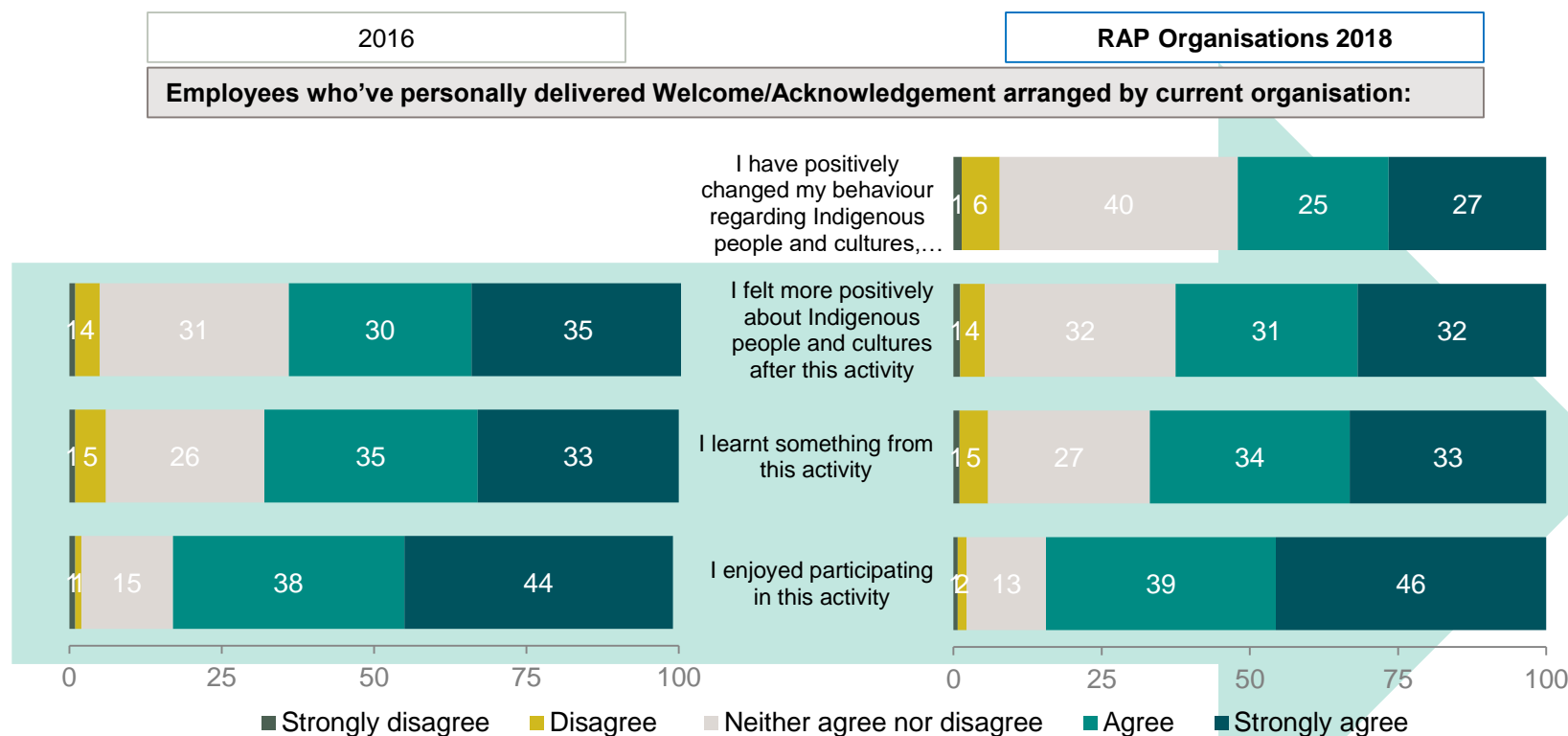
# Organisational practices and RAP outcomes: Working with Indigenous businesses



There has been a slight decrease since 2016 in the percentage of RAP employees who agree they learnt something from working with an Indigenous business supplier, or that they enjoyed it, or that they felt more positively towards Indigenous people and cultures afterwards.

It is notable that fewer RAP staff agree they've changed their behaviour positively.

# Organisational practices and RAP outcomes: Personal delivery of Welcome/Acknowledgement of Country

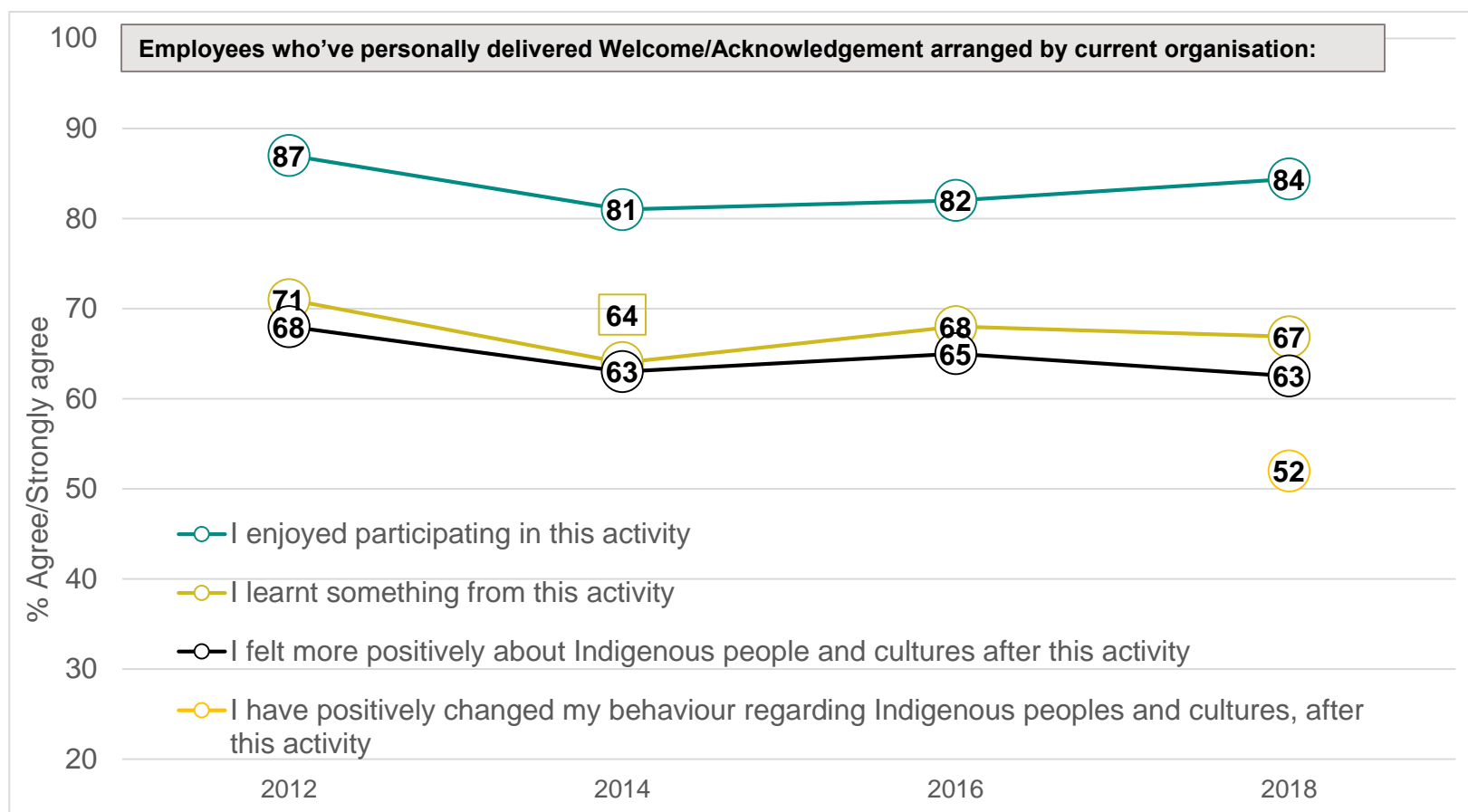


There has been a slight increase since 2016 in the percentage of RAP employees who agree they enjoyed personally delivering a Welcome to Country or Acknowledgement of Country.

It is notable that fewer RAP staff agree they've changed their behaviour positively.

# Organisational practices and RAP outcomes: Tracking impact of personal delivery of Welcome/Acknowledgement

More RAP employees continue to agree they enjoyed personally delivering a Welcome to Country or an Acknowledgement of Country at their organisation, than say they learnt something from it, or that they felt more positively towards Indigenous people and cultures after doing so. This trend has remained uniform since 2012.

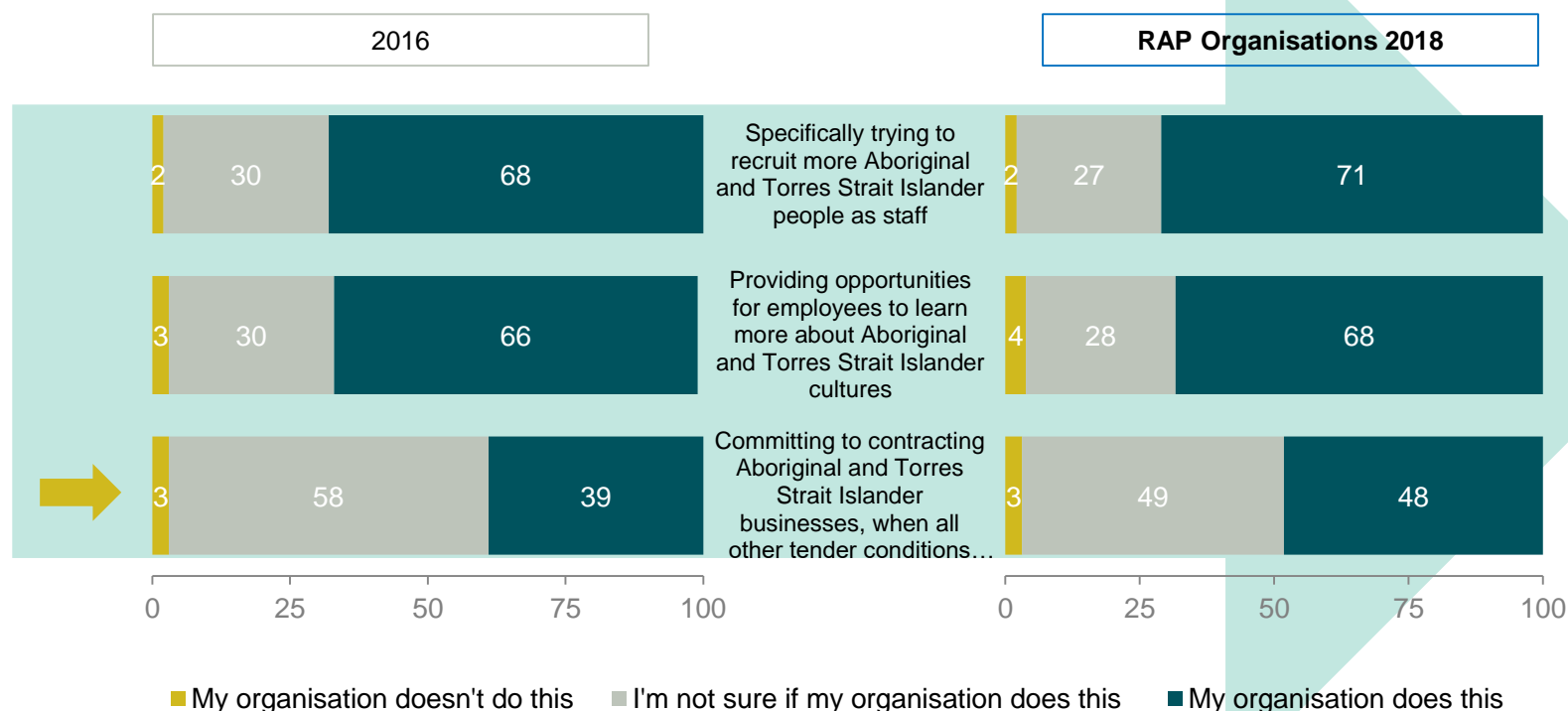




# Organisational practices and RAP outcomes:

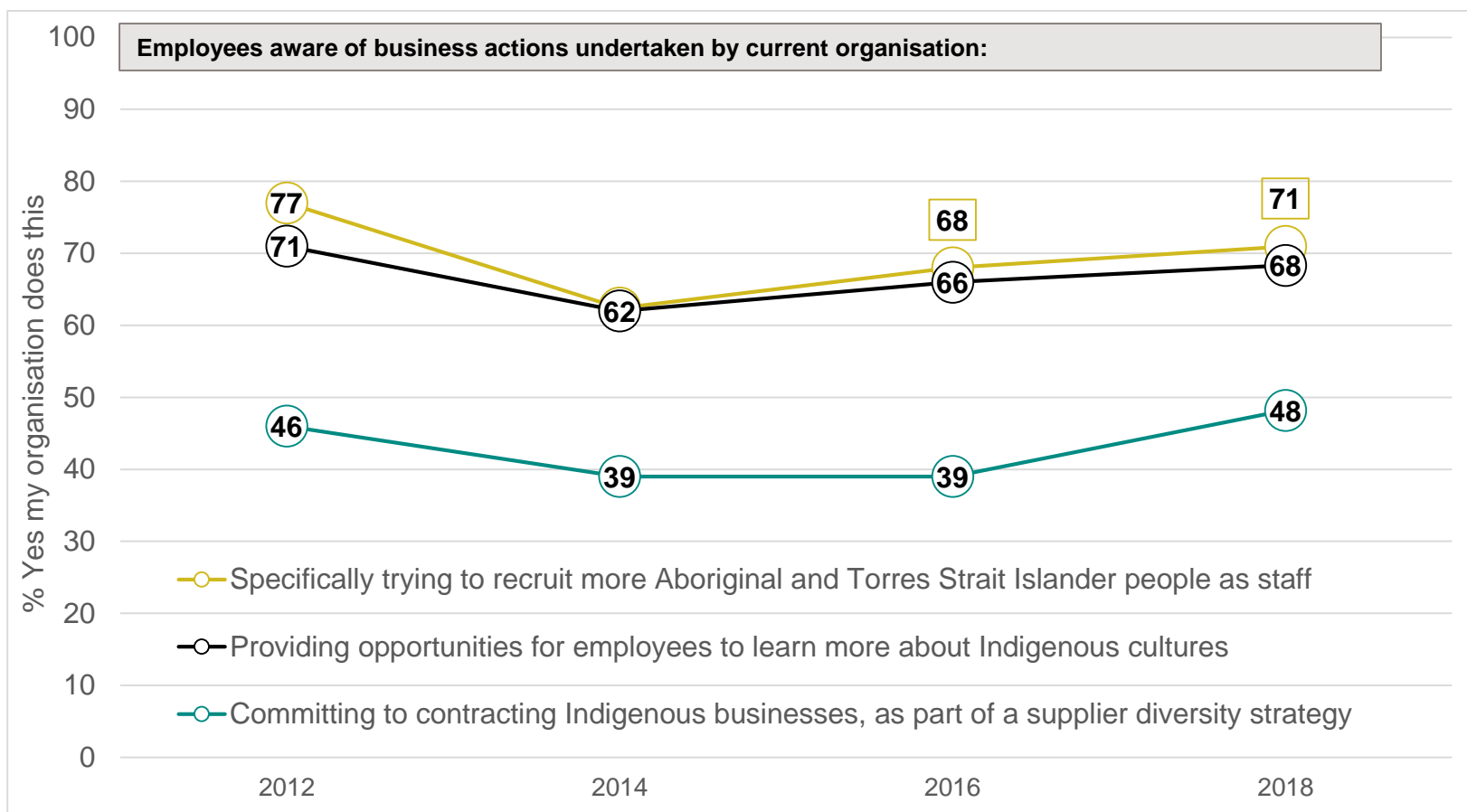
## Awareness of business actions

**Business Actions:** Employee awareness of reconciliation business actions undertaken by their organisation has improved since 2016, particularly in terms of contracting Indigenous business suppliers.



# Organisational practices and RAP outcomes: Tracking awareness of business actions

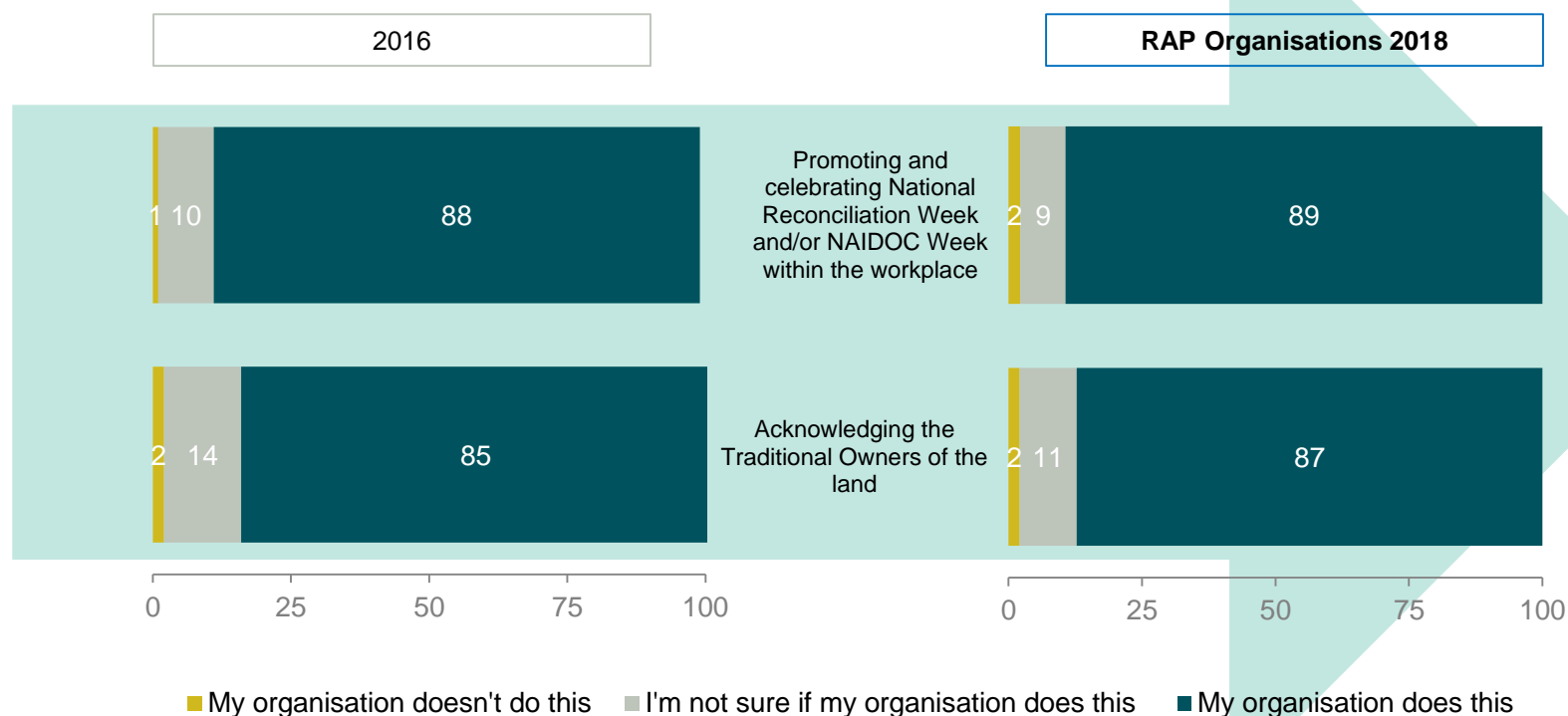
More RAP employees continue to see their organisation is trying to recruit Indigenous staff, than undertaking other business actions. However, awareness of committing to contracting Indigenous business suppliers has grown since 2014.



# Organisational practices and RAP outcomes:

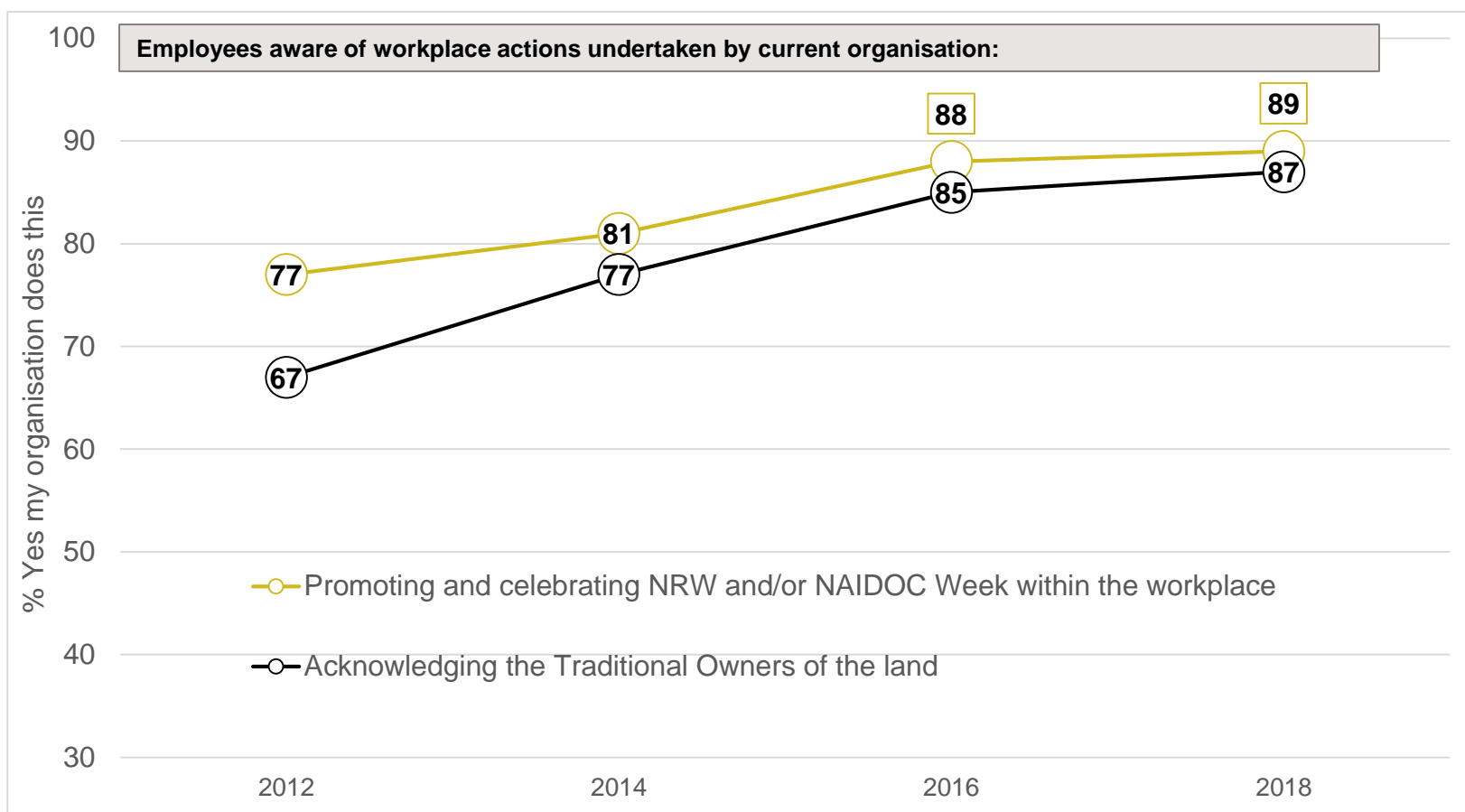
## Awareness of workplace actions

**Workplace Actions:** Employee awareness of reconciliation workplace actions undertaken by their organisation has improved slightly since 2016.



# Organisational practices and RAP outcomes: Tracking awareness of workplace actions

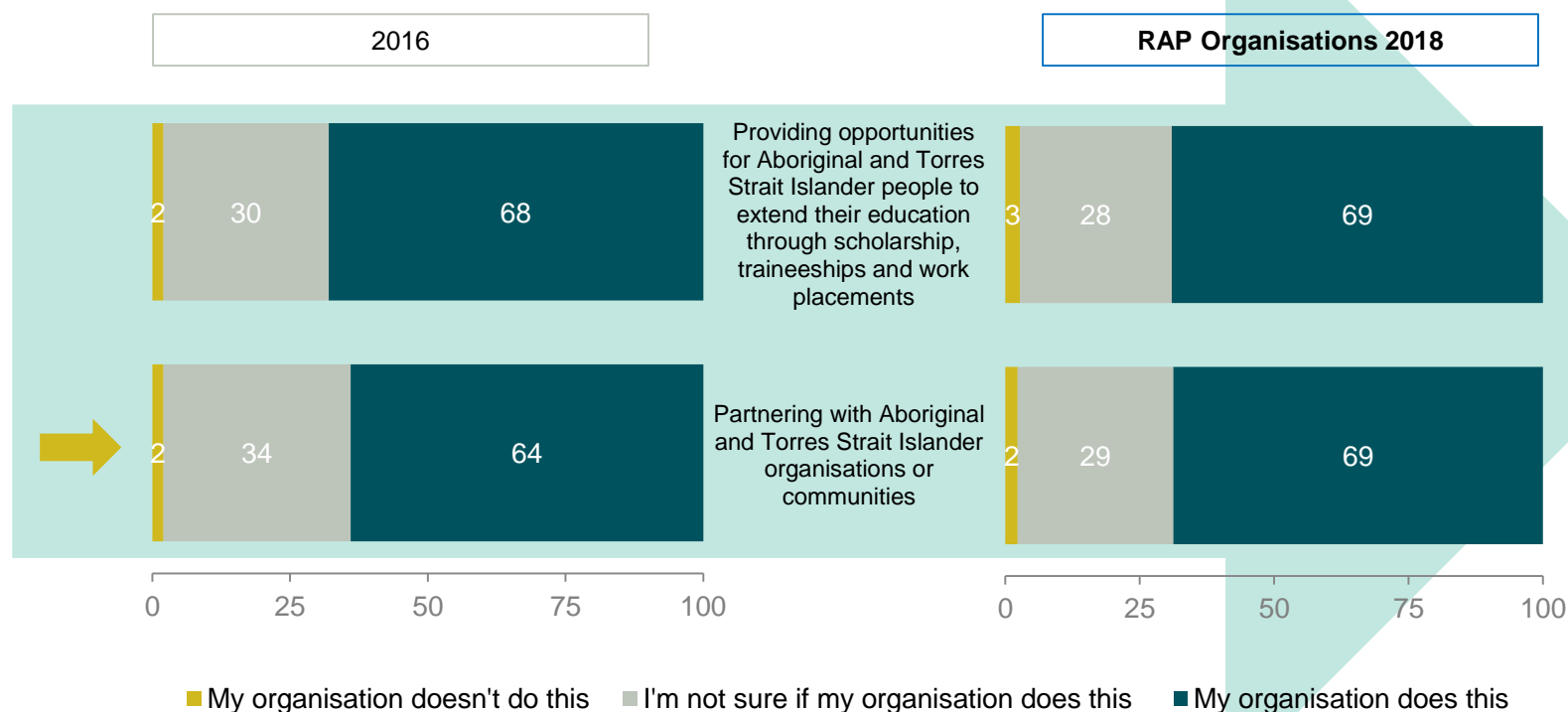
More RAP employees continue to see their organisation is promoting NRW and NAIDOC celebrations for staff, than undertaking Acknowledgement of Country. However, the gap in awareness levels has narrowed since 2012.



# Organisational practices and RAP outcomes:

## Awareness of community actions

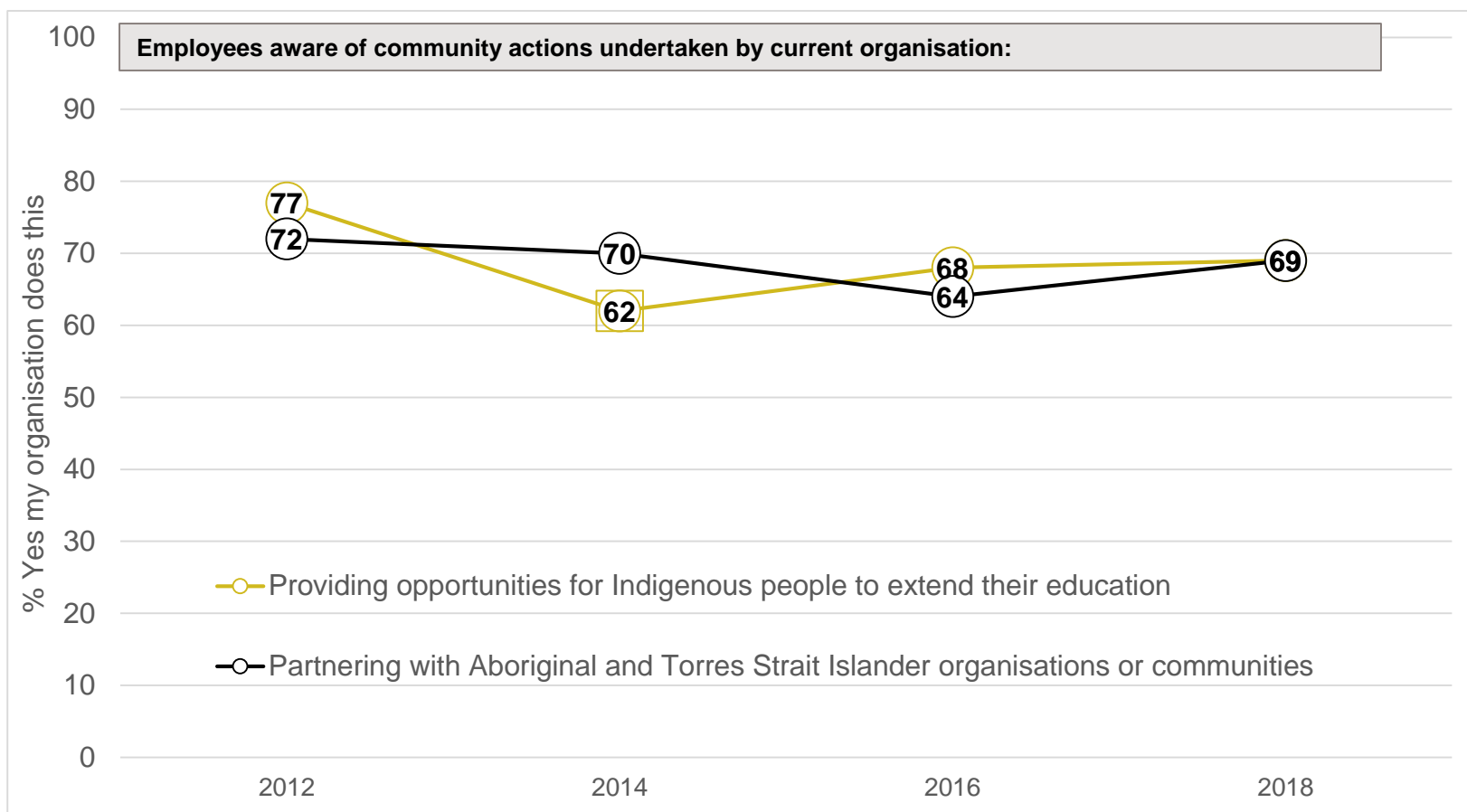
**Community Actions:** Employee awareness of reconciliation community actions undertaken by their organisation has increased slightly since 2016, particularly in the staff awareness of Indigenous partnerships.



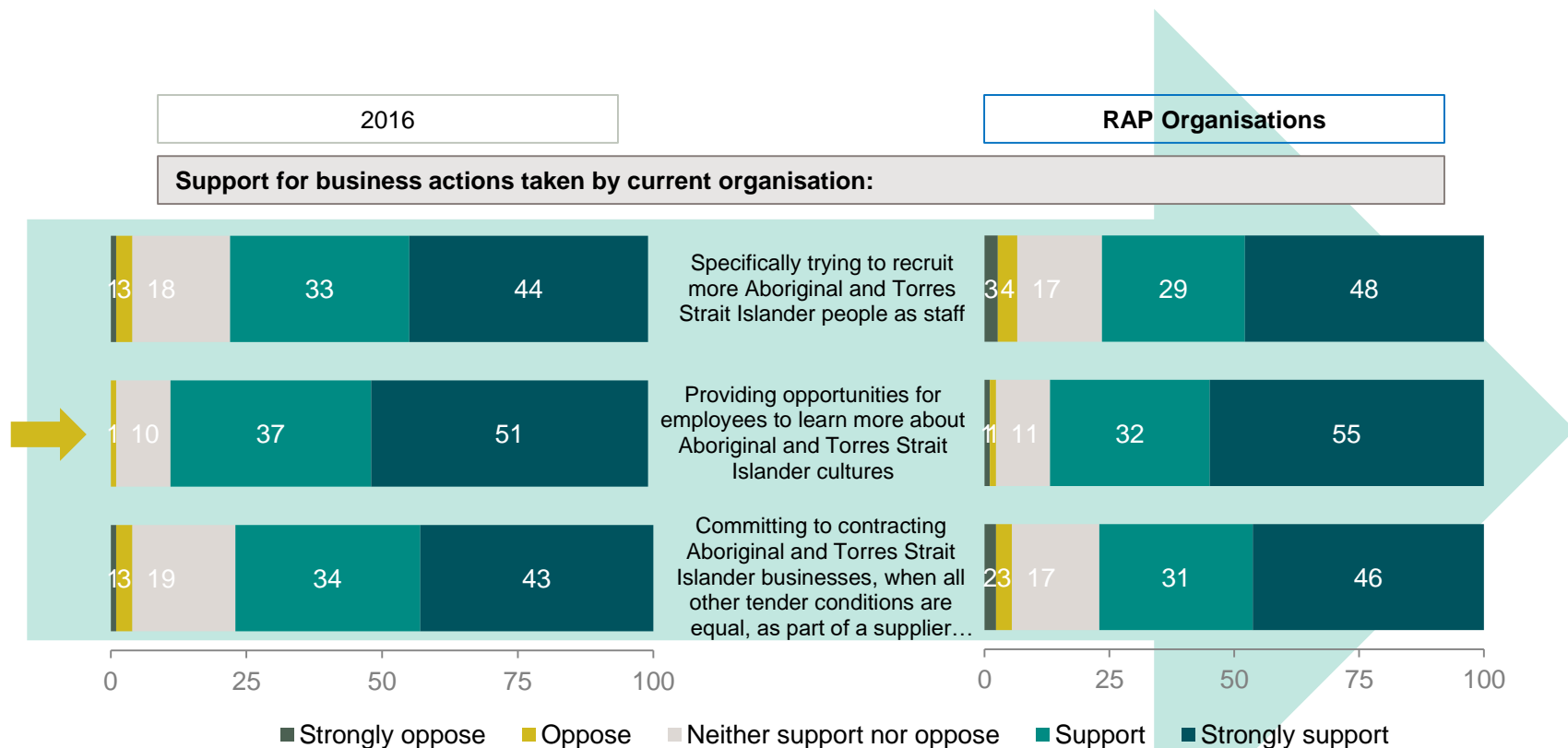
# Organisational practices and RAP outcomes:

## Tracking awareness of community actions

RAP employee awareness levels of their organisation undertaking community reconciliation actions have been inconsistent since 2012.



# Organisational practices and RAP outcomes: Support for business actions



There has been a solid increase since 2016 in the percentage of RAP employees who strongly support reconciliation business actions. For example, 55% strongly support providing opportunities for staff to learn more, up from 51% two years ago.

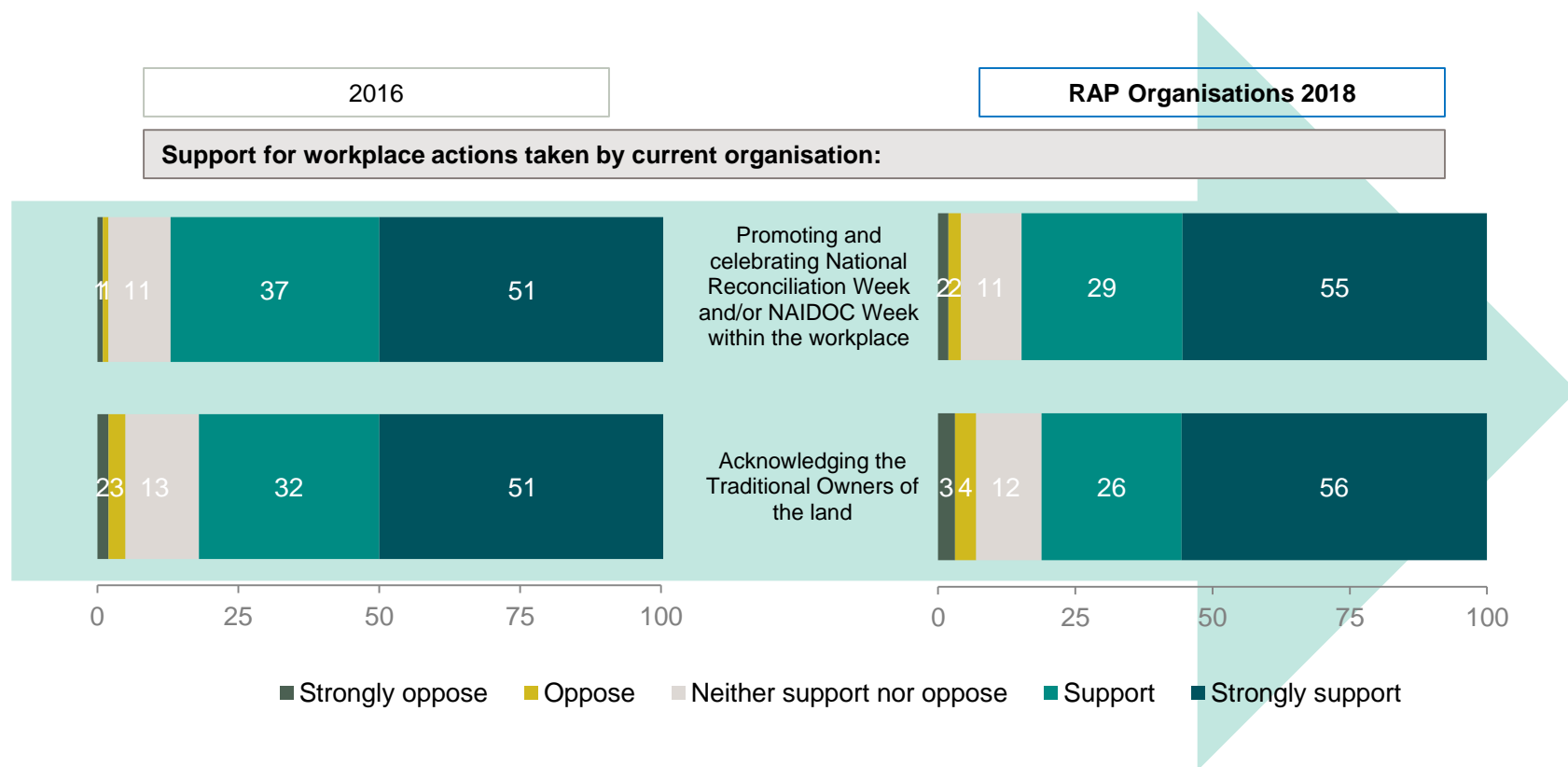
# Organisational practices and RAP outcomes: Tracking support for business actions

More RAP employees continue to support their organisation providing staff with opportunities to learn about Indigenous cultures, than undertaking other business actions.





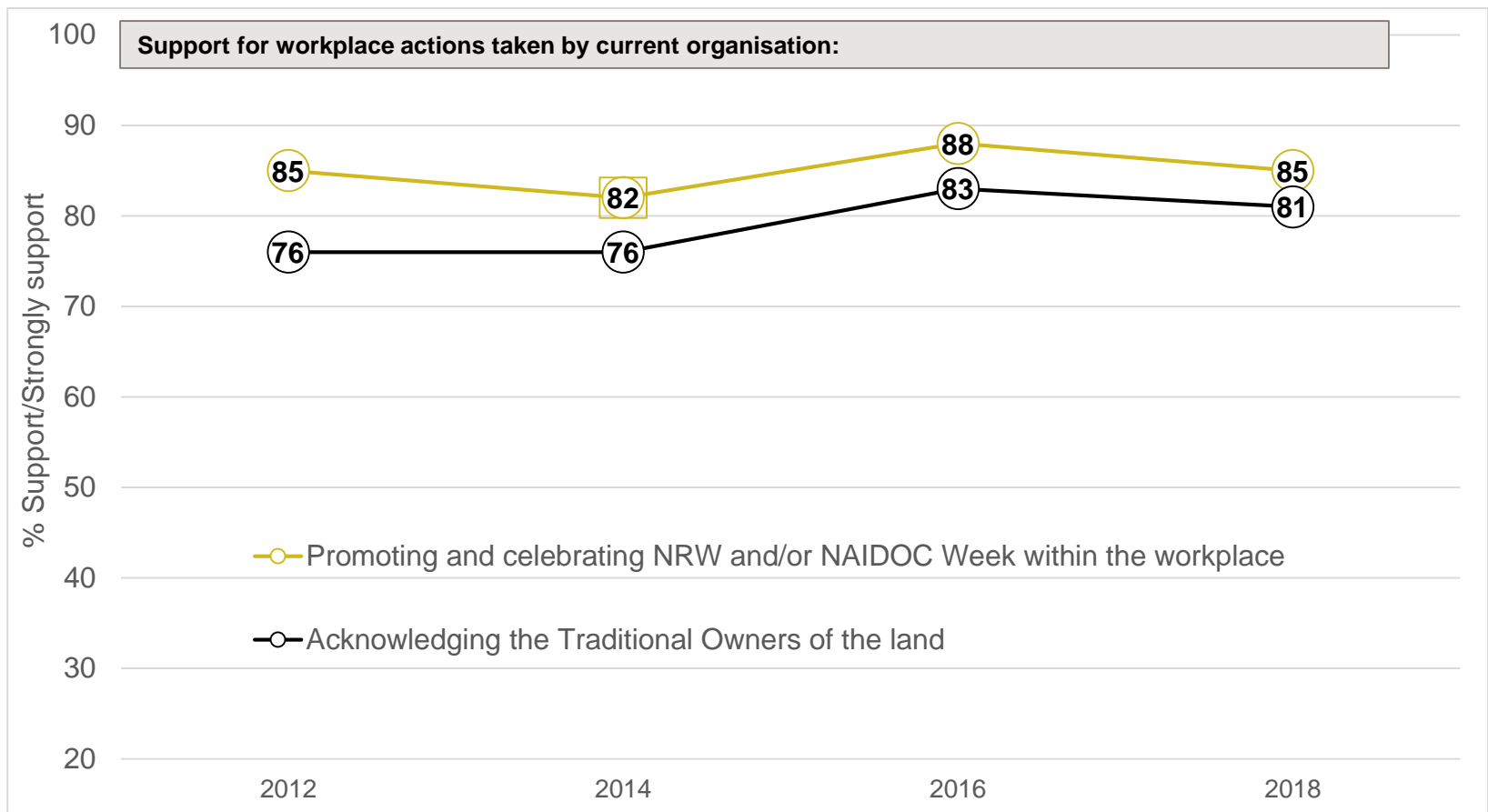
# Organisational practices and RAP outcomes: Support for workplace actions



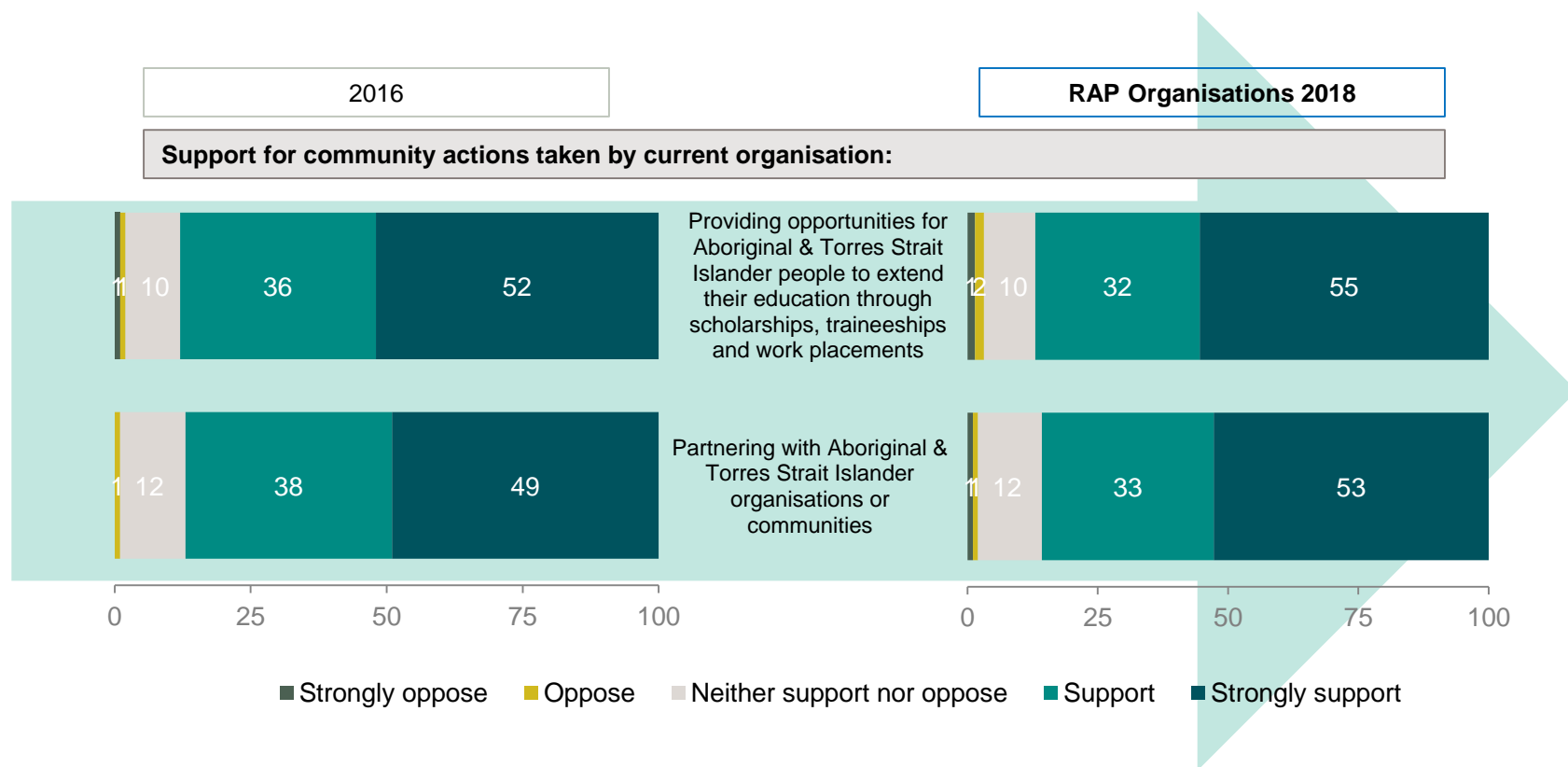
There has been a solid increase since 2016 in the percentage of RAP Organisations who strongly support reconciliation workplace actions. For example, 56% strongly support Acknowledging the Traditional Owners of the land, up from 51% two years ago.

# Organisational practices and RAP outcomes: Tracking support for workplace actions

More RAP employees continue to support their organisation's efforts promoting NRW and NAIDOC celebrations for staff, than undertaking Acknowledgement of Country. However, the gap in support levels has narrowed since 2012.



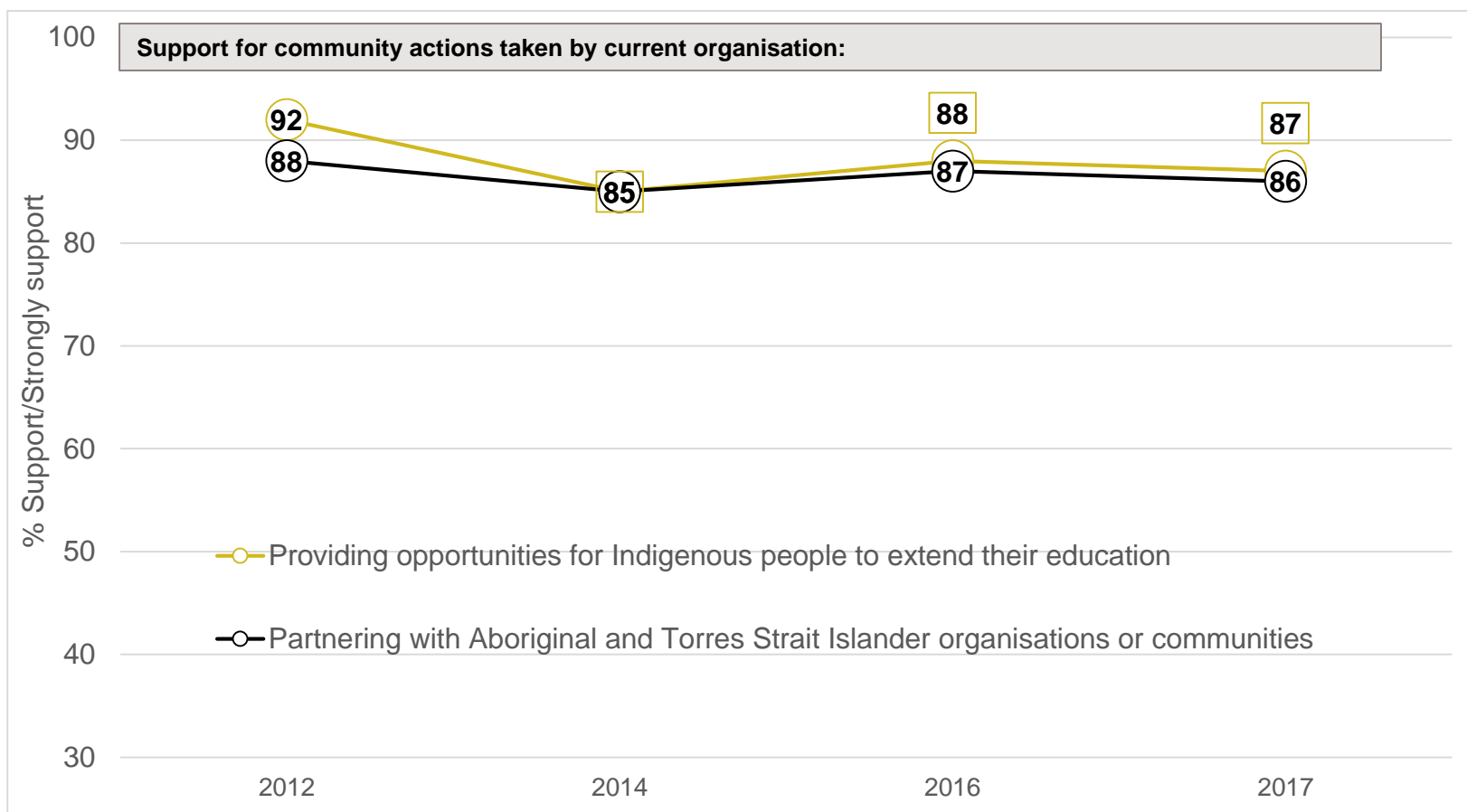
# Organisational practices and RAP outcomes: Support for community actions



There has been a solid increase since 2016 in the percentage of RAP employees who strongly support reconciliation community actions. For example, 53% strongly support partnering with Indigenous groups, up from 49% two years ago.

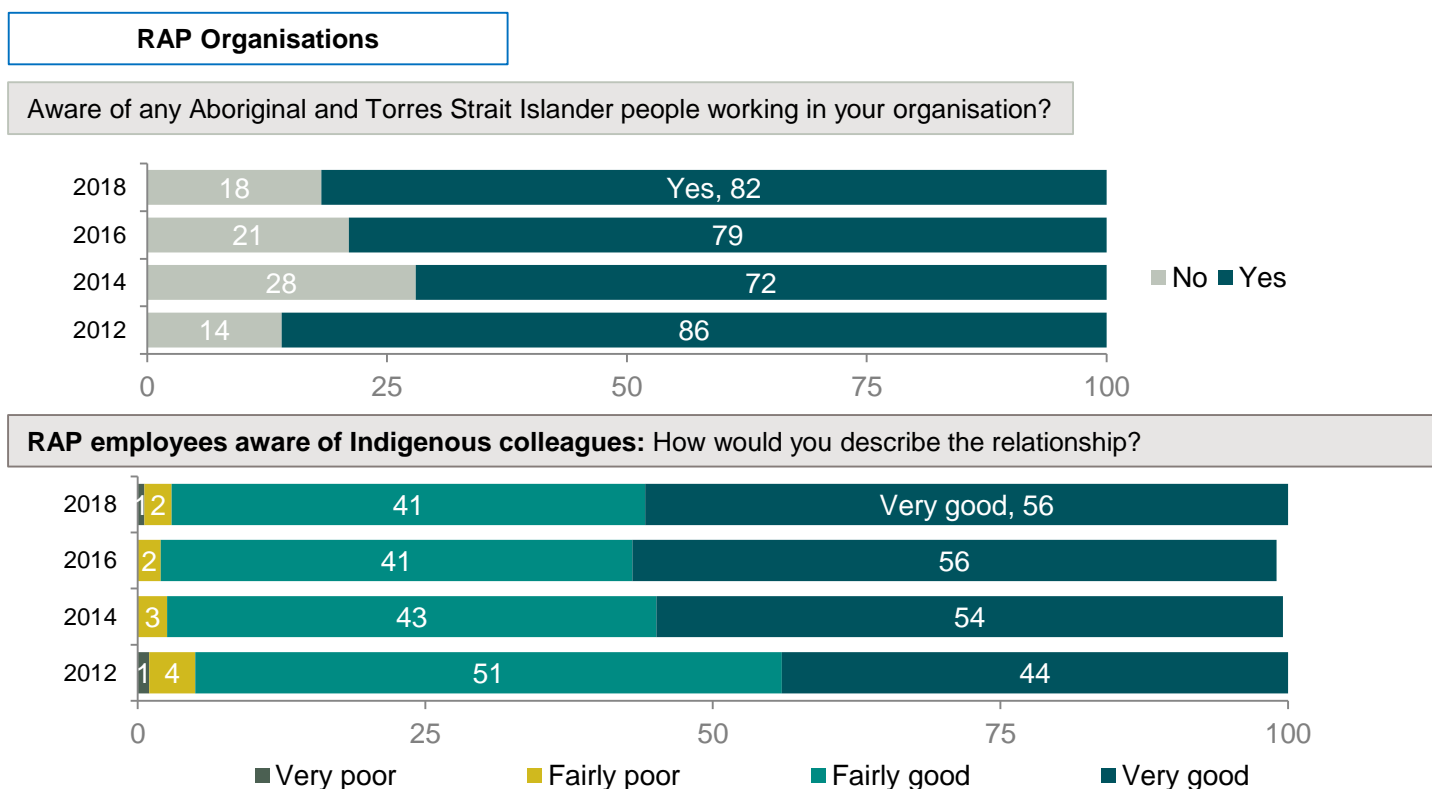
# Organisational practices and RAP outcomes: Tracking support for community actions

RAP employee support levels for their organisation undertaking community reconciliation actions have been consistent since 2012.



# Organisational practices and RAP outcomes:

## Relationship among colleagues

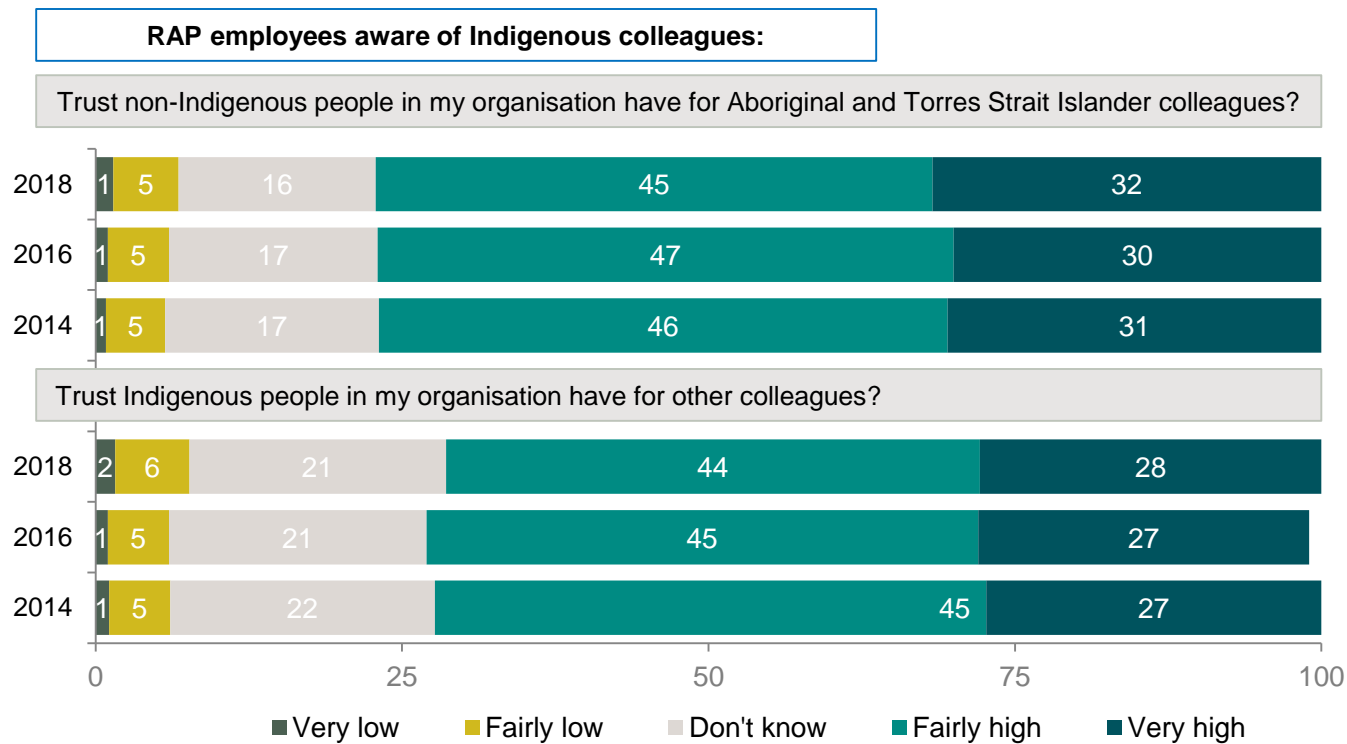


There has been an increase in the level of RAP employee awareness of Indigenous staff at their current organisation, compared with 2016. This continues a solid trend since 2014.

However, there has been no change in the percentage of employees who consider the relationship between Indigenous and non-Indigenous colleagues is very good.

# Organisational practices and RAP outcomes:

## Trust among colleagues



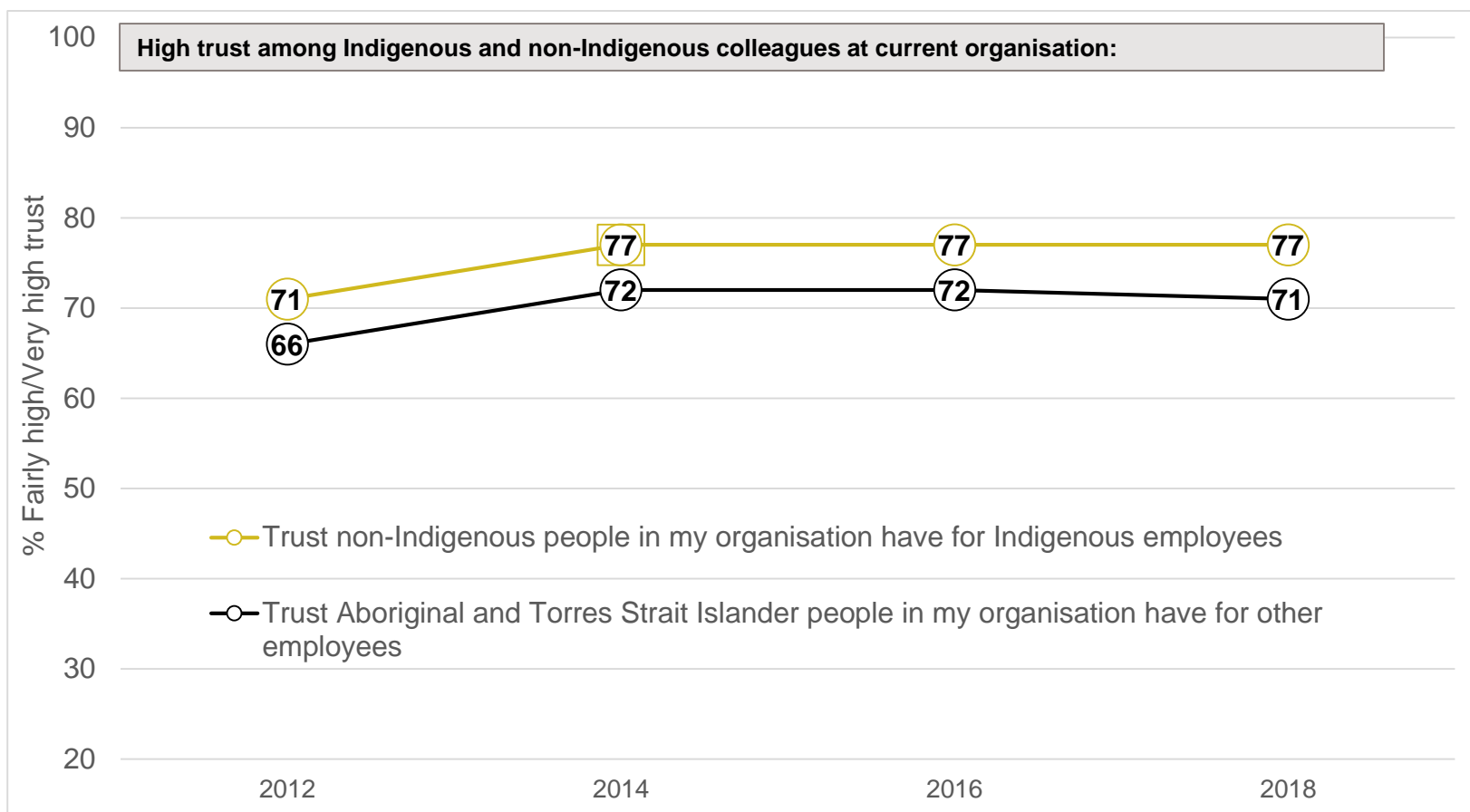
There has been a slight increase in the perception of levels of trust between Indigenous and non-Indigenous employees since 2016.

# Organisational practices and RAP outcomes:

## Tracking high trust among colleagues

More RAP employees aware of Indigenous colleagues continue to believe there is high trust for Aboriginal and Torres Strait Islander colleagues among non-Indigenous staff, than believe Indigenous staff hold high trust for other employees.

This gap in perceived trust has remained consistent since 2012.



# Organisational practices and RAP outcomes:

## Prejudice among colleagues



There has been a decrease in the perception of low levels of prejudice between Indigenous and non-Indigenous employees since 2016. However, more RAP employees now say they 'don't know', rather than an increased perception of high prejudice.

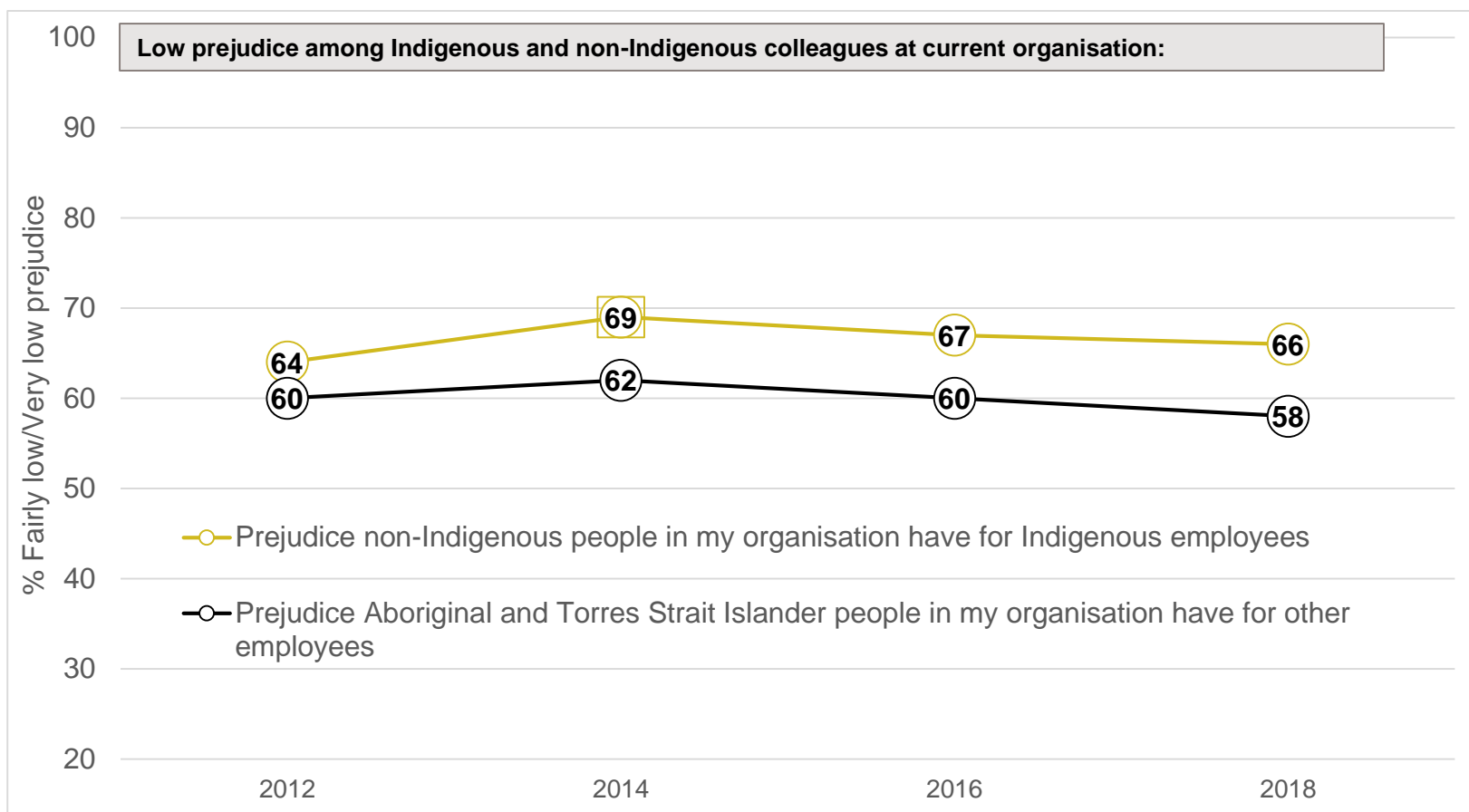


# Organisational practices and RAP outcomes:

## Tracking low prejudice among colleagues

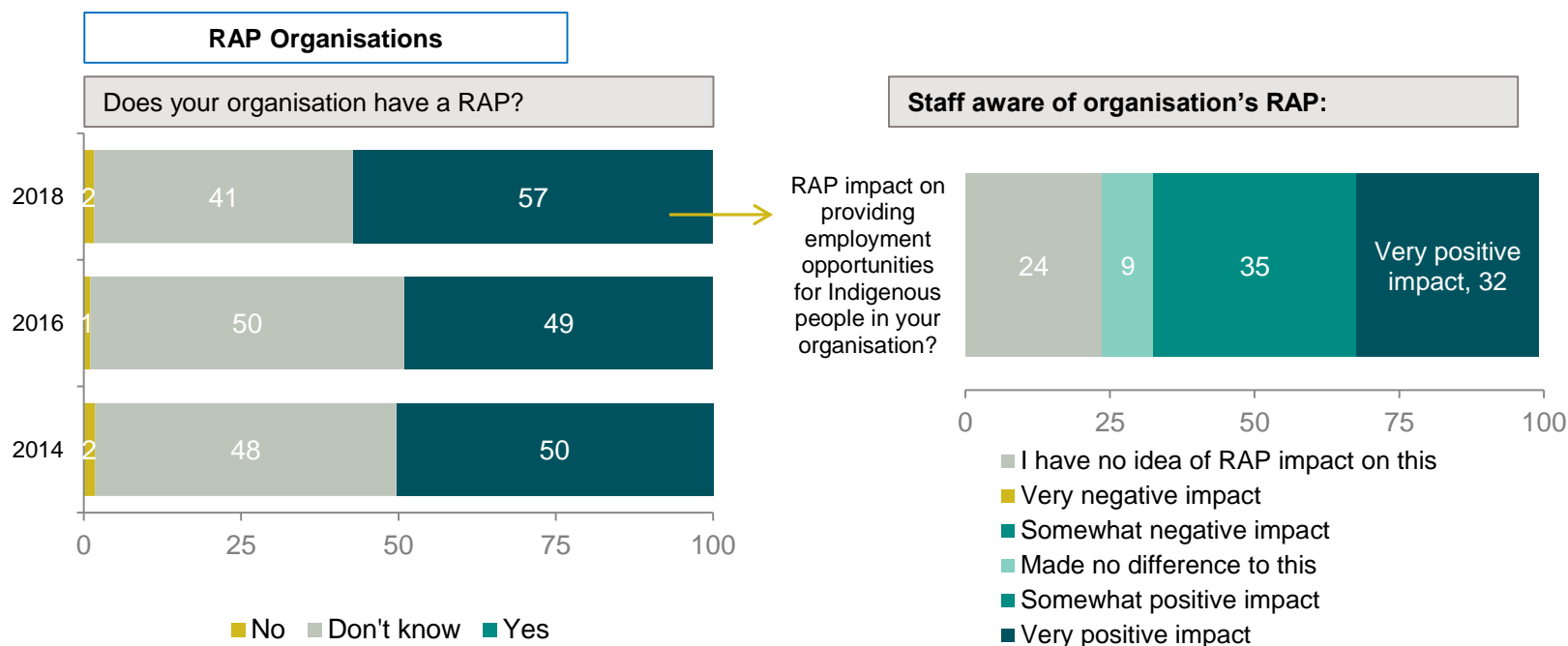
More RAP employees aware of Indigenous colleagues continue to believe there is low prejudice for Aboriginal and Torres Strait Islander colleagues among non-Indigenous staff, than believe Indigenous staff hold low prejudice for other employees.

This gap in perceived prejudice has remained consistent since 2012.



# Organisational practices and RAP outcomes:

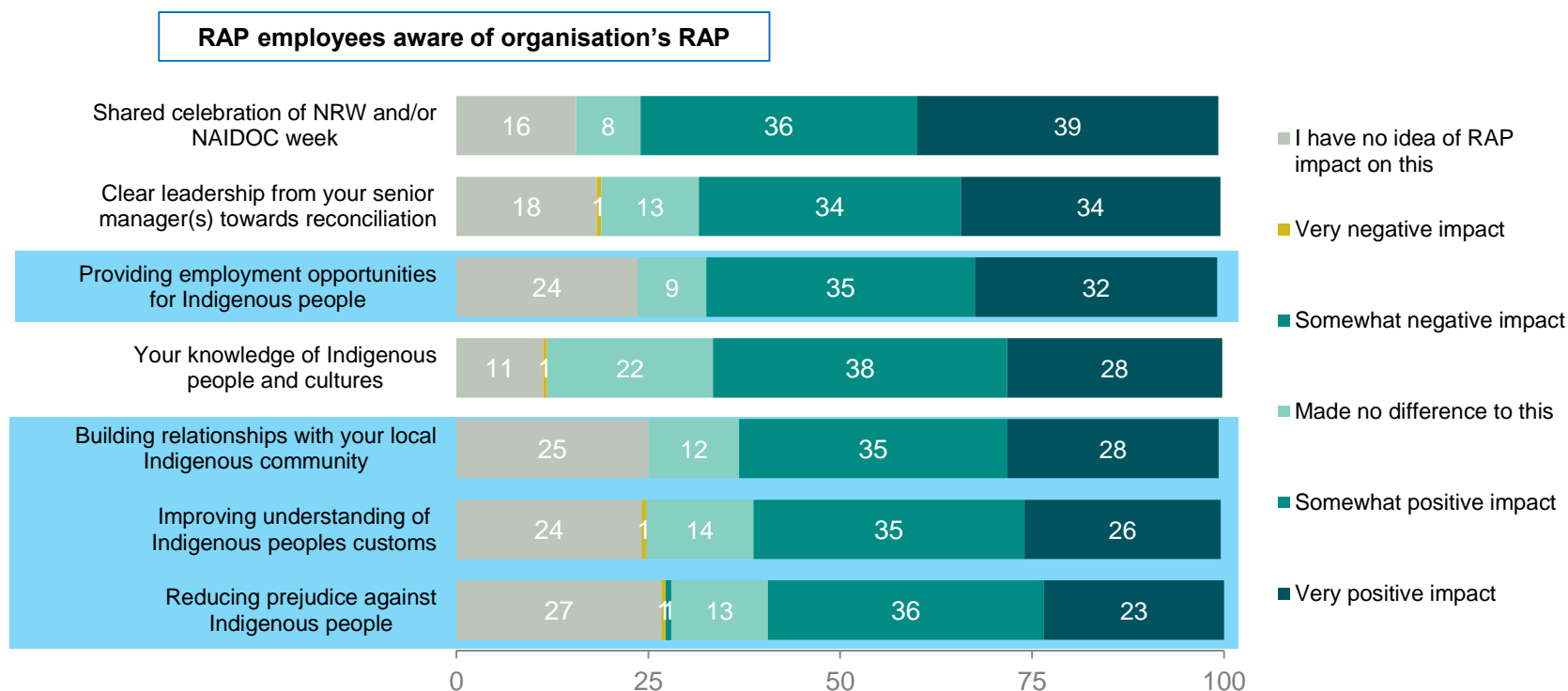
## Awareness of RAP



There has been strong increase in the level of RAP employee awareness of their organisation having a Reconciliation Action Plan, since 2016.

Among those who are aware, there has been a solid increase among those who feel the RAP has had a positive impact on employment opportunities for Indigenous people (67%, up from 59% two years ago).

# Organisational practices and RAP outcomes: Impact of RAP



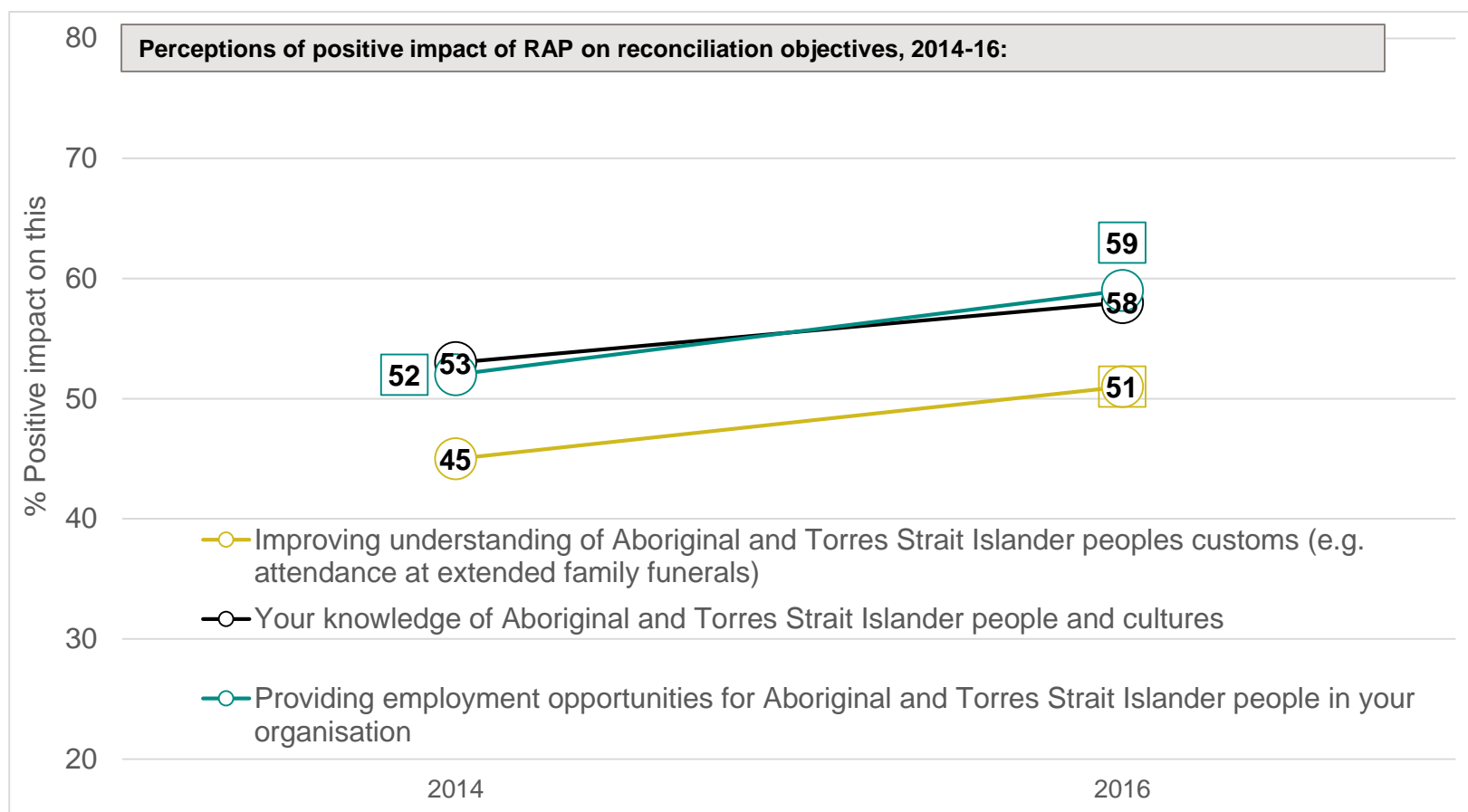
The majority of those who are aware of their organisation's Reconciliation Action Plan continue to feel the RAP has had a positive impact on reconciliation objectives, particularly regarding shared celebrations of Indigenous events.

However, 1 in 4 staff have no idea about many key RAP objectives, including providing Indigenous employment opportunities.

# Organisational practices and RAP outcomes:

## RAP Impact 2014-16

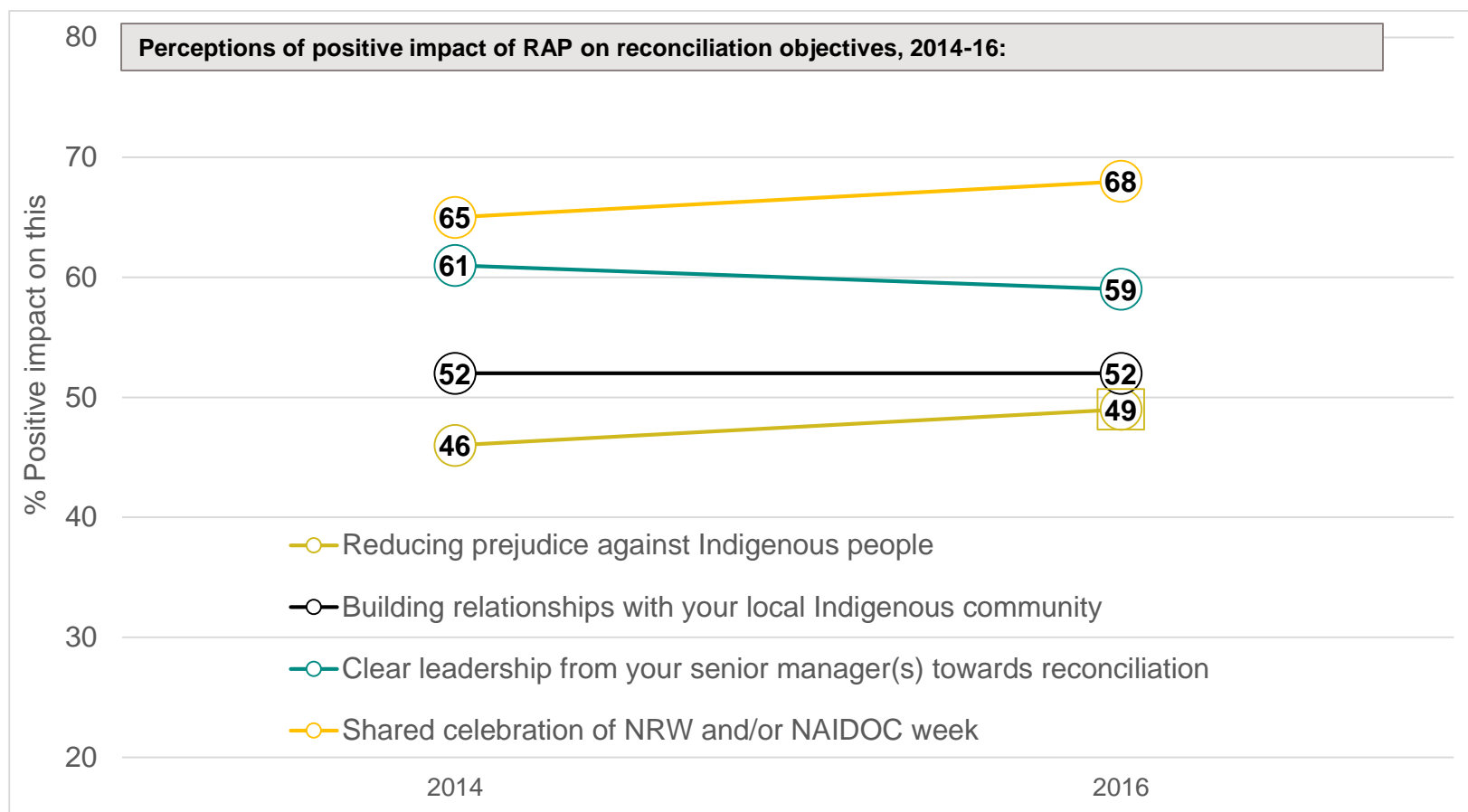
More RAP employees felt their organisation's RAP had a positive effect on the following reconciliation objectives, compared with 2014. Most notably, 59% saw a positive impact on providing employment opportunities for Indigenous people, up from 52% two years ago.



# Organisational practices and RAP outcomes:

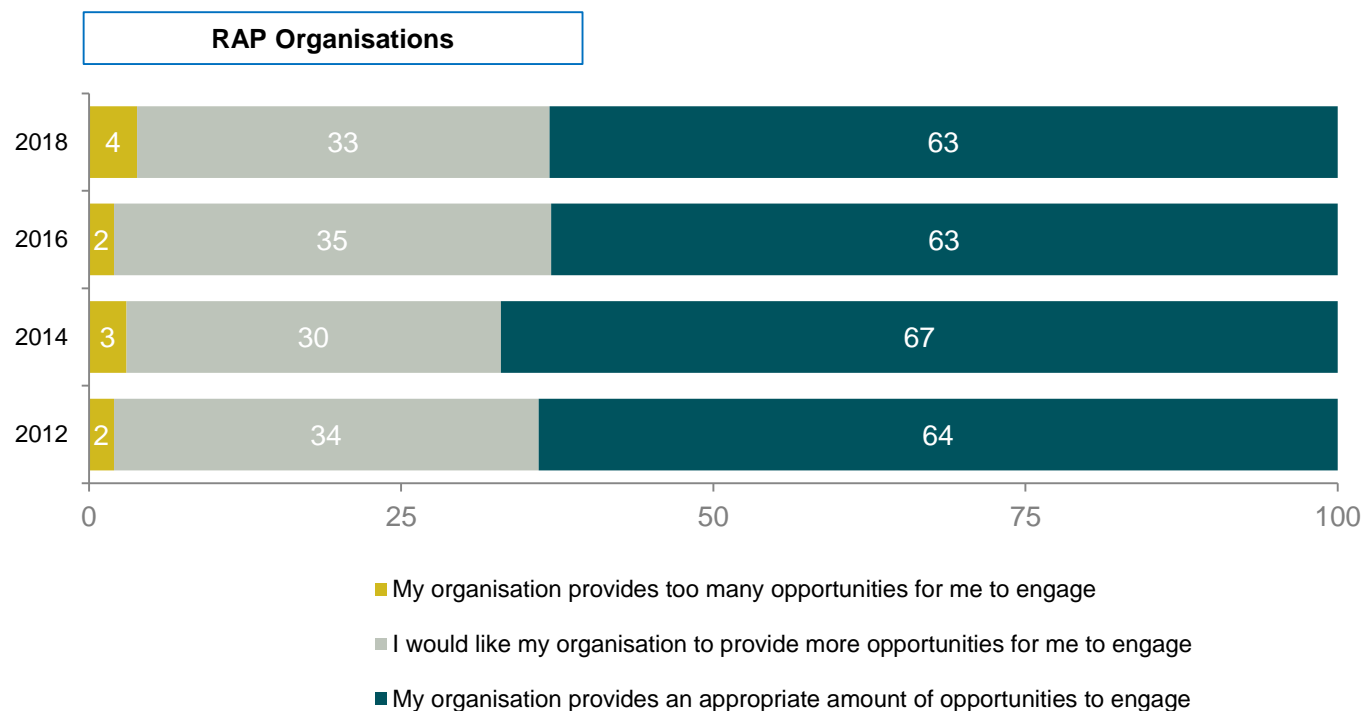
## RAP Impact 2014-16

RAP employees felt their organisation's RAP had a mixed effect on the following reconciliation objectives, compared with 2014. Most notably, there was an increase in the views that the RAP promoted shared celebrations of Indigenous events and also reduced prejudice, both up 3% from two years ago.



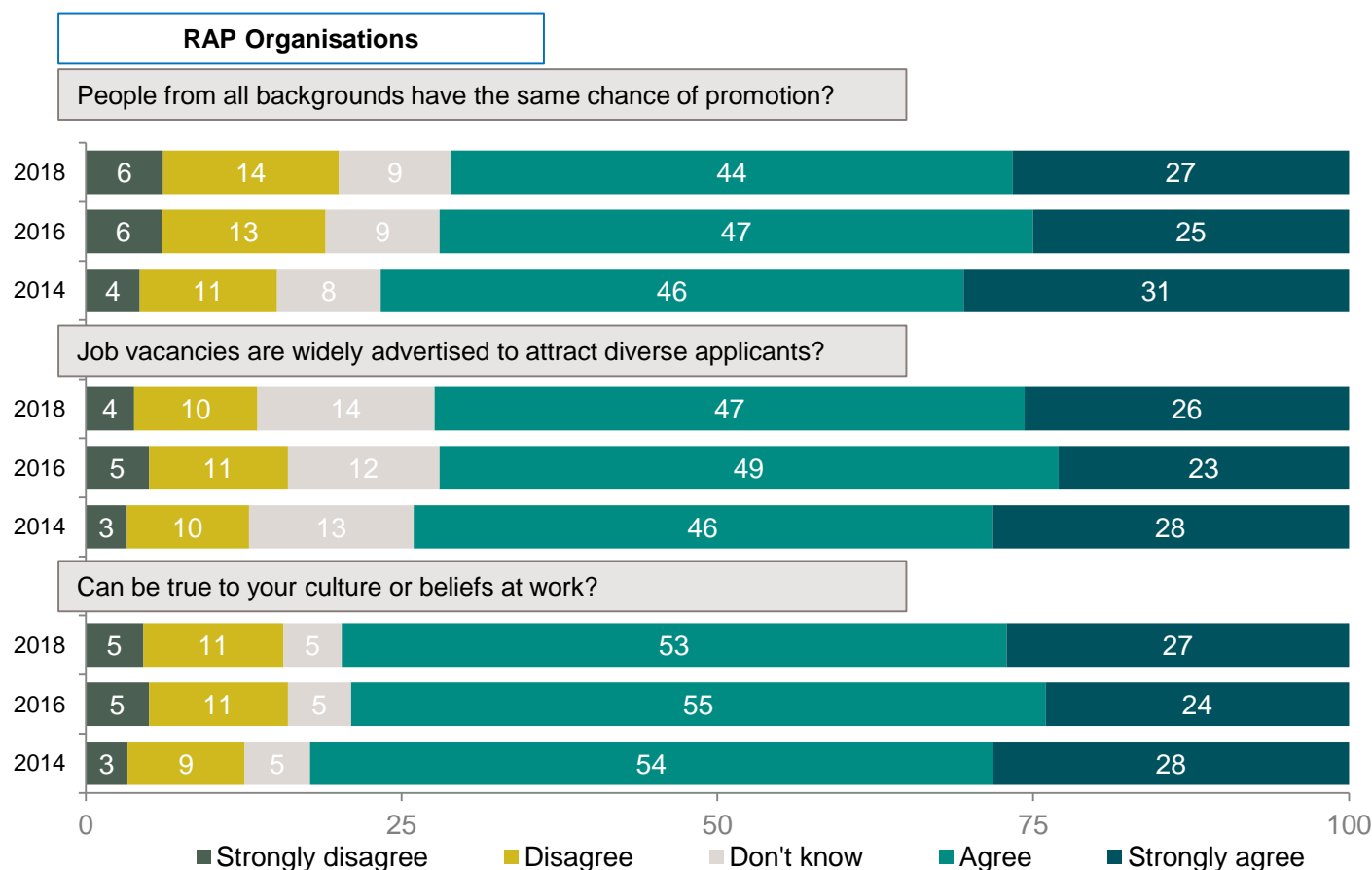
# Organisational practices and RAP outcomes

In terms of opportunities to engage with Indigenous people and cultures, the majority (63%) of RAP employees continue to feel there is already an appropriate structure in place. However, more staff (4%) would now like fewer opportunities, than two years ago (2%).



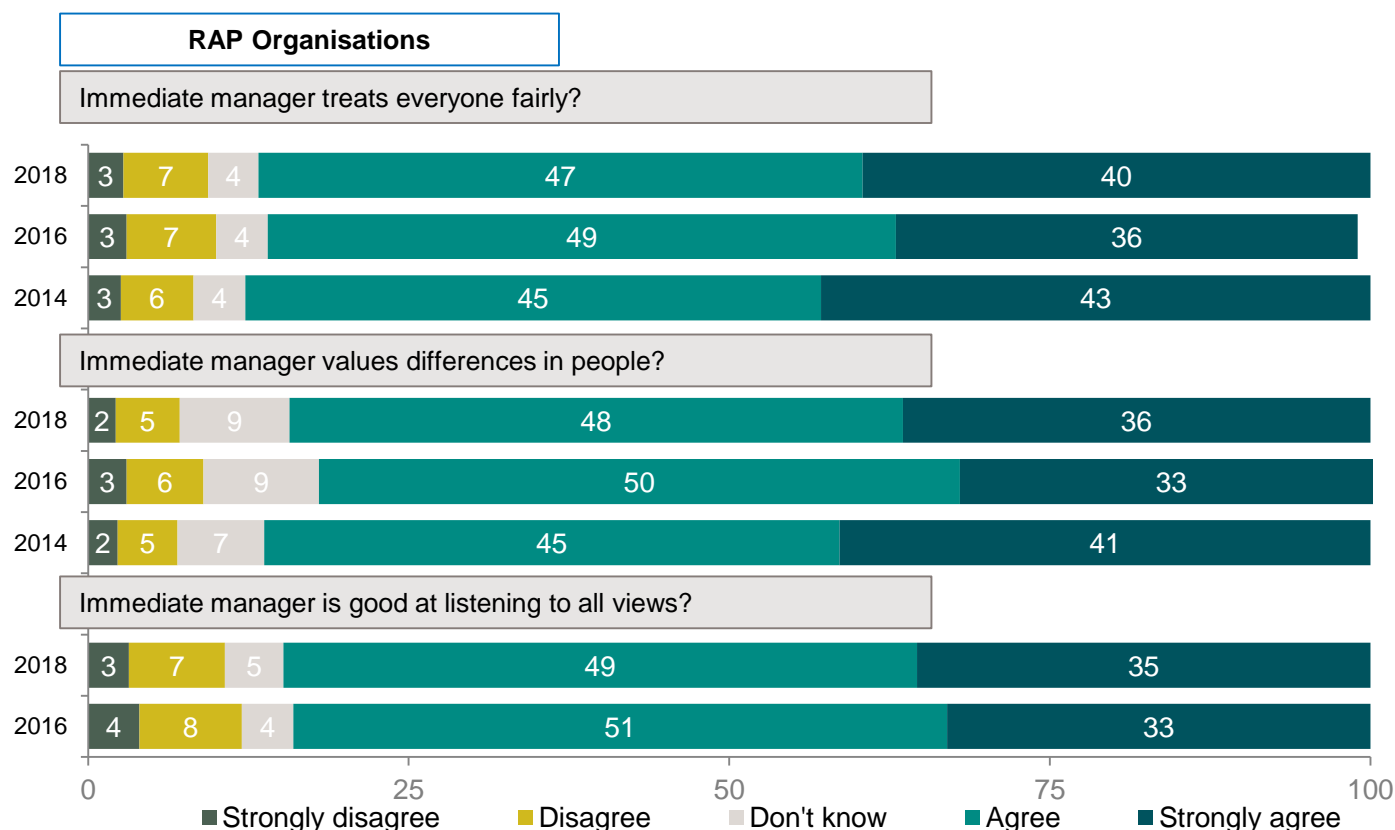
# Inclusive workplaces: Employment equality

There has been an increase since 2016 in the level of RAP employees who strongly agree their organisation is following a reconciliation strategy with an effective employment equality approach.



# Inclusive workplaces: Leadership commitment

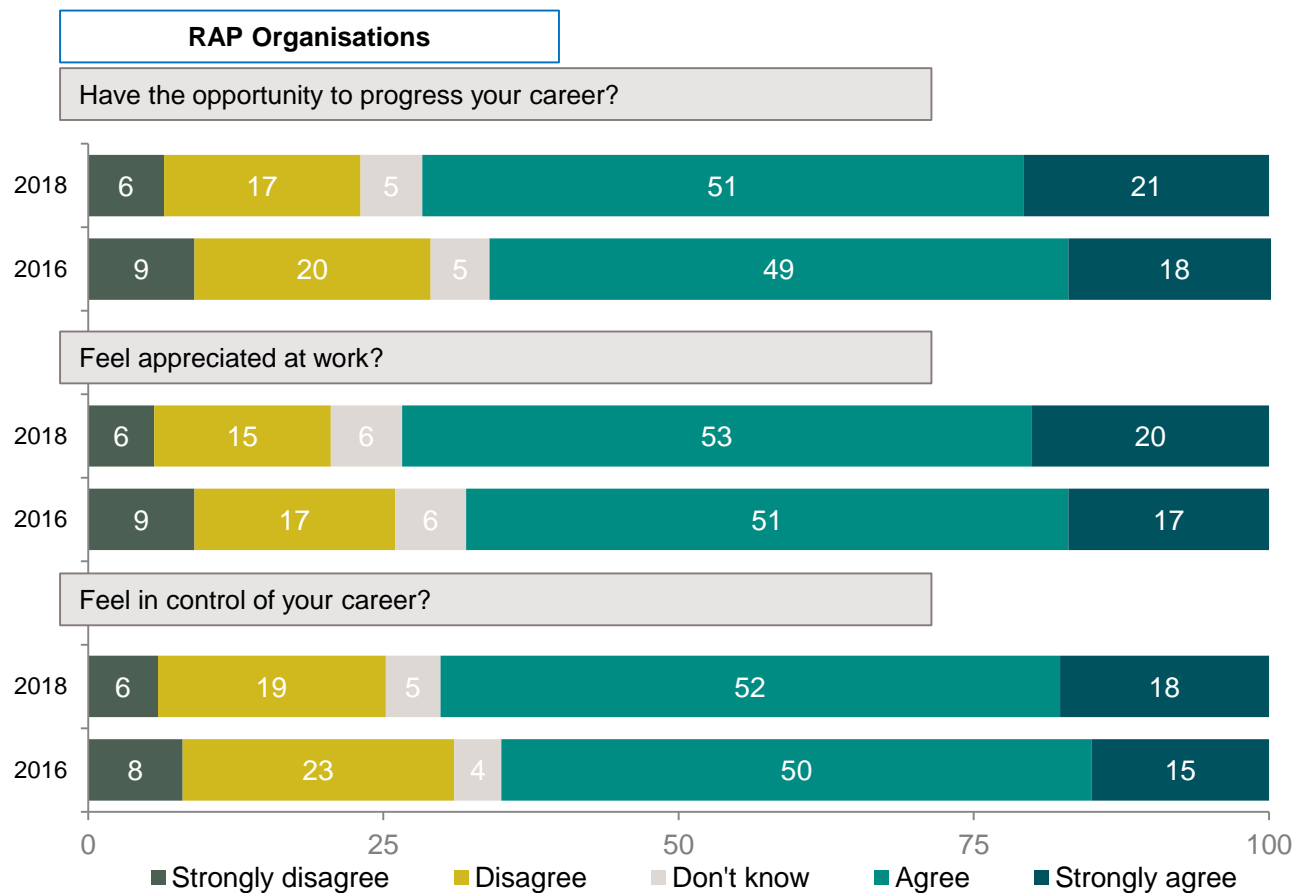
There has been an increase since 2016 in the level of RAP employees who strongly agree their organisation is following a reconciliation strategy with an effective leadership approach.





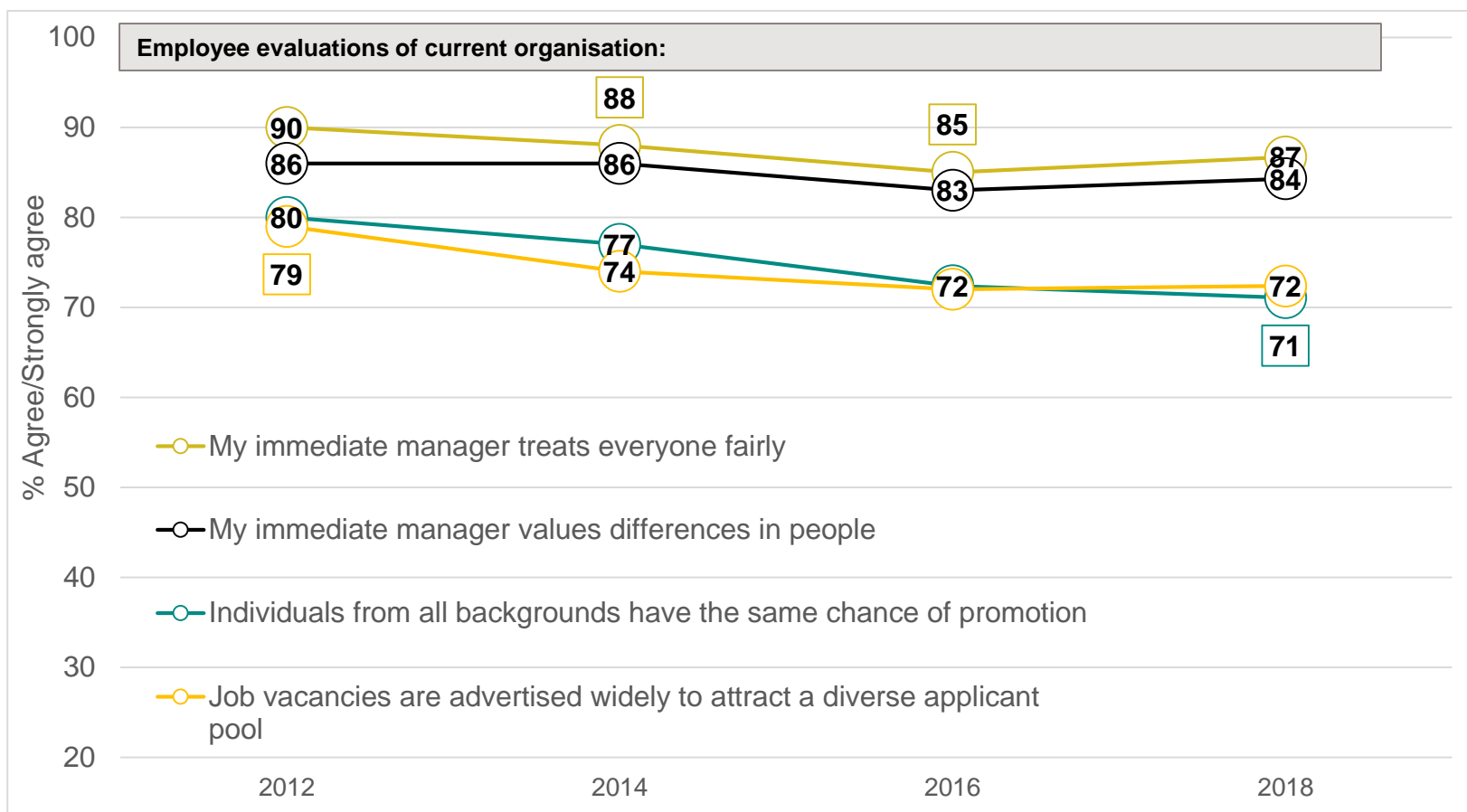
# Inclusive workplaces: Employee value

There has been an increase since 2016 in the level of RAP employees who strongly agree their organisation is following a reconciliation strategy with an effective approach towards career development and staff appreciation.

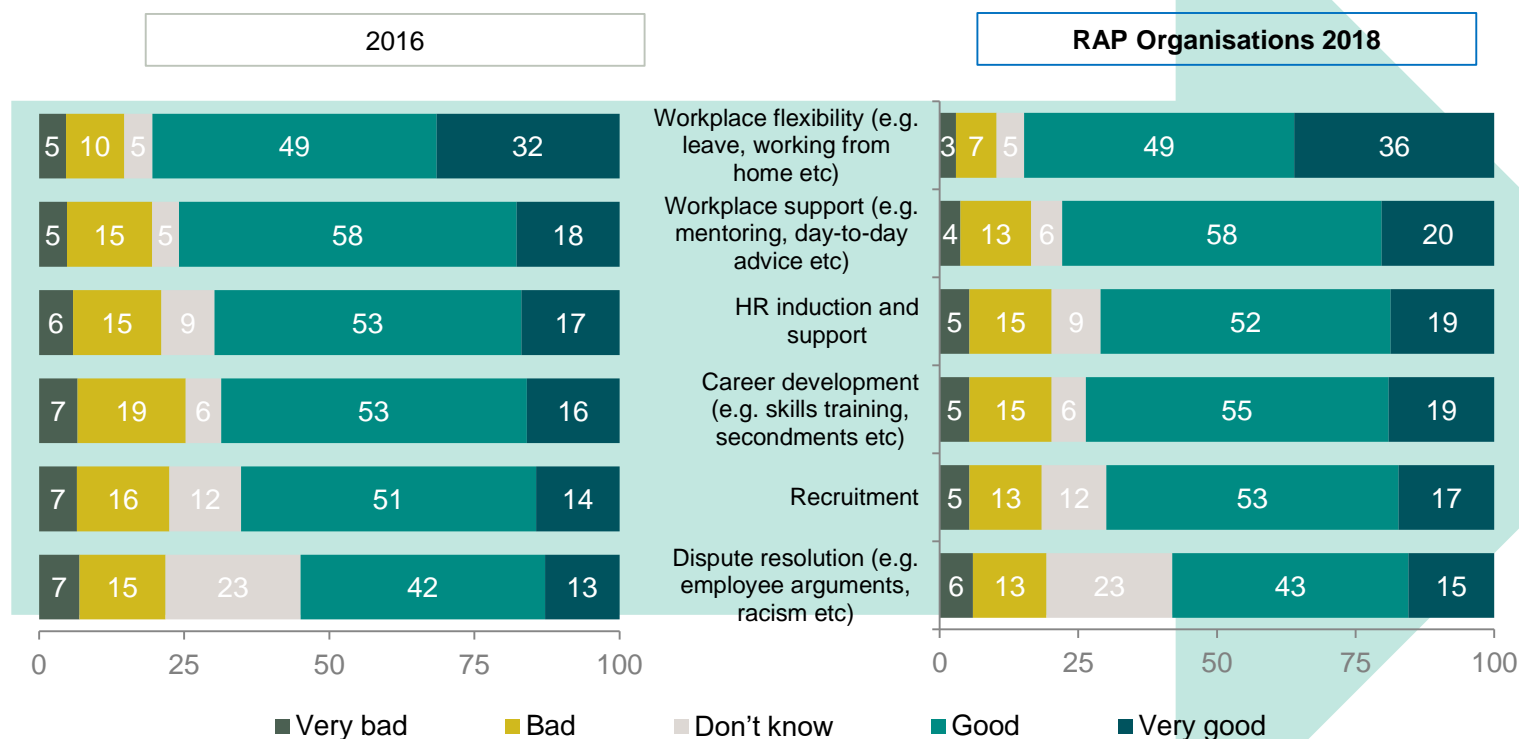


# Inclusive workplaces: Tracking staff perceptions of employer and workplace

There has been a mixed trend since 2012 in the level of RAP employees who agree their organisation is following a reconciliation strategy with an effective employment equality approach. This is particularly notable in terms of individuals from all backgrounds having the same chances of promotion, which has dropped from 80% agreement to 71%.



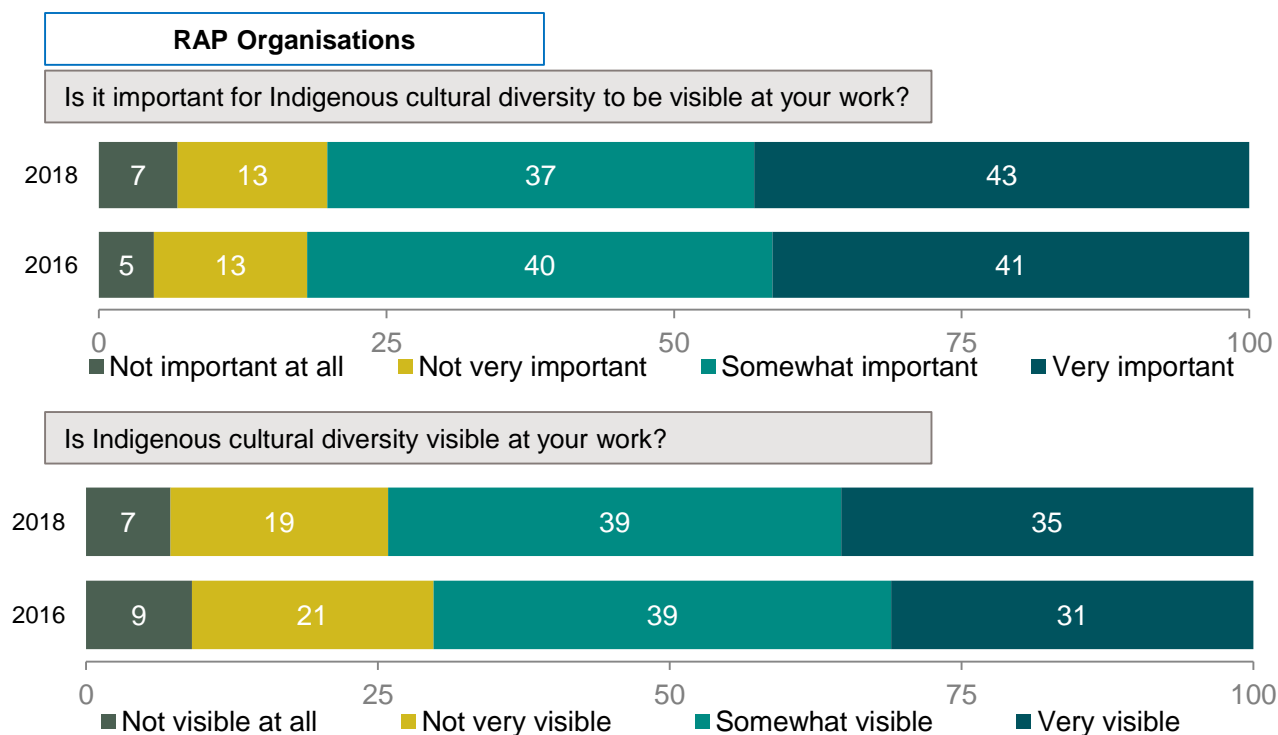
# Inclusive workplaces: Organisation performance



The majority of RAP employees continue to see their organisation is performing well in terms of key workplace processes, particularly regarding workplace flexibility and support.

However, it is notable that dispute resolution is the area where staff least widely rate the performance as good (58%).

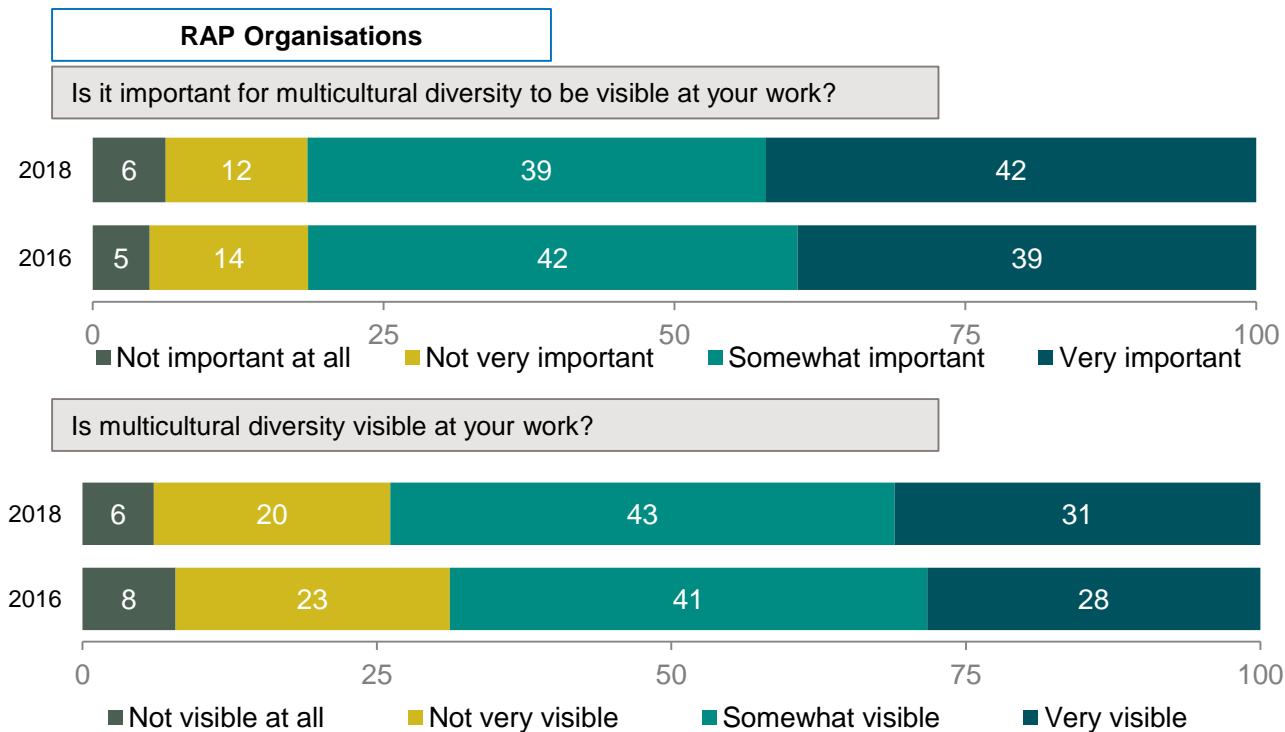
# Inclusive workplaces: How visible and important is Indigenous cultural diversity?



Many RAP employees (43%) continue to say it is very important for Indigenous cultural diversity to be visible in the workplace. Despite this, only 35% also say Indigenous culture actually is very visible at their current workplace.

However, there has been a solid increase in RAP employees who feel it's very visible, since 2016.

# Inclusive workplaces: How visible and important is cultural diversity in general?



The majority of RAP employees (81%) continue to say it is important for multicultural diversity to be visible in the workplace. Despite this, only 74% also say diverse cultures actually are visible at their current workplace.

# Appendix

Sample characteristics

# Participating organisations:

Federal Government	# in sample
Australian Bureau of Statistics	403
Attorney General's Dept	114
ASIC	316
Dept of Defence	4456
Dept of Education and Training	130
Dept of Environment and Energy	464
Dept of Health	330
Dept of Human Services	2277
Dept of Infrastructure, Regional Development and Cities	152
Dept of Jobs and Small Business	311
Dept of the Prime Minister and Cabinet	428
DFAT	154
SBS	149

State and Local Government	# in sample
Cancer Institute of NSW	130
City of Greater Dandenong	276
City of Melbourne	476
City of Sydney	363
City of Wyndham	265
East Arnhem Regional Council	40
Education	# in sample
CQ University	360
Curtin University	402
Edith Cowan University	381
Gowrie SA	46
Swinburne University	273
Walter and Eliza Hall Institute	263

# Participating organisations:

Not-for-Profit	# in sample
Association of Independent Schools, SA	27
beyond blue	87
Centacare North QLD	76
Engineers Without Borders	44
Eastern Vic GP Training	26
Life Without Barriers	342
MyPathway	148
Northcott Disability Services	29
NSW Outback Division of General Practice	16
Oxfam	73

Not-for-Profit	# in sample
PHN Brisbane South	23
PHN NT	48
QLD Youth Services	20
Relationships AUS NSW	145
Richmond Football Club	47
Salvation Army Victoria	267
Samaritans	212
Social Futures	89
YFS	59



# Participating organisations:

Corporate	# in sample
ANZ	40
Arup	39
BHP	277
Broadspectrum	23
CBA	398
Compass Group Australia	128
Crown Resorts Melbourne	68
Gilbert + Tobin	195
Herbert Smith Freehills	297
HESTA	87
KPMG	214
Lendlease	537

Corporate	# in sample
NAB	100
NRL	269
RioTinto	334
National facilities management company (name withheld)	179
Telstra	137
UGL	502
Westpac	939
Winc	78
Woodside	360
<b>Total RAP employees</b>	<b>19,938</b>
<b>Total RAP organisations</b>	<b>65</b>

# Participating organisations:

Sample characteristic	% of sample	# in sample
Male	43%	8622
Female	52%	10446
Non-binary	1%	110
Other gender	0%	34
Prefer not to say	4%	726
16 to 17 years old	0%	8
18 to 29	13%	2678
30 to 39	25%	5026
40 to 49	29%	5779
50 to 59	24%	4866
60 to 69	8%	1508
70+	0%	73

Sample characteristic	% of sample	# in sample
NSW	28%	5621
ACT	16%	3180
VIC	21%	4209
QLD	14%	2833
WA	12%	2452
SA	5%	958
NT	2%	432
TAS	1%	253
Capital city	70%	14005
Major regional city	12%	2359
Regional town	9%	1715
Rural town	7%	1303
Remote town or community	3%	556

RAP organisations total sample size: 19,938

Please note, percentages have been rounded and may not equal 100%

# Participating organisations:

Sample characteristic	% of sample	# in sample
<b>Current title/position:</b>		
<b>Senior executive</b> (e.g. C-level, board level, VP, GM, Area/Divisional manager, MD, ADF Star-ranked Officer)	4%	700
<b>Managerial</b> (e.g. Line manager, Dept manager, Director, ADF LTCOL(E) or COL(E))	24%	4755
<b>Deputy managerial</b> (e.g. Assistant/trainee manager, ADF SGT(E) to MAJ(E))	18%	3636
<b>Employee</b> (non-managerial, ADF PTE(E) to CPL(E))	51%	10197
<b>Entry level</b> (e.g. Apprenticeship, graduate in-take, internship, student placement, ADF Recruit or IET)	3%	650

Sample characteristic	% of sample	# in sample
Working full-time	84%	16755
Working part-time	16%	3183
<b>How long worked at current organisation (tenure):</b>		
Less than 6 months	8%	1596
7-12 months	9%	1695
13 months - 2 years	10%	1990
2+ years - 5 years	18%	3664
More than 5 years	55%	10993

RAP organisations total sample size: 19,938  
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# Participating organisations:

Sample characteristic	% of sample	# in sample
Born in Australia	76%	15171
Born overseas	24%	4767
English speaking at home	93%	18479
Non-English at home	7%	1459
Non-Indigenous	93%	18640
Australian Aboriginal	6%	1112
Torres Strait Islander	0%	60
Aboriginal AND Torres Strait Islander	1%	126

Sample characteristic	% of sample	# in sample
<b>Annual household income:</b>		
\$1 - \$19,999	0%	73
\$20,000 - \$29,999	0%	83
\$30,000 - \$49,999	3%	505
\$50,000 - \$69,999	7%	1481
\$70,000 - \$89,999	12%	2420
\$90,000 - \$119,999	16%	3172
\$120,000 - \$149,999	12%	2445
\$150,000 - \$249,999	25%	4934
\$250,000 or more	7%	1392
Dont know/prefer not to say	17%	3433

RAP organisations total sample size: 19,938

Please note, percentages have been rounded and may not equal 100%



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