

# 2016 RAP IMPACT MEASUREMENT REPORT



RECONCILIATION ACTION PLANS  
**CELEBRATING 10 YEARS**  
**OF THE RAP PROGRAM**



**RECONCILIATION**  
AUSTRALIA



# RECONCILIATION AUSTRALIA'S VISION FOR A RECONCILED NATION

**OUR VISION IS FOR EVERYONE TO WAKE TO A  
RECONCILED, JUST AND EQUITABLE AUSTRALIA.**

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

**Front cover:**

Artwork by Donny Woolagoodja is projected onto the sails of Sydney Opera House as part of Vivid Sydney, for National Reconciliation Week 2016.

# 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.



## 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.



## Institutional Integrity

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



## 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 they are never repeated.





Reconciliation Australia CEO,  
Justin Mohamed, at the launch of  
Dreamworld's Stretch RAP, 2015.

# THE RAP IMPACT MEASUREMENT REPORT

**This report presents the impact of Reconciliation Australia's Reconciliation Action Plan (RAP) program for the reporting period July 2015—June 2016.**

We ask RAP organisations to report annually on their performance against key RAP targets to track and measure the impact of the RAP program.

We measure the impact of these reconciliation initiatives through an annual online survey of participating employees, and then use this data to track the collective impact that RAPs are having across Australia. For this report, we captured data from 343 RAP organisations.

This report shows that RAPs are having an extremely positive effect in workplaces across Australia – they are helping to

inspire respect for Aboriginal and Torres Strait Islander cultures, and igniting more action to support reconciliation.

Most significantly, RAPs are changing attitudes and behaviours and in turn advancing social change. Reconciliation Australia is once again proud to demonstrate the growth and successes of the RAP program.

## THE AUSTRALIAN RECONCILIATION BAROMETER AND WORKPLACE RAP BAROMETER

**Every two years, Reconciliation Australia conducts the Australian Reconciliation Barometer and the Workplace RAP Barometer to measure the national progress towards reconciliation.**

The Australian Reconciliation Barometer surveys a nationally representative Australian sample about reconciliation, and their understanding and respect for Aboriginal and Torres Strait Islander peoples, cultures, and histories.

At the same time, we ask members of our RAP community to complete the Workplace RAP Barometer, which contains similar questions. The survey is designed to measure attitudes towards reconciliation within the workplace. The Workplace RAP Barometer provides insight into the effectiveness of reconciliation efforts within RAP organisations.

These two concurrent surveys allow us to compare the opinions and behaviours of people in RAP organisations to those in the general community.

RAP organisations who participated in the Workplace RAP Barometer were at various stages of RAP implementation, and participated willingly. No incentive was offered or paid to respondents.

The Australian Reconciliation Barometer was conducted in September 2016, and the Workplace RAP Barometer was conducted in August – September 2016.



# RAPS ARE MAKING A DIFFERENCE

The Reconciliation Action Plan program provides a framework for organisations to realise their vision for reconciliation. RAPs are business plans that outline how an organisation will contribute to reconciliation in Australia.

Australian Red Cross employees on Tiwi Island, Northern Territory, being awarded Mental Health First Aid Certifications. Image courtesy of Australian Red Cross.



Reconciliation Australia CEO, Justin Mohamed and Sodexo CEO, Johnpaul Dimech at Sodexo's Elevate RAP Launch, 2016.

A RAP enables organisations to commit to practical actions that build respectful relationships and create opportunities with Aboriginal and Torres Strait Islander peoples. They help workplaces to facilitate understanding, promote meaningful engagement, increase equality, and develop sustainable employment and business opportunities.

There are four types of RAPs that an organisation can develop: Reflect, Innovate, Stretch or Elevate. Each type of RAP is designed to suit an organisation at different stages of their reconciliation journey.

As the RAP Impact Measurement report shows, people in organisations with a RAP have higher levels of trust and respect for Aboriginal and Torres Strait Islander peoples, when compared to those in the broader Australian community.

*"Having a Reconciliation Action Plan has added a whole new dimension to the coordination and profile to our delivery of services to Aboriginal and Torres Strait Islander people and communities. Externally, the RAP has raised our profile in Aboriginal and Torres Strait Islander communities. It makes an immediate statement to communities that Legal Aid NSW is committed to working for those communities and making a positive difference to their lives."*

#### **– Legal Aid NSW**

*"The process of developing and delivering on our Innovate RAP has been extremely valuable for Western Sydney Community Forum. We discuss our progress each month at team meetings and have provided progress reports to our Board every six months. The RAP has made us continuously monitor what we are doing and be accountable to our vision for a unified and thriving Greater Western Sydney that honours, respects and supports Aboriginal and Torres Strait Islander communities and organisations."*

#### **– Western Sydney Community Forum**

*"For the first time an Aboriginal person has been appointed to the Board of Anglicare NT. The strong participation by staff, particularly in regions, in the consultation about the content of our new Stretch RAP, was very encouraging. Staff clearly believe our RAP is important, and they demonstrate a sense of ownership of the process and achievement of RAP actions."*

#### **– Anglicare NT**




# RELATIONSHIPS

**relationship** *noun*

the way in which two or more people or things are connected, or the state of being connected

High levels of goodwill exist throughout Australia to improve the relationship between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians. At the heart of reconciliation is the relationship between the broader Australian community and Aboriginal and Torres Strait Islander peoples.

RAPs are promoting positive relationships with Aboriginal and Torres Strait Islander Australians, with:

**767**   
**organisations** having created  
a RAP since 2006.

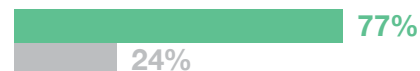
**6,658**   
**partnerships currently  
existing** between RAP  
organisations and Aboriginal  
and Torres Strait Islander  
communities.



**\$24 million**  
**in charitable donations made**  
to Aboriginal and Torres Strait  
Islander organisations in this  
reporting period.

**Our 2016 Workplace RAP  
Barometer has measured  
positive change. Employees in  
RAP organisations:**

Have high trust for Aboriginal and Torres  
Strait Islander Australians:



Believe there is high prejudice between  
Aboriginal and Torres Strait Islander  
Australians and other Australians:



Consider the relationship between  
Aboriginal and Torres Strait Islander and  
non-Indigenous Australians very important:



■ Organisations with RAPs  
■ General community

# RAP ORGANISATIONS MAKING A DIFFERENCE

## St Vincent's Health Australia

St Vincent's Health Australia created an art work to symbolise the organisation's commitment to reconciliation. The three panelled art work was a collaborative effort involving 50 hospital staff and was led by three prominent First Australian artists from Victoria, New South Wales, and Queensland.

*"Our RAP Collaborative Art Project has significance to our organisation on many levels. Most importantly the making of the art work has helped us to understand what we are trying to achieve. Reconciliation is a big issue for many people working at St Vincent's so we thought this is a way to raise awareness, increase understanding and also create a fabulous and meaningful art work for our RAP."*

– Monique Silk, Project Curator

## City of Cockburn

For National Reconciliation Week 2016, RAP partner the City of Cockburn organised a variety of community events, including a Reconciliation Flag Raising, a Welcome to Country, a speech about reconciliation, a cultural walk, a Picnic for Reconciliation with Aboriginal and Torres Strait Islander guest speakers talking of the significance of the area, and a morning tea with a dance group for staff at the City, and the broader community. Notably, students from the local Steiner School walked to the event and back again, a distance of eight kilometres, in acknowledgement of the hardships that others have endured before them.

## ACT Human Rights Commission

*"The RAP has been an important tool to focus our efforts to improve our services for Aboriginal and Torres Strait Islander people and to build stronger relationships with our Aboriginal and Torres Strait Islander stakeholders in the community. In this period, we were delighted to partner with the Aboriginal and Torres Strait Islander Access to Justice Program at the Women's Legal Centre to develop culturally appropriate information about legal issues, and to work with the Elected Body to achieve legislative recognition of Aboriginal and Torres Strait Islander cultural rights in the ACT."*

– ACT Human Rights Commission



Creation of St Vincent's Health Australia's artwork (right), and the completed artwork (above). Image courtesy of St Vincent's Health Australia.





# RESPECT

**respect** *noun and verb*

due regard for the feelings, wishes, or rights of others

Knowledge and understanding are the foundations to increase respect of Aboriginal and Torres Strait Islander peoples and rights. RAPs work to embed the learning of histories and cultures of Aboriginal and Torres Strait Islander Australians in the workplace. This in turn stimulates greater awareness, empathy and understanding to make greater respect a reality.

**RAPs are improving respect towards Aboriginal and Torres Strait Islander Australians. In this reporting period:**

**1,579,916** 

**Australians** were working or studying in an organisation with a current RAP.

**51,797** 

**employees** completed online cultural learning.

**46,446** 

**employees** completed face-to-face cultural awareness training.

**3,043** 

**employees** completed cultural immersion experience.

**Our 2016 Workplace RAP Barometer has measured positive change. Employees in RAP organisations:**

See Aboriginal and Torres Strait Islander cultures as important to Australia's identity:





Consider knowledge regarding Aboriginal and Torres Strait Islander histories as important:



Are proud of Aboriginal and Torres Strait Islander cultures:



 Organisations with RAPs  
 General community

# RAP ORGANISATIONS MAKING A DIFFERENCE

## Sydney Opera House

In 2015, the Sydney Opera House launched Dance Rites, a national Aboriginal and Torres Strait Islander dance competition designed to strengthen Aboriginal and Torres Strait Islander cultural heritage, and increase participation of First Australians in cultural life. The project revitalises a range of cultural practices including dance, language, traditional instruments and skin markings to ensure that they are passed from one generation to the next. Dance Rites finalists performed to an audience of 1,200 people at the Opera House in November 2015, as part of its annual Homeground festival.

## Australian Rugby Union

In 2016, all Wallaby test matches played in Australia had a live Welcome to Country provided by a local Elder. Given the large international following that Rugby has, this cultural tradition was viewed by millions across Australia and around the world. The Wallaby players enjoyed the Welcome to Country so much, the Elder in Perth was invited to meet the players to thank him for his Welcome.

## Westpac

During NAIDOC Week 2016, Westpac distributed 300 hampers to selected Westpac branches across the country containing items from 12 First Australian suppliers. This promoted Aboriginal and Torres Strait Islander suppliers, built awareness of Westpac Group's supplier diversity policy, and encouraged teams to celebrate NAIDOC Week. The hamper provider, Global Outback, said it was the first time they had been asked to source all Aboriginal and Torres Strait Islander products and have gone on to form new supplier relationships as a result.



2015 Dance Rites winners, Naygayiw Gigi Dance Troupe, at the Sydney Opera House. Image by Prudence Upton and courtesy of the Sydney Opera House.



# OPPORTUNITIES

**Opportunities** *noun and verb*

A chance for progress and improvement

RAPs provide a way to address the social and economic inequalities experienced by Aboriginal and Torres Strait Islander peoples. RAPs help dismantle barriers, improve life choices and create meaningful employment and business prospects, thereby allowing Aboriginal and Torres Strait Islander people to enjoy the same economic and social opportunities as the wider community.

**RAPs are influencing opportunities for Aboriginal and Torres Strait Islander Australians. In this reporting period:**

**\$14,613,877**

**was provided**

for Aboriginal and Torres Strait Islander education scholarships by RAP organisations.



**\$169,457,556**

**in goods and services** was purchased from Supply Nation certified businesses by RAP organisations.

**19,413**

**Aboriginal and Torres Strait Islander people** were working or studying in organisations with a current RAP.



**\$16,322,301**

**in pro bono support** was provided to Aboriginal and Torres Strait Islander organisations or communities.

**Our 2016 Workplace RAP Barometer has measured positive change. Employees in RAP organisations:**

Regularly socialise with Aboriginal and Torres Strait Islander people:



Believe it is possible for Australia to become united:



Agree that Australia is better off with many different races and cultures:



■ Organisations with RAPs  
■ General community

# RAP ORGANISATIONS MAKING A DIFFERENCE

## Australian Red Cross

Australian Red Cross now employs 11 local Tiwi staff who run programs including community capacity building and supporting the elderly and people with mental health worries. Most staff are trained in Mental Health First Aid which many of the youth workers incorporate in their work supporting young people on Tiwi Island. Staff also support the community during the cyclone and wet season so they are ready if disaster strikes. With nearly 40 per cent of the Tiwi population under the age of 24, working with young people continues to be a large part of Red Cross' work on the island.

## Youth Off The Streets

Youth Off The Streets coordinates a national two-year scholarship program to support disadvantaged young people to achieve their educational goals and aspirations. In the 2015 – 2016 program, they provided scholarships to five Aboriginal and Torres Strait Islander young people. In addition, Youth Off The Streets provided mentoring and social support, to help keep these young people on track to achieve their education dreams.

## Voyages

Voyages works closely with Jobactive and Community Development service providers to recruit Aboriginal and Torres Strait Islander employees, including trainees. Targeted recruitment drives are held across the country and potential candidates are supported through a pre-employment program prior to employment in a job or traineeship. Voyages' National Indigenous Training Academy was established to create a highly skilled Aboriginal and Torres Strait Islander workforce for the tourism and hospitality industry, and has trainee intakes every six weeks to recruit Aboriginal and Torres Strait Islander trainees.



Graduation (above), and a trainee and General Manager (right). Both photos taken at the National Indigenous Training Academy. Image courtesy of Voyages.

# ABOUT RECONCILIATION AUSTRALIA

**Established in 2001, Reconciliation Australia is an independent not-for-profit organisation promoting reconciliation between the broader Australian community and Aboriginal and Torres Strait Islander peoples.**

Our vision is to build an Australia that is reconciled, just, and equitable for all. To do so, we are dedicated to building relationships, respect and trust between Aboriginal and Torres Strait Islander peoples and other Australians.

**To find out more about our work, go to  
[www.reconciliation.org.au](http://www.reconciliation.org.au).**







**RECONCILIATION**  
AUSTRALIA

Reconciliation Australia  
PO Box 4773  
Kingston ACT 2604

Tel: 02 6273 9200  
[www.reconciliation.org.au](http://www.reconciliation.org.au)

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 the Traditional Owners of Country 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.