

# 2017 RAP IMPACT MEASUREMENT REPORT



**RECONCILIATION**  
AUSTRALIA



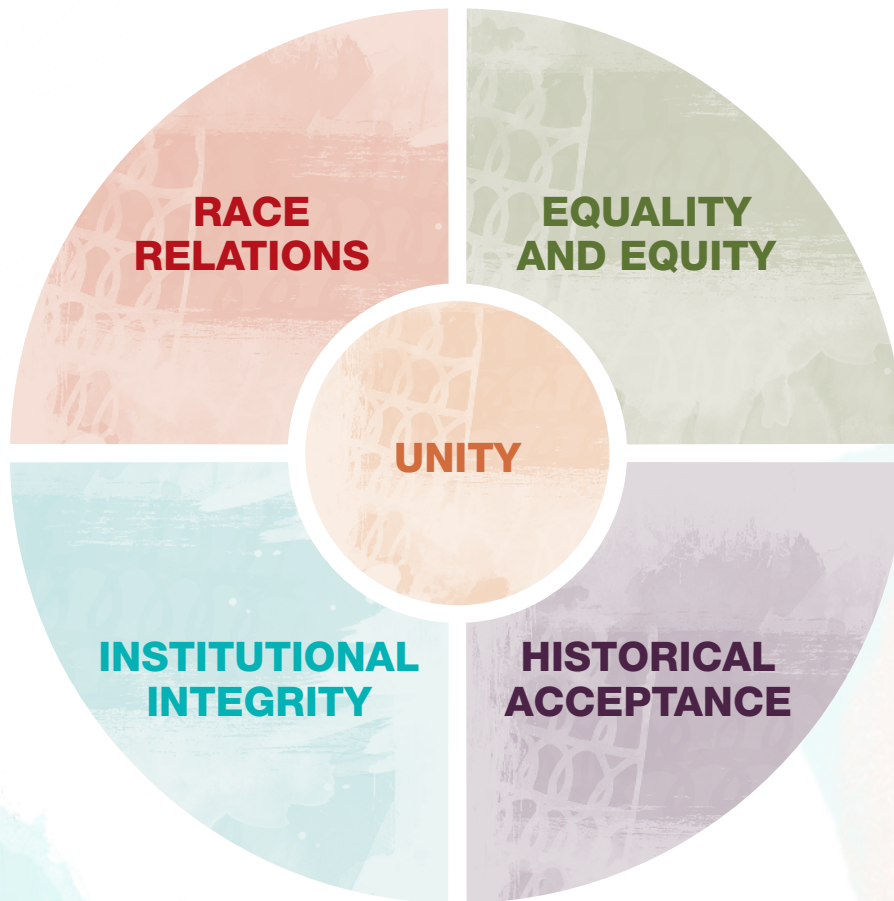
# RECONCILIATION AUSTRALIA

**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.



# 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 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 these wrongs are never repeated.

# RECONCILIATION ACTION PLANS

The Reconciliation Action Plan (RAP) program provides a framework for organisations to support the national reconciliation movement. RAPs contribute to advancing the five dimensions of reconciliation by supporting organisations to develop respectful relationships and create meaningful opportunities with Aboriginal and Torres Strait Islander peoples.

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. All RAPs are comprised of 3 pillars: Relationships, Respect, and Opportunities. Actions under each pillar work together to progress reconciliation in each of the five dimensions.



## RAP IMPACT MEASUREMENT REPORT

The RAP Impact Measurement Report highlights the achievements of the RAP community during the reporting period July 2016 – June 2017. This report documents the collective impact that RAPs are making towards achieving a reconciled Australia.

RAP organisations are required to report annually on their performance against key RAP targets. For this report, we collected data from 400 RAP organisations.

# RAPs ARE A POWERFUL TOOL FOR ADVANCING RECONCILIATION

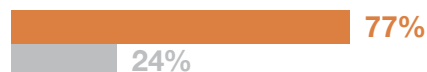
Each year over 100 new organisations join the RAP program, making commitments to advance reconciliation within their sphere of influence.

Every two years Reconciliation Australia conducts the Australian Reconciliation Barometer and the Workplace RAP Barometer, to measure progress towards reconciliation in Australia. Findings from the 2016 Barometer's show that reconciliation is further progressed within RAP organisations compared to the broader Australian community.

## RAP Organisations have:

### Higher trust

77% of employees in RAP organisations have high trust for Aboriginal and Torres Strait Islander peoples, compared with 24% of the broader Australian community.



### Lower prejudice

6% of employees in RAP organisations believe that prejudice between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians is high, compared with 49% of the broader Australian community.



### Value Australia's cultural diversity

82% of employees in RAP organisations agree that Australia is better off with many different races and cultures, compared with 66% of the broader Australian community.



### Pride in Aboriginal and Torres Strait Islander cultures

77% of employees in RAP organisations are proud of Aboriginal and Torres Strait Islander cultures, compared with 60% of the broader Australian community.



### Value relationships with Aboriginal and Torres Strait Islander peoples

76% of employees in RAP organisations consider the relationship between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians to be very important, compared with 48% of the broader Australian community.



■ Employees in RAP organisations  
■ General community



# RAPs ARE MAKING A DIFFERENCE

A stylized map of Australia is shown in the background. The map is divided into three main regions: Northern Territory (NT) in the top left, Western Australia (WA) in the middle, and South Australia (SA) in the bottom right. A dashed white line with three white circular dots connects the three regions. The background also features wavy, concentric lines in shades of blue and green, suggesting a landscape or water.

## NT

“Our RAP shows the Community that CatholicCare NT is committed to walking with Aboriginal and Torres Strait Islander people in a spirit of justice and equality towards a vision for healthy families, connected communities, honouring culture.”

– **Catholic Care NT**

## WA

“The Promotion of the AHCWA RAP, has had a huge impact on our outside stakeholder engagement and awareness. AHCWA has been invited on numerous occasions to help other organisations with the implementation, feedback and development of their RAP.” – **Aboriginal Health Council of Western Australia (AHCWA)**

## SA

“As an employer we want to see our people flourish, and the cultural diversity of our employees embraced and celebrated. The RAP has had such an empowering impact on our organisation that it is no longer just a document, it is part of our culture.” – **SA Water**



## QLD

“Seeing the pride in our Aboriginal and Torres Strait Islander staff when BAC’s RAP was endorsed and seeing staff engage with the RAP principles, and joining in NAIDOC week celebrations, has helped strengthen the company’s culture and promotion of diversity” – **Brisbane Airport Corporation**

## NSW

“Our first RAP has focused on areas we have previously thought about but not tackled. Our RAP has given us the framework to focus on multiple areas in a positive, systematic, and measurable way.” – **Homes North Community Housing**

## ACT

“Our children’s services programs have embedded dreamtime story-telling and arts and crafts into their curriculum. We have also developed an Aboriginal and Torres Strait Islander resource booklet utilised by our school age care programs across the region.” – **YWCA of Canberra**

## VIC

“It has enabled strong connections with the Aboriginal community and an opportunity for Aboriginal people to be consulted and have their say, and have Aboriginal history and culture to be included, respected and celebrated across Cockburn.” – **City of Cockburn**



# RELATIONSHIPS



Relationships built on mutual understanding and trust are the foundations for meaningful reconciliation between Aboriginal and Torres Strait Islander peoples and the broader Australian community. RAPs promote positive relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians, built on mutual trust and respect, that are free from racism.

RAPs facilitate positive relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples, with:



**933**

**Organisations** that have developed a RAP since 2006

**9,579**



**Partnerships existing** between RAP organisations and Aboriginal and Torres Strait Islander organisations and communities



**\$28,103,468**

**Charitable donations made** to Aboriginal and Torres Strait Islander organisations during the reporting period



## National Reconciliation Week (NRW)

### MARIST 180

To mark National Reconciliation Week 2017, Marist180 officially launched their Daramu Healing Garden. The Daramu Healing Garden is a culturally resonant meeting, learning and healing space in Western Sydney. 120 people attended the event to mark this momentous occasion. A number of local Elders and partner organisations toured the garden, ate bush tucker, and enjoyed cultural performances.

### BANK AUSTRALIA

During NRW, Bank Australia ran a competition asking departments and branches to research the cultural and historical significance of their local areas. Teams researched the Traditional Custodian groups, languages and traditional stories. Many staff members liaised directly with local Traditional Owners. The winning branch, consulted with a Gunakurnai Elder in their community in order to research the traditional language of the region and key words. The winner was selected by three members of the RAP Working Group and was awarded a bush tucker inspired hamper from Indigiearth. The success of the competition and staff enthusiasm led us to seek permission from Elders to re-name our rooms at key locations with traditional words.

### QBE

*“Earlier this year I was given the fantastic opportunity to take on the lead role of our QBE RAP working group, I am a proud part Aboriginal woman, so being involved in our RAP working group is something that I am extremely passionate about and is very close to my heart. I want to take this opportunity to share what NRW means to me. Growing up I was raised to be proud of my heritage and I was taught about the challenges that my people have faced and still face today. I love that NRW gives the opportunity for us to work towards the goal of building respectful relationships between Aboriginal and Torres Strait Islander peoples and other Australians, to create a fair and equal society.”*

– Kylie Glew, QBE RAP Committee Lead

## Partnerships

### ENERGY AUSTRALIA

EnergyAustralia, owner of the Tallawarra power station in New South Wales, has announced a new partnership with the Illawarra Local Aboriginal Land Council to convert a section of land into a nursery. The agreement will involve developing a vacant lot of around 900 square meters on the site of the power station to comprise of a nursery to cultivate native seedlings.

### FOXTEL

Foxtel partnered with Indigenous Governance Awards 2016 winner Western Desert Dialysis to help share their stories with the wider Australian community. Foxtel supported Western Desert Dialysis to film a series of digital reels designed to raise awareness and engage more Australians in the vital work Western Desert Dialysis performs for Indigenous Australians in the Northern Territory and Western Australia. Foxtel also developed a digital reel showcasing the importance of the Indigenous Governance Awards. Foxtel believes they have a role to play in supporting a positive future for Aboriginal and Torres Strait Islander Australians; ensuring our cultural history forms part of our cultural future. Foxtel works to deepen their relationship with First Nations Australians through their shared passion for storytelling.

Photo (right), courtesy of Emilio Abbonizio.









# RESPECT



Understanding the rich histories and cultures of Aboriginal and Torres Strait Islander peoples is the backbone of the Respect pillar. RAPs ensure that Aboriginal and Torres Strait Islander cultures and perspectives are incorporated into day-to-day operations, to generate mutual respect in the workplace. Through greater understanding, Aboriginal and Torres Strait Islander and non-Indigenous Australians can be united through our shared history.

RAPs are increasing respect towards Aboriginal and Torres Strait Islander peoples. In this reporting period:

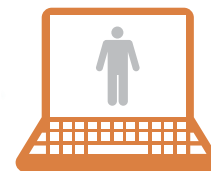
## 1,400,662

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



## 76,231

**Employees** completed  
online cultural learning



## 40,923

**Employees** completed  
face-to-face cultural  
learning

## 4,458

**Employees** completed a  
cultural immersion program



## Botanic Gardens and Parks Authority

The Botanic Gardens and Parks Authority recently installed signage in Nyoongar language in key locations around the park. A large permanent banner featuring Aboriginal artwork, is now displayed at the entrance to Kings Park. The banner is visible to all visitors and drive by traffic on Kings Park Road. In addition to this, new permanent welcome signage have been installed in the carparks, welcoming guests to the park in language.

## The SMEC Group

In all 17 locations across Australia, The SMEC Group provided an information sheet about the local Traditional Owners within each meeting room. The information sheet provides staff members with guidance on how to Acknowledge Country. Acknowledgement of Country has now become standard practice. Staff regularly deliver an Acknowledgement of Country at the commencement of staff meetings, in house Training and Development Programs, and at other events throughout the year.



Photo (above), Signage along Fraser Ave opposite the Queen Victoria Statue.

Photo (left), Ms Jenna Woods, Murdoch University research student and tutor.



## Murdoch University

Murdoch University Library came alive with storytelling in August 2016 as staff and students were swept up in a collection of enthralling personal tales without so much as picking up a book. Murdoch University teamed up with Kulbardi Aboriginal Centre to proudly present a variety of living books celebrating Aboriginal and Torres Strait Islander cultures. The premise of the Living Library is simple: instead of borrowing books, visitors are invited to borrow a person for five minutes and share in their life story. The Living Library event saw guests treated to an array of unique stories, many reflecting persistence and triumph in the face of adversity or emphasising an unwavering connection to Aboriginal and Torres Strait Islander cultures.

## Holyoake

Holyoake holds a Team Day every year, which is attended by all staff. This year the Team Day included an activity to raise awareness about Aboriginal sports played many years ago. The activity was held on a sports ground and was facilitated by the Nyoongar Wellbeing and Sports Association. Over 50 Holyoake staff members had the opportunity to play three separate ball games which were competitive, a lot of fun and provided valuable insight into Aboriginal cultures.



Photo (above), Image courtesy of Holyoake.





## Catholic Education Office SA

In 2017 Catholic Education Office SA established a formal partnership with Tauondi Aboriginal College to provide Kurna Language lessons at a number of schools across the Catholic education sector. This has led to a Kurna Language course being offered as a Professional Learning opportunity to all Catholic Education Office staff.



Photo (above), Whole school provocation on "why we fly the 3 flags at our school". Leads to opening dialogue and cultural awareness. Coincides with cultural artist in residence program.



# OPPORTUNITIES



Reconciliation is only possible when Aboriginal and Torres Strait Islander peoples are able to participate equally and equitably in all areas of life. The RAP facilitates equitable opportunities through employment and procurement from Aboriginal and Torres Strait Islander suppliers. These opportunities can strengthen organisations by bringing in diverse knowledge and perspectives to better service Aboriginal and Torres Strait Islander stakeholders.

RAPs promote opportunities for Aboriginal and Torres Strait Islander peoples. In this reporting period:

**\$23,859,152**

was invested in Aboriginal and Torres Strait Islander students, through education scholarships



**\$265,706,519**

of goods and services were procured from Aboriginal and Torres Strait Islander businesses



**24,275**

Aboriginal and Torres Strait Islander people were employed by a RAP organisation

**\$24,861,595**

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





## Commonwealth Bank of Australia (CommBank)

CommBank's first ever Indigenous Employee Conference was held in Sydney 2017. Employees from all across the country, and all across the business, came together at the conference to launch the CommBank Indigenous Employee Network. The network seeks to build a strong, inclusive and culturally safe network of current and future Aboriginal and Torres Strait Islander leaders in our business. The conference was an opportunity for our Aboriginal and Torres Strait Islander employees to connect, collaborate and provide input into future strategies and initiatives that will directly involve them and their communities.

## Association of Independent Schools of South Australia

The Association of Independent Schools of South Australia (AISSA) partnered with Swinburne University, the Queensland University of Technology, the University of Queensland, and the local Narungga community, to revitalise Aboriginal languages through the AISSA Humanoid Robot Research Project. The humanoid robots introduced the Narungga language to students at the Maitland Lutheran School. This AISSA project, demonstrated that the 'sleeping' language of Narungga could be reinvigorated through emerging technologies and this promoted respect for Aboriginal cultures in the school and wider community. This AISSA promoted research integrates Digital Technologies and the culture of First Australians.

## Dentons

In 2016 Dentons' held their third consecutive Lilla Sports and Story Telling festival. The Festival aims to inspire local Aboriginal children to attend school and appreciate the many benefits of an education, while providing valuable lessons relating to health, nutrition, literacy, storytelling, poetry and art. Aboriginal and Torres Strait Islander students and teachers from the Watarrka, Imanpa and Areyonga Schools came together to participate in the festival. A number of organisations, including volunteers from Dentons, worked seamlessly to encourage the students to get involved, learn and have fun in numerous activities that were held across the three days.



Photo (above), Year 4 students from Maitland Lutheran School, South Australia who were part of a project supported by the AISSA.

Photo (left), Image courtesy of Dentons.



# ABOUT RECONCILIATION AUSTRALIA

Established in 2001, Reconciliation Australia is 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 purpose** is to inspire and enable all Australians to contribute to the reconciliation of the nation.

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

**To find out more, visit  
[reconciliation.org.au](http://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.