

# 2019 RAP IMPACT MEASUREMENT REPORT



# 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.

## Cover photo

A patient and Starlight Children's Foundation employee featuring Deadly Threads. For more information on Deadly Threads, see page 9.

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 past, present, and emerging.

Aboriginal and Torres Strait Islander peoples should be aware that this publication may contain images or names of people who have since passed away.

Published May 2020

# FIVE DIMENSIONS OF RECONCILIATION

Reconciliation Australia understands and measures progress towards reconciliation through five interrelated dimensions: race relations, equality and equity, institutional integrity, unity, and historical acceptance.

## 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

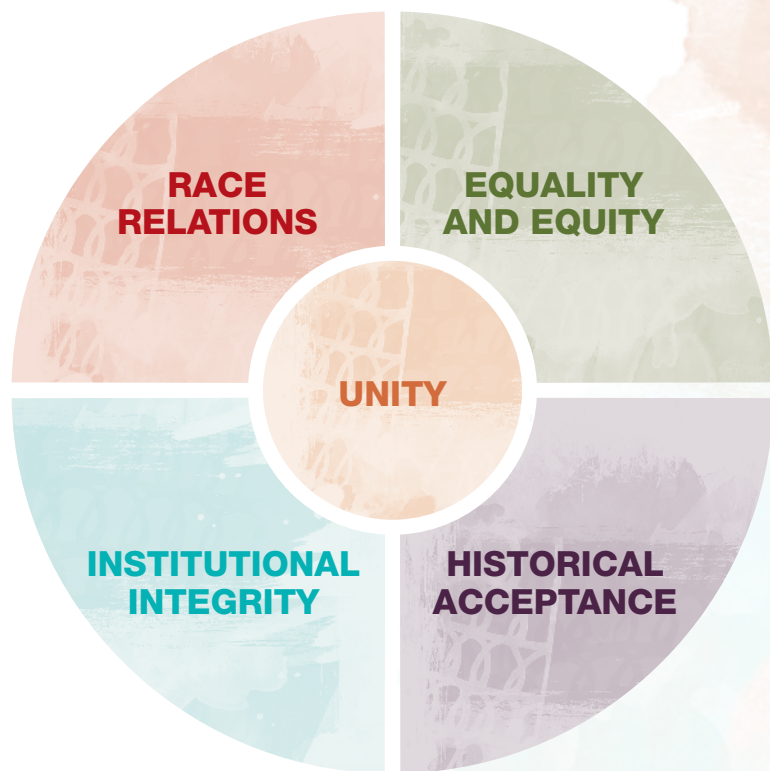
An Australian society that values and recognises Aboriginal and Torres Strait Islander cultures and heritage as a proud part of a shared national identity.

## 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 these wrongs are never repeated.



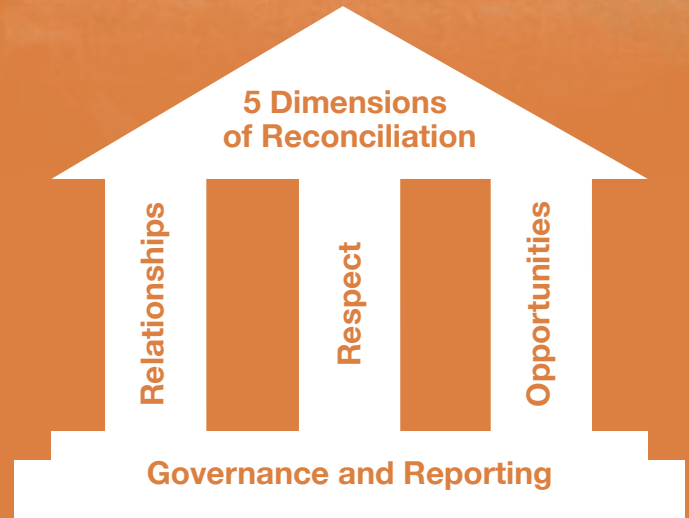


# THE RAP PROGRAM

The Reconciliation Action Plan (RAP) program was developed in 2006 to provide a framework for organisations to support the national reconciliation movement. RAPs leverage organisational structures and their diverse spheres of influence, to drive change across the nation. RAPs provide opportunities for staff to contribute to, and benefit from, advancing reconciliation.

There are four RAP types: Reflect, Innovate, Stretch and Elevate. All RAP types are important, allowing organisations to continuously develop their reconciliation contributions in new ways.

All RAPs are based on three core pillars: relationships, respect, and opportunities. Underpinned by effective governance and reporting practices, these pillars drive progress across the five dimensions of reconciliation.



# THIS REPORT

This report explores the impact of the RAP community during the July 2018 – June 2019 reporting period. Over 500 RAP organisations – approximately half of the organisations with active RAPs – reported data through an online questionnaire. The questionnaire is part of the reporting required by all RAP organisations. The report therefore provides helpful insights on the RAP network's progress, but does not completely capture the full impact of the RAP network.

## THE IMPACT OF THE PROGRAM

**Over 1,100 organisations across a range of sectors have formalised their commitment to reconciliation through the development of a RAP.**

The program fosters a community of shared values, goals, and language. Each new RAP partner joins a group of diverse organisations, collaborating and learning to maximise impact.

A RAP is an opportunity to influence the direction of the nation, enabling individuals to change attitudes and perceptions towards reconciliation. The effect is significant – with the potential to influence more than 2.3 million people that work or study in an organisation with a RAP.



'Walk for Reconciliation, Perth 2019'

Collaborative painting  
Artist - Jilalga Murray  
[www.jilalgadesigns.com.au](http://www.jilalgadesigns.com.au)

# MEASURING ATTITUDES AND PERCEPTIONS

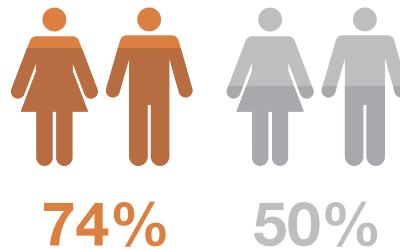
Every two years, Reconciliation Australia conducts two major surveys – the Workplace RAP Barometer and the Australian Reconciliation Barometer.

The Workplace RAP Barometer measures the attitudes and perceptions of employees in participating RAP organisations, while the Australian Reconciliation Barometer measures these attitudes and perceptions in the Australian community more broadly. Comparing the results of the 2018 Workplace RAP Barometer to the 2018 Australian Reconciliation Barometer reveals the positive impact of the RAP program.

## RAP organisations demonstrate greater:

### Recognition of the importance of relationships between Aboriginal and Torres Strait Islander peoples and other Australians:

74% of employees in RAP organisations consider the relationship between Aboriginal and Torres Strait Islander peoples and other Australians to be very important for Australia as a nation, compared with 50% of respondents in the broader Australian community.



### Pride in Aboriginal and Torres Strait Islander cultures:

77% of employees in RAP organisations feel proud of Aboriginal and Torres Strait Islander cultures, compared to 62% of respondents in the broader Australian community.



### Recognition of the importance of Aboriginal and Torres Strait Islander cultures to Australia's national identity:

89% of employees in RAP organisations agree that Aboriginal and Torres Strait Islander cultures are important to Australia's national identity, compared to 79% of respondents in the broader Australian community.



## Historical Acceptance

A greater proportion of employees in RAP organisations accept the following historical facts than respondents from the broader Australian community:

**Frontier wars occurred across the Australian continent** when Aboriginal and Torres Strait Islander peoples defended their traditional lands from European invasion.



**Aboriginal and Torres Strait Islander peoples were subject to mass killings, incarceration, forced removal from land, and restricted movement** throughout the 1800s.



**At the time of British colonisation, there were at least 250 distinct Nations**, each with their own cultural identities and custodial connections to land.



**Aboriginal and Torres Strait Islander peoples did not have full voting rights** throughout Australia until the 1960s.



**Government policy in the 1900s dictated where Aboriginal and Torres Strait Islander peoples could live and be employed.**



**Government policy enabled Aboriginal children to be removed from their families without permission** until the 1970s.



■ Employees in RAP organisations    ■ General community

## Support for a formal truth telling process

55% of employees in RAP organisations believe it is very important to undertake a formal truth telling process to acknowledge Australia's shared history, compared to 36% of respondents from the broader Australian community.



## Belief that a united Australia is possible

78% of employees in RAP organisations believe it is possible for all Australians to become united, compared to 72% of respondents from the broader Australian community.





# RAPS ARE MAKING A DIFFERENCE ACROSS AUSTRALIA



## NT

“Our organisation has grown in confidence. Being part of a clearly articulated process through Reconciliation Australia has aided with this greatly.”

– Northern Territory Primary Health Network

## WA

“Our RAP has enabled Monadelphous to strive to meet commitments that we have made with the support of senior executives from the Managing Director down. Aboriginal and Torres Strait Islander engagement is a part of “business as usual” and not an add-on to be visited occasionally. It is a mainstream focus for all employees to support and participate in and having a RAP enables that to occur.”

– Monadelphous Group Limited

## SA

“Our Stretch RAP has provided a clear and structured framework that the City of Adelaide continuously use to leverage ongoing support for projects and programs that benefit partnerships and reconciliation between Aboriginal communities and the City.”

– City of Adelaide

## TAS

“Since our Reflect RAP was approved in February 2019 there has been increased recognition of the need to have a greater understanding and knowledge of Aboriginal history and culture.”

– Cancer Council Tasmania





## QLD

“Our Reflect RAP aimed to help create equal opportunities and promote a culture of respect for Aboriginal and Torres Strait Islander peoples within Energy and Water Ombudsman Queensland and the communities we helped across Queensland. The impact within our organisation and in the industry has been overwhelmingly positive.”

– **Energy and Water Ombudsman Queensland**

## NSW

“The RAP has been a great way to get the message of reconciliation out on a national scale and it is a great way for our corporate community to show respect to First Nations. Our employees are very curious, respectful and wanting to know more. It has been great to see the changes within such a short amount of time.”

– **AMP Capital**

## ACT

“Our organisation has a long commitment to advancing reconciliation. The RAP supports us to maintain our focus, evaluate the impact of our activities and explore further development of our role in reconciliation.”

– **ACT Council of Social Services**

## VIC

“Our RAP has given us the opportunity to work with strong community-led organisations to elevate the voices of Aboriginal and Torres Strait Islander peoples. Raising awareness and engaging our staff in issues impacting Aboriginal and Torres Strait Islander communities has been incredibly valuable to us as a firm.”

– **Lander & Rogers Lawyers**



# RELATIONSHIPS



Strong, meaningful and mutually beneficial relationships between Aboriginal and Torres Strait Islander peoples and the broader community form the foundation of reconciliation efforts. When we get to know each other, attitudes and behaviours towards each other improve. Better outcomes are achieved when programs and policies that affect the lives of Aboriginal and Torres Strait Islander peoples are developed and implemented in partnership. Strong relationships, grounded in trust and respect, enable us to work together towards shared goals.

## In this reporting period:



**2,339,688**

**people worked or studied**  
in an organisation with a RAP



**11,732**

**partnerships existed**  
between RAP organisations  
and Aboriginal and Torres  
Strait Islander organisations



**\$44,219,957**

**in donations provided**  
to Aboriginal and Torres Strait  
Islander organisations

## The Starlight Children's Foundation

Eighty percent of children admitted to Alice Springs Hospital between the ages of 5 – 12 years are from regional and remote communities across Central Australia, meaning they are away from home. Being in an unfamiliar hospital and wearing standard issue hospital wear can add to their feelings of disconnection and anxiety.

To address this problem, The Starlight Children's Foundation launched the Deadly Threads Initiative in 2019. The initiative was shaped in consultation with community, health professionals and an Indigenous creative agency, Gilimbaa, in line with Starlight's mission to "brighten the lives of seriously ill children's families". It also aligned with Starlight's commitment to reconciliation.

Starlight distributed 4,000 colourful and fun pyjamas featuring a culturally inclusive design. The design incorporates six unique motifs taken from their Healthier Futures branding. The artwork and its additional elements were designed by Larrakia descendant and Senior Artist at Gilimbaa, Jenna Lee, to represent Aboriginal and Torres Strait Islander peoples and communities in a culturally appropriate and respectful way. The pyjamas had an enormous comforting power, affecting mood, wellbeing and resilience, factors we know are hugely important in aiding recovery.

Photo (right), Courtesy of a Starlight Children's Foundation initiative, a patient in Deadly Threads pyjamas

## Mirvac

Mirvac's RAP has provided a platform to build stronger relationships with Aboriginal and Torres Strait Islander peoples and create greater respect and opportunities through partnerships. By listening and engaging with local partners, Mirvac has developed great working relationships, such as the partnership with Yerrabingin at the South Eveleigh development, resulting in Yerrabingin House – the world-first Indigenous rooftop farm.

Together they were able to co-create an experience at the precinct that will engage and connect the community to Aboriginal cultures and traditions, while also creating an educational experience on the history of the site. Through cultural awareness education, Mirvac has also started providing their people with the knowledge and experience to help them consider the cultures of Aboriginal and Torres Strait Islander peoples in the delivery of projects.





## Rous County Council

Whether supplying water, weed biosecurity or flood mitigation services, Rous County Council has a role in managing the region's natural resources and respecting the environment in which they work. The Council shares this duty with Ngulingah Local Aboriginal Land Council (LALC) and this partnership synergy has seen many great achievements over the past year.

Most recently, the Council supported the development of Ngulingah's WHS policies and procedures. WHS Officer, Stephen Parlevliet, says it was a good opportunity to connect and share knowledge.

"I appreciated the offer to help and pass on my knowledge of WHS. The great thing about this is that it is a two-way street where we can both learn from one another."

Ensuing from this partnership, in June 2019, Ngulingah rangers were invited to speak at the Council-hosted Lismore Biosecurity Forum. Their view on land care practices and cultural burning was one of the highlights for many forum attendees.

Ngulingah LALC is now a member of Council's Reconciliation Action Plan advisory group.

Ngulingah Aboriginal Land Council Rangers  
at the Lismore Biosecurity Forum







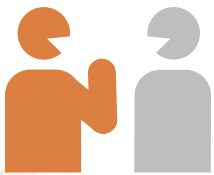


# RESPECT



Organisations are stronger when they understand, promote, and celebrate Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights. Without respect for Aboriginal and Torres Strait Islander ways of doing things, meaningful relationships cannot be built. Without pride in Aboriginal and Torres Strait Islander cultures and heritage, we cannot foster a shared identity. Without understanding the wrongs of the past, we cannot prevent these wrongs from being repeated.

## In this reporting period:



# 6,091

**employees** in RAP organisations participated in cultural immersion



# 51,135

**employees** in RAP organisations participated in face to face cultural learning



# 160,670

**employees** in RAP organisations participated in e-learning



## The Smith Family

The Smith Family, as facilitating partner for the Australian Government Communities for Children FP program, supports the Titjimat Biginini Kaltja Program. This program supports Aboriginal children and families based in the Katherine Region in areas of culture, identity and language, and comprises two elements: cultural revitalisation and immersion workshops. Five women from the Banatjarl Strongbala Wumin Grup, a group of Jawoyn women from multiple areas of the Katherine Region, support cultural regeneration and family connectedness and deliver this program. Titjimat Biginini Kaltja supports and values children's cultural identity, and connects them to Country, ancestral language and traditional knowledge. This program is setting the foundation for strong, proud bicultural leaders in the future.

## Cricket Australia

Cricket Australia dedicated much of 2018 commemorating the achievements of the 1868 Aboriginal Cricket Team's famous tour to England, 150 years ago. The celebration began during National Reconciliation Week with the theme of Don't Keep History a Mystery, when a selection of players travelled to Victoria's West Wimmera region to meet with descendants and visit key sites significant to the 1868 team.

Cricket Australia continue to tell the story of the 1868 Aboriginal XI Cricket Team through the 'Walkabout Wickets' documentary, major event platforms and the use of Aunty Fiona Clarke's artwork and connection to many of the descendants from that team.



Photo (top), 1868 Aboriginal XI Cricket Team England tour

Photo (above), 2018 Indigenous Cricket Team commemorating the achievements of the 1868 tour

## Sydney Opera House

On the eve of NAIDOC Week 2017, the Opera House launched Badu Gili – “water light” in the language of the Gadigal. Badu Gili celebrates the rich history and contemporary vibrancy of Australia’s First Nations cultures in a spectacular seven-minute projection of ancient First Nations stories on the eastern Bennelong sail. A second projection was launched in July 2018 featuring new works by different artists. This free, nightly illumination has attracted more than 325,000 visitors onsite with 1.7 million people viewing video content online (in the 2017-19 period). The project is enabled by the Opera House, its Idealist donors and the Australia Council for the Arts.

Photo (right), Badu Gili at the Sydney Opera House in 2018, featuring the work of Japanangka artist Mervyn Rubuntja. Photo courtesy of Daniel Boud











# OPPORTUNITIES

RAPs play an important role in improving access to opportunities and creating positive change within the wider community. The 2019 RAP program evaluation (conducted by Ernst & Young and the Wollotuka Institute at the University of Newcastle) demonstrated that more than 60% of the total value of Aboriginal and Torres Strait Islander procurement by RAP organisations in the 2018 financial year was directly attributable to their RAP.

In this reporting period:

**\$17,285,794**

**was invested** in Aboriginal and Torres Strait Islander students through educational scholarships



**\$8,351,705,222**

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



**41,496**

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

**\$32,400,082**

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



## Red Room Poetry

Through the Poetry in First Languages Program, Red Room Poetry has provided employment pathways for over 50 First Nations writers, poets, artists, musicians, Elders, Language Custodians and educators. This has seen 450 poems published in First Nations Languages, and over 400 Aboriginal and Torres Strait Islander students engaged in the program. Additionally, The Red Room Poetry has created opportunities for 10 First Nations writers in their Extinction Elegies, Poetry Object and Youth Unlocked programs.

The Red Room's Poetry from First Nations artists has been published on buses, trains, in public art reaching audiences exceeding 100,000.

They are currently working towards a First Nations Anthology, Guwayu, For All Times, utilising First Nations editing protocols and employing First Nations editor, Wiradjuri Academic and Writer, Jeanine Leane.

## Veolia

Outback Academy Australia (Outback Academy) is a not-for-profit Aboriginal-led organisation with a charter to accelerate innovative, ethical, cooperative (Fairtrade style) business with Aboriginal landholders across Australia. Outback Academy's community and sporting arm is the Red Dust Healers. Veolia has been supporting Outback Academy, and its unique grassroots movement since 2015 as an industry champion and partner to the East West Alliance (EWA). The EWA brings landholders together as an Aboriginal-led Fairtrade style business for food, water, environmental, and botanical based supply chain opportunities. Veolia plans to support these small start-up enterprises through providing knowledge and skills around sustainable environmental management, including energy, waste and water technologies. Veolia champions the traditional knowledge held by the Traditional Custodians of the land and works to contribute to the autonomy of communities through enabling sustainable economic opportunities. Veolia also promotes Aboriginal and/or Torres Strait Islander sustainability knowledge throughout their business.



Photo (top), Red Room Poetry featured on bus.  
Photo courtesy of Tad Souden Photography

Photo (above), Staff from Veolia and Outback Academy



## Collingwood Football Club

The Collingwood Football Club have collaborated with Dardi Munwurro Aboriginal Men's Healing, Behaviour, and Change Program. The Dardi Munwurro, Ngarra Jarranounith Program, aims to support Aboriginal men to become leaders, role models and mentors within their communities. It builds cultural connection as a pathway to healing and ultimately empowers Koori men with confidence and produces healthy family relationships.

Collingwood Football Club fund an ongoing partnership with a 16 week residential program, providing a permanent program facility at the Victoria Park Community Centre in Collingwood which provides support programs as part of the Ngarra Jarranounith Place. The name means 'men's healing place' in Wurundjeri, the language of the site's Traditional Custodians. A Koori Elder lives on-site to give cultural support and guidance to assist with culturally appropriate guidance.



Photo (above), Collingwood Football Club and Dardi Munwurro







## Telstra

Telstra's digital capability program, inDigiMOB, continues to accelerate Indigenous participation in digital society. Delivered in partnership with First Nations Media Australia, inDigiMOB delivers a culturally appropriate framework and model for transfer of digital skills and cyber-safety awareness, and helps to develop locally relevant training resources, tools and content with and for the community. In FY19 the program expanded operations from 13 to 20 locations with more than 1,000 new participants benefiting.

Photo (left), inDigiMOB © First Nations Media Australia



# GOVERNANCE AND REPORTING

**Strong governance is vital to turning good intentions into action to support the national reconciliation movement.**

An effective RAP Working Group that is guided by Aboriginal and Torres Strait Islander voices should govern the development and implementation of RAPs.

Reporting RAP achievements, challenges, and learnings internally and externally demonstrates accountability and transparency, and a commitment to continued learning.

Embedding resourcing, capability, and support (especially from senior leadership) for the RAP across the organisation underpins the effective implementation of RAP commitments.

**To find out more about the RAP program and how to get involved, please visit [reconciliation.org.au](http://reconciliation.org.au) or email [RAP.Team@reconciliation.org.au](mailto:RAP.Team@reconciliation.org.au)**

*“Our RAP is a living document and ensures we are accountable for delivering stated initiatives. With strong, committed leadership and an active Indigenous Employee Network, the department continues to achieve against the RAP, moving towards a more inclusive workplace where all employees feel safe and supported in order to achieve their personal and professional goals.”*

**- Attorney General's Department**









**RECONCILIATION**  
AUSTRALIA

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