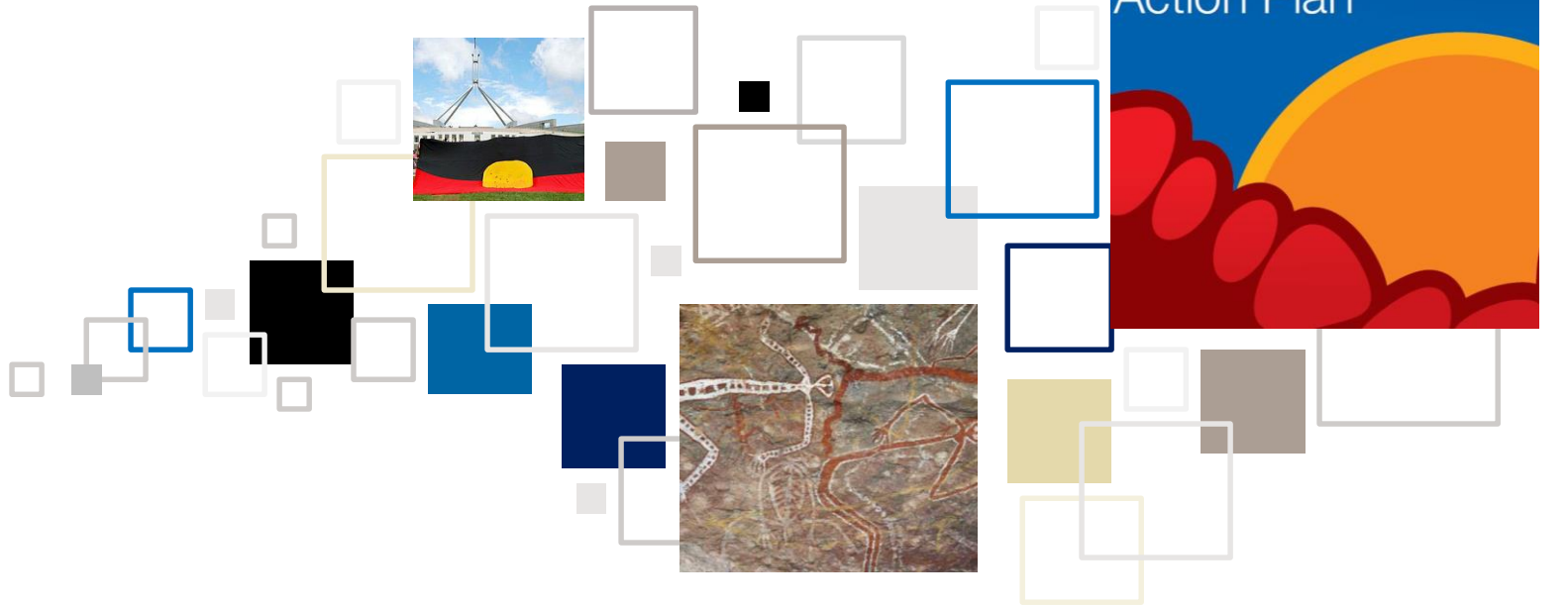


# POLITY

RESEARCH & CONSULTING

---



## Workplace RAP Barometer 2020

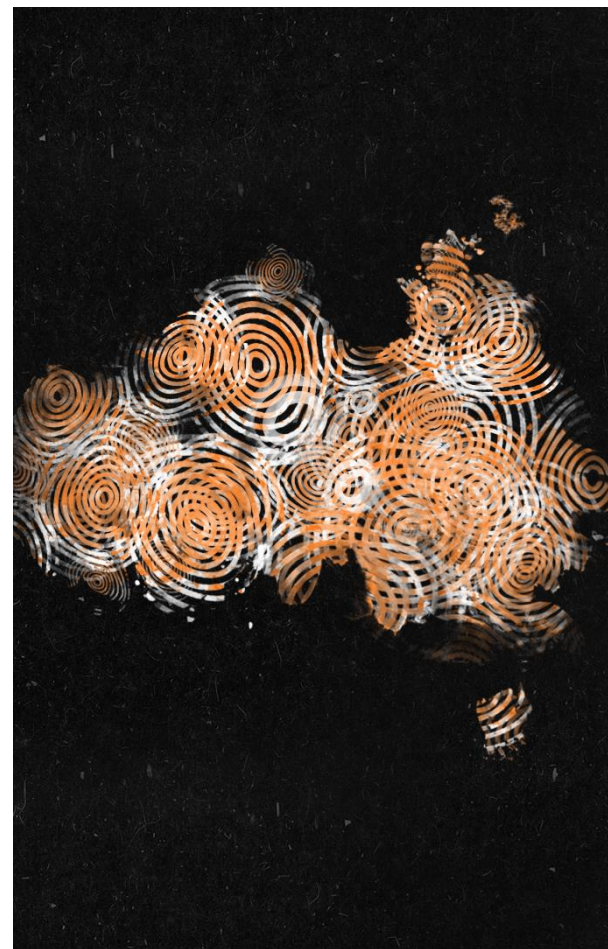
Darryl Nelson  
Managing Director  
Polity Pty. Ltd.  
[darryl@polityresearch.com.au](mailto:darryl@polityresearch.com.au)

October 2020



# Contents

1. **Introduction & background**
2. **Methodology**
  - ▶ Workplace RAP tracking
  - ▶ Online surveys and comparative data details
3. **Workplace RAP Barometer 2020 (WRB)**
  - ▶ Key findings and trends analysis
  - ▶ Full results
    - i. Race Relations & Unity: Comparisons with the general public
    - ii. Workplace practices, RAP outcomes & Employee satisfaction
4. **Appendix**
  - ▶ Workplace survey participating organisations and sample profiles



# 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:

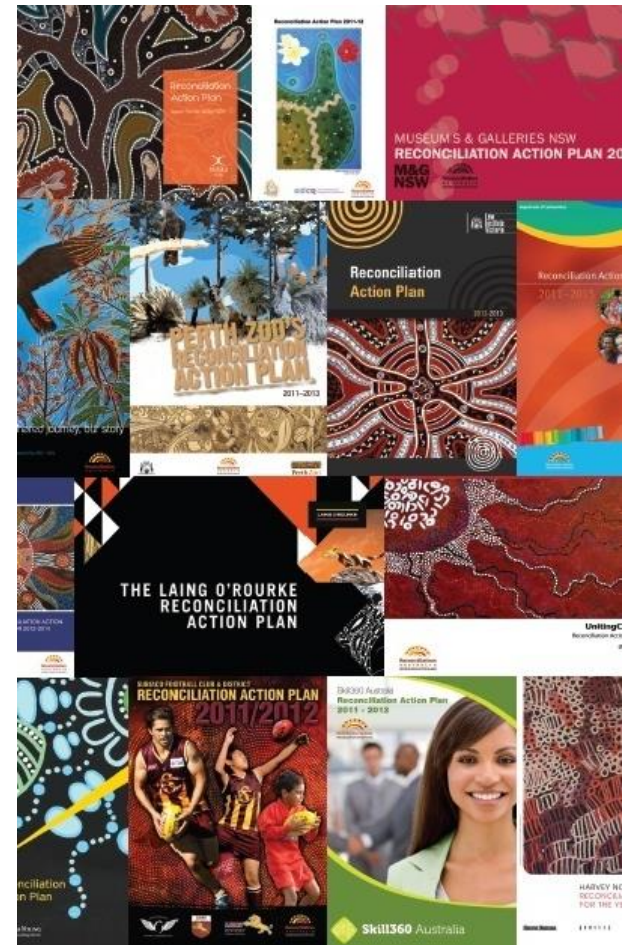
- ✓ Measure the impact of RAP initiatives; and
- ✓ Evaluate reconciliation progress; in order to
- ✓ Implement and improve the performance of workplace RAPs; towards
- ✓ Empowering employment and social outcomes for Aboriginal and Torres Strait Islander peoples, as well as a greater shared understanding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

To date, surveys have been conducted in:

- August 2012
- Sept – Oct 2014
- Aug – Sept 2016
- July – Sept 2018
- July – Sept 2020

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 Australia’s 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 2020.

- The total sample of n=28,043 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 2020 (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=1988, 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%.

## 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 a sample of n=8768 respondents from 29 participating RAP organisations, conducted in Aug-Sept 2014.
- ▶ The 2016 results in this report are based upon a sample of n=18,385 respondents from 45 participating RAP organisations, conducted in Aug-Sept 2016.
- ▶ The 2018 results in this report are based upon a sample of n=19,938 respondents from 65 participating RAP organisations, conducted in July-Sept 2018.
- ▶ Since 2014, the error margin for all samples at the overall level is +/-1% at the 95% confidence interval.

## Workplace RAP Barometer 2020

- ▶ The latest results in this report are based upon an online survey of 28,043 respondents from 92 participating RAP organisations, conducted in July-Sept 2020.
- ▶ 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%.
- ▶ Tracking in this report includes results since 2014, where possible. To see results from the 2012 WRB survey, please refer to previous reports, archived with RA.
- ▶ **Note: All percentage figures in this report are rounded. Accordingly, totals may not add up to 100%.**

## 2020 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 2020 survey of n=1988 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, Polity believes 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.

# The social context of 2020

Before interpreting any changes in the Barometer results for 2020, it is important to acknowledge the potential impact of COVID-19 in Australia during this survey period. Also, the advent of heightened awareness and sentiments around the Black Lives Matter movement globally and locally may have directly influenced our attitudes to reconciliation and other Indigenous issues this year.

## **COVID-19 and the possible 'impact' on all other social issues**

In Australia, awareness and concerns about the coronavirus pandemic started in January and quickly grew during February-March, particularly through manifest panic-buying and shortages of groceries, hand sanitisers and personal protection equipment etc.

Spread of the COVID-19 virus resulted in Australia's first social distancing rules and nationwide lockdown starting in late March, with international borders closed to all non-residents on March 20. This first round of regulations started to ease in late May-early June. However, since then regulations in various states and territories have fluctuated in response to new outbreaks, most severely in Victoria which re-introduced even stricter lockdown rules from June 20 and throughout July, until a state of disaster was declared by Premier Dan Andrews on August 2.

While it impossible to know exactly how the loss of loved ones, pandemic fears and related impacts on people's lives have influenced attitudes and perceptions across the general population, there can be little doubt there has been some effect, and that views on other issues such as reconciliation are unlikely to have continued 'as usual'.

In terms of reading results in this year's Barometer, a potential key impact to consider is the relegation of reconciliation to lesser relative importance, or conversely a heightening of its importance in relation to the pandemic focusing people's attention on 'social issues'.

## **Social lockdowns and the potential exacerbation of discrimination**

Without a doubt, one of the key impacts of the lockdown regulations has been on people's economic security, with business closures and job losses affecting many millions of Australians. The situation since April has resulted in many people having to work less hours or losing their jobs

altogether. According to the Australian Bureau of Statistics, some 594,000 people lost their jobs in April alone. Such economic hardship would not only have impacted people's personal well being, but has likely resulted in increased tensions between bosses and workers and between landlords and tenants, at the very least.

Again, it is not known exactly how much such conflicts have occurred, or how much they may have affected various cultural groups. Nevertheless, a key potential impact to consider here is how racial minorities in general but Aboriginal and Torres Strait Islander Australians in particular, may have experienced increased racism and discrimination.

For many of the WRB employee respondents, it must be acknowledged that key disruptions this year will have included working from home, redundancies of colleagues and the added workplace stresses of COVID-19 risks and workloads, especially for front line services.

## **Black Lives Matter demonstrations and the potential increase in racism awareness and backlash**

Following the death of George Floyd at the hands of police in the US state of Minnesota on May 25 this year, a wave of protests swept around the world in support of the Black Lives Matter movement and against police brutality. In Australia, protest marches were staged around the country, starting in Sydney on June 2 and continuing throughout the month. The marches were held not only in support of the movement for justice in the USA, but also to highlight and call for greater action on Australia's high rate of deaths among incarcerated Indigenous Australians.

Again, it is highly likely this has been another key social issue to have potentially affected this year's survey results. Not least of all, the Black Lives Matter protests may have helped focus awareness of racism, or raised perceptions of its existence, which perhaps helps explain the sharp increase of people's perception that 'Australia is a racist country'. Or, in extreme cases, the movement may have caused a backlash, potentially increasing racism towards Indigenous Australians.

Conversely, the protests may have engendered 'push-back' against the idea that Australia has a widespread racism problem.

# Workplace RAP Barometer 2020 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 2014. However, it is evident COVID-19 has interrupted many RAP activities during workplace lock downs.**

Employee engagements with RAP activities undertaken by their organisation have mostly declined since 2018. This likely reflects how programs have been disrupted during the pandemic, particularly affecting initiatives that involve gathering people together. Nevertheless, 2 key indicators have remained positive:

- Employee participation in cultural awareness training with their current organisation remains steady
- Employees continue to agree taking part in most RAP activities is both enjoyable and instructive

There has also been an increase in the level of employees aware of their organisation having a Reconciliation Action Plan, and levels of support for business actions towards reconciliation have remained high, in line with 2016 and 2018.

It is also remains very clear that participation in reconciliation activities is 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 (54%), compared with those who haven't (40%).
- Employees who've participated in at least one RAP activity with their current organisation are more likely to hold very high trust (40%) for Indigenous colleagues, compared with those who haven't (27%).
- Employees who've participated in at least one RAP activity with their current organisation are more likely to feel it's very important to undertake formal truth-telling processes (68%), compared with those who haven't (55%).

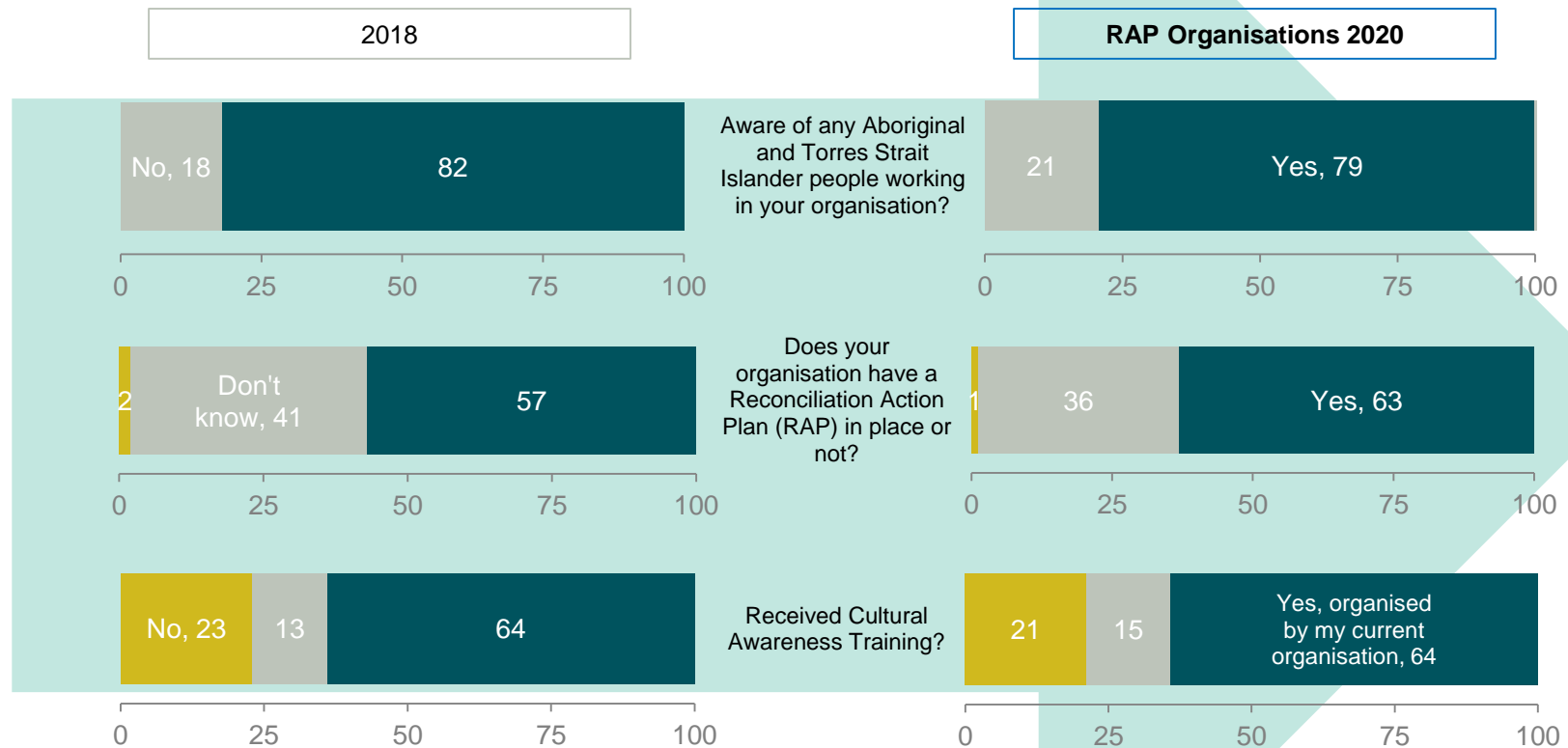
## **Outcomes for key reconciliation attitudes continue to improve since 2014**

Measures for key reconciliation goals have also mostly remained steady or improved. For example, **58% strongly agree Indigenous cultures are important to Australia's national identity**, compared to 45% in 2014; while **78% strongly agree the relationship is important**, up from 69% in 2014.

Also, **65% of employees say it's very important to learn about past injustices**, compared to 49% in 2014.

And **41% of employees say the wrongs of the past must be rectified** for reconciliation to work, continuing a steady upward trend since 2014 (27%).

# Awareness of organisational RAP has increased



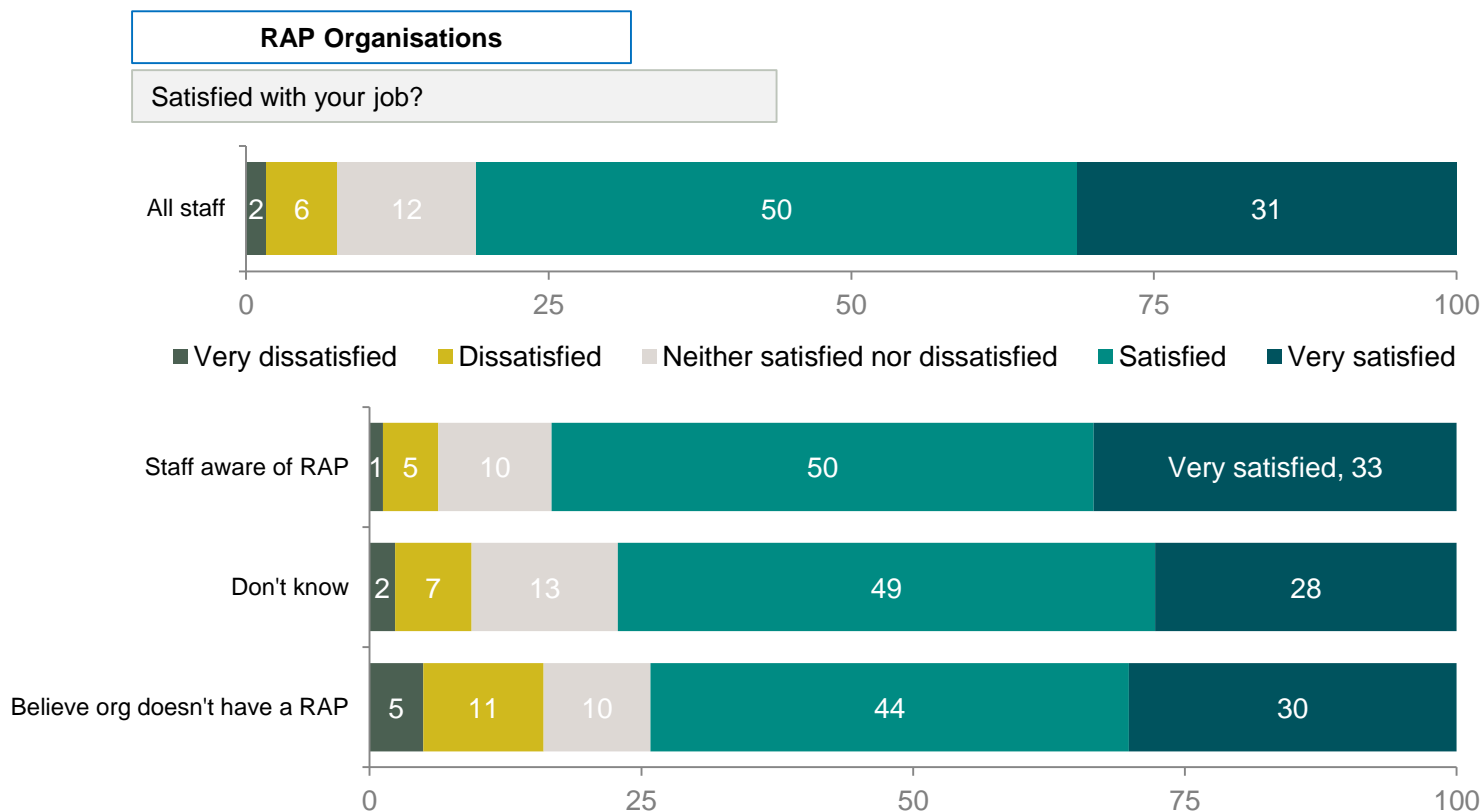
There has been an increase in the level of RAP employee awareness of their organisation having a Reconciliation Action Plan, since 2018.

However, awareness of Indigenous colleagues has fallen slightly and 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 (83%) with their current job, compared to those who aren't aware. They are also most likely to be very satisfied (33%).

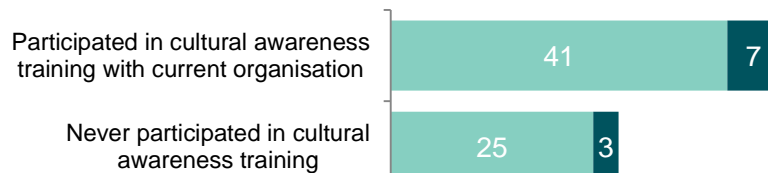
Conversely, staff who believe their organisation does not have a RAP are most likely to be dissatisfied (16%).



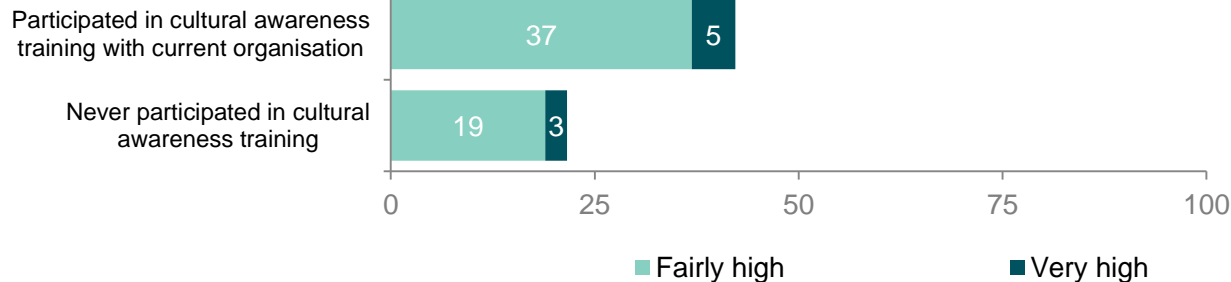
# Participation in cultural awareness training drives knowledge of Indigenous histories and cultures

## RAP Organisations

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

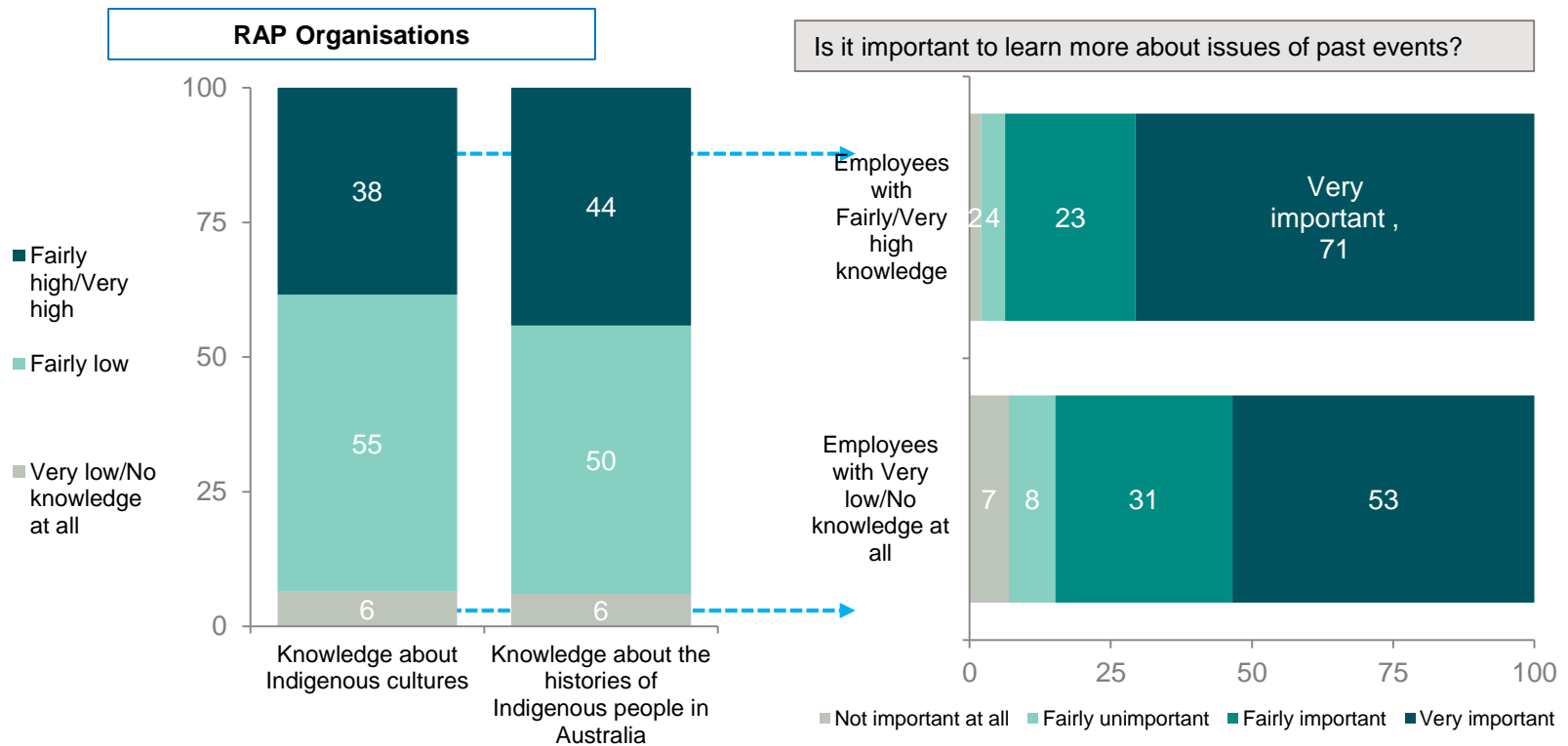


### Knowledge about Aboriginal and Torres Strait Islander cultures:



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 have never undertaken cultural awareness training.

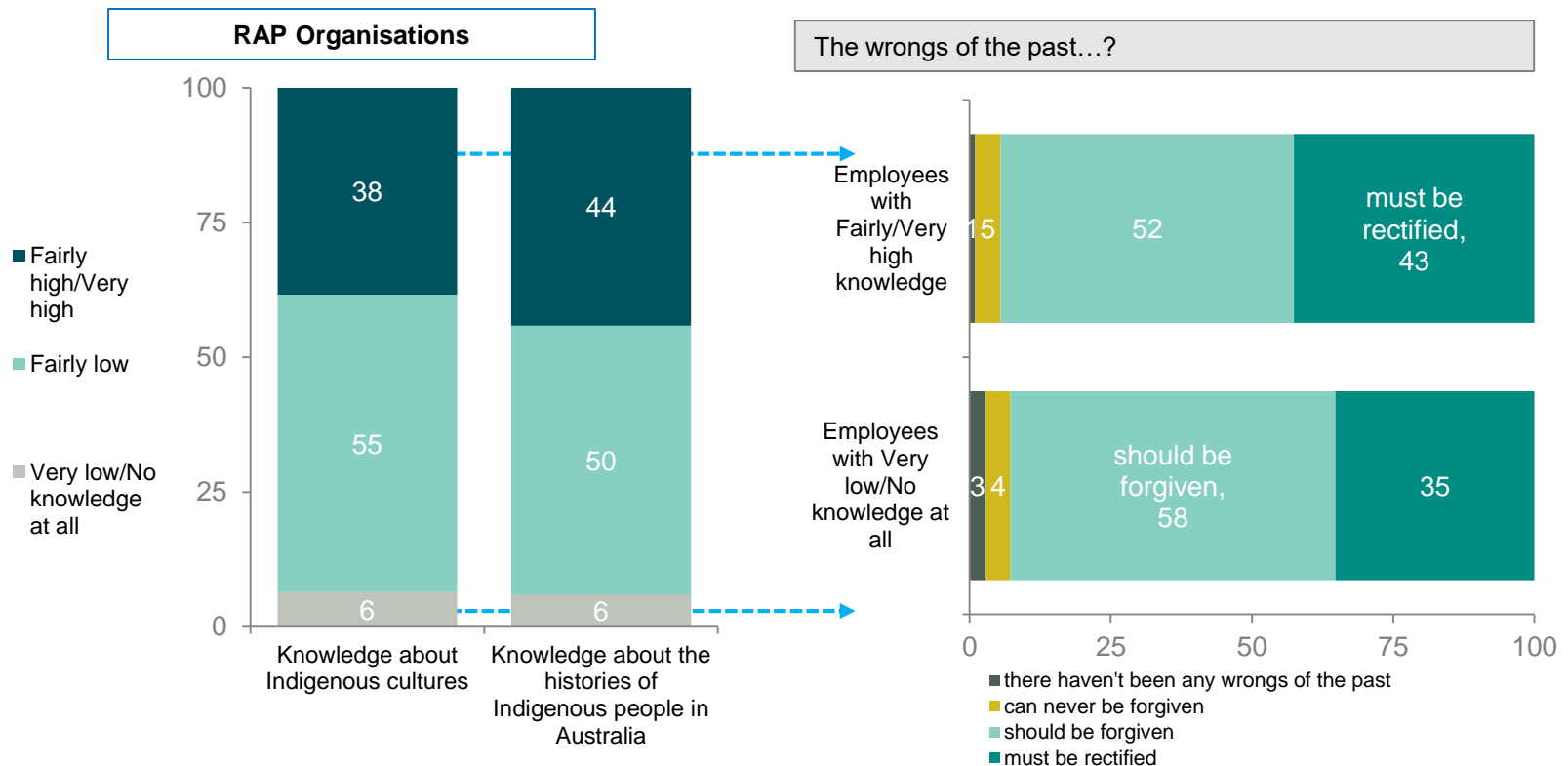
# High knowledge of Indigenous histories/cultures drives importance of learning more about past issues



RAP employees with fairly high or very high knowledge of both Indigenous histories and cultures are more likely to feel it's very important (71%) 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 (15%).

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



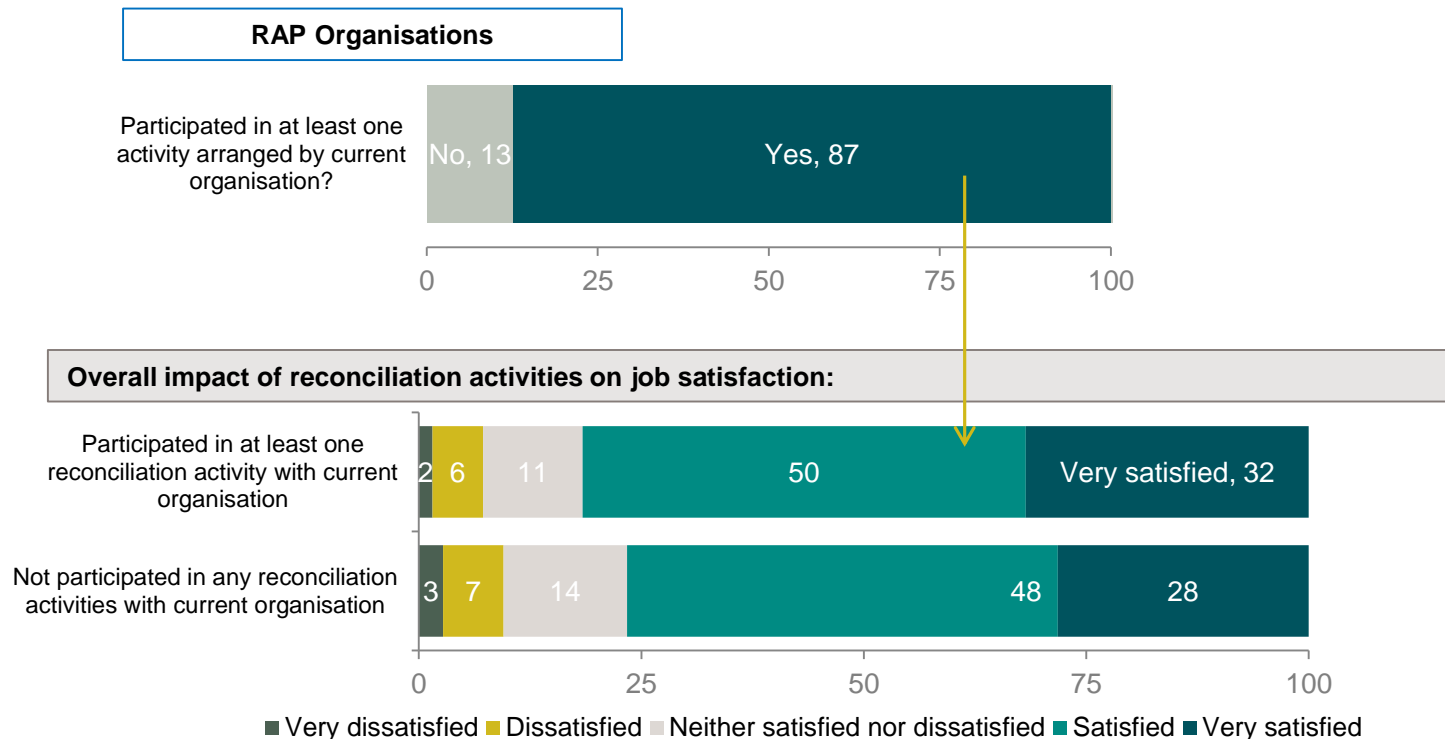
RAP employees with fairly high or very high knowledge of both Indigenous histories and cultures are more likely to feel that past wrongs must be rectified (43%), than people with very low or no knowledge at all (35%).

Conversely, more people with very low or no knowledge of Indigenous histories and cultures feel the wrongs of the past should be forgiven and we all just move on (58%).

# Workplace RAP Barometer 2020 Indicators

RAP participation analysis

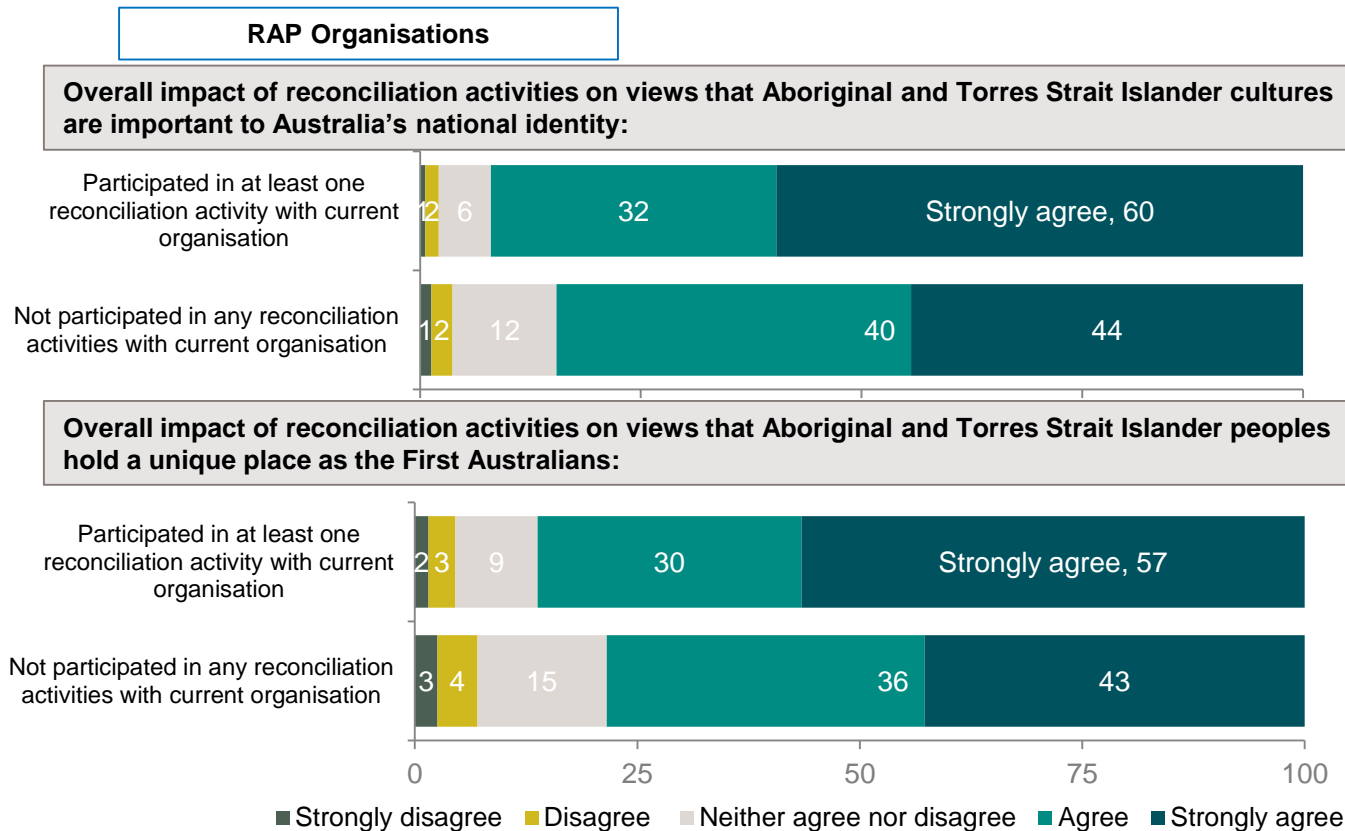
# Participation in reconciliation activities improves employee job satisfaction



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 (32%), compared with those who haven't (28%).

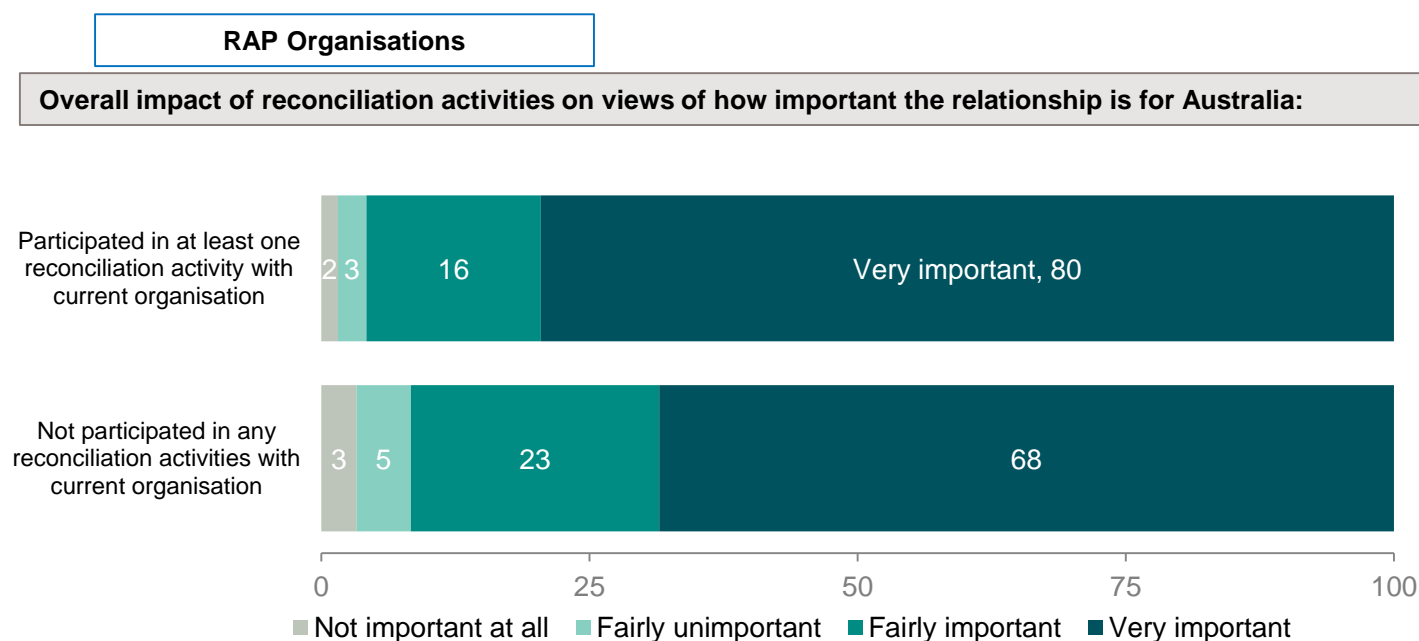
# Participation in reconciliation activities improves employee views of Indigenous significance



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 (60%) and that Indigenous Australians hold a unique place (57%), compared with those who haven't.

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

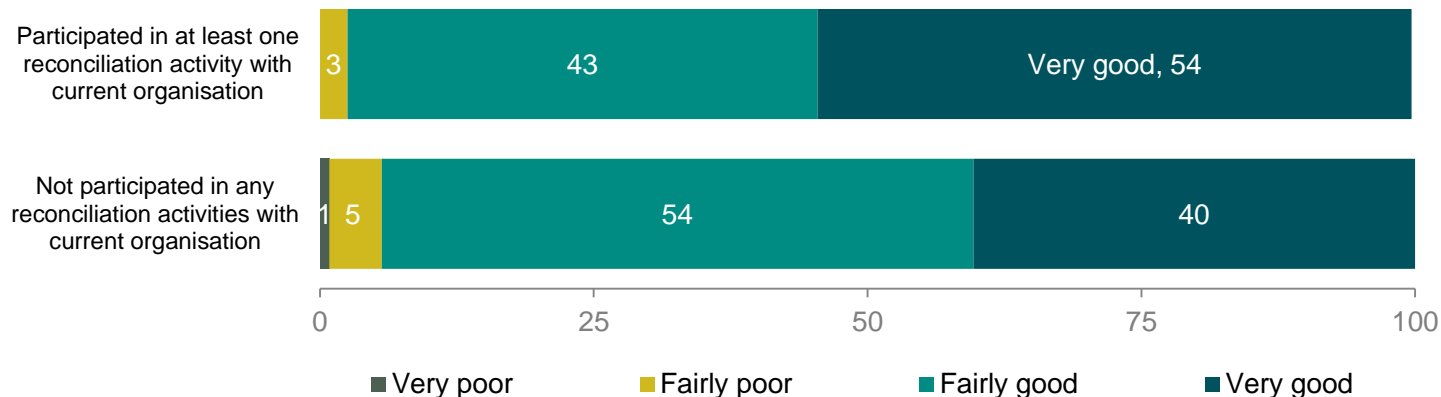


Employees who've participated in at least one RAP activity with their current organisation are more likely to see the relationship between Indigenous and non-Indigenous Australians as very important (80%), compared with those who haven't (68%).

# 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:



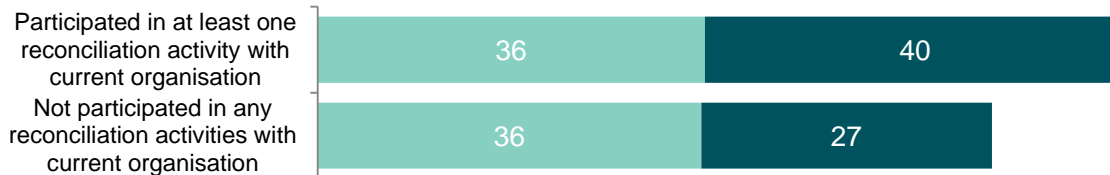
Employees who've participated in at least one RAP activity with their current organisation are more likely to see the relationship between Indigenous and non-Indigenous colleagues as very good (54%), compared with those who haven't (40%).

# Participation in reconciliation activities improves employee views of trust

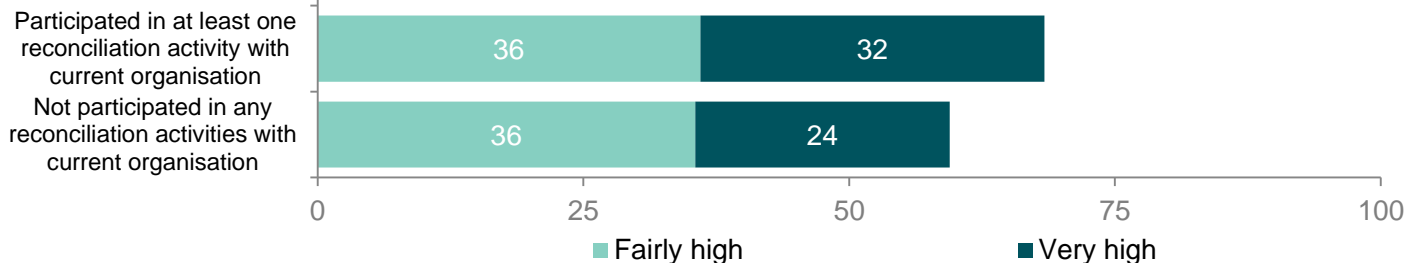
## RAP employees aware of Indigenous colleagues

### 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?

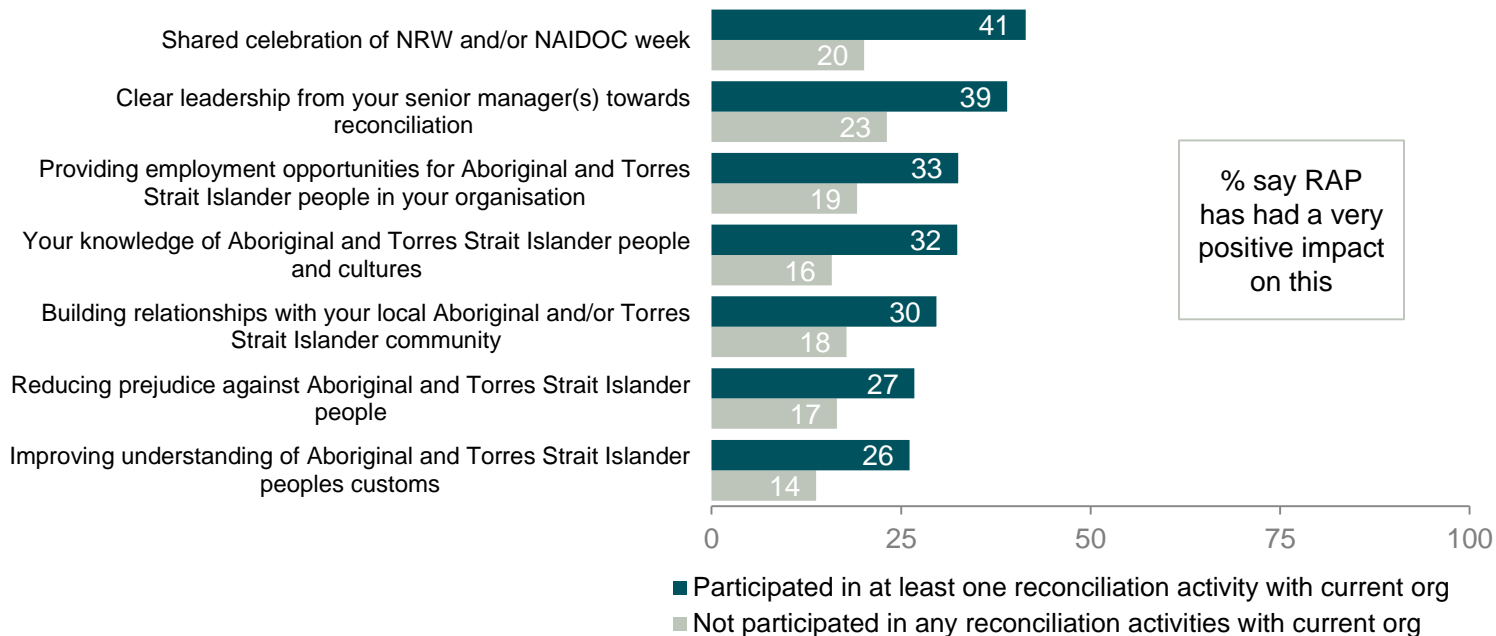


Employees who've participated in at least one RAP activity with their current organisation are more likely to see the trust between Indigenous and non-Indigenous colleagues as very high, compared with those who haven't.

# Participation in reconciliation activities improves employee views of RAP outcomes

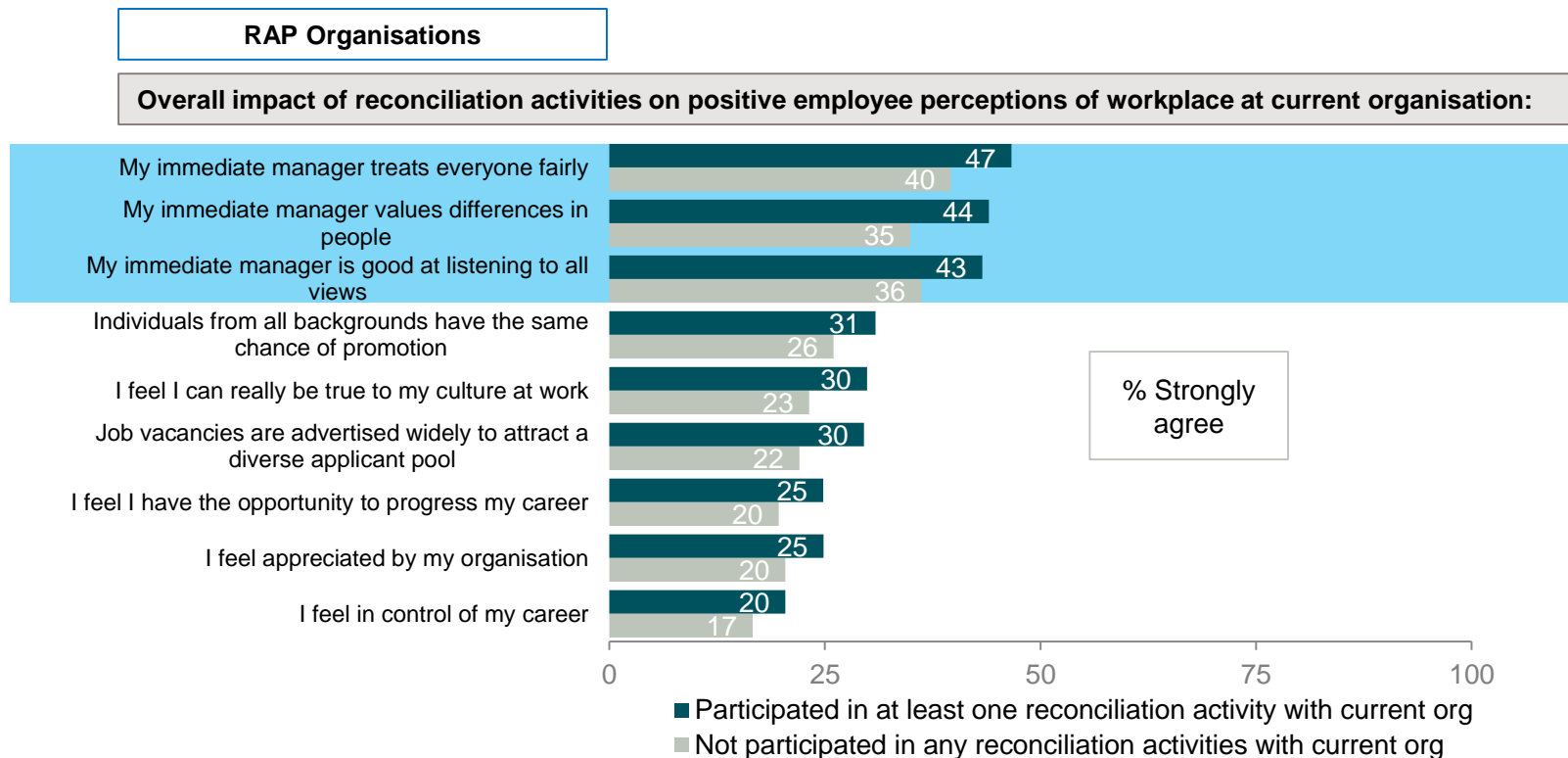
## RAP employees aware of organisation's RAP

### Overall impact of reconciliation activities on positive views of key 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.

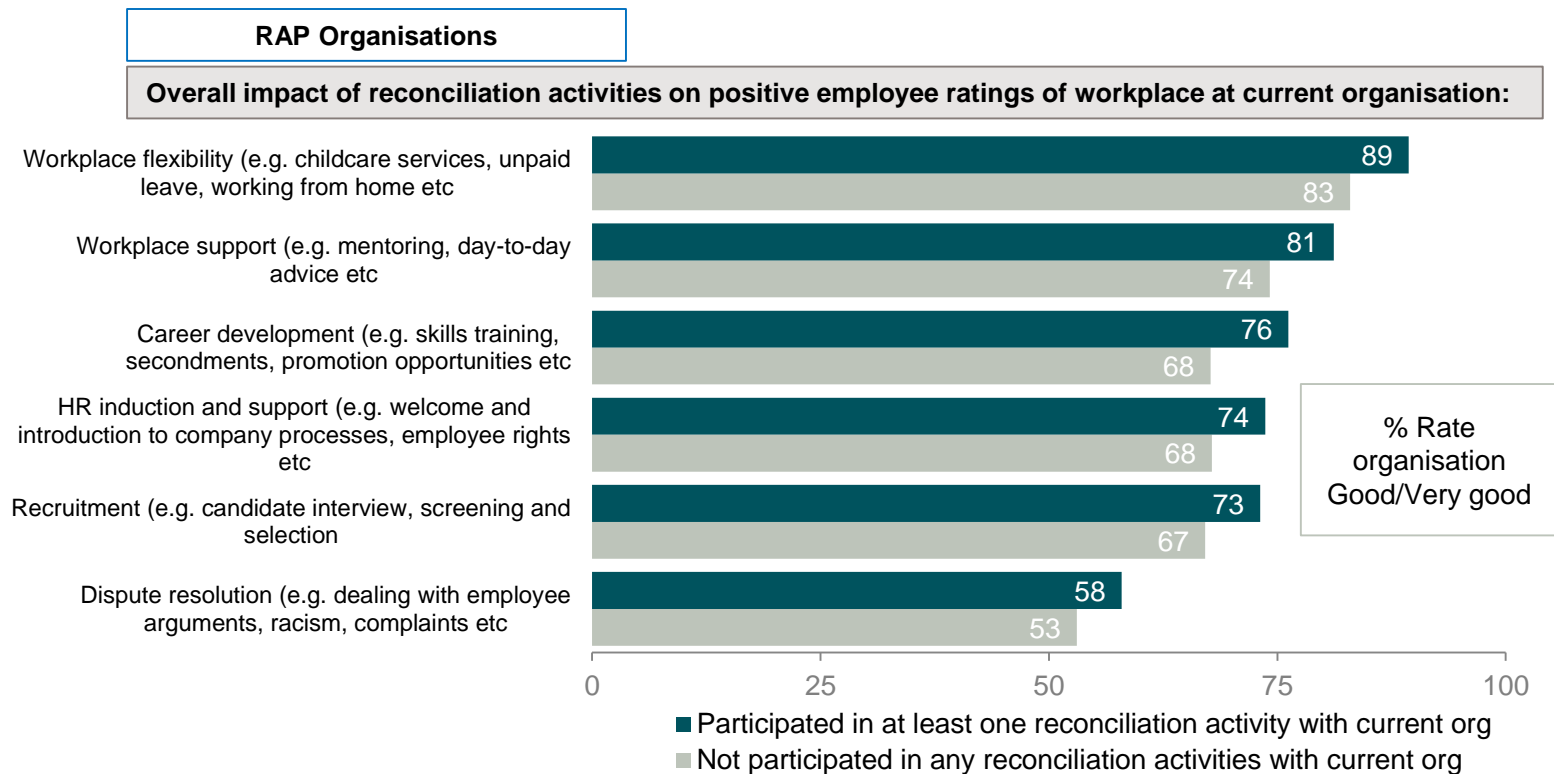
# Participation in reconciliation activities improves employee views of the organisation



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

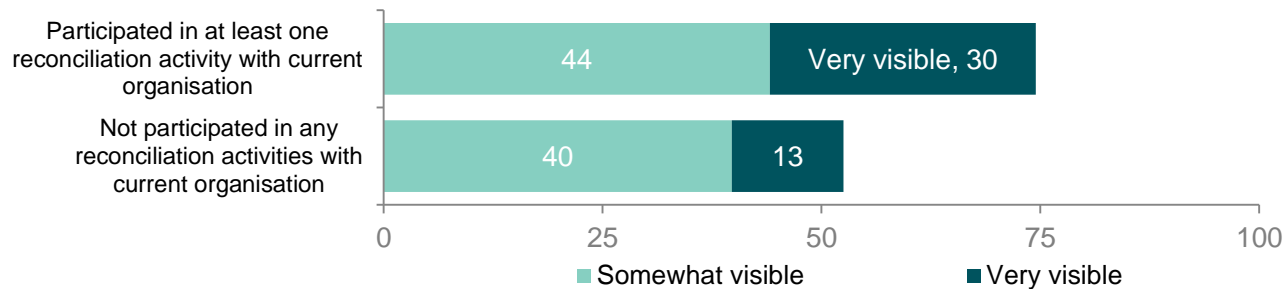


Employees who've participated in at least one RAP activity with their current organisation are more likely to rate their organisation as having good workplace practices, compared with those who haven't.

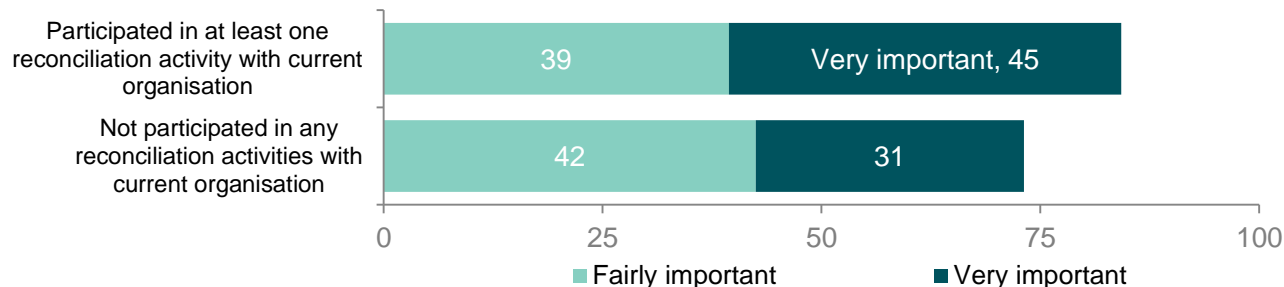
# Participation in reconciliation activities improves employee views of cultural safety in the workplace

## RAP Organisations

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

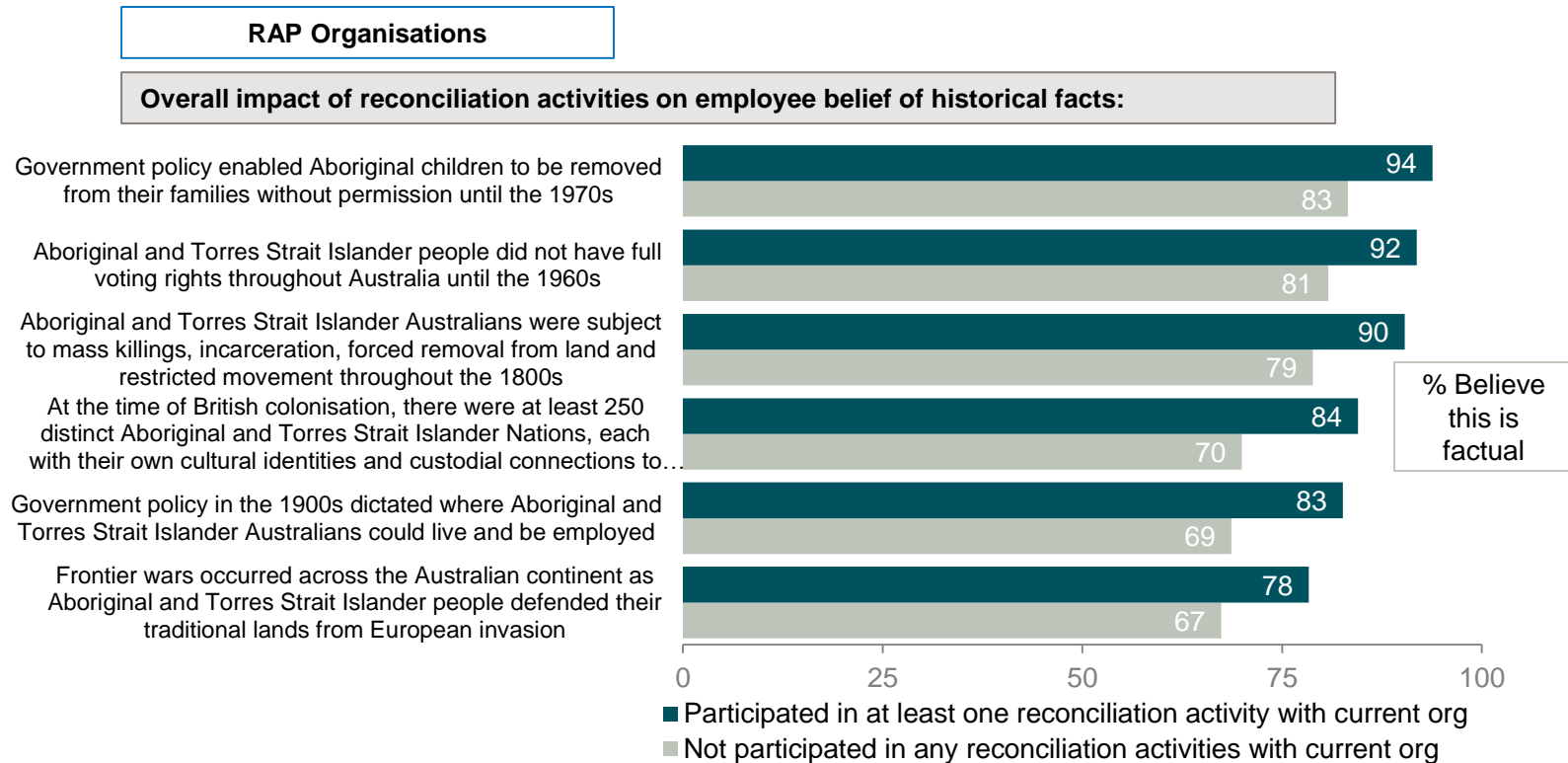


### Overall impact of reconciliation activities on importance of Indigenous culture visibility in the workplace:



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.

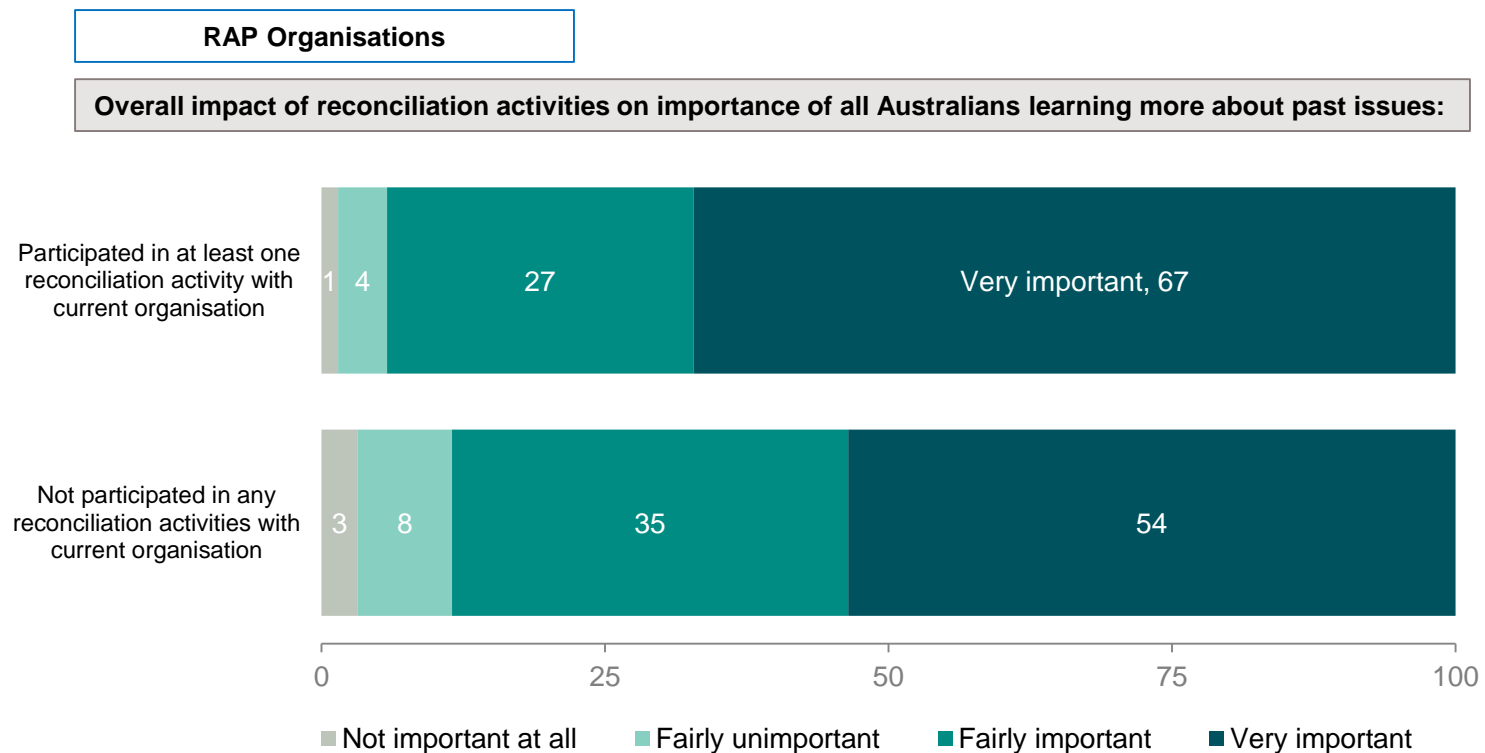
# Participation in reconciliation activities improves employee understanding of past issues as factual



Employees who've participated in at least one RAP activity with their current organisation are more likely to believe a range of historical issues for Aboriginal and Torres Strait Islander peoples are 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.

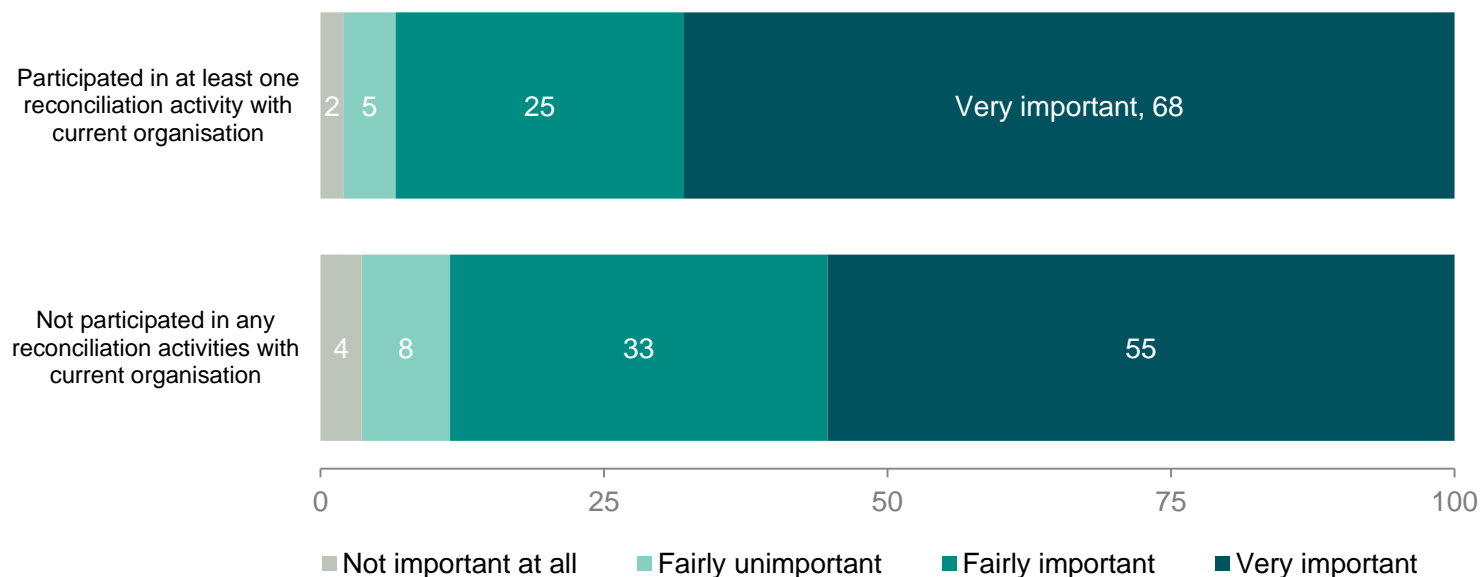


# Participation in reconciliation activities influences employee views of the importance to acknowledge the truth

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 truth-telling processes, about the past issues of European settlement and government policy for Indigenous Australians.

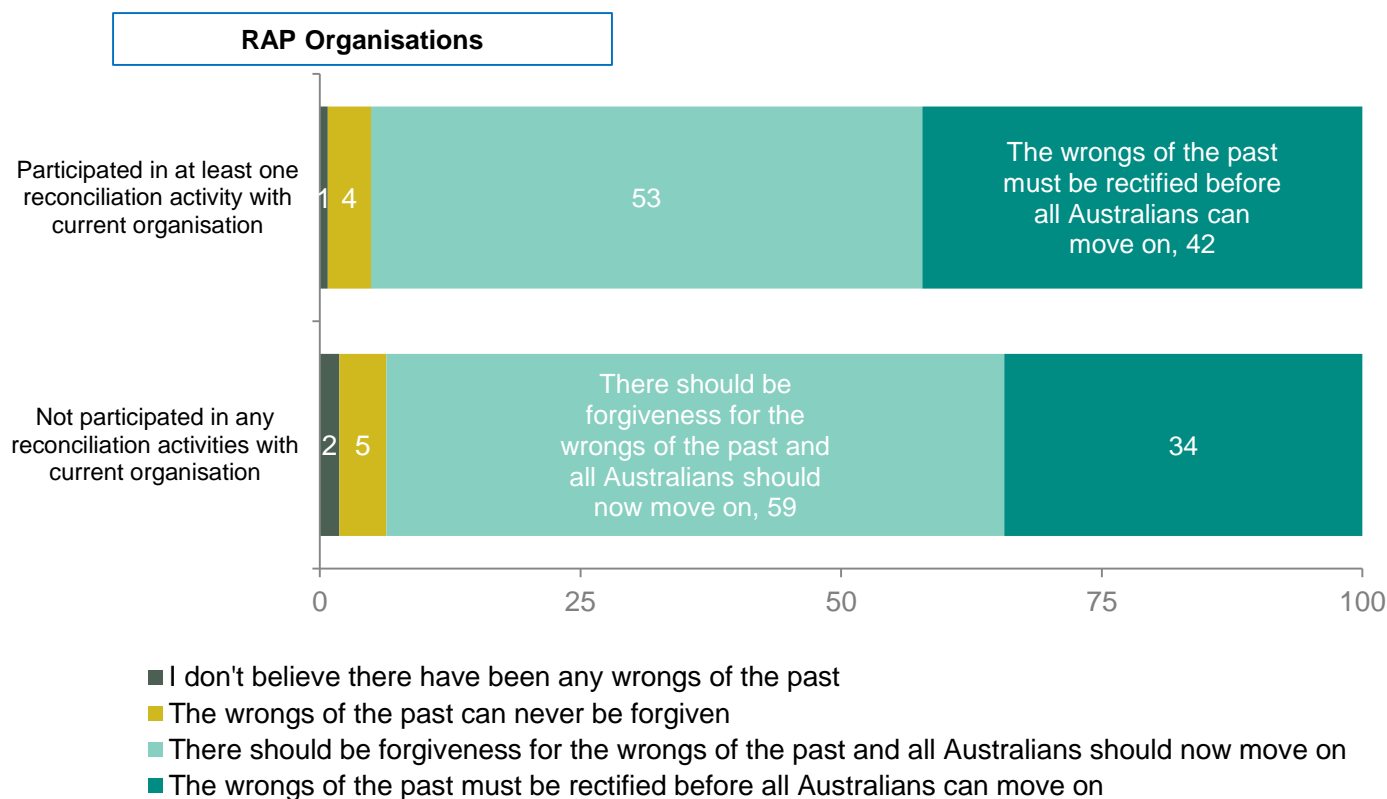
## RAP Organisations

### Overall impact of reconciliation activities on importance of undertaking formal truth-telling processes:



# Participation in reconciliation activities influences employee views of historical acceptance

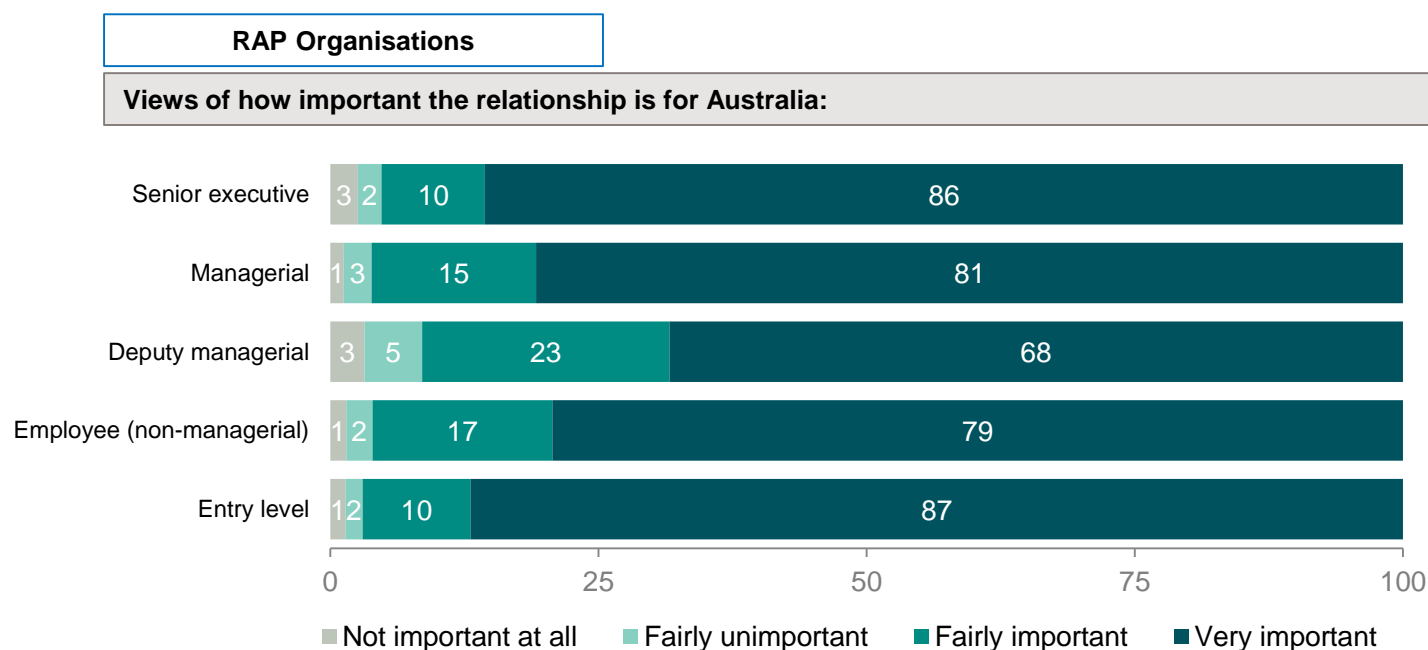
Employees who've participated in at least one RAP activity with their current organisation are more likely to feel that wrongs of the past must be rectified before all Australians can move on (42%), compared with those who haven't (34%).



# Workplace RAP Barometer 2020 Indicators

RAP leadership analysis

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



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

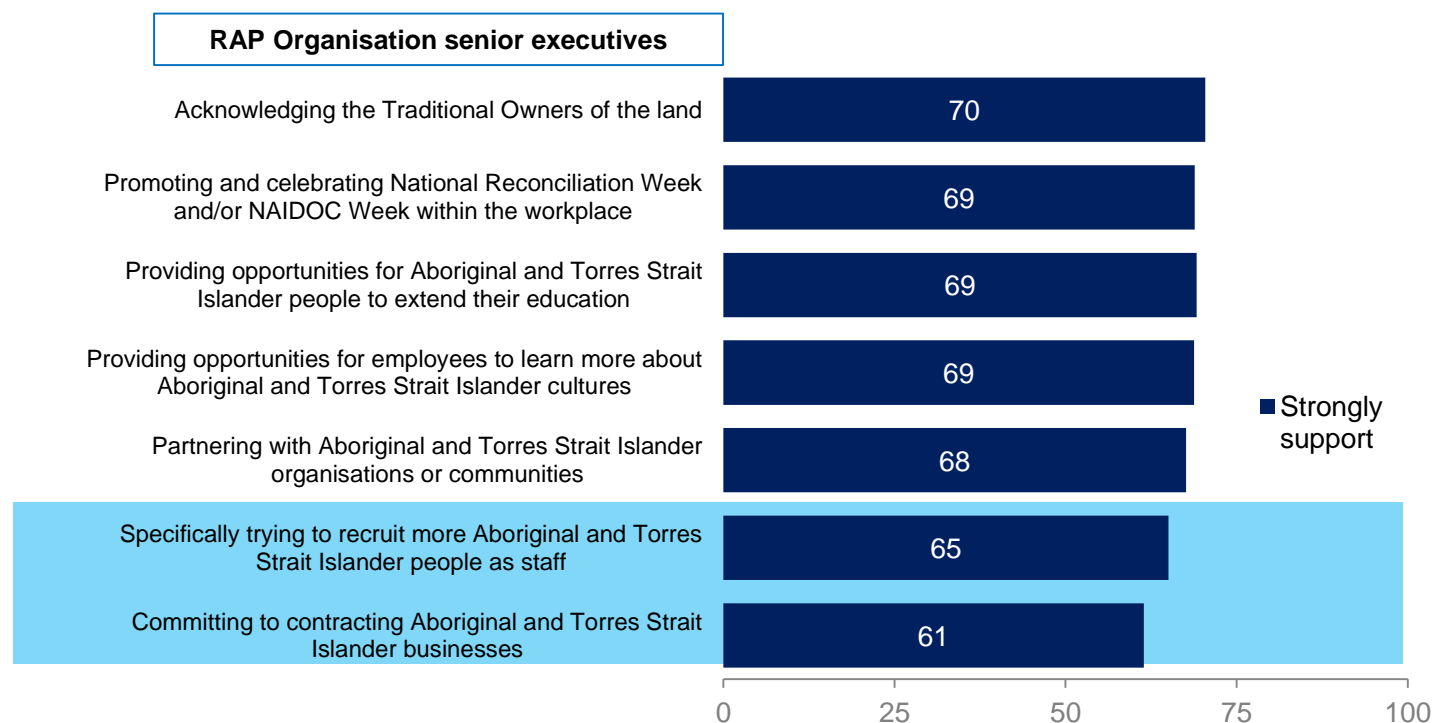
Deputy managers are most likely to feel it's not important (8%).

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



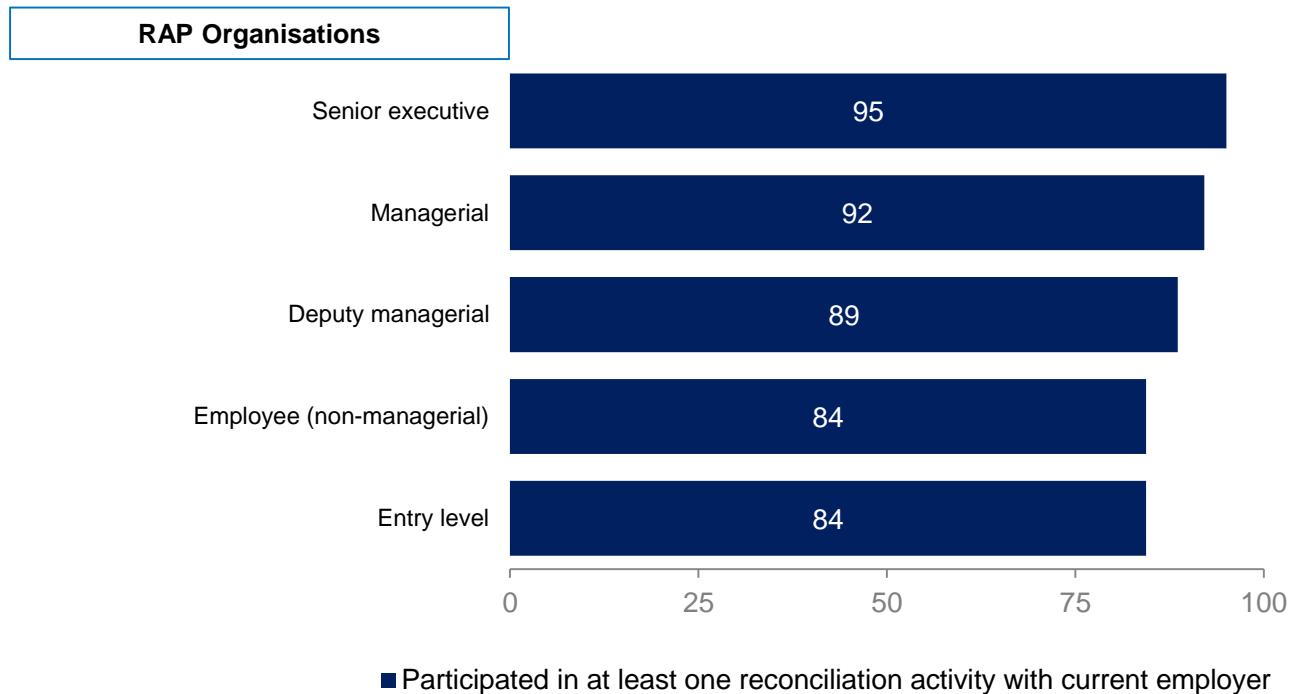
The majority of senior leaders (54%) say it is very important for Indigenous cultural diversity to be visible in the workplace. Deputy managers are least likely to believe it's very important (31%).

# Senior leaders widely support reconciliation activities



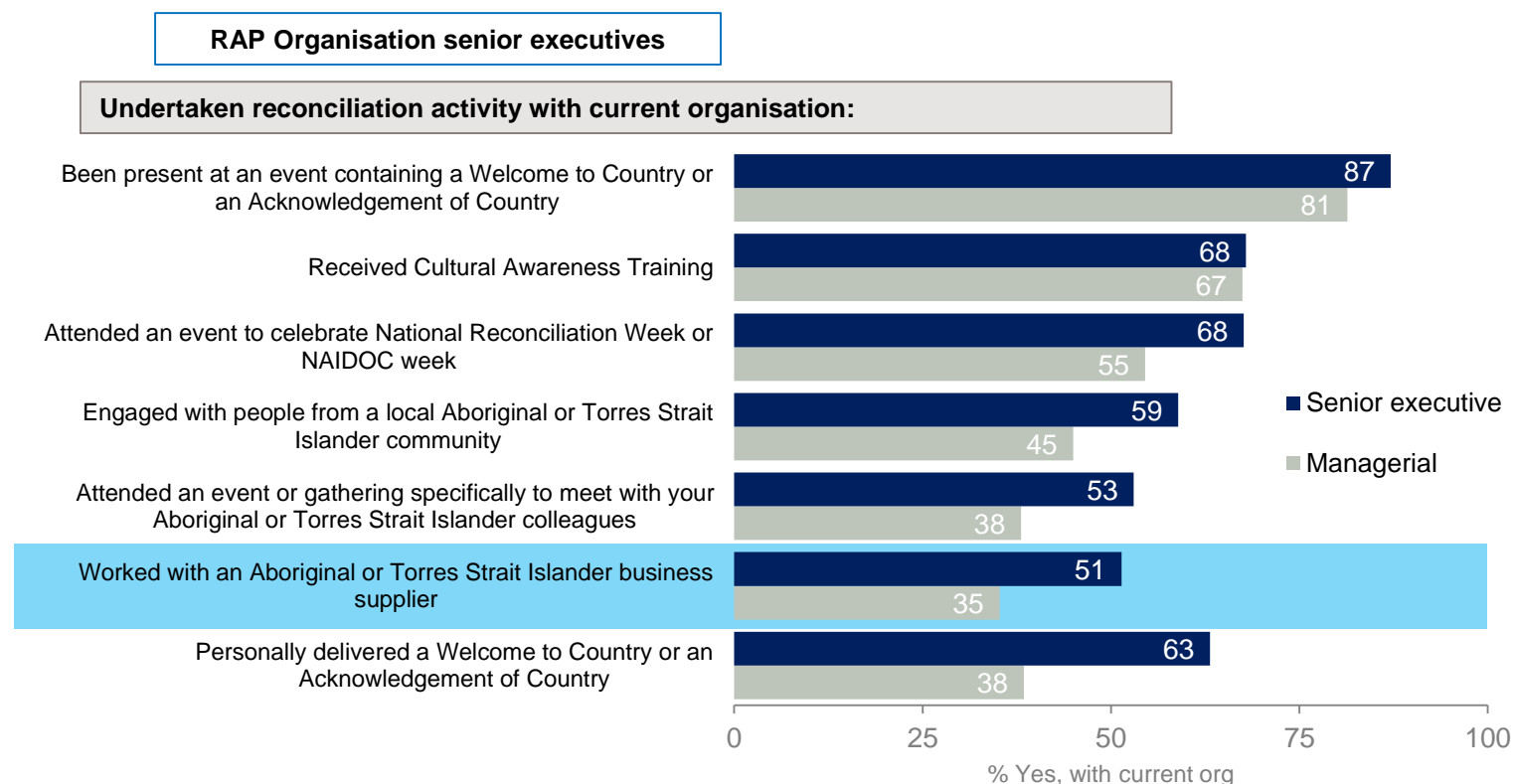
The majority of senior leaders strongly support their organisation undertaking key reconciliation activities. However, they are least likely to strongly support contracting Indigenous businesses (61%) or specifically employing more Aboriginal and/or Torres Strait Islander staff (65%).

# 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 (95%), compared to other staff levels.

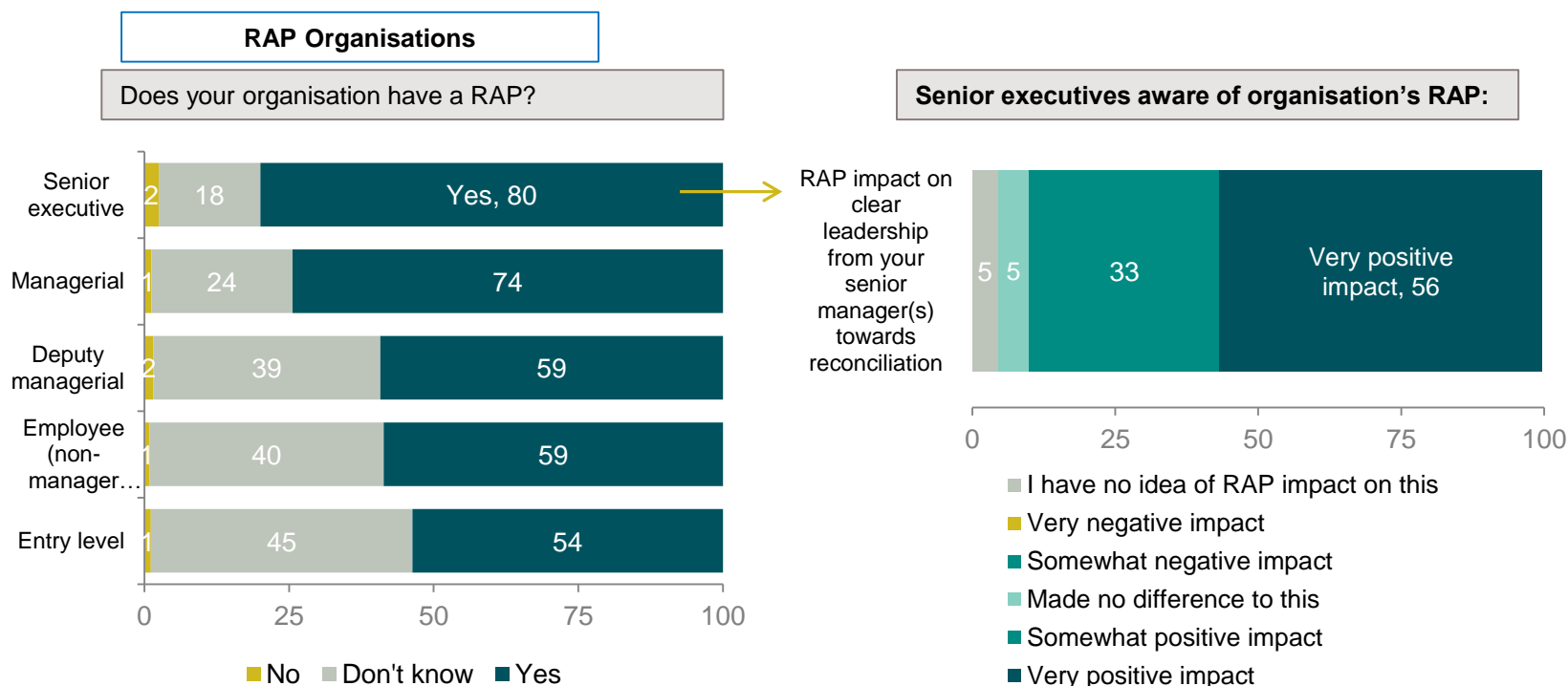
# Leadership participation in reconciliation activities:



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.

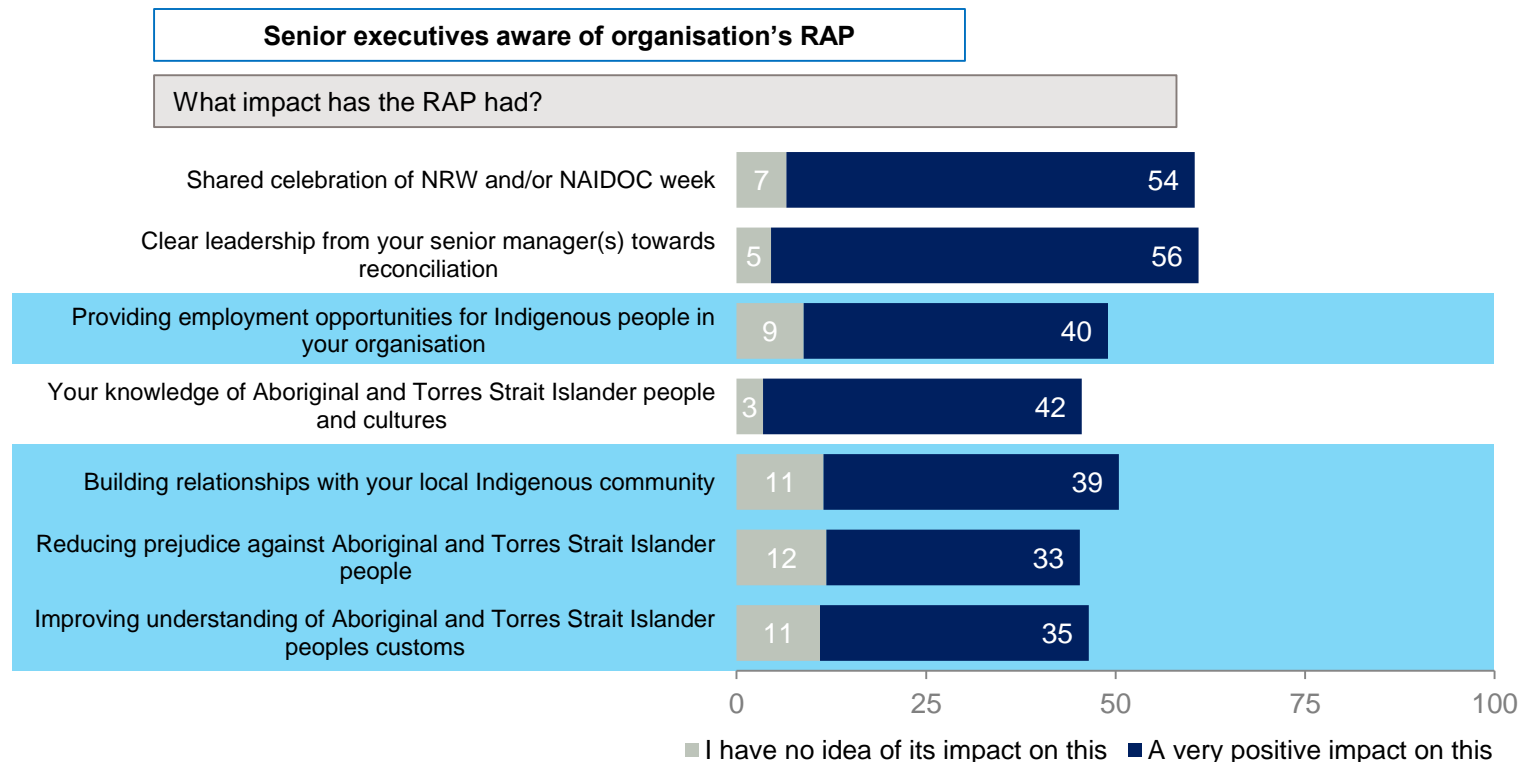
# Senior leaders are widely aware of their RAP



The majority of senior leaders are aware of their organisation having a Reconciliation Action Plan (80%), and the majority of those who are aware believe the RAP has made a very positive impact on senior leadership (56%).

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

# Senior leaders mostly see a very positive impact from their RAP

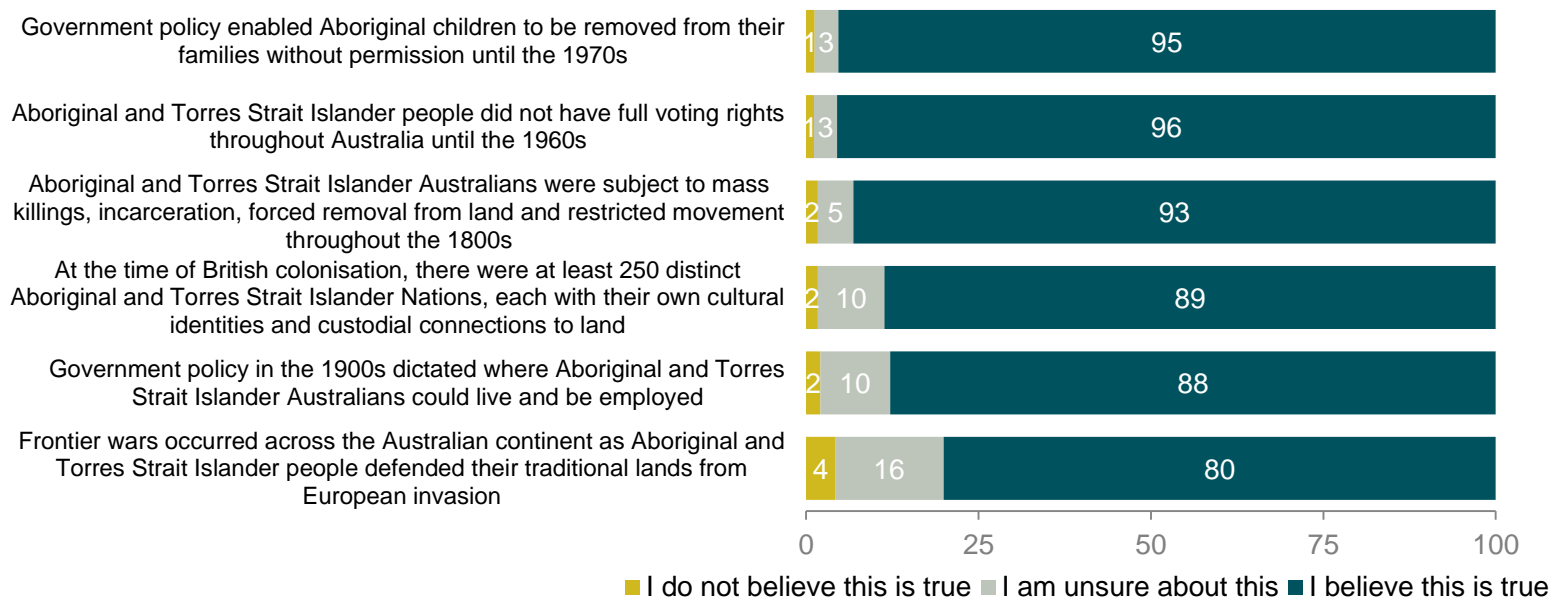


It is notable that with many reconciliation activities, around 1 in 10 senior executives have no idea how the RAP has impacted. This is especially evident regarding employment opportunities, building local relationships, improving understanding of Indigenous customs and reducing prejudice.

# Senior leaders widely believe past events are factual

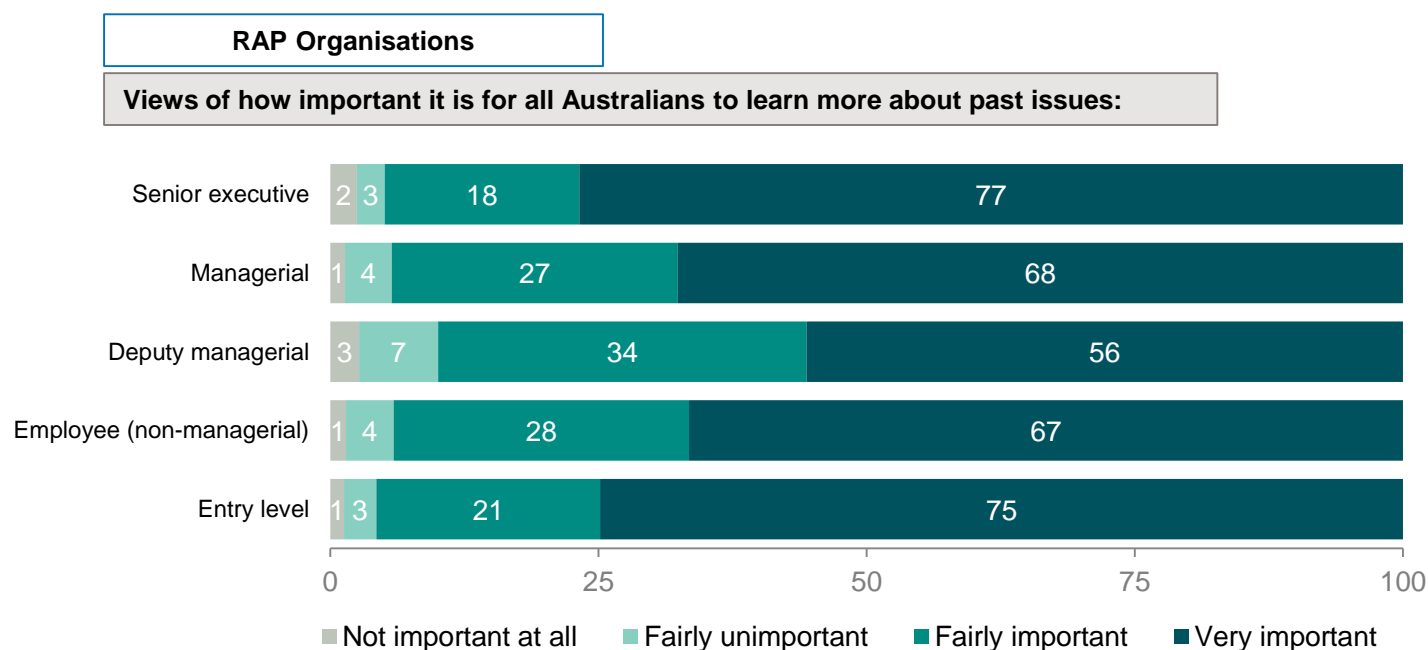
## RAP Organisation senior executives

### Belief of historical facts:



The vast majority of senior executives believe 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

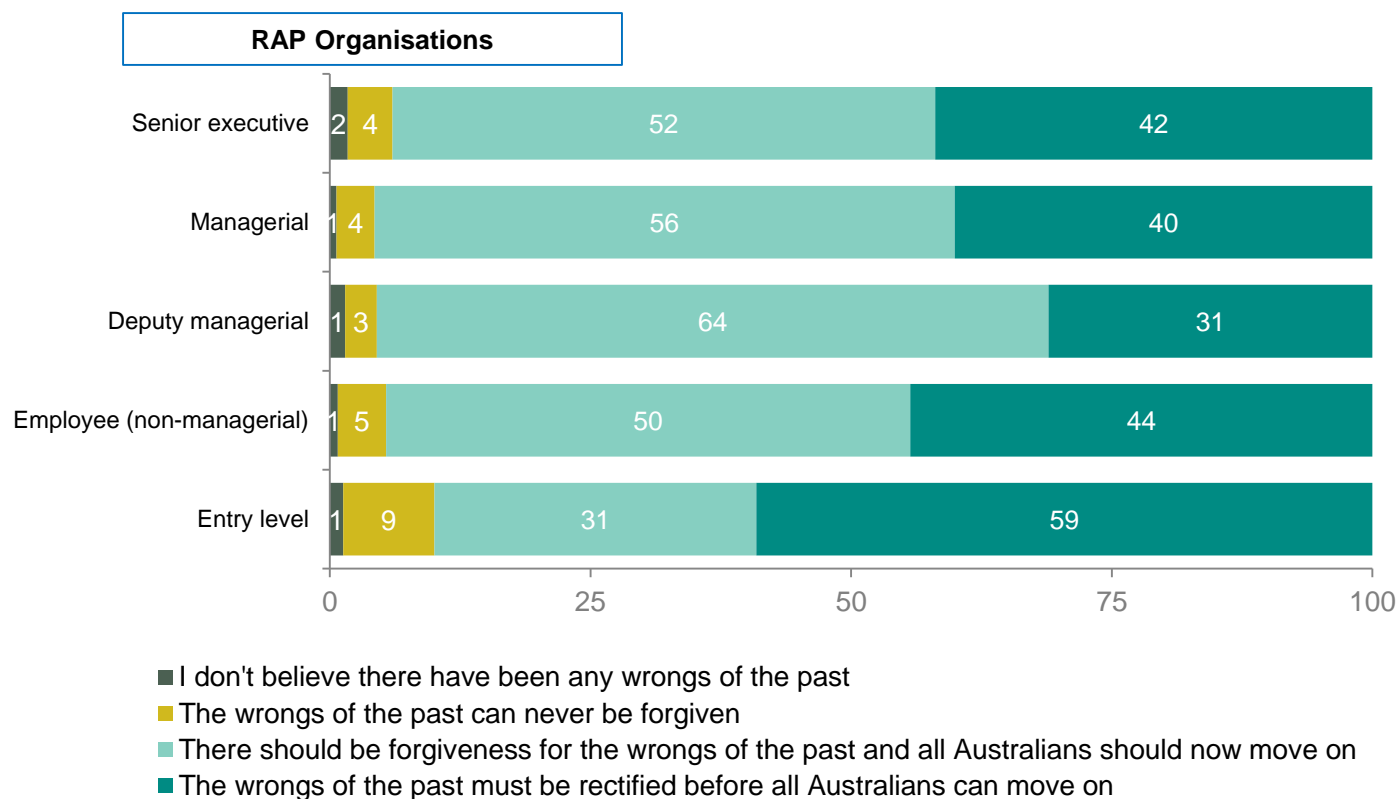


Senior leaders widely believe it's very important to learn more about past issues for Indigenous Australians. Deputy managers are least likely to feel it's very important (56%).

# Senior leaders are less likely than their staff to understand wrongs of the past must be rectified

Senior leaders are less likely than employees and entry level staff to feel the wrongs of the past must be rectified before all Australians can move on.

Deputy managers are most likely to believe there should be forgiveness for the past (64%).



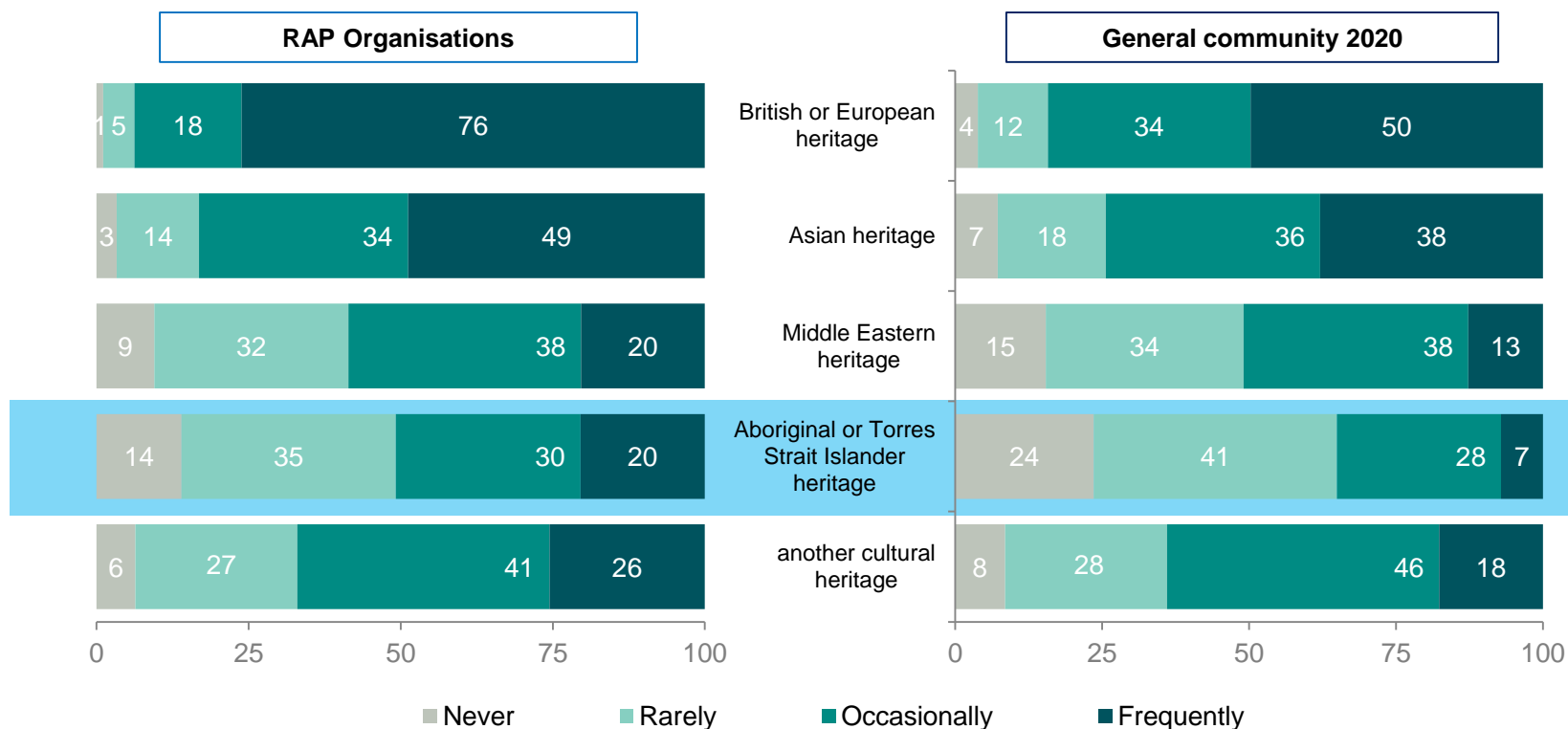
# Workplace Reconciliation Barometer 2020

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

# Workplace Reconciliation Barometer 2020

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?



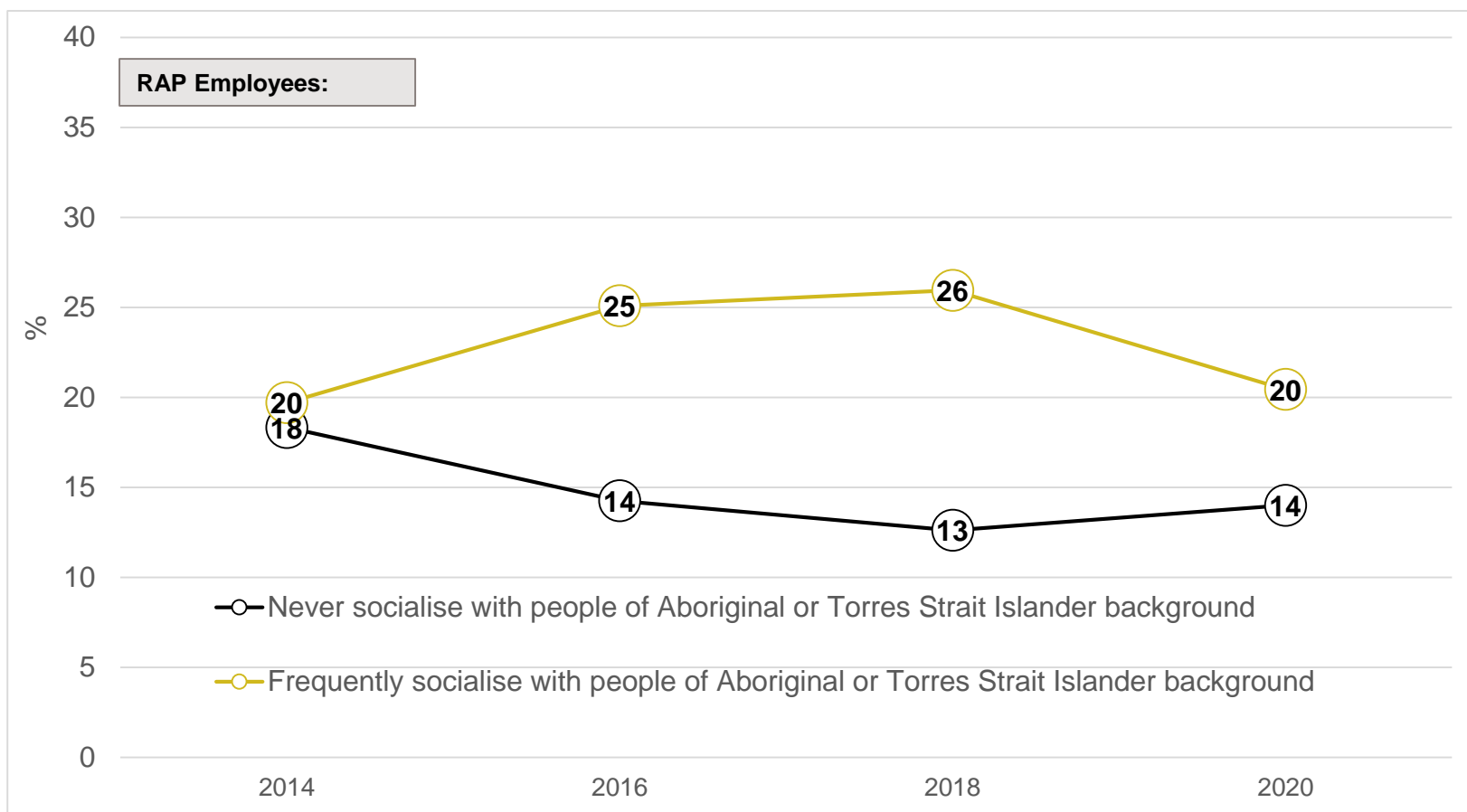
RAP employees are most likely to socialise with people of British or European cultural backgrounds on a frequent basis (76%), as are the general public (50%). When it comes to socialising with Indigenous people, RAP employees are much more likely to do so frequently (20%) than the general public (7%).

However, both RAP employees (14%) and the general public (24%) are still more likely never to socialise with Indigenous people than with any other major cultural group.

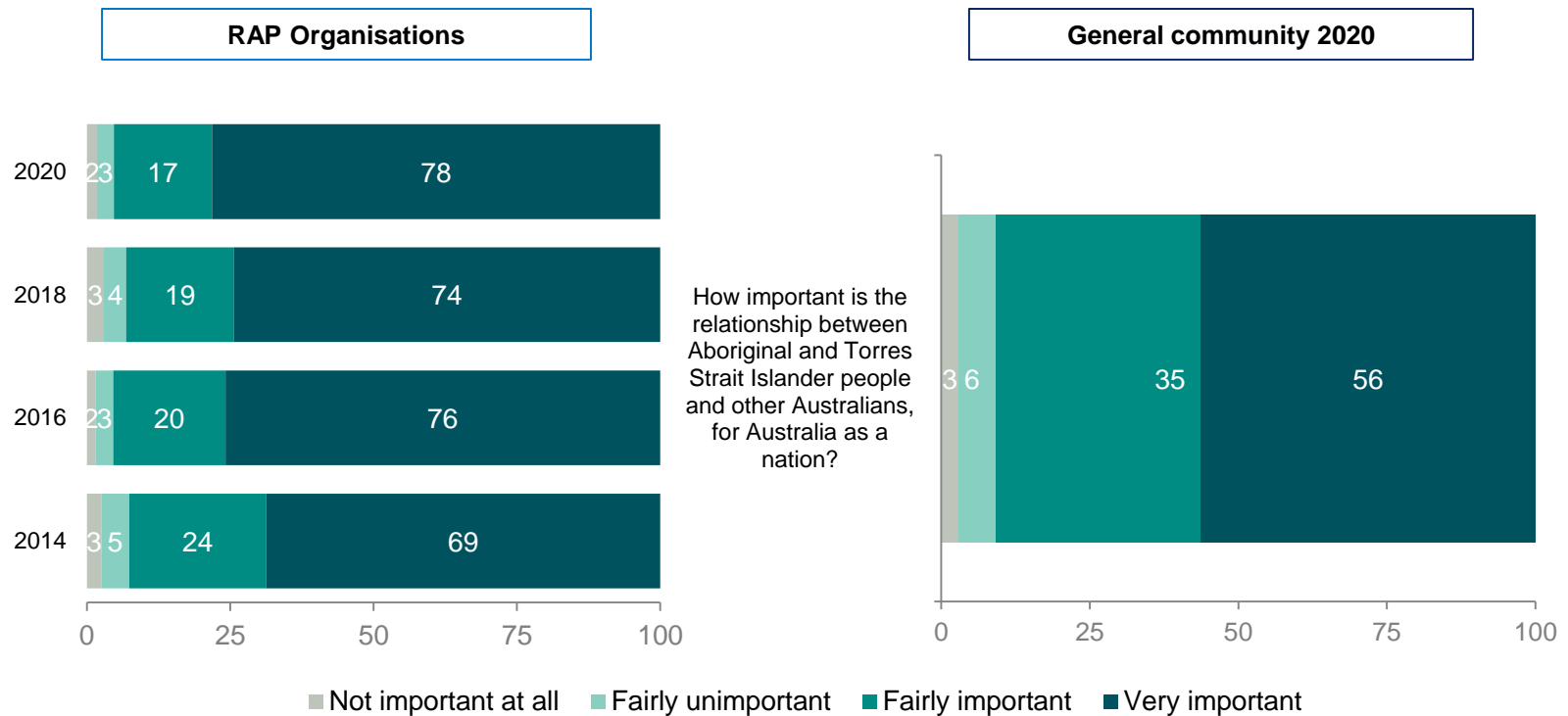
# Race Relations: Tracking socialising with Indigenous people

The percentage of RAP employees who socialise frequently with Indigenous people has declined since 2018. This may reflect how working from home during the COVID-19 pandemic has curtailed such contact.

Conversely, the percentage of employees who never do, remains stable.



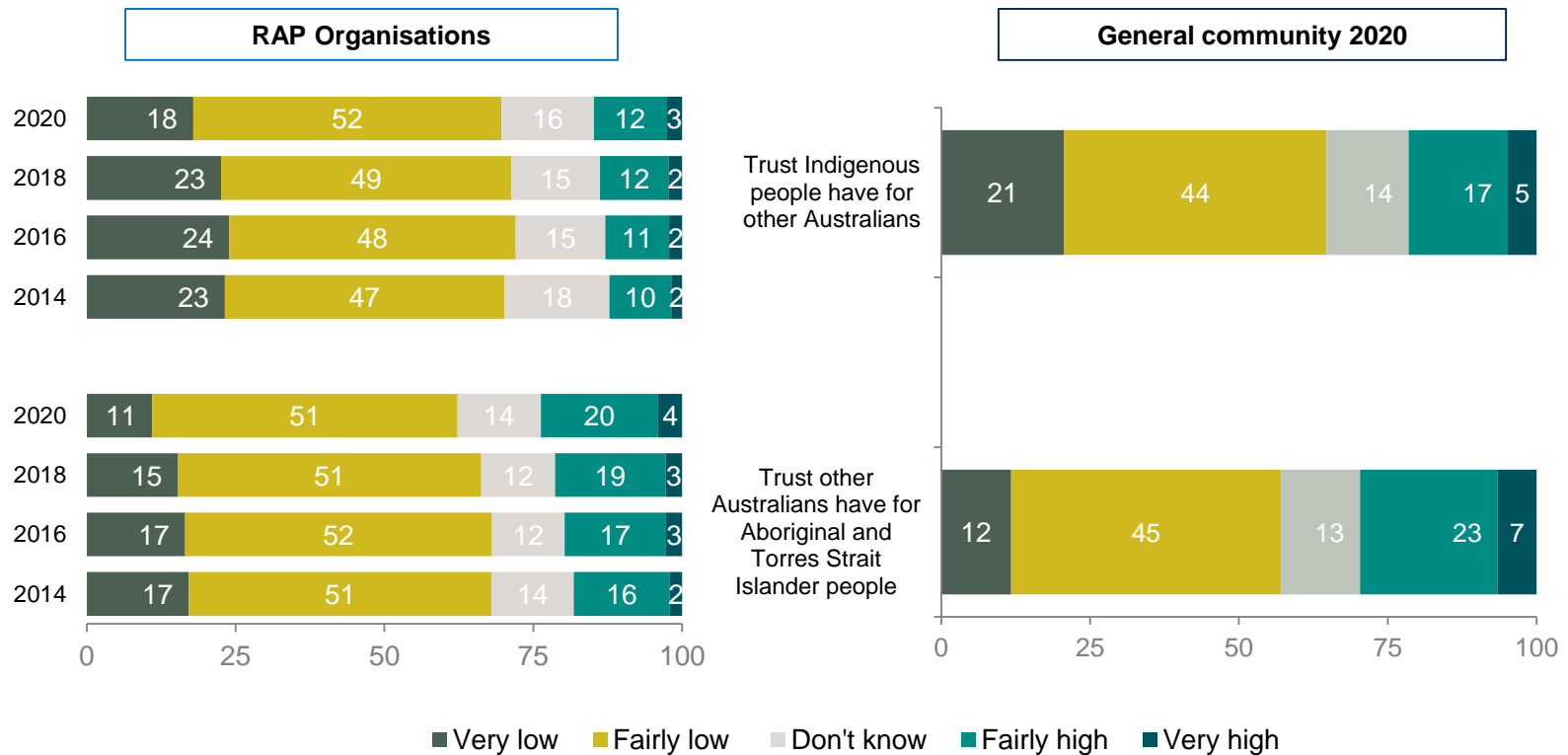
# Race relations: How important is the relationship?



RAP employees continue to be more likely to consider the relationship between Indigenous and non-Indigenous Australians as very important (78%), than the general public (56%).

This continues a steady increase in the trend since 2014.

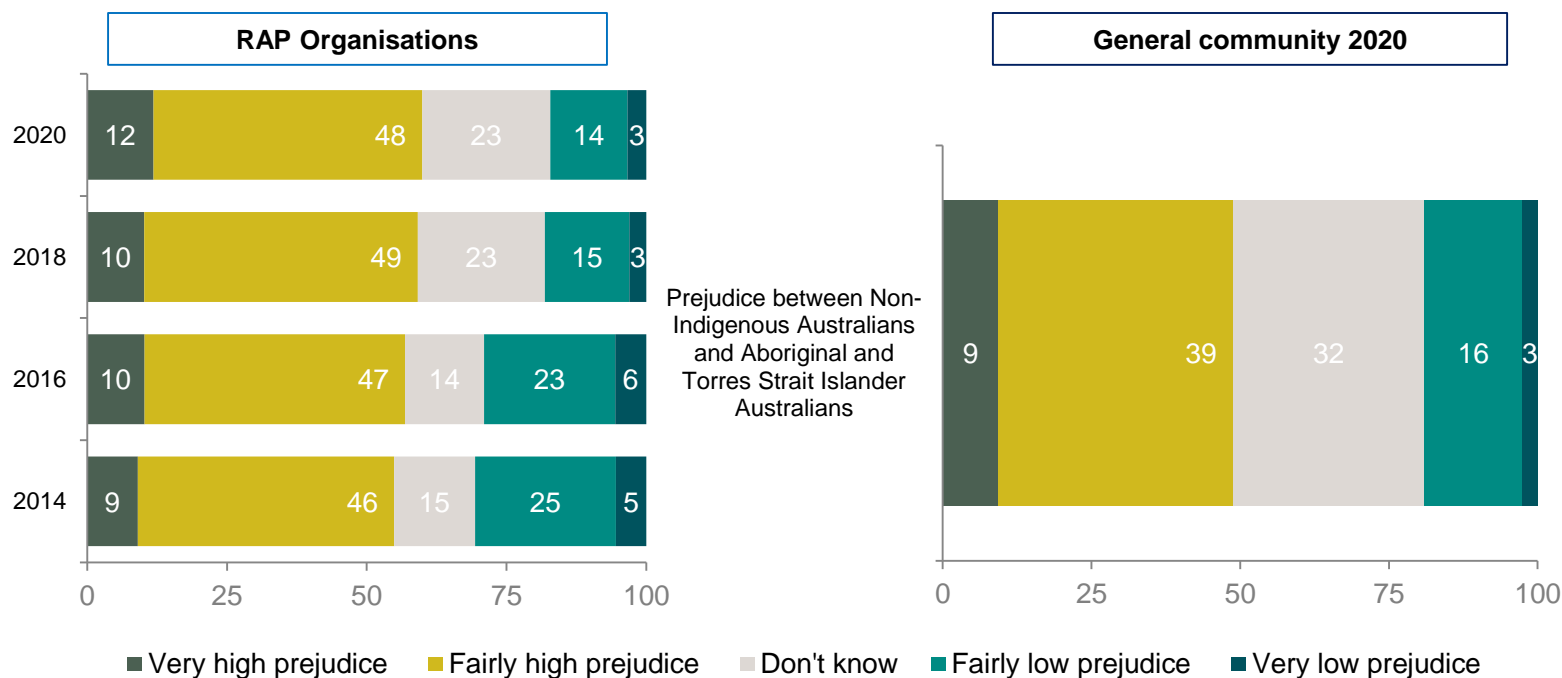
# Race relations: How much do we trust each other?



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 (24%), than believe Indigenous Australians do (15%).

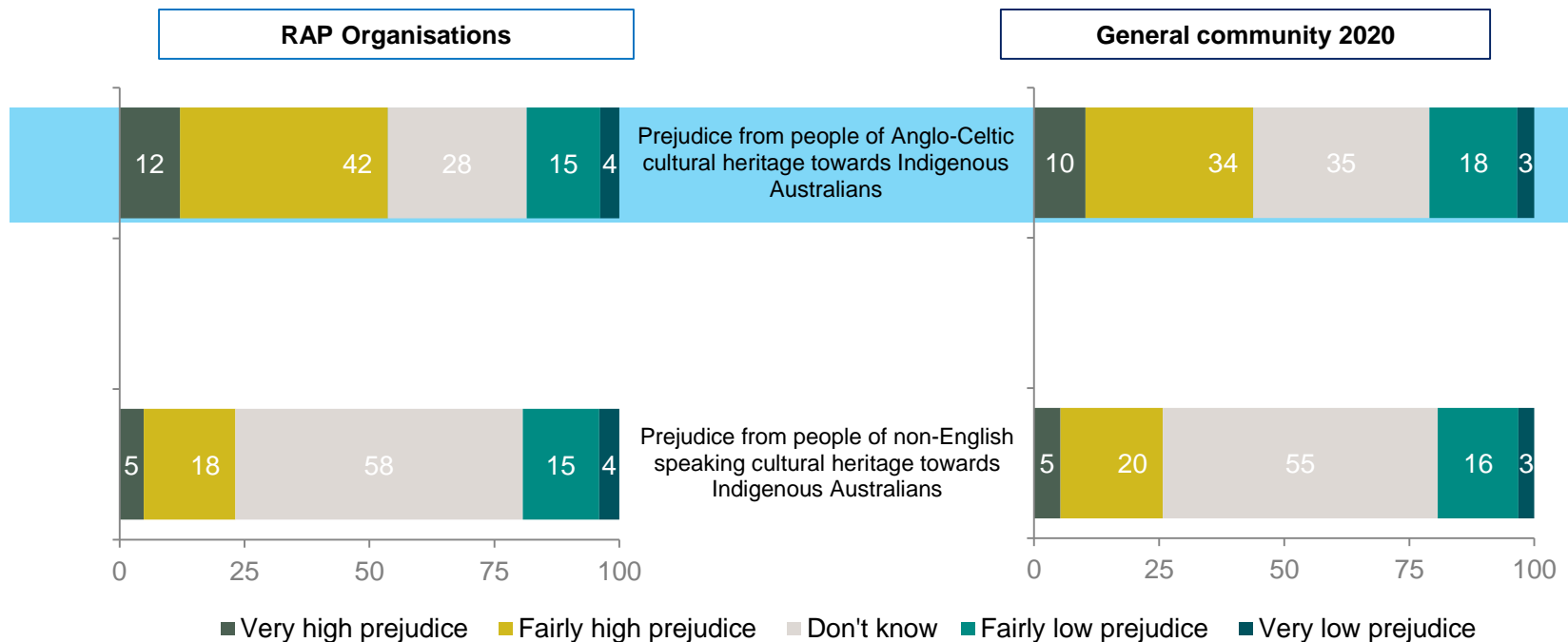
# Race relations: How much prejudice is there between us?



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.

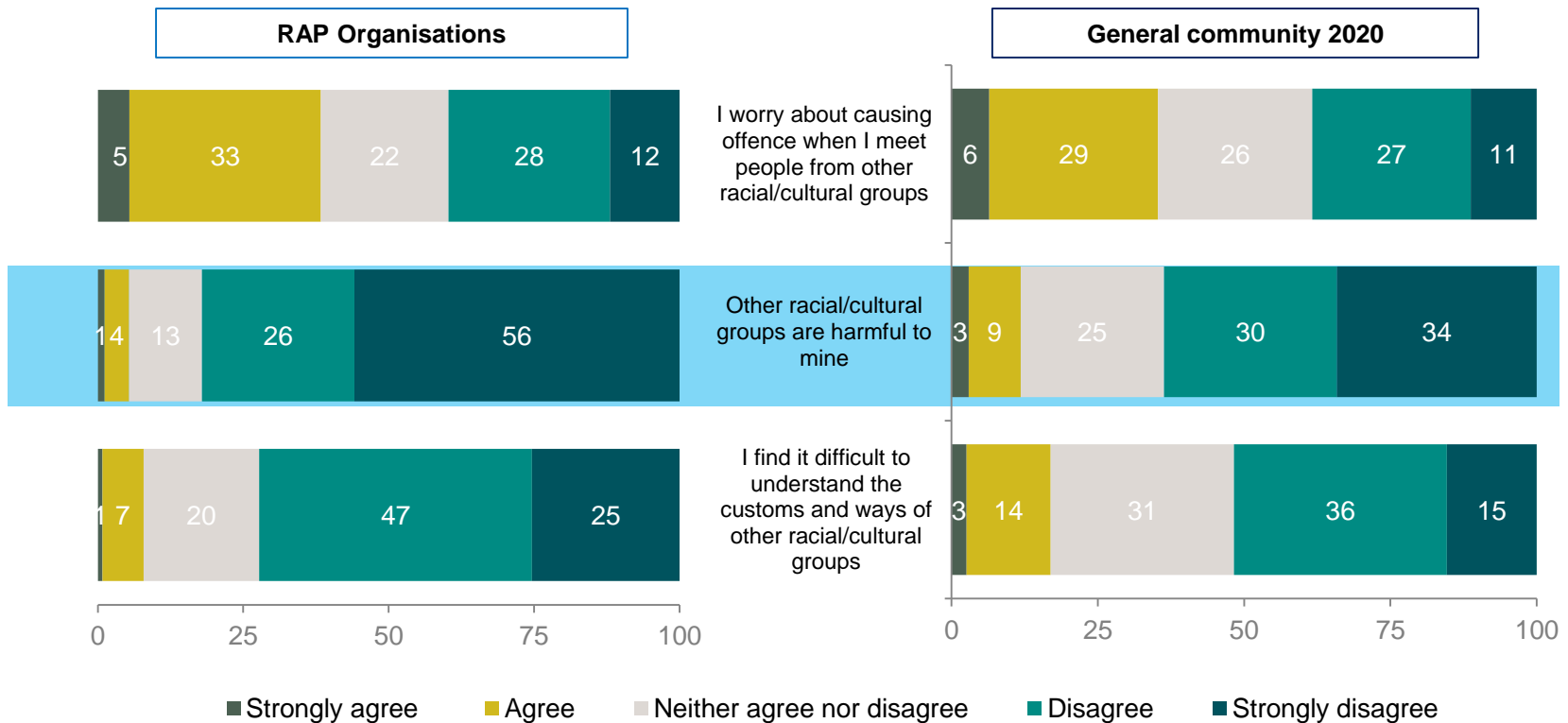
# Race relations: How much prejudice is there from different cultural groups?



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

Like the general public, they more widely believe that prejudice is high from that cultural group than people from non-English speaking backgrounds.

# Race relations: Cultural concerns



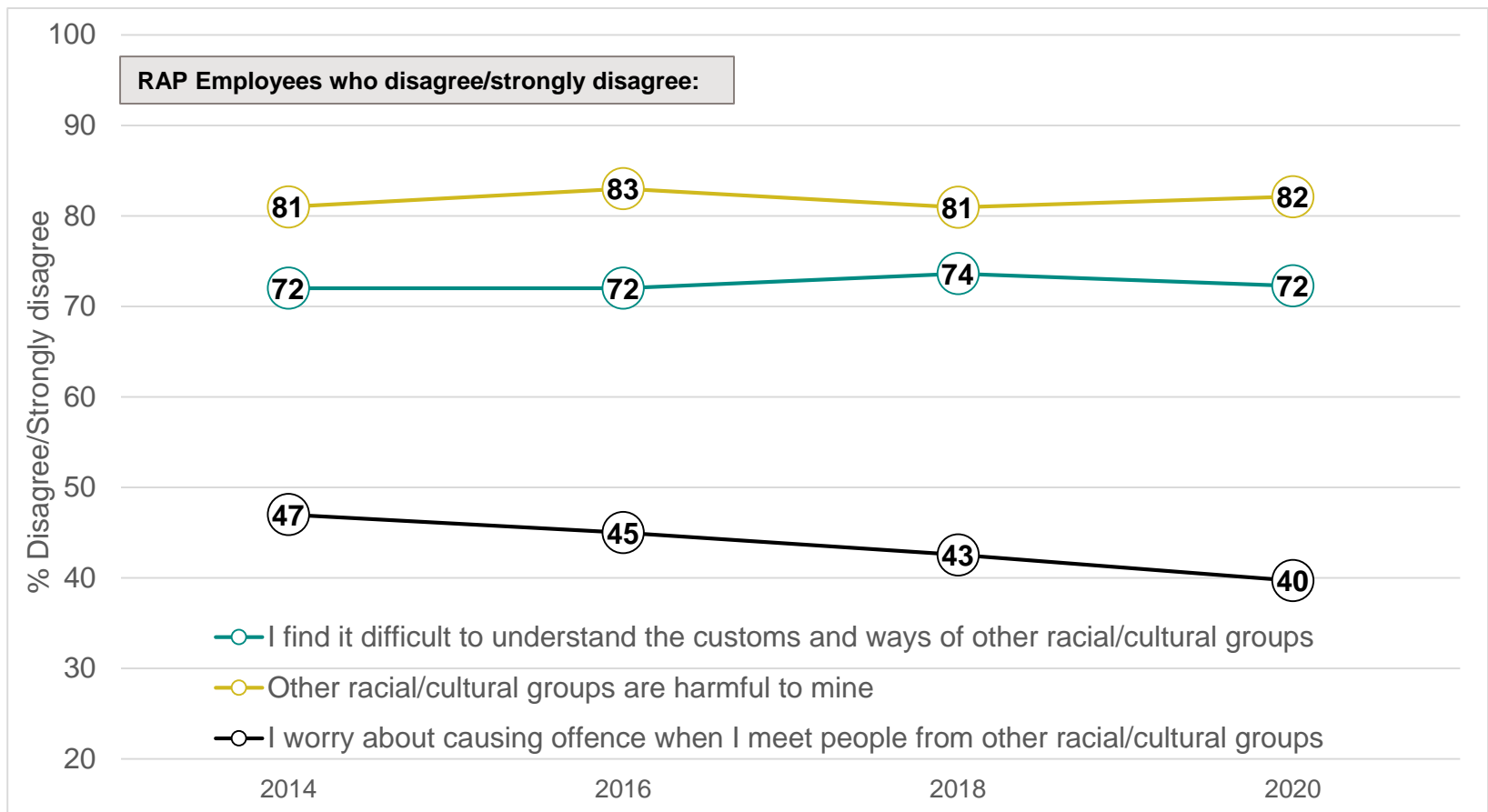
RAP employees remain much more likely than the general public to disagree that other racial/cultural groups are harmful to their own, or that they find it difficult to understand other racial/cultural groups.

However, a similar percentage of RAP employees (38%) and the general public (35%) still agree they are concerned about causing offence when meeting people from other racial/cultural groups.

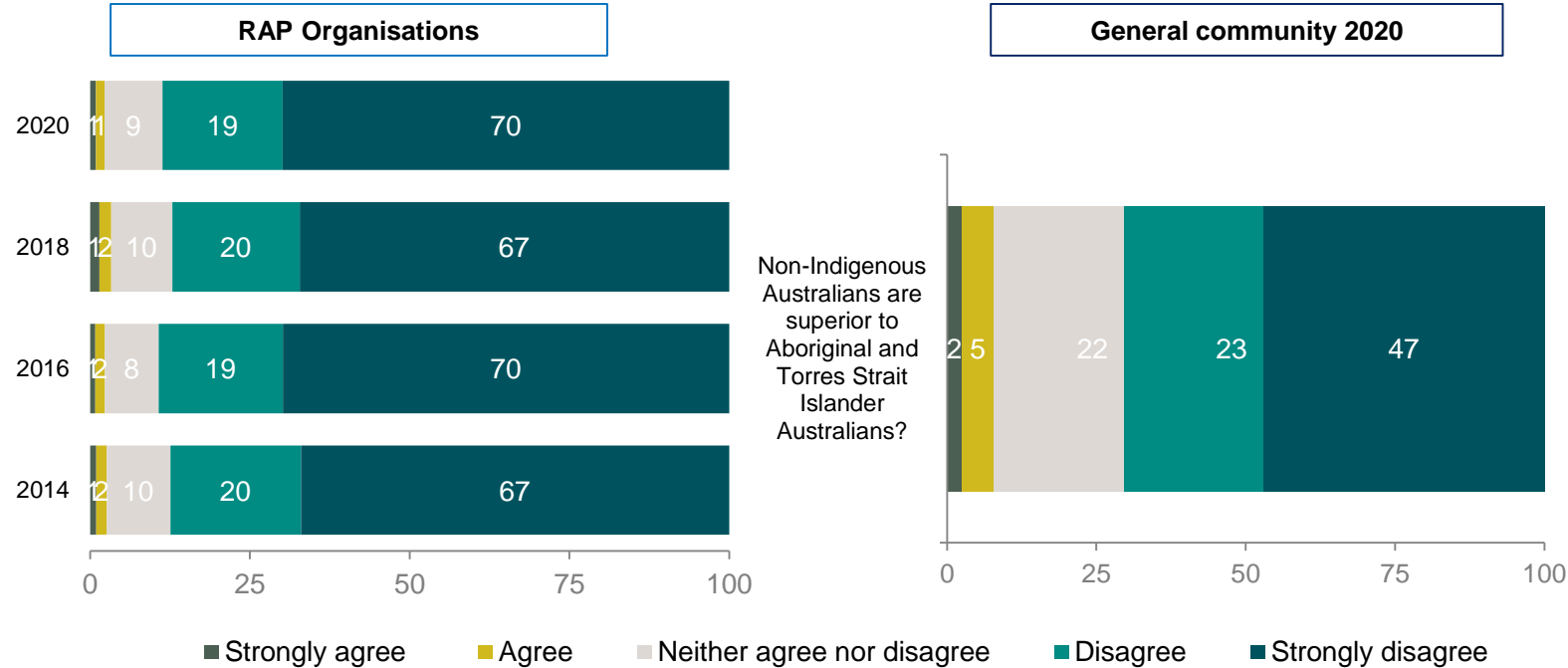
# Race Relations: Tracking cultural concerns

Most employees of RAP organisations continue to disagree that other racial/cultural groups are harmful to their own (82%), or that it's difficult to understand such groups (72%).

There has been a continued trend in fewer RAP employees being worried about causing offence (40%).

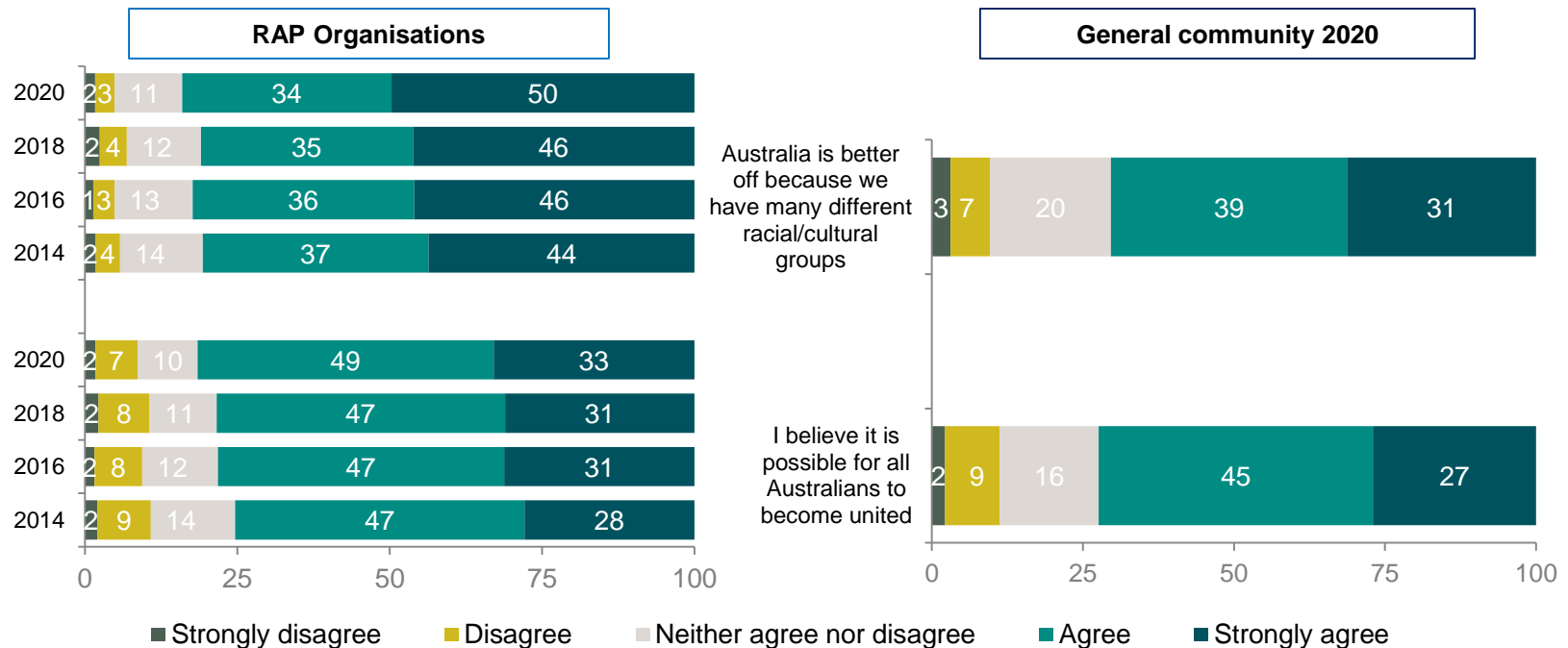


# Race relations: Cultural superiority



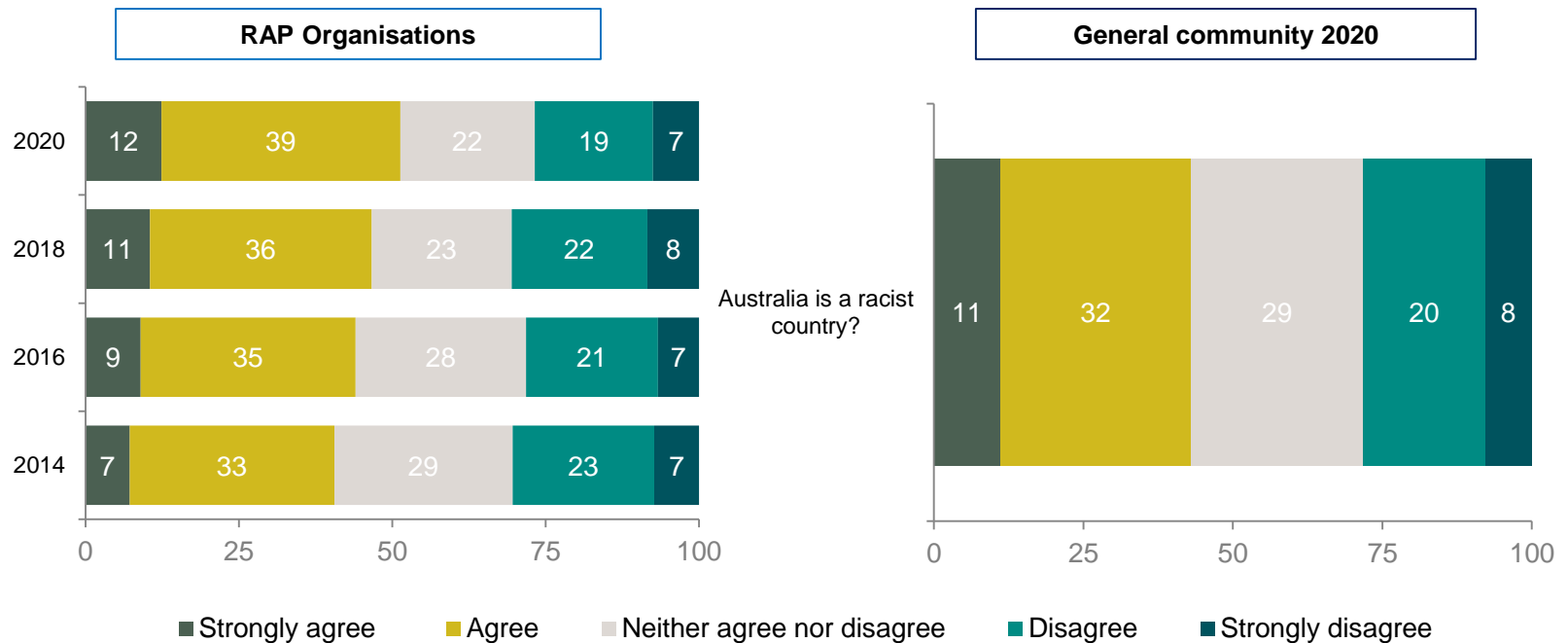
RAP employees (70%) remain much more likely than the general public (47%) to strongly disagree that non-Indigenous Australians are superior to Indigenous Australians.

# Race relations: Cultural unity



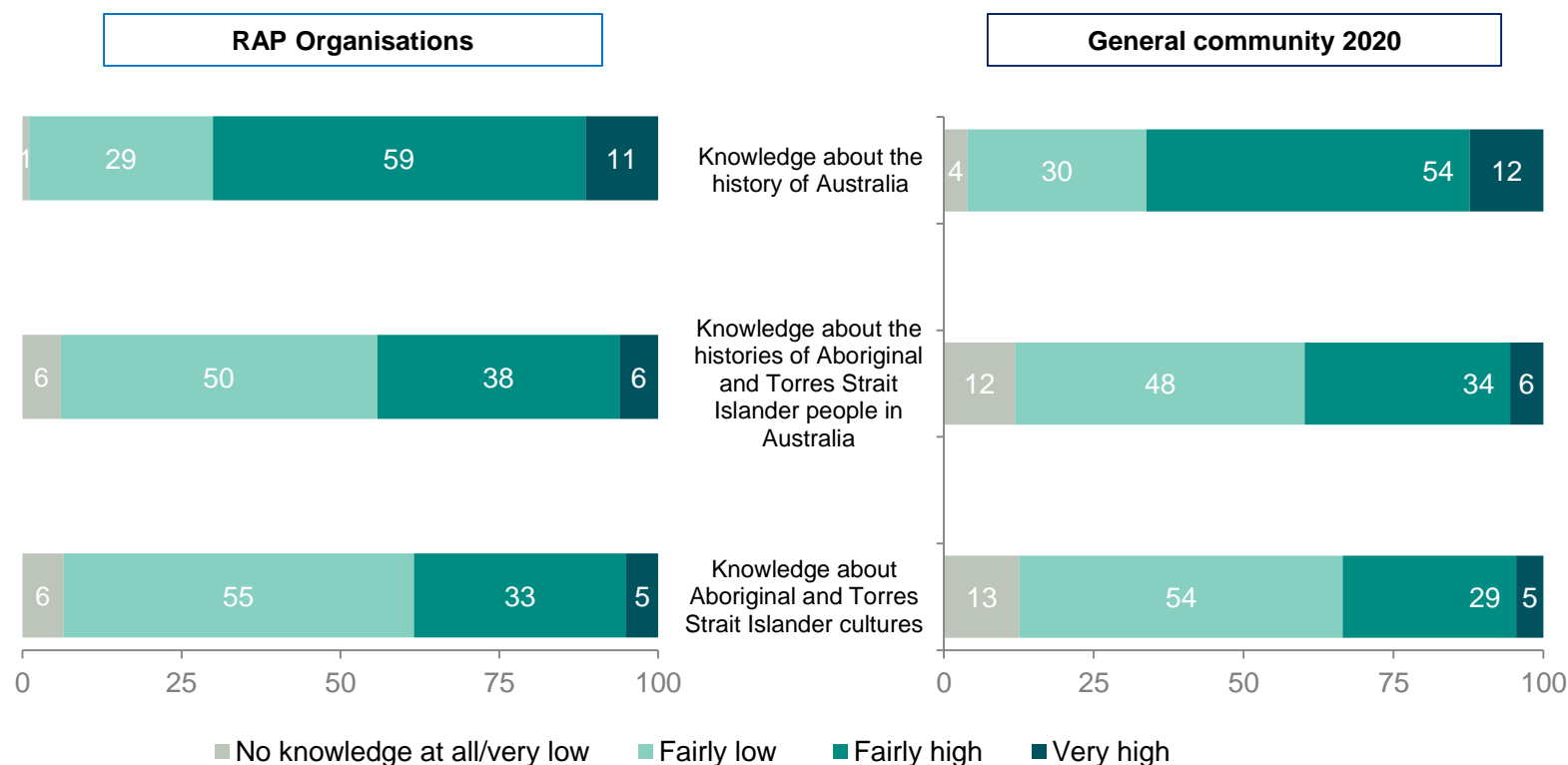
RAP employees remain more likely than the general public to strongly agree that Australia is better off with many different racial/cultural groups (50%) and that it is possible for all Australians to be united (33%).

# Race relations: Is Australia a racist country?



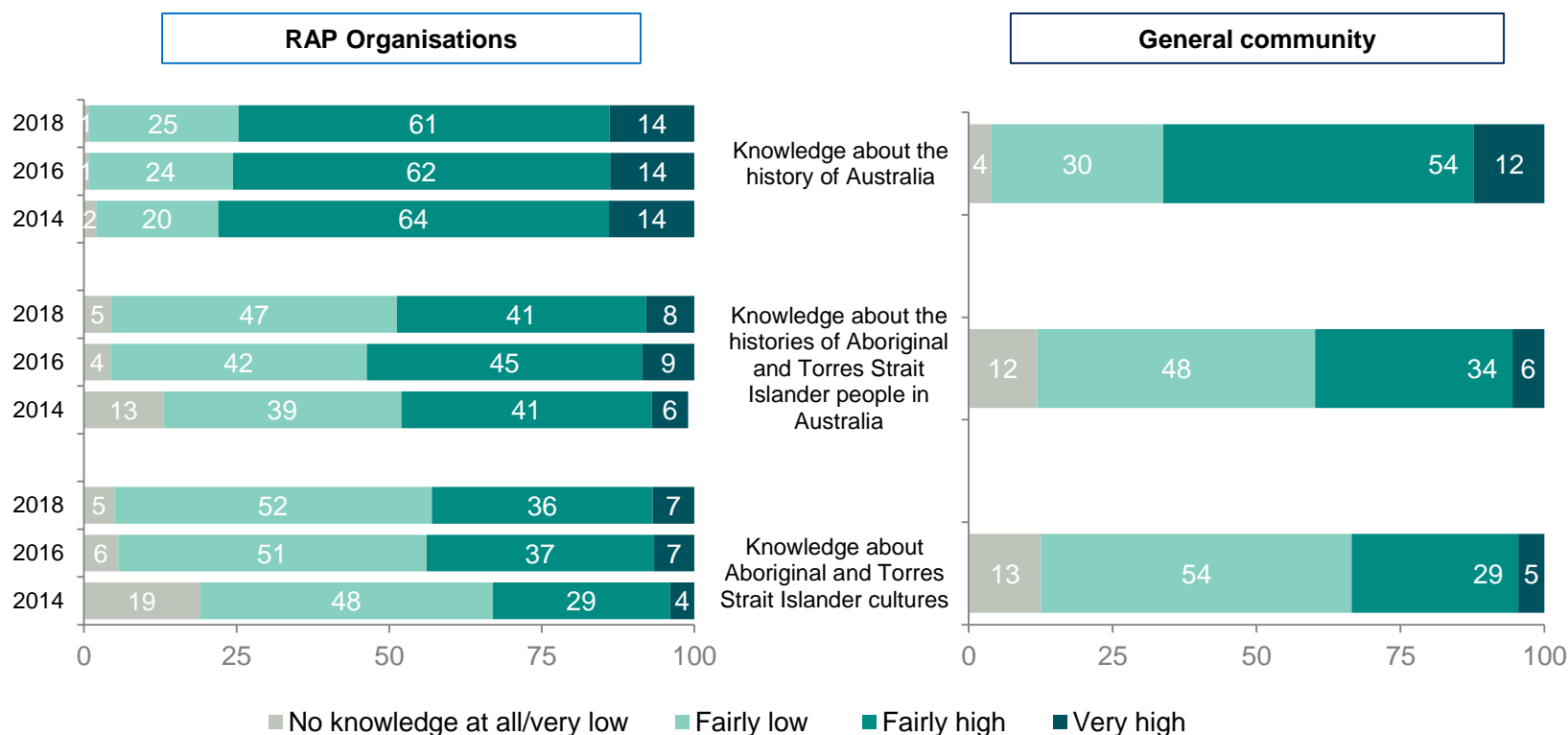
RAP employees (51%) remain more likely than the general public (43%) to agree that Australia is a racist country. Furthermore, this sentiment continues to be more widely held among RAP employees than in 2014 (40%).

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



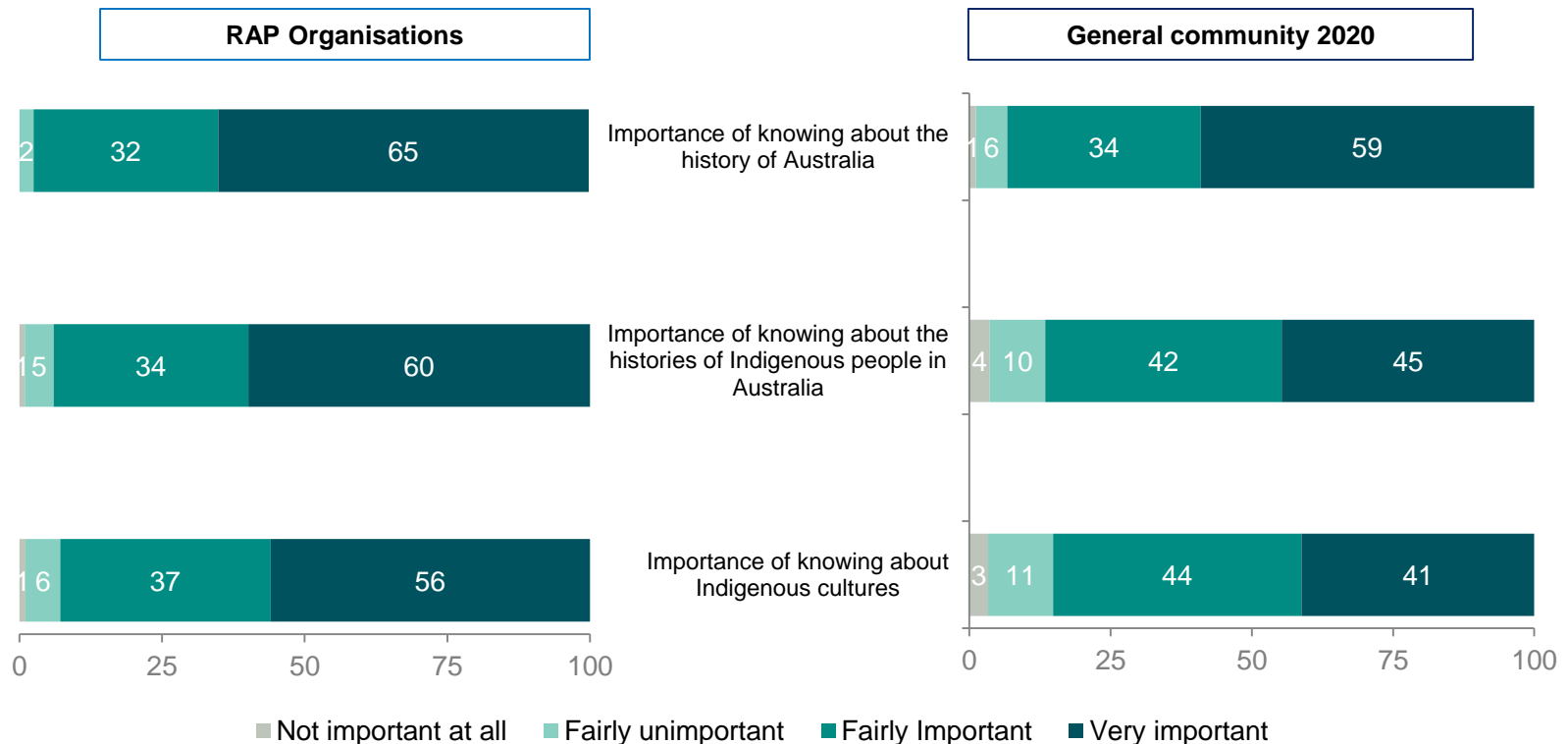
RAP employees continue to be more likely than the general public to feel that their knowledge of Aboriginal and Torres Strait Islander histories and cultures is high.

# Knowledge and cultural understanding: 2014-18



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.

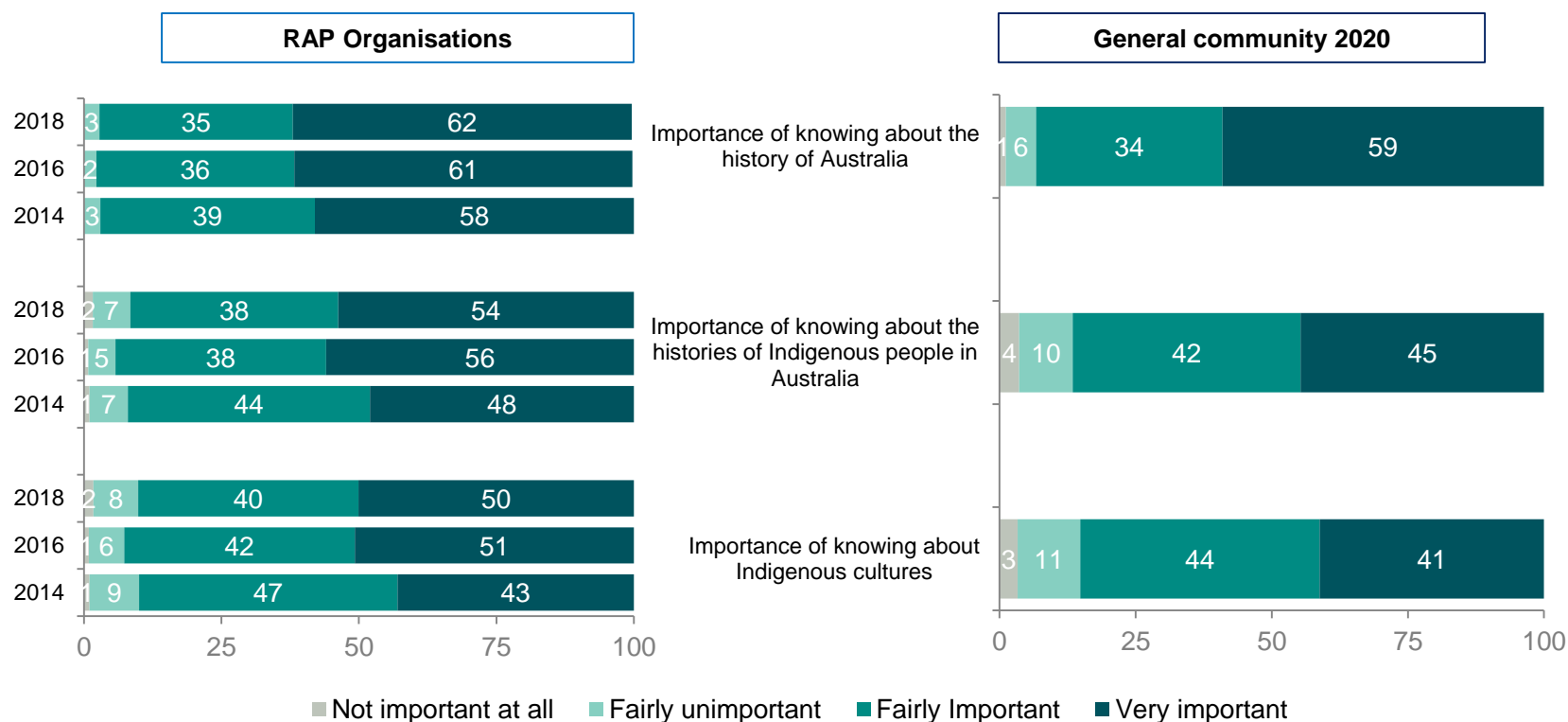
# Knowledge and cultural understanding: Is it important that we know?



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.

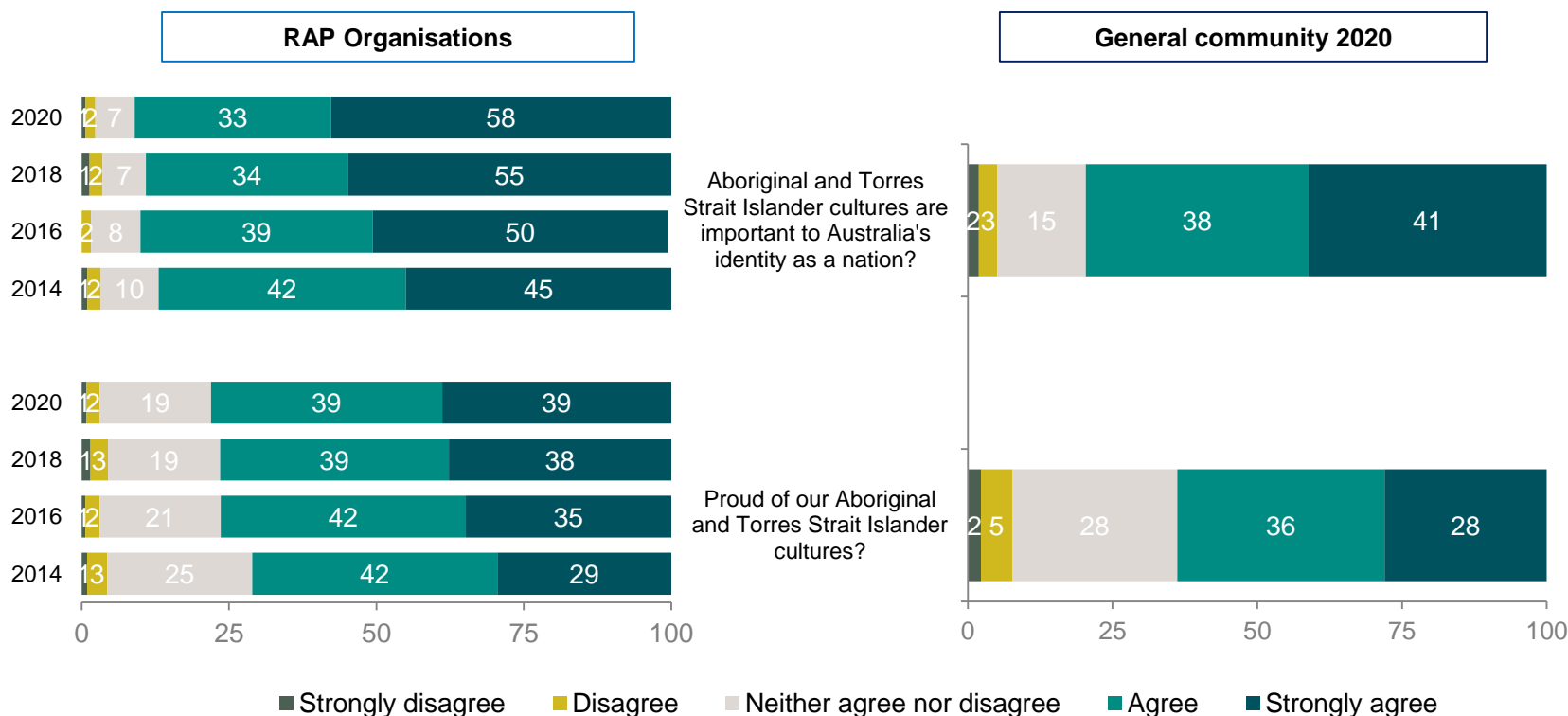
For example, 5% more RAP employees feel Australian history is very important (65%) than Indigenous histories (60%), compared to 14% more in the general public.

# Knowledge and cultural understanding: 2014-18



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.

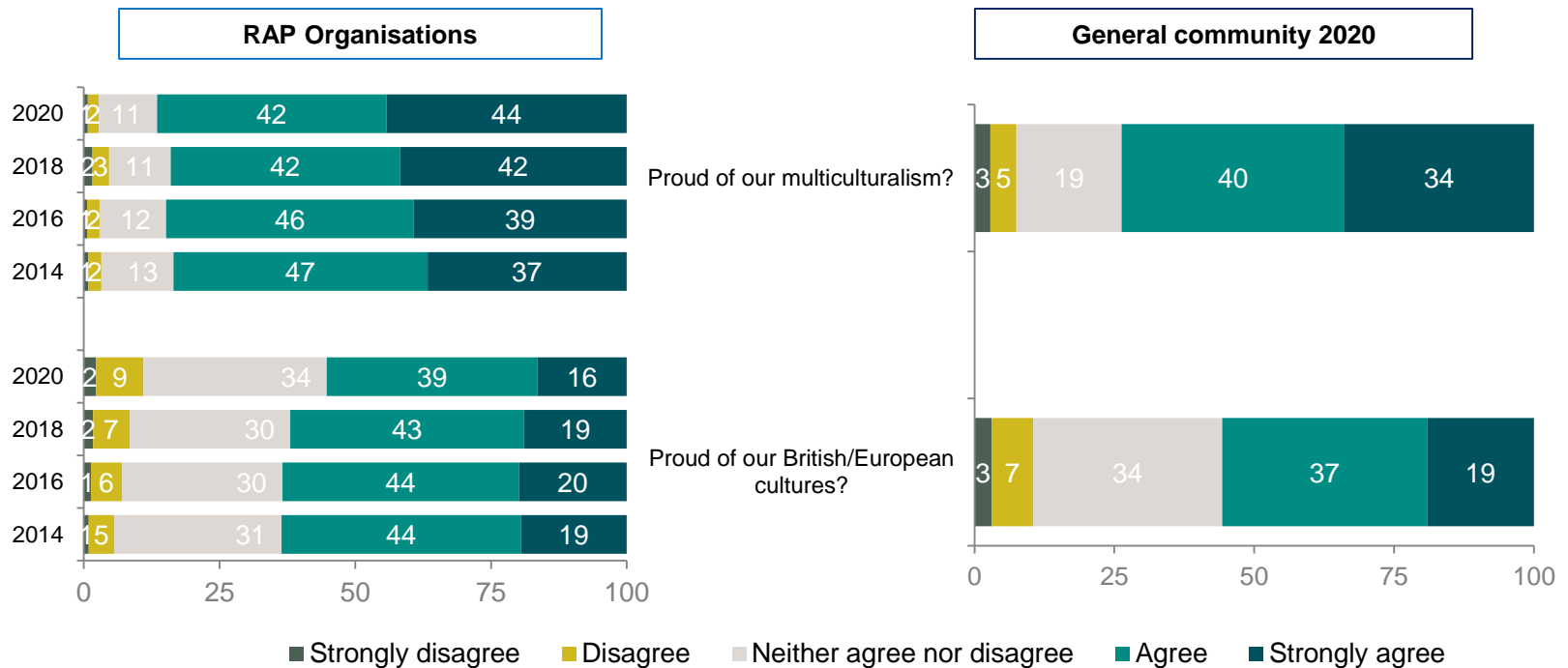
# Knowledge and cultural understanding: Indigenous cultural value



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 (58%) than are strongly proud of those cultures (39%).

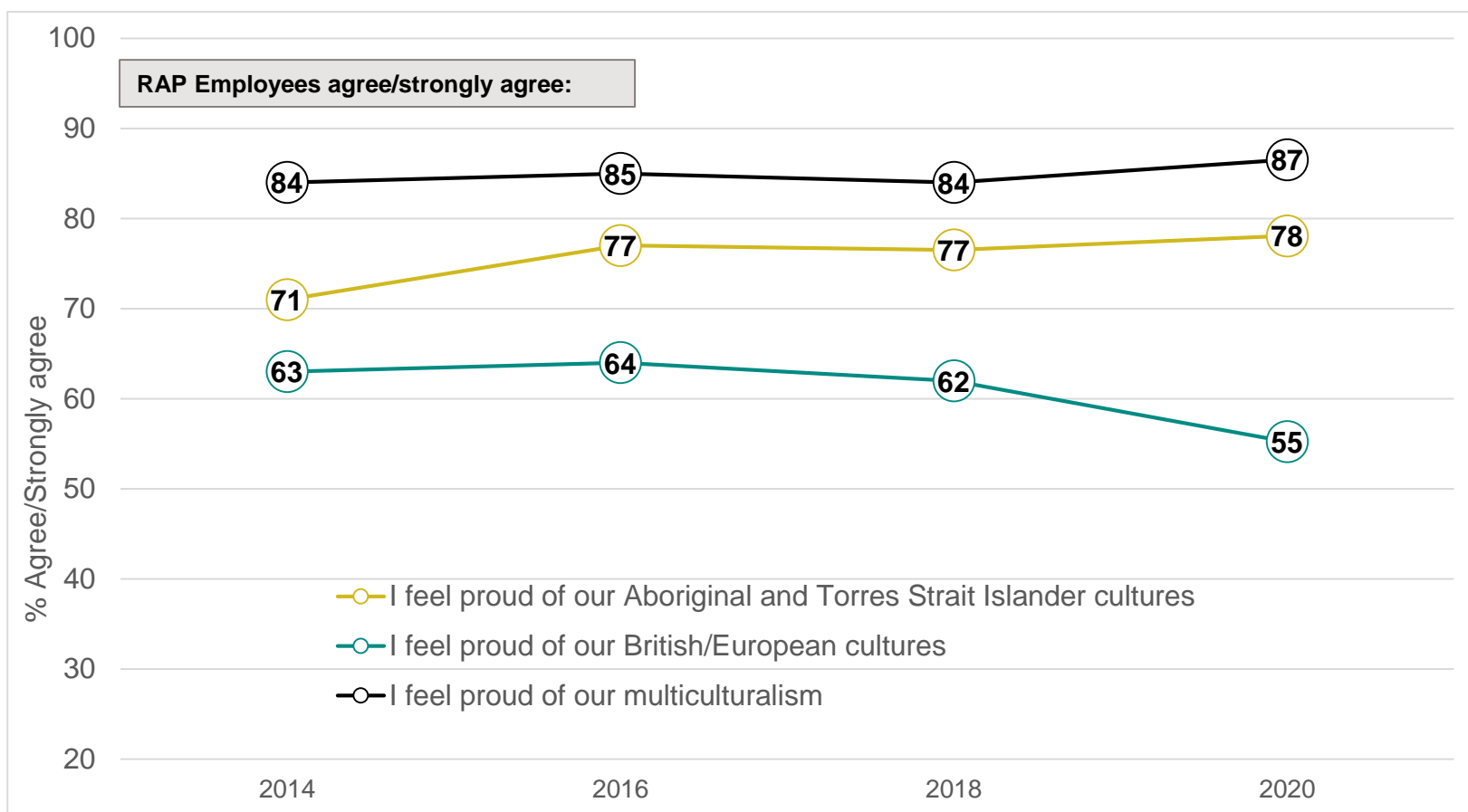
# Knowledge and cultural understanding



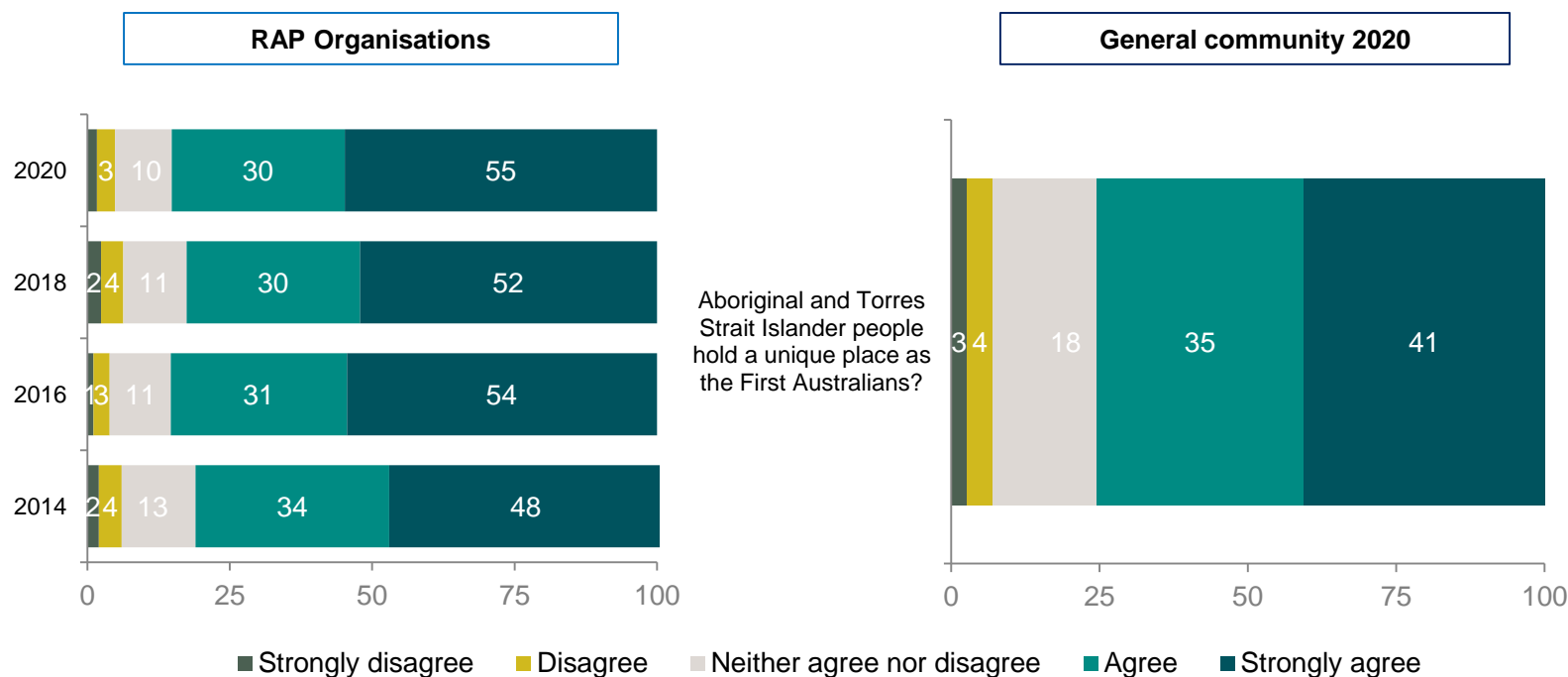
RAP employees (86%) remain more likely than the general public (74%) to feel proud of Australia's multiculturalism. Conversely, similar percentages of RAP employees and the general public continue to agree they are proud of Australia's British and European cultures.

# Knowledge and cultural understanding: Tracking cultural pride

The percentage of RAP employees who feel proud of our Indigenous cultures (78%) remains steady from 2016. However, more employees of RAP organisations continue to feel proud of our multiculturalism in general (87%).

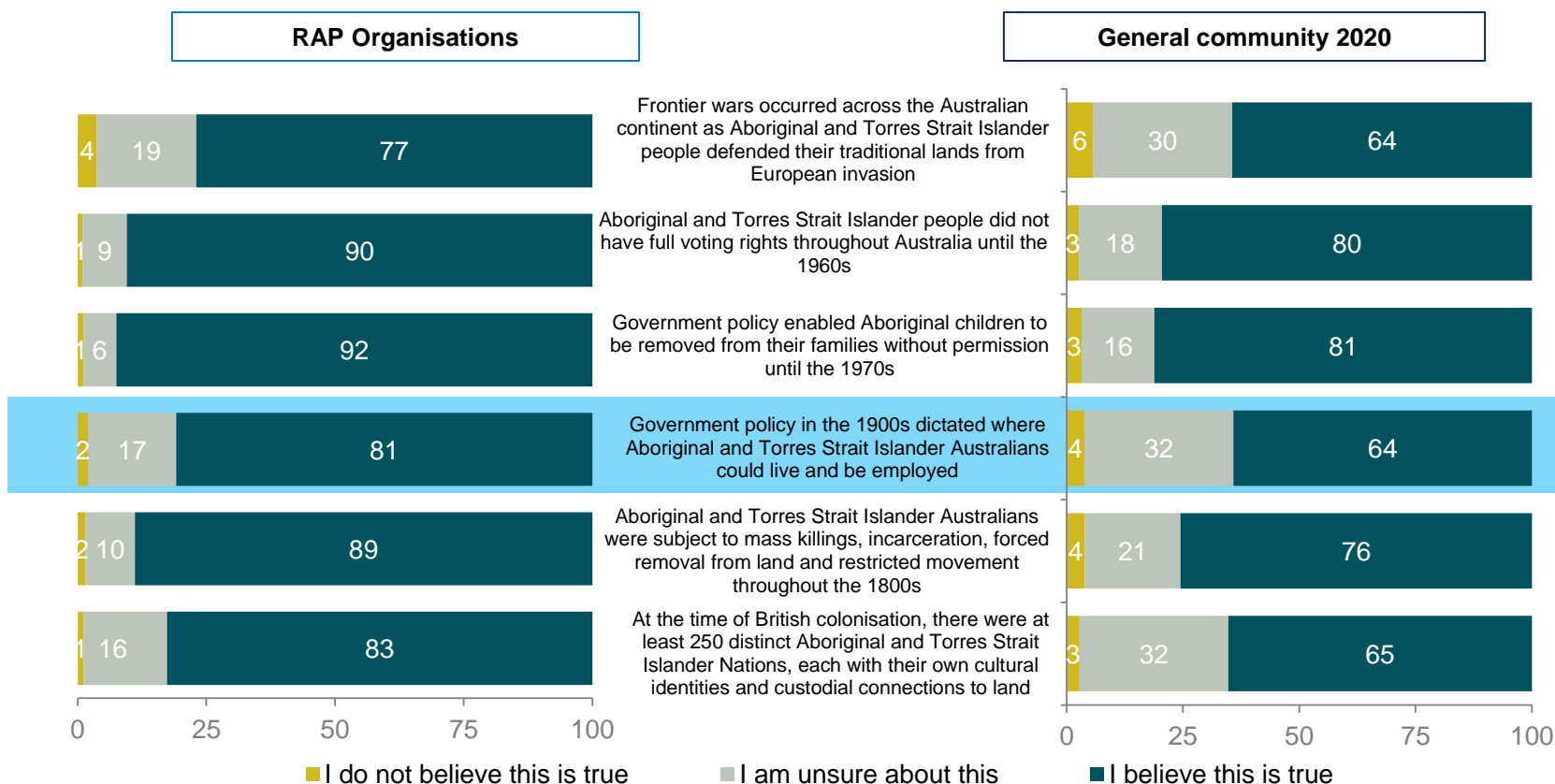


# Knowledge and cultural understanding: Indigenous significance



RAP employees (85%) are still more likely than the general public (76%) to agree that Indigenous Australians hold a unique place as the First Australians.

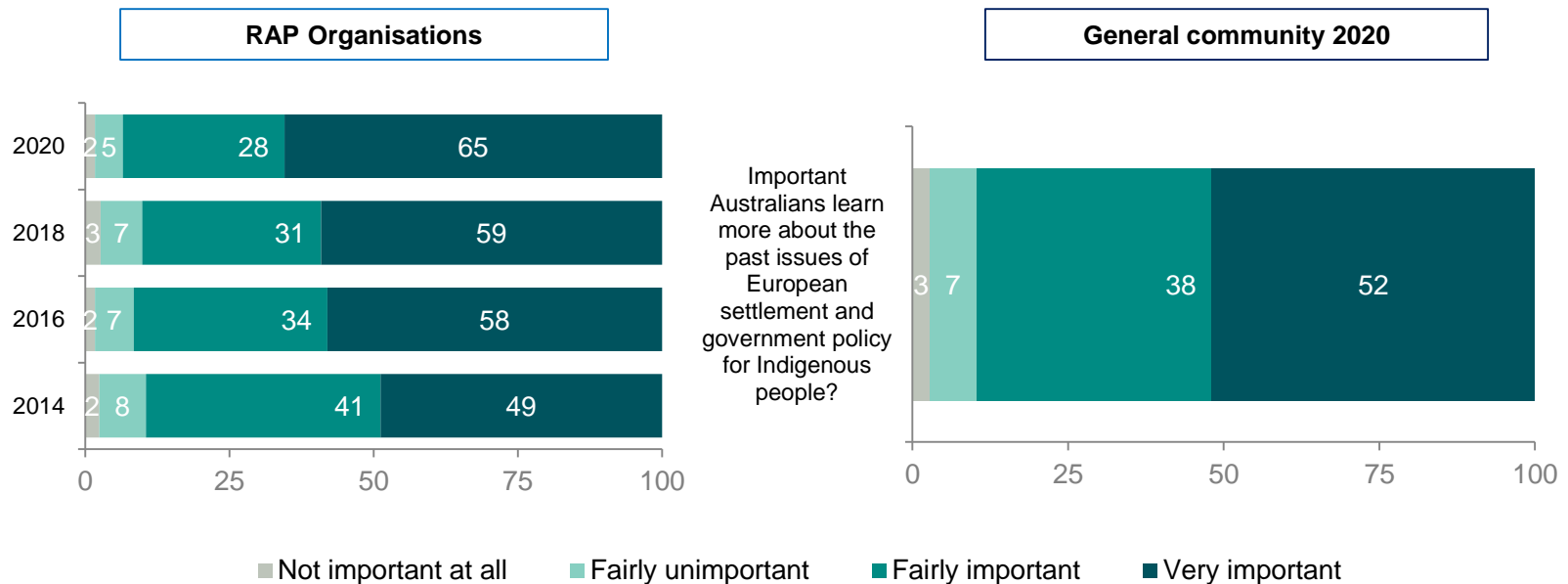
# Historical acceptance: Do we believe that key events and issues from the past are factual?



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

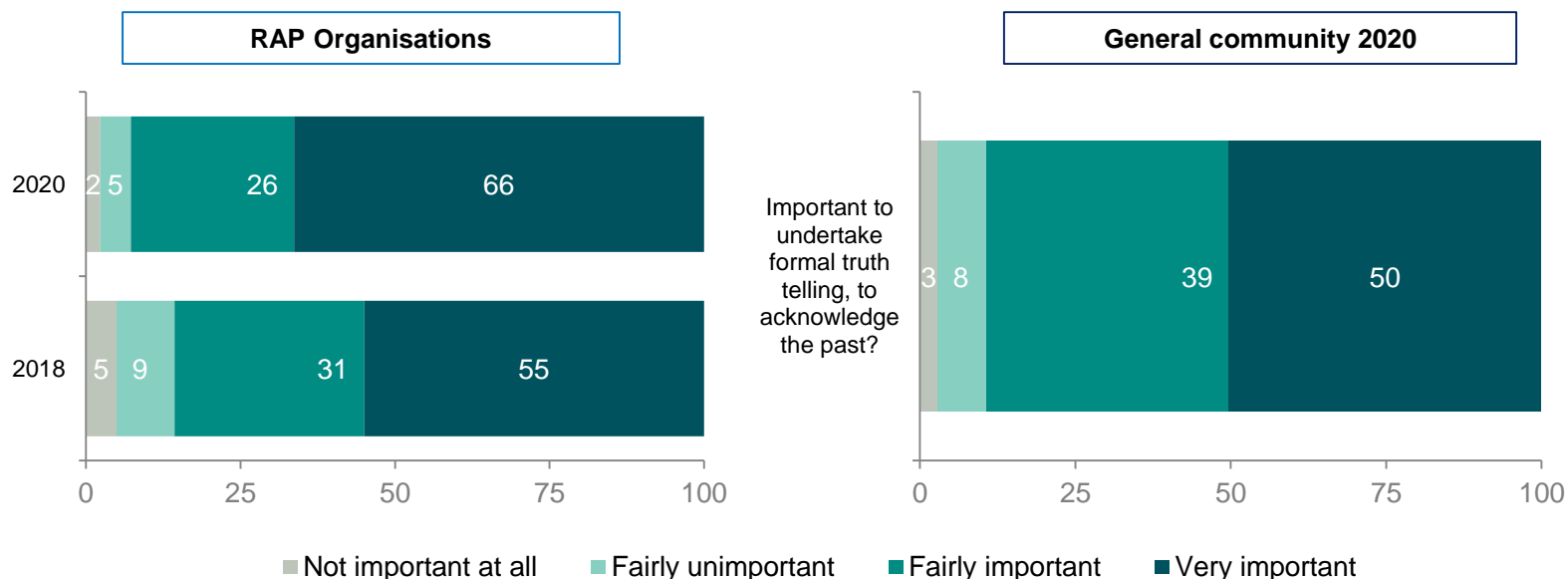
In particular, staff at RAP organisations are more likely to believe that government policy in the 1900s controlled where Indigenous Australians could live and work.

# 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?



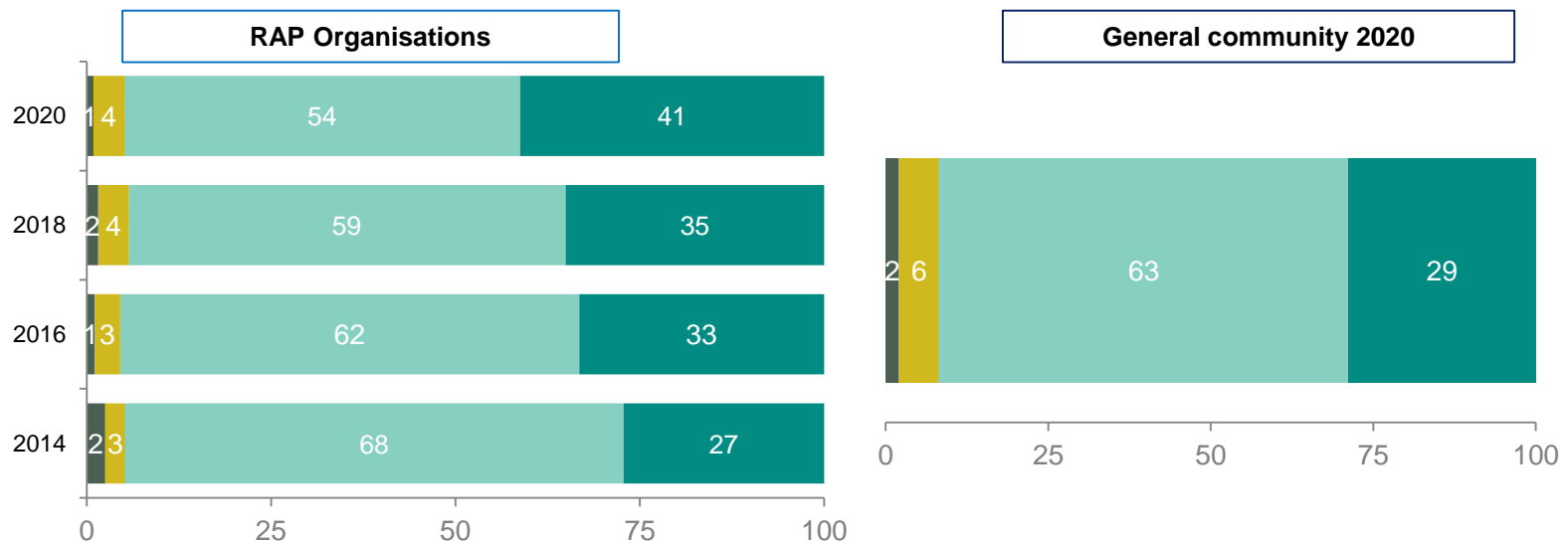
RAP employees (66%) are more likely than the general community (50%) to widely believe it's very important to undertake formal truth telling processes, in relation to Australia's shared history and past issues for Aboriginal and Torres Strait Islander peoples.

This is a dramatic increase since 2018 (55%).

# Historical acceptance: How do we move on?

More RAP employees (41%) than the general public (29%) continue to feel the wrongs of the past must be rectified before we can all move on.

This continues a steadily increasing trend since 2014 (27%).

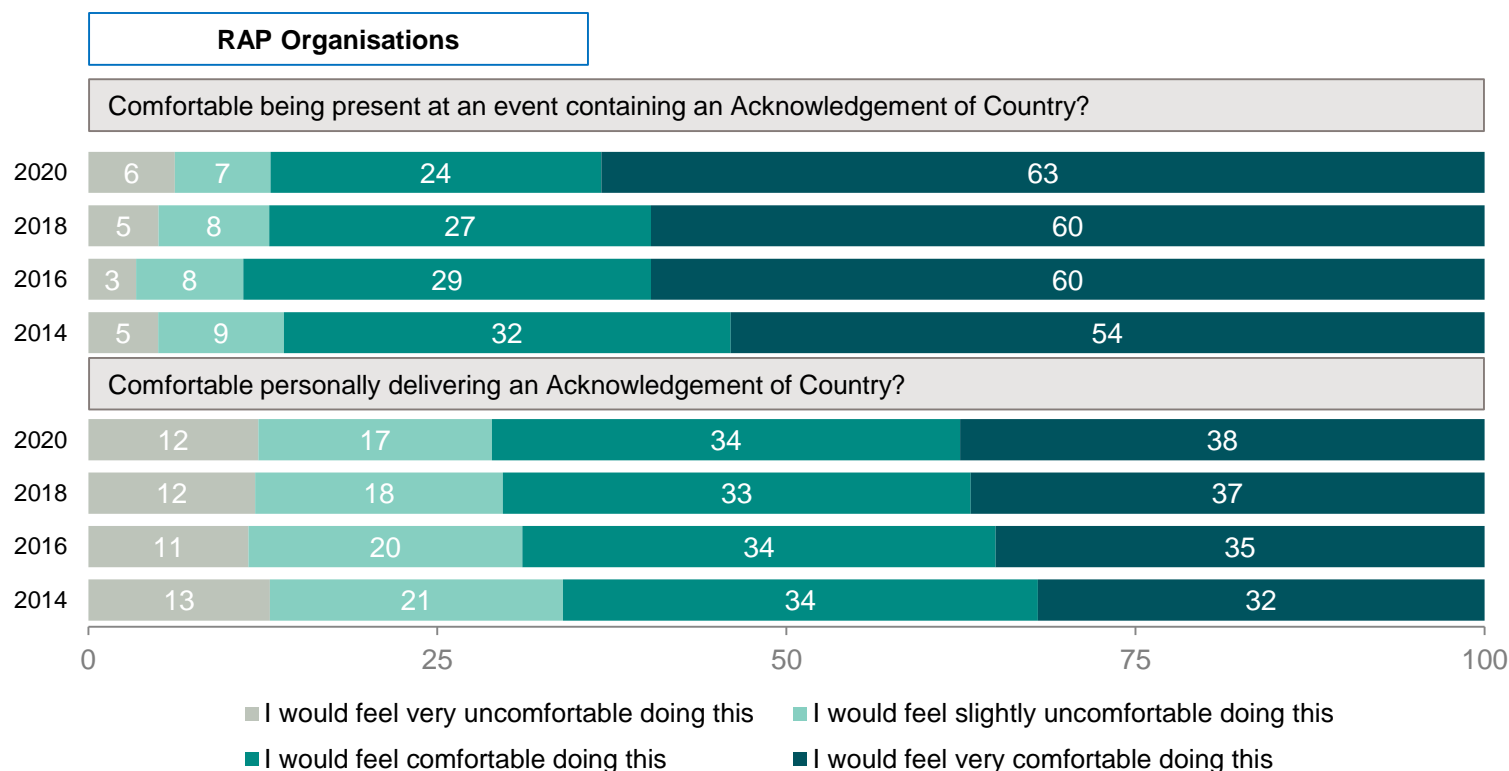


- I don't believe there have been any wrongs of the past
- The wrongs of the past can never be forgiven
- There should be forgiveness for the wrongs of the past and we should now move on
- The wrongs of the past must be rectified before we can move on

# Workplace Reconciliation Barometer 2020

Workplace practices, RAP outcomes & Employee satisfaction

# Organisational practices and RAP outcomes: Ceremonial participation

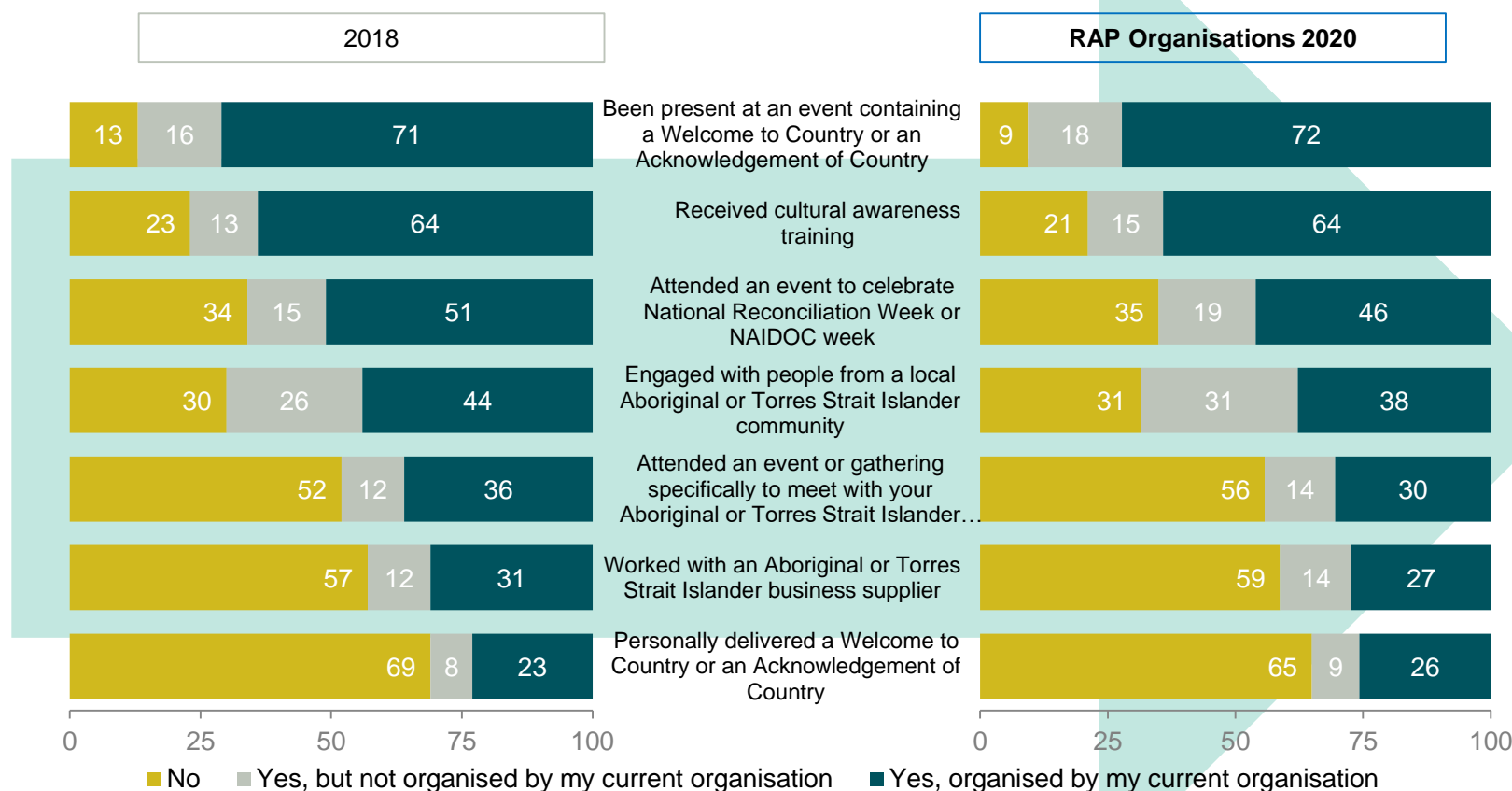


There has been steady increase since 2014 in the percentage of RAP employees who would feel very comfortable personally delivering an Acknowledgement of Country.

# Organisational practices and RAP outcomes:

## Participation in RAP activities

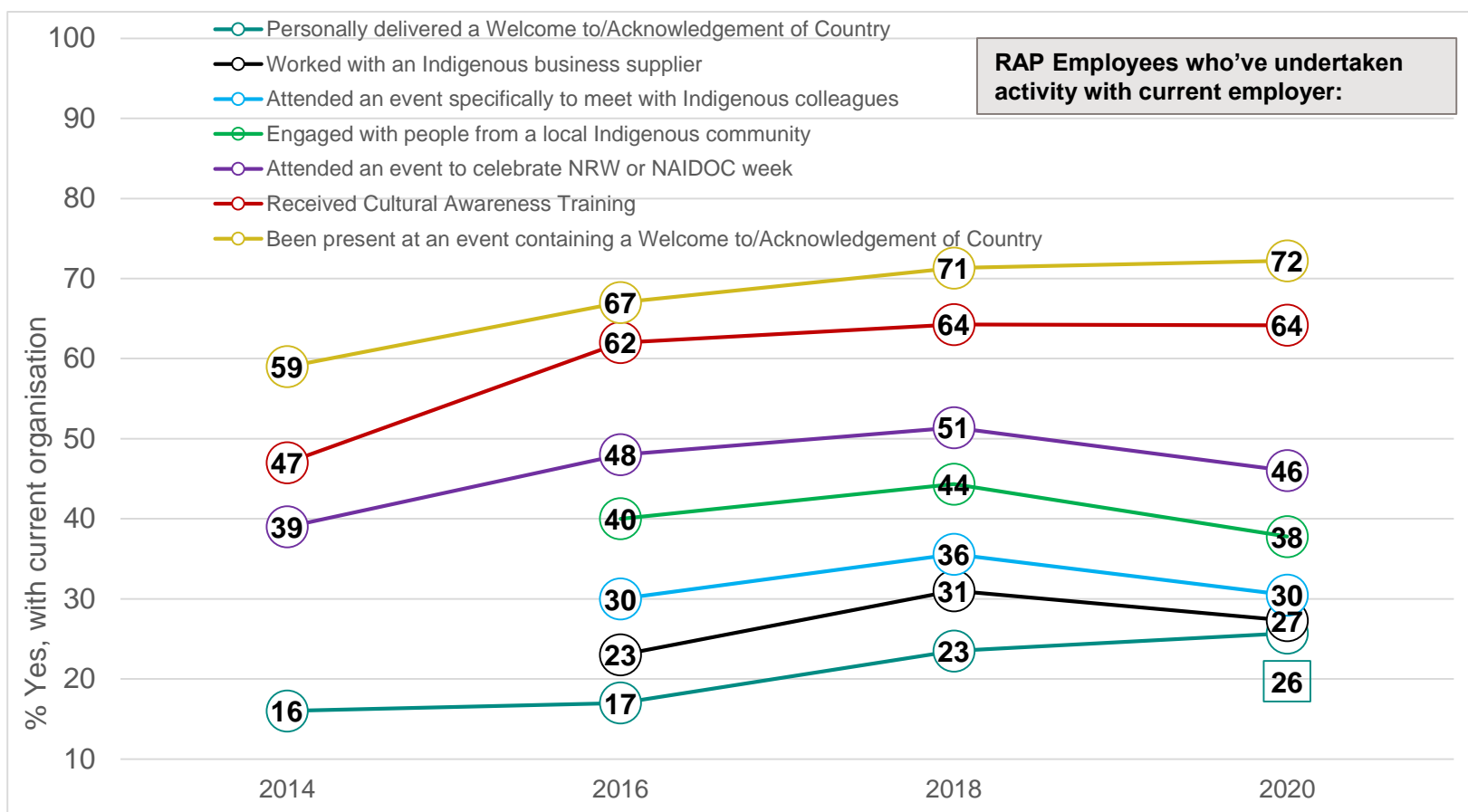
There has been a decrease since 2018 in the percentage of RAP employees that have participated in most reconciliation activities at their current organisation. This may reflect program disruptions due to working from home and COVID-19 lock downs. For example, fewer RAP employees have engaged with local Indigenous communities or attended workplace events, than in 2018.



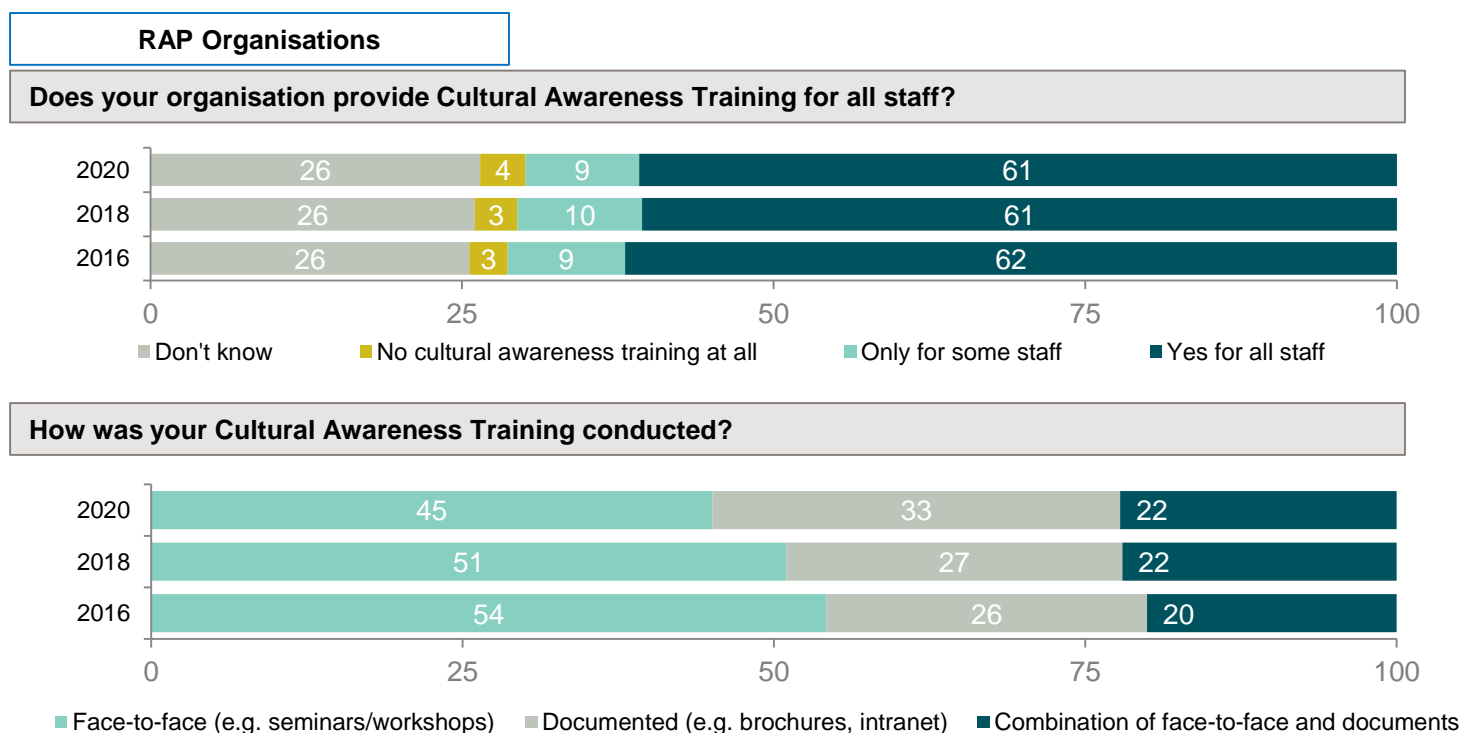
# Organisational practices and RAP outcomes: Tracking participation

From 2014-2018, there had been solid increases in the participation of employees in key RAP activities. However, activities that involve 'gathering' people together have understandably decreased this year, during the pandemic.

Notably, the uptake of cultural awareness training has remained steady since 2016, within RAP organisations.



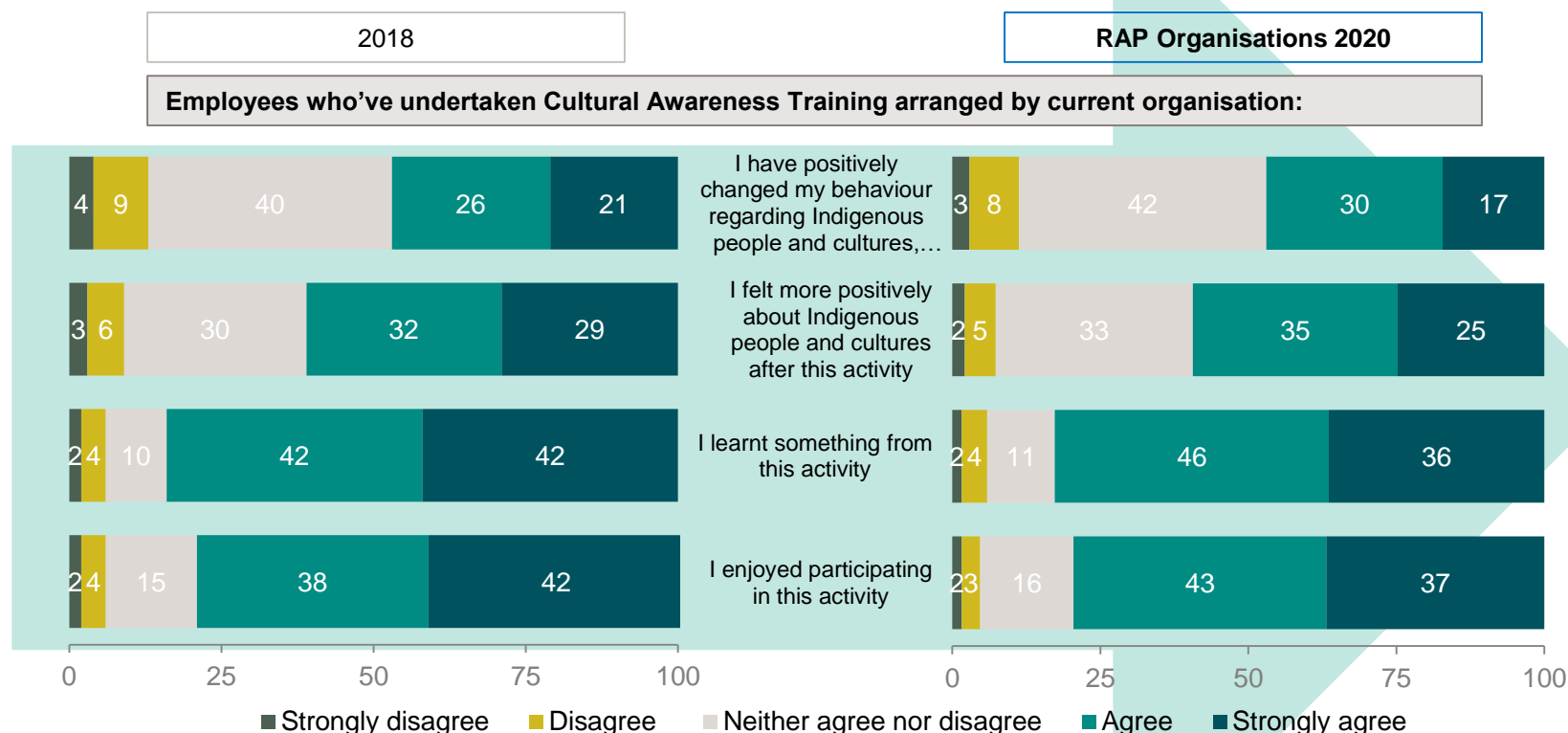
# Organisational practices and RAP outcomes: Cultural Awareness Training



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 (45%).

# Organisational practices and RAP outcomes: Cultural Awareness Training

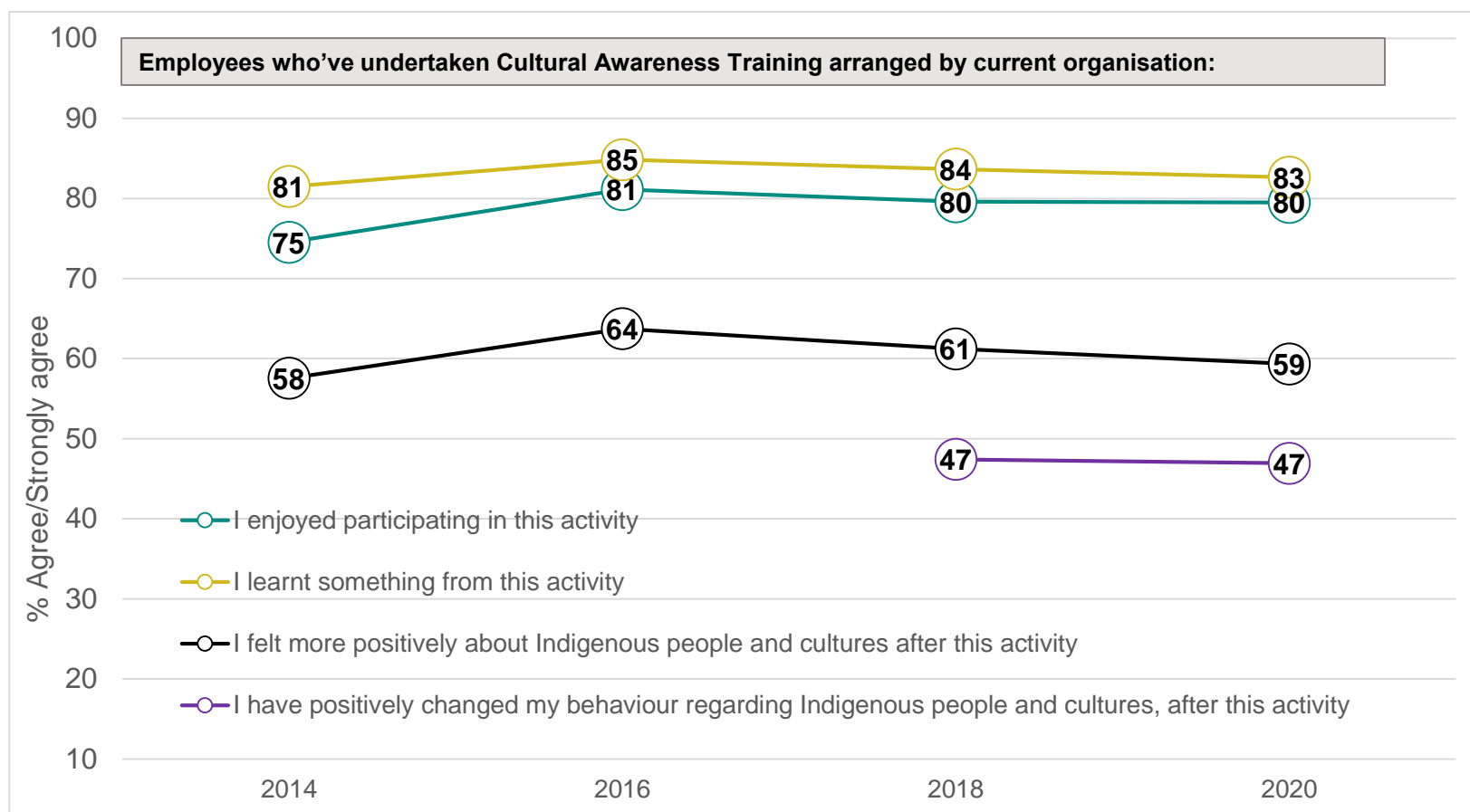


There has been a decrease since 2018 in the percentage of RAP employees who strongly agree they learnt something from cultural awareness training, or that they enjoyed it.

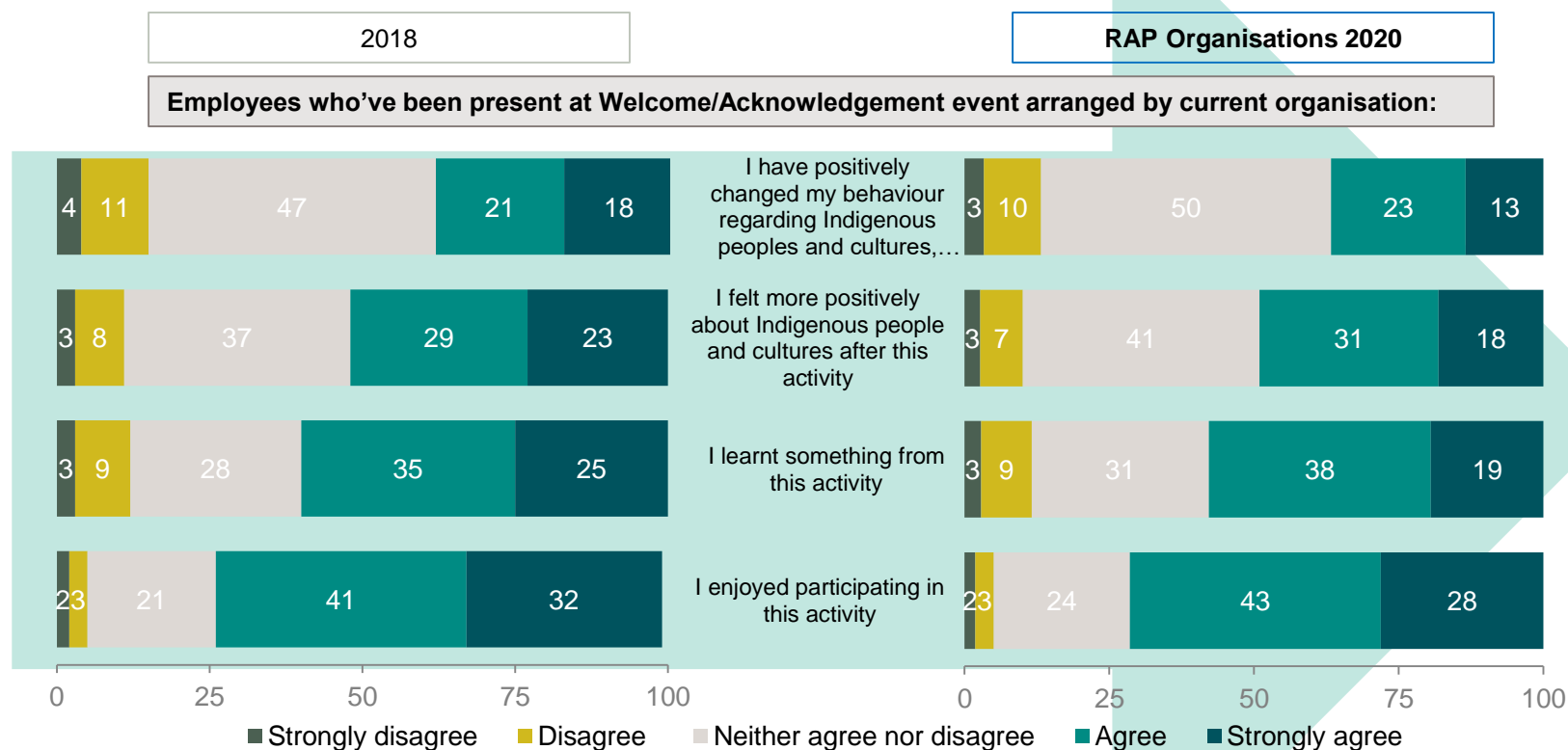
It is also notable that fewer RAP staff strongly agree they felt more positively about Indigenous people and cultures or that they've changed their behaviour positively.

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

A steady percentage of RAP employees continue to agree they learnt something from cultural awareness training and that they enjoyed it. However, since 2016 there has been a decrease in staff agreeing they felt more positively towards Indigenous people and cultures after training.



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

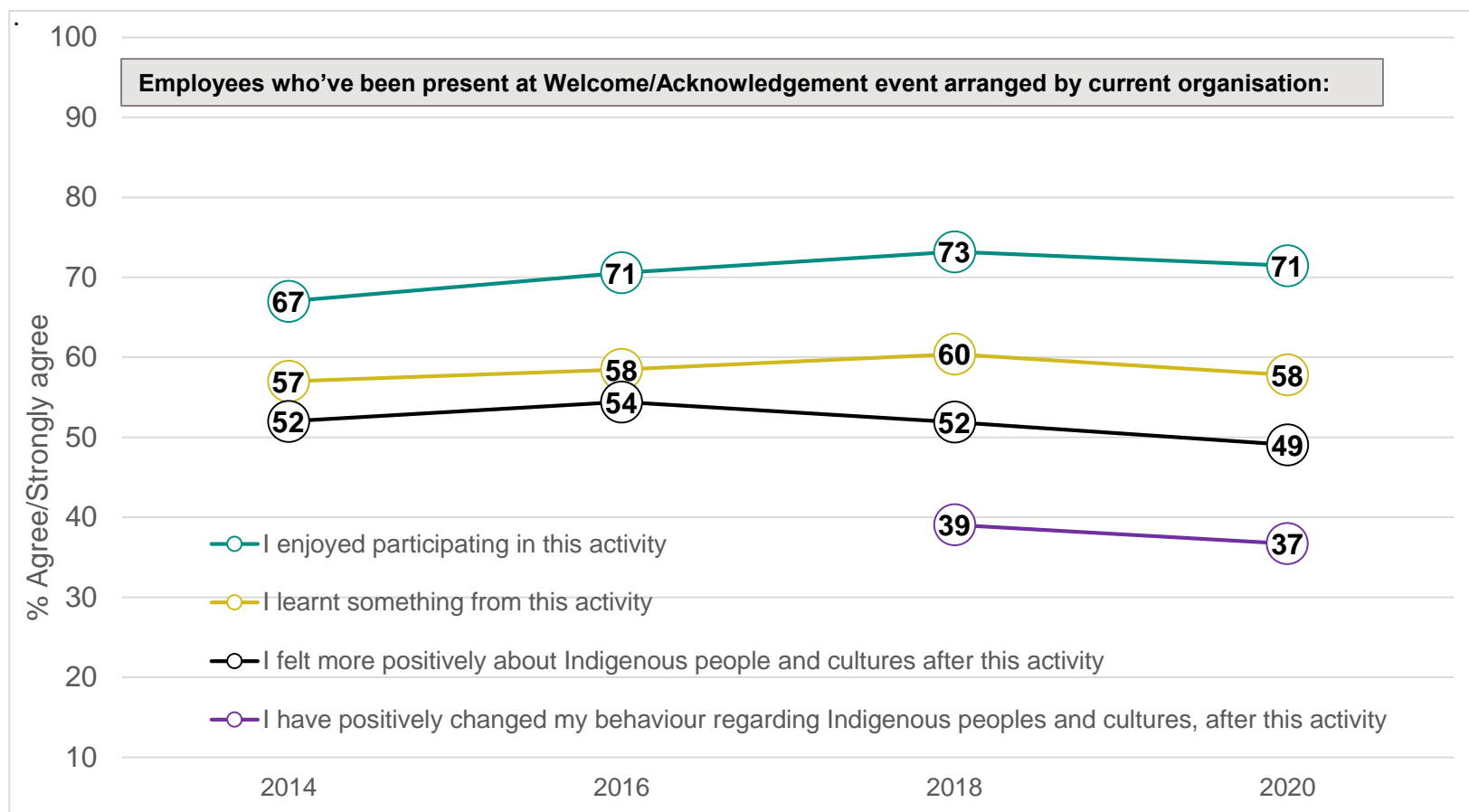


There has been a decrease since 2018 in the percentage of RAP employees who strongly agree they learnt something from being present at a Welcome to Country or an Acknowledgement of Country event, or that they enjoyed it.

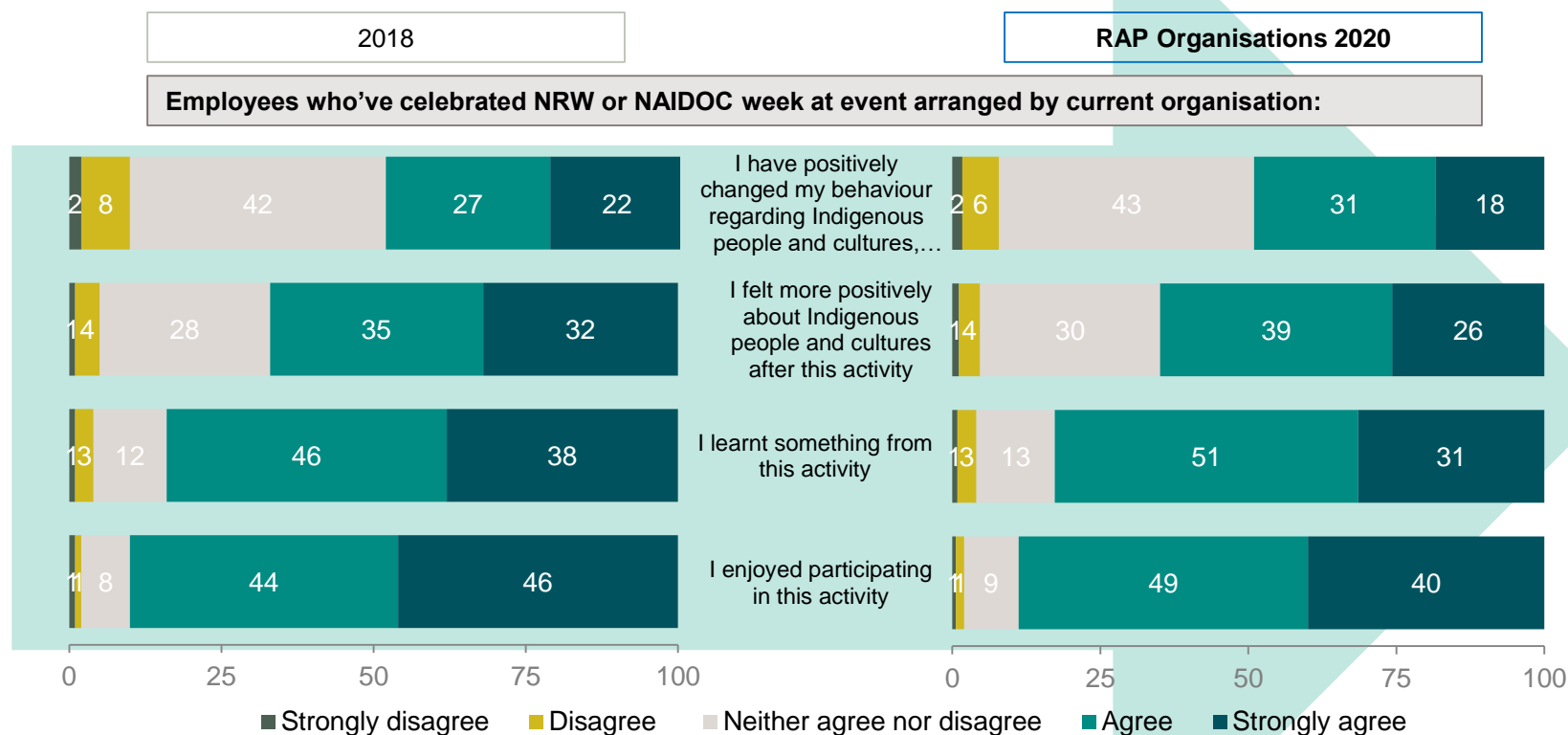
It is also notable that fewer RAP staff strongly agree they felt more positively about Indigenous people and cultures or that they've changed their behaviour positively.

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

A steady percentage of RAP employees continue to agree they enjoyed being present at a Welcome to Country or an Acknowledgement of Country, and that they learnt something from it. However, since 2016 there has been a decrease in staff agreeing they felt more positively towards Indigenous people and cultures after attending such an event.



# Organisational practices and RAP outcomes: NRW or NAIDOC celebrations

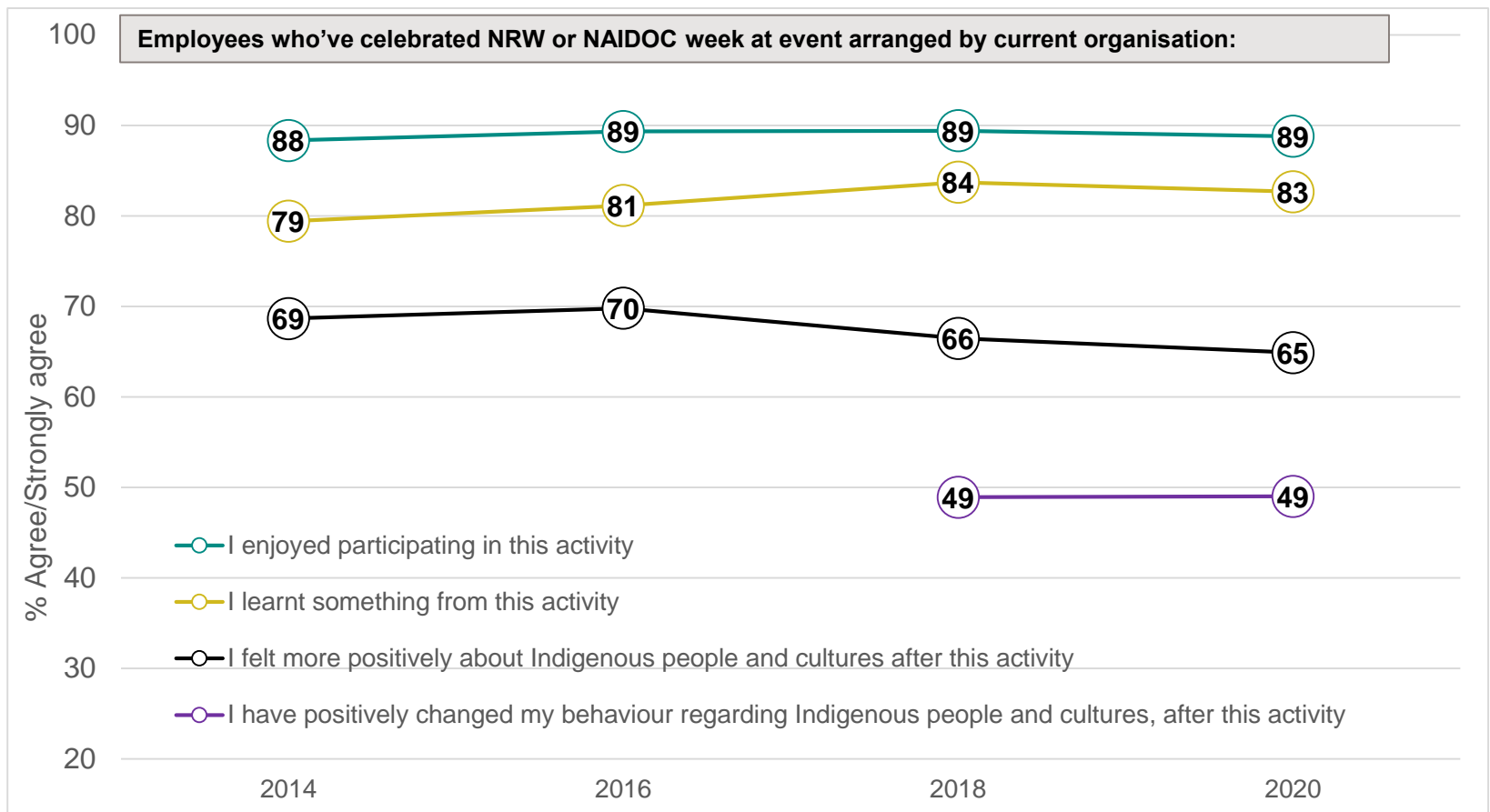


There has been a decrease since 2018 in the percentage of RAP employees who strongly agree they learnt something from celebrating National Reconciliation Week or NAIDOC week, or that they enjoyed it.

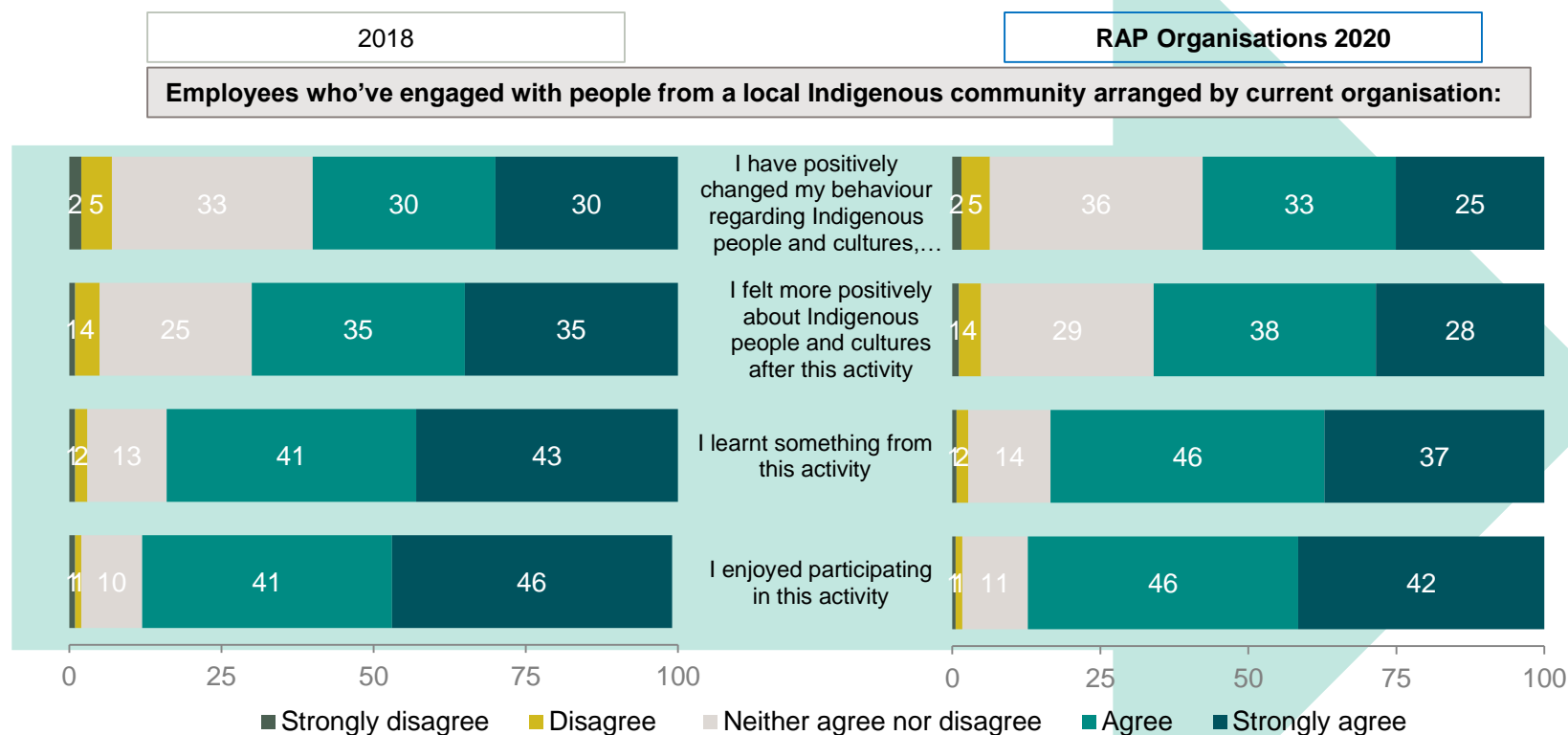
It is also notable that fewer RAP staff strongly agree they felt more positively about Indigenous people and cultures or that they've changed their behaviour positively.

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

A steady percentage of RAP employees continue to agree they enjoyed attending an NRW or NAIDOC week celebration at their organisation, and that they learnt something from it. However, since 2016 there has been a decrease in staff agreeing they felt more positively towards Indigenous people and cultures after attending such an event.



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

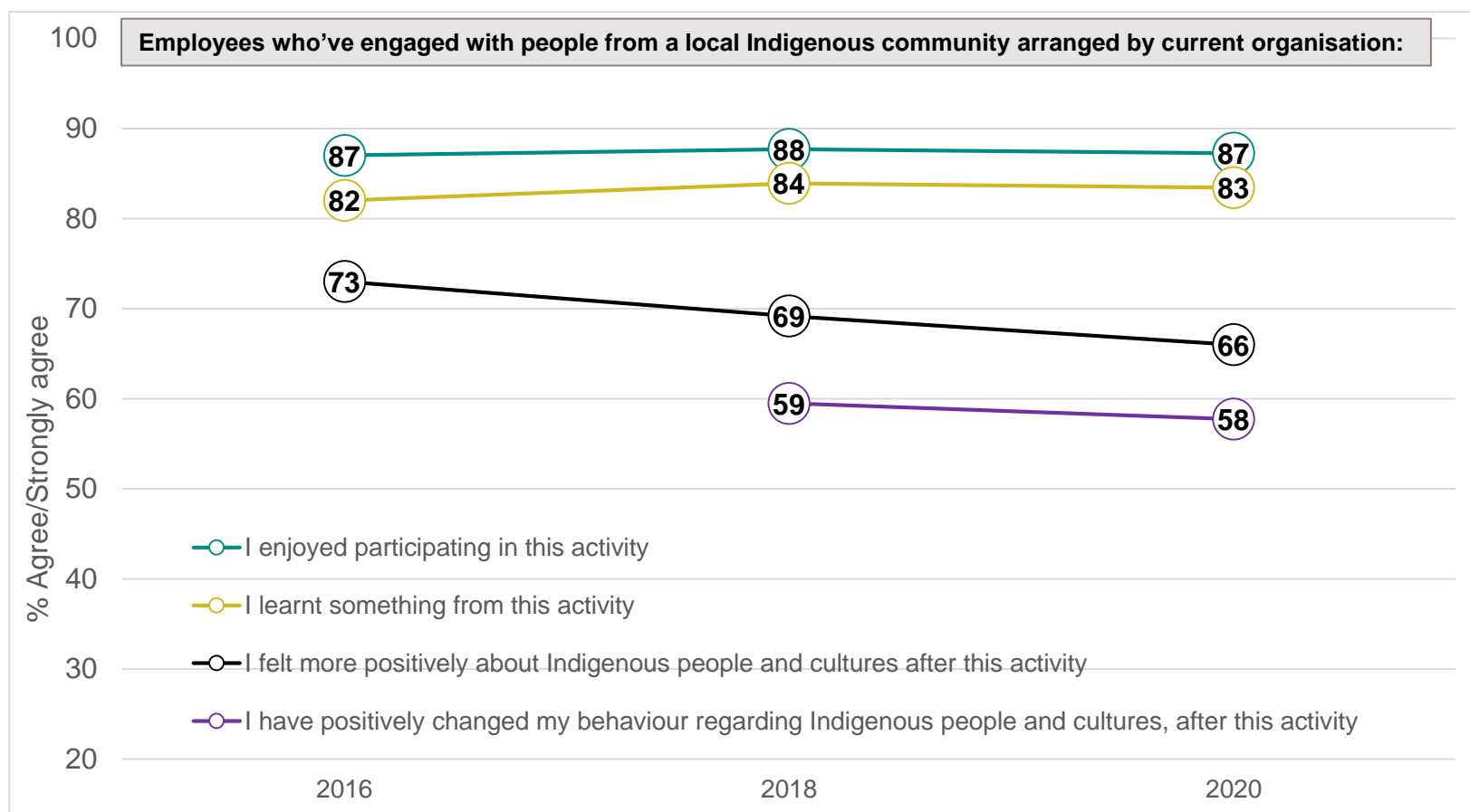


There has been a decrease since 2018 in the percentage of RAP employees who strongly agree they learnt something from engaging with a local Indigenous community, or that they enjoyed it.

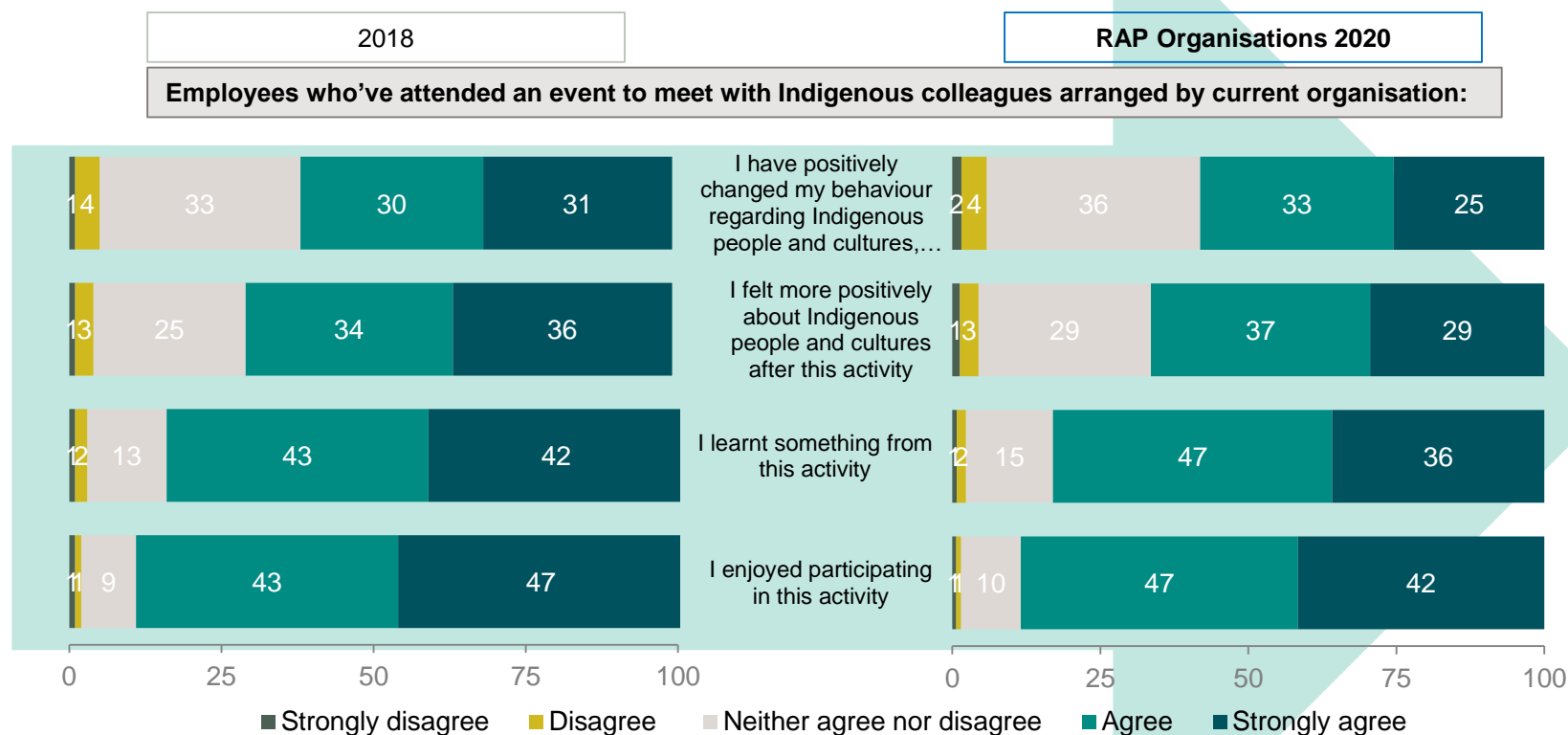
It is also notable that fewer RAP staff strongly agree they felt more positively about Indigenous people and cultures or that they've changed their behaviour positively.

# Organisational practices and RAP outcomes: Tracking impact of local community engagement

A steady percentage of RAP employees continue to agree they enjoyed engaging with a local Indigenous community, and that they learnt something from it. However, since 2016 there has been a decrease in staff agreeing they felt more positively towards Indigenous people and cultures from this experience.



# Organisational practices and RAP outcomes: Meeting with Indigenous colleagues

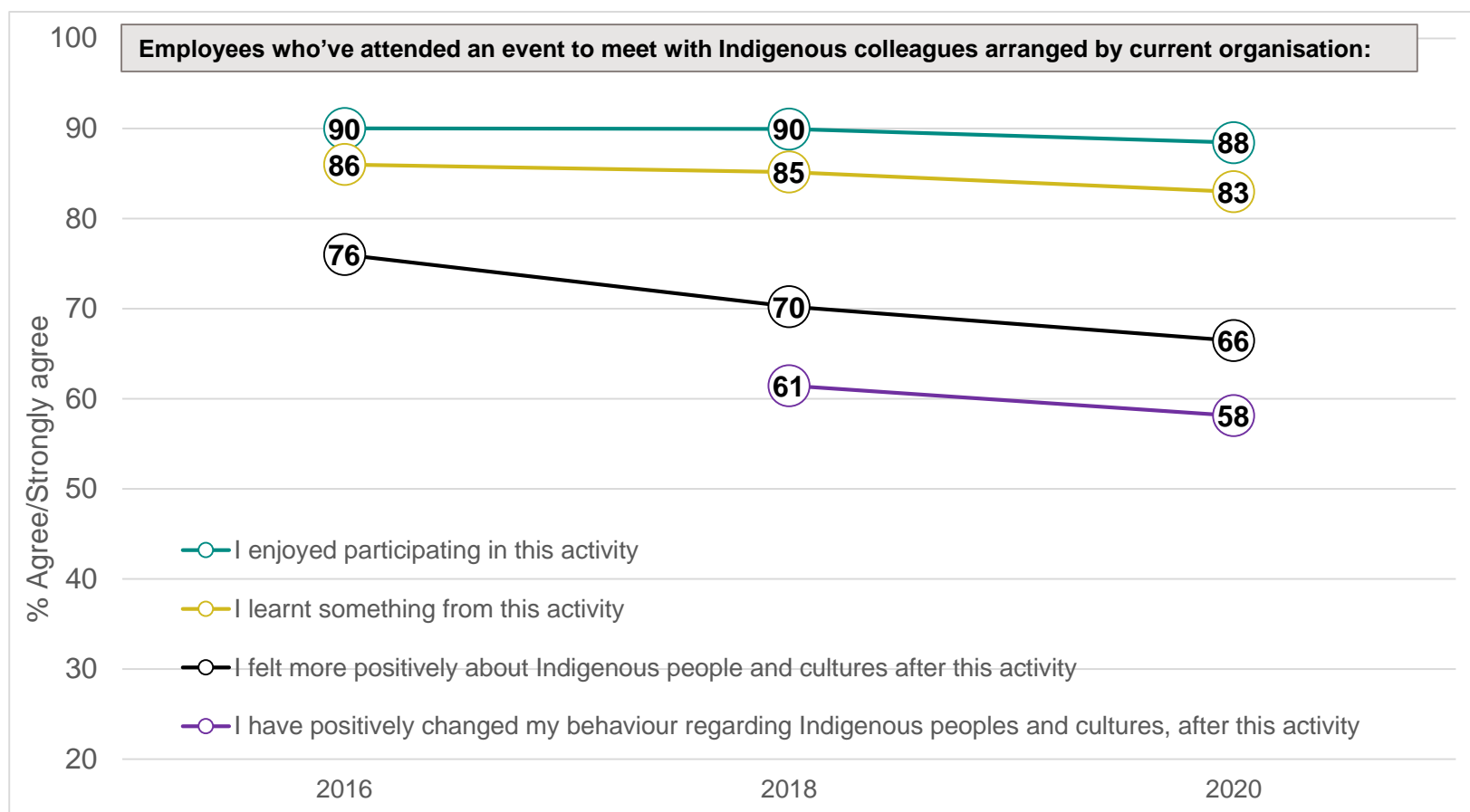


There has been a decrease since 2018 in the percentage of RAP employees who strongly agree they learnt something from meeting with Indigenous colleagues, or that they enjoyed it.

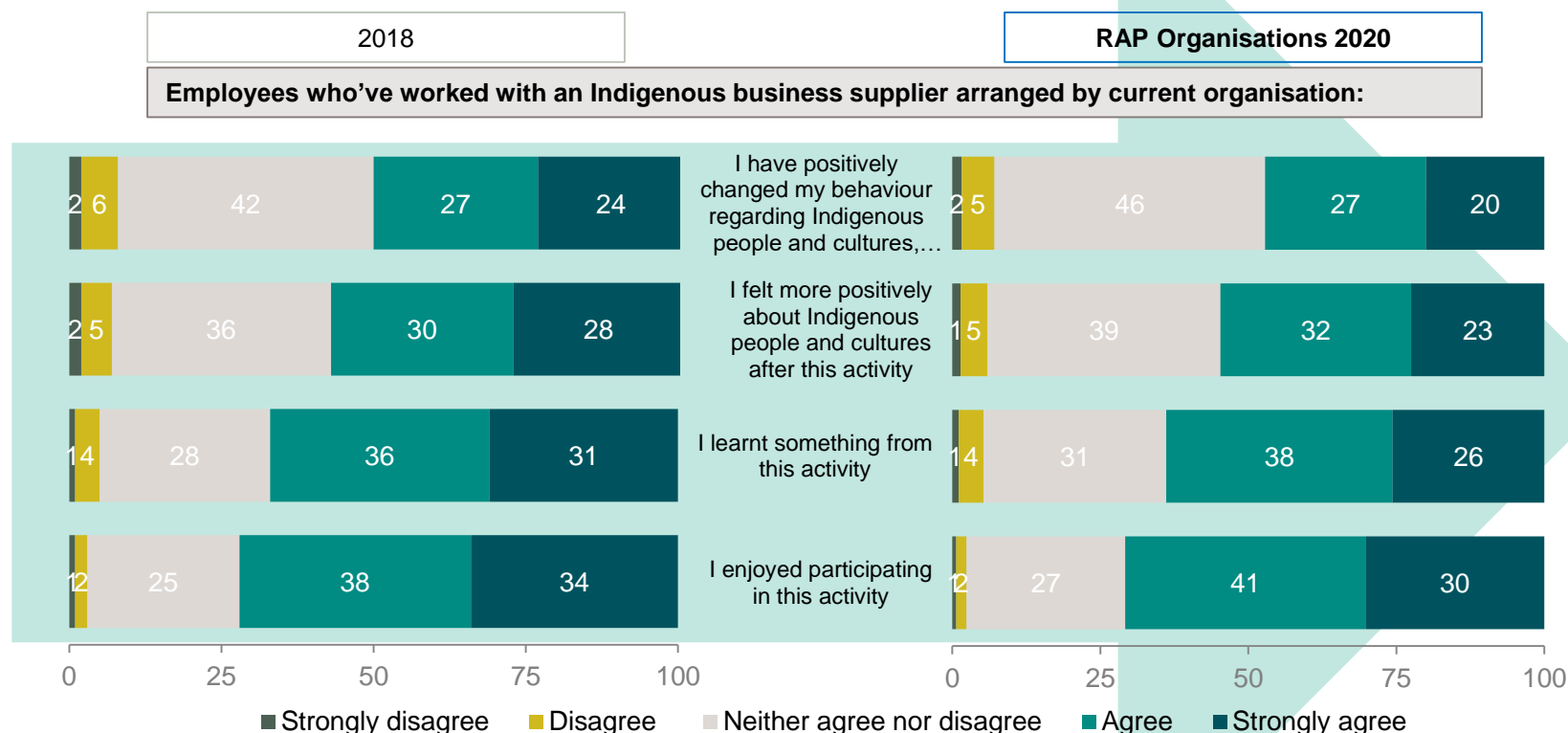
It is also notable that fewer RAP staff strongly agree they felt more positively about Indigenous people and cultures or that they've changed their behaviour positively.

# Organisational practices and RAP outcomes: Tracking impact of meeting with Indigenous colleagues

A steady of percentage of RAP employees continue to agree they enjoyed attending an event to meet with Indigenous colleagues at their organisation, and that they learnt something from it. However, since 2016 there has been a decrease in staff agreeing they felt more positively towards Indigenous people and cultures after such an event.



# Organisational practices and RAP outcomes: Working with Indigenous businesses



There has been a decrease since 2018 in the percentage of RAP employees who strongly agree they learnt something from working with an Indigenous business supplier, or that they enjoyed it.

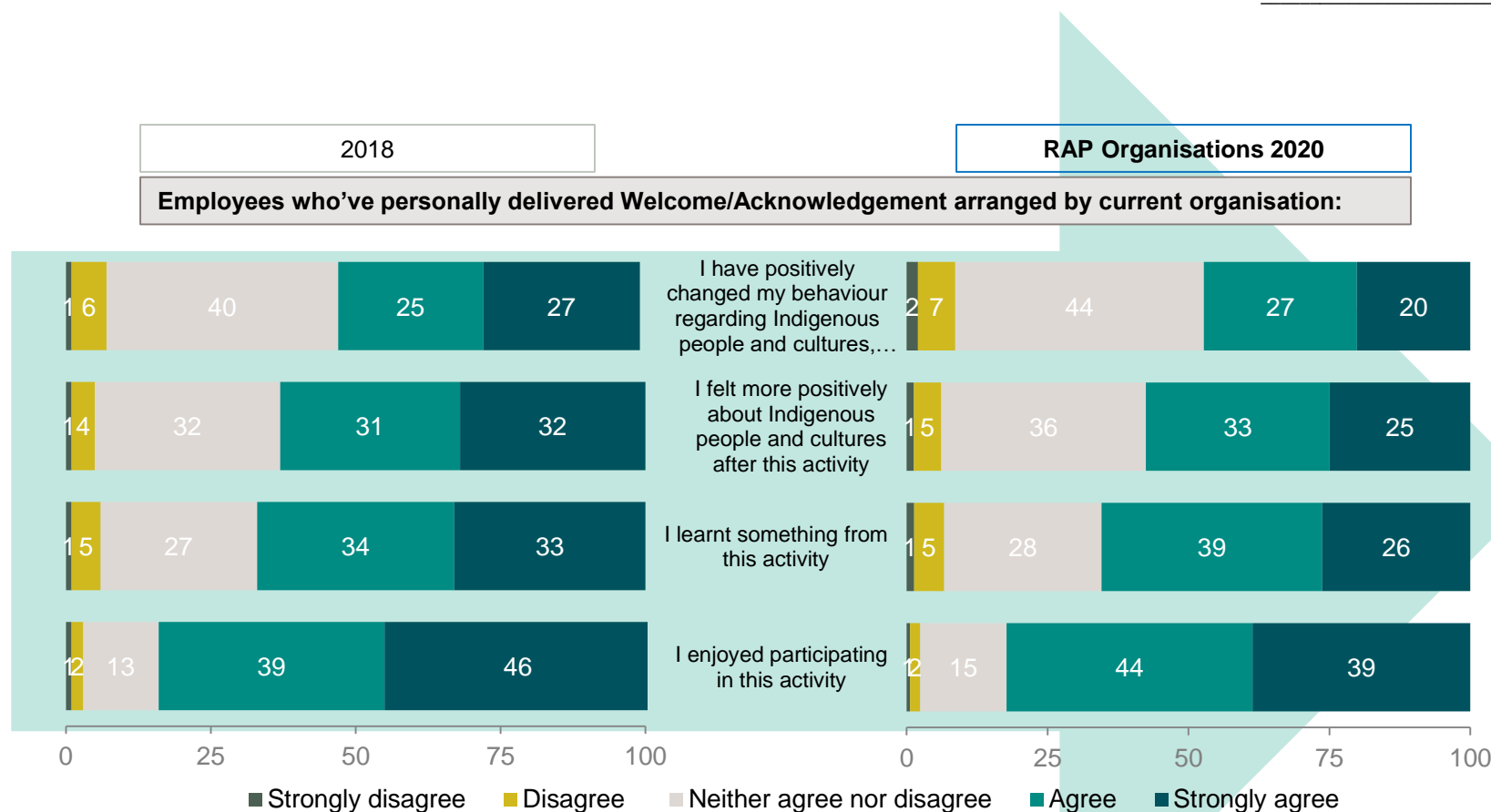
It is also notable that fewer RAP staff strongly agree they felt more positively about Indigenous people and cultures or that they've changed their behaviour positively.

# Organisational practices and RAP outcomes: Tracking impact of working with Indigenous businesses

A declining percentage of RAP employees agree they enjoyed working with an Indigenous business supplier, or that they learnt something from it, or that they felt more positively towards Indigenous people and cultures from this experience.



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

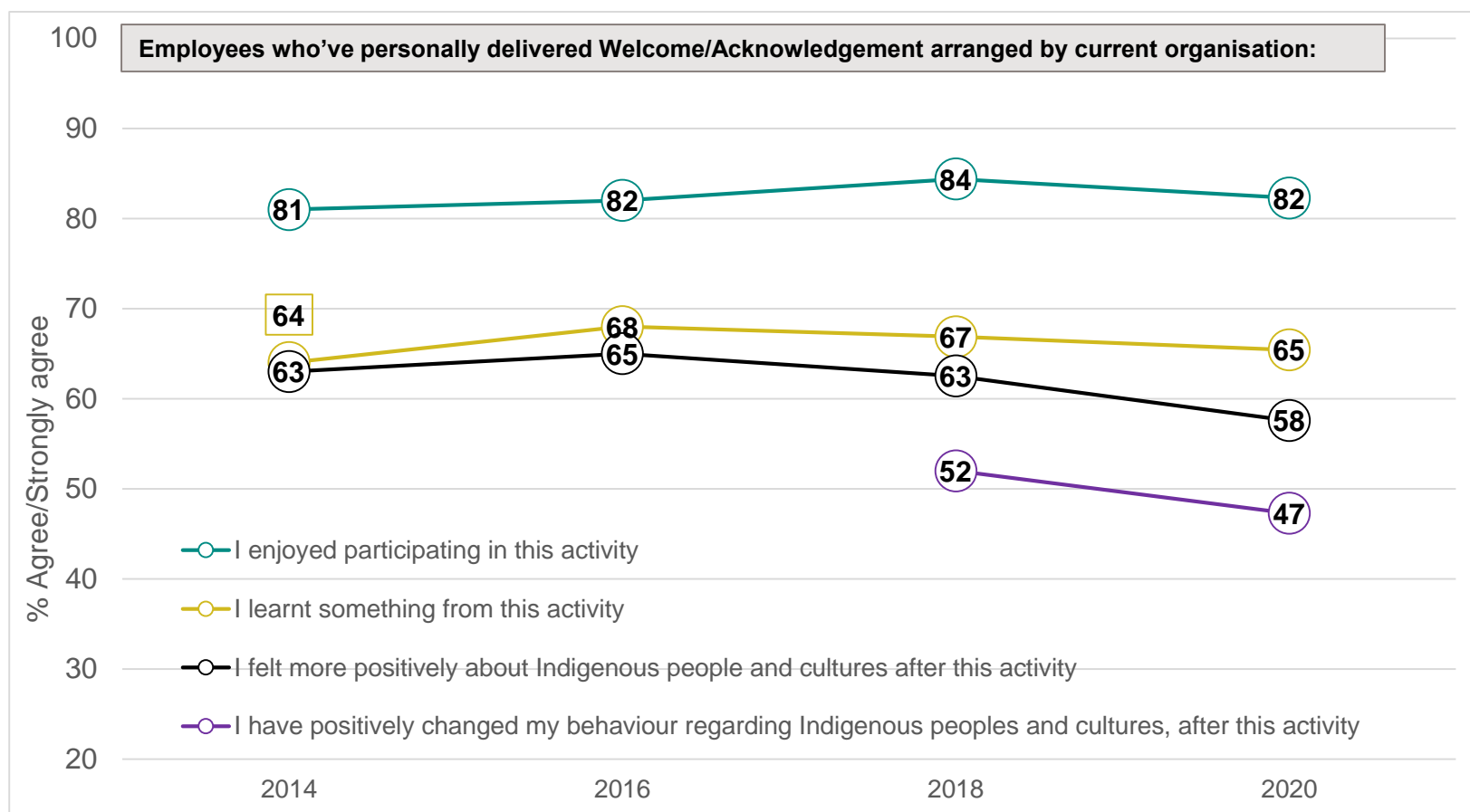


There has been a decrease since 2018 in the percentage of RAP employees who strongly agree they learnt something from personally delivering a Welcome to Country or Acknowledgement of Country, or that they enjoyed it.

It is also notable that fewer RAP staff strongly agree they felt more positively about Indigenous people and cultures or that they've changed their behaviour positively.

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

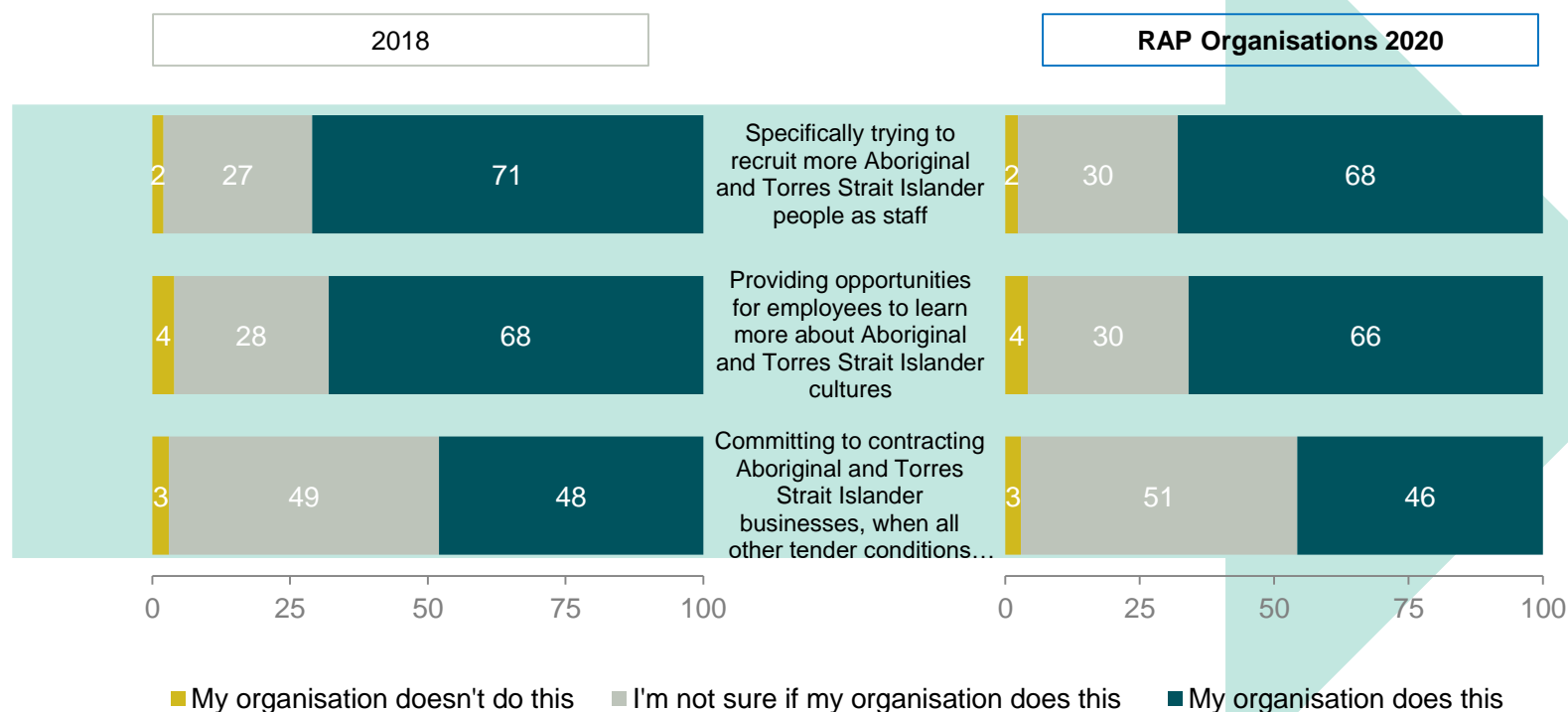
A steady of percentage of RAP employees continue to agree they enjoyed personally delivering a Welcome to Country or an Acknowledgement of Country at their organisation, and that they learnt something from it. However, since 2016 there has been a decrease in staff agreeing they felt more positively towards Indigenous people and cultures after such an event.



# Organisational practices and RAP outcomes:

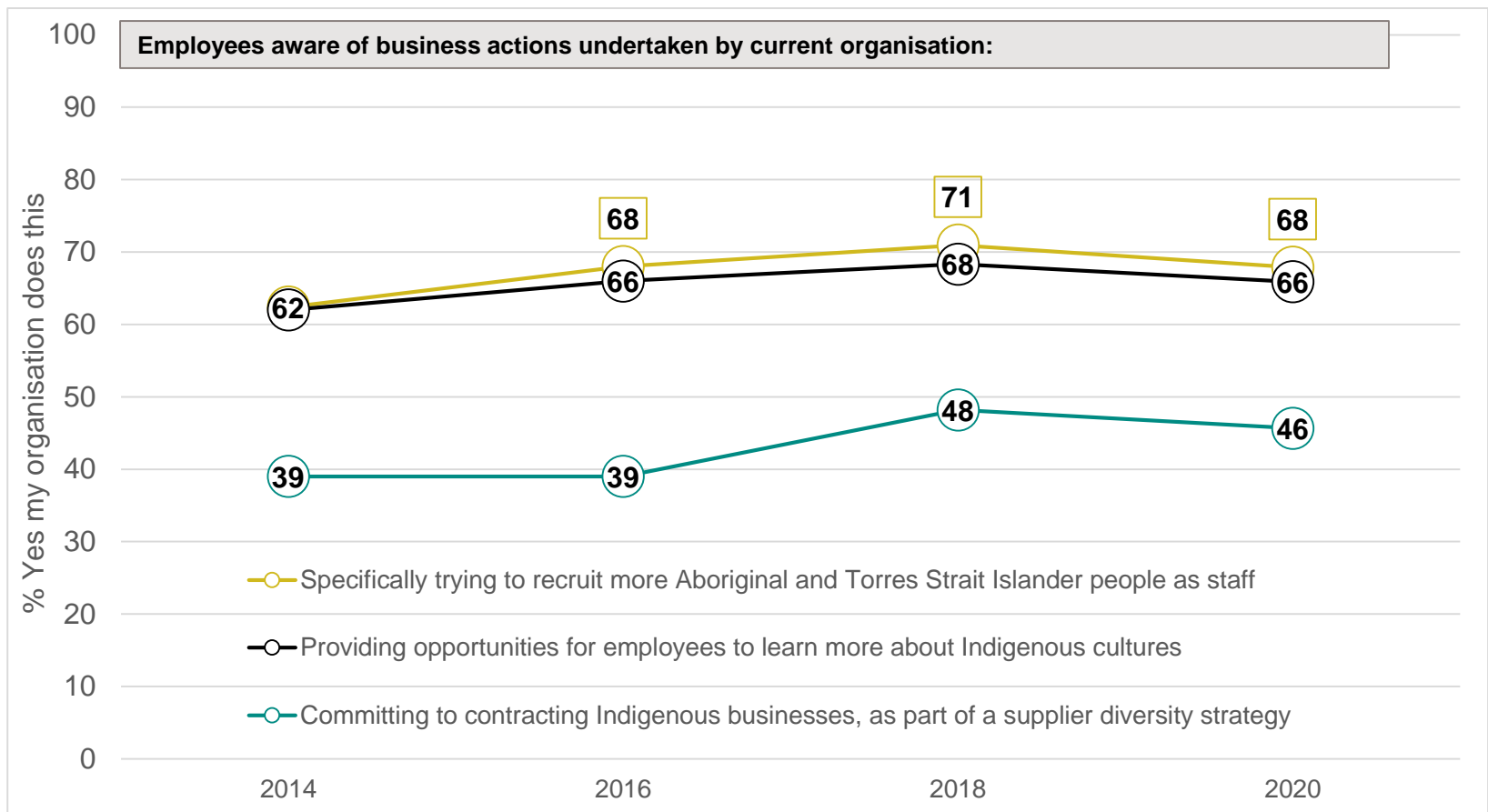
## Awareness of business actions

**Business Actions:** Employee awareness of reconciliation business actions undertaken by their organisation has remained steady since 2018.



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

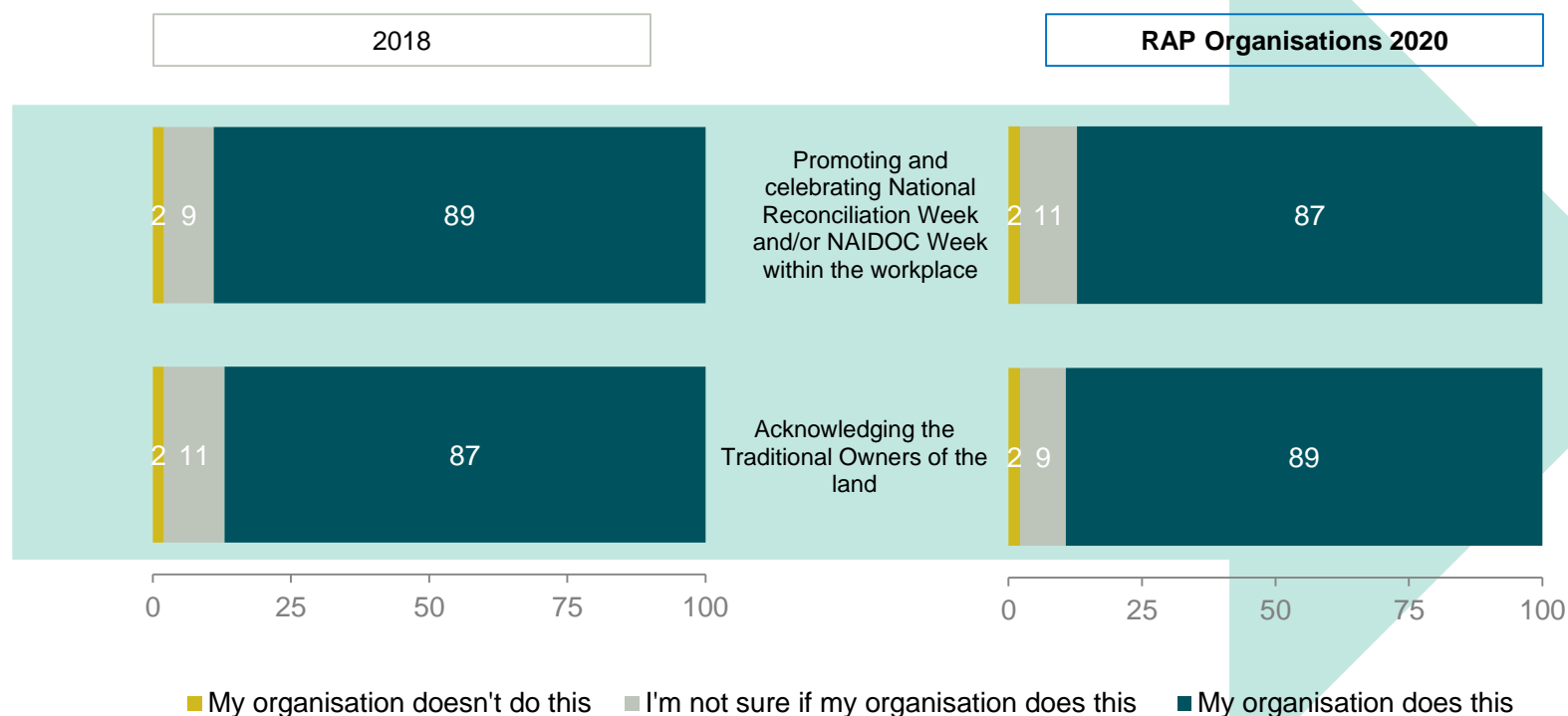
A steady percentage of RAP employees continue to see their organisation is trying to recruit Indigenous staff and providing opportunities for staff to learn about Indigenous cultures. Most notably, awareness of committing to contracting Indigenous business suppliers has grown since 2014.



# Organisational practices and RAP outcomes:

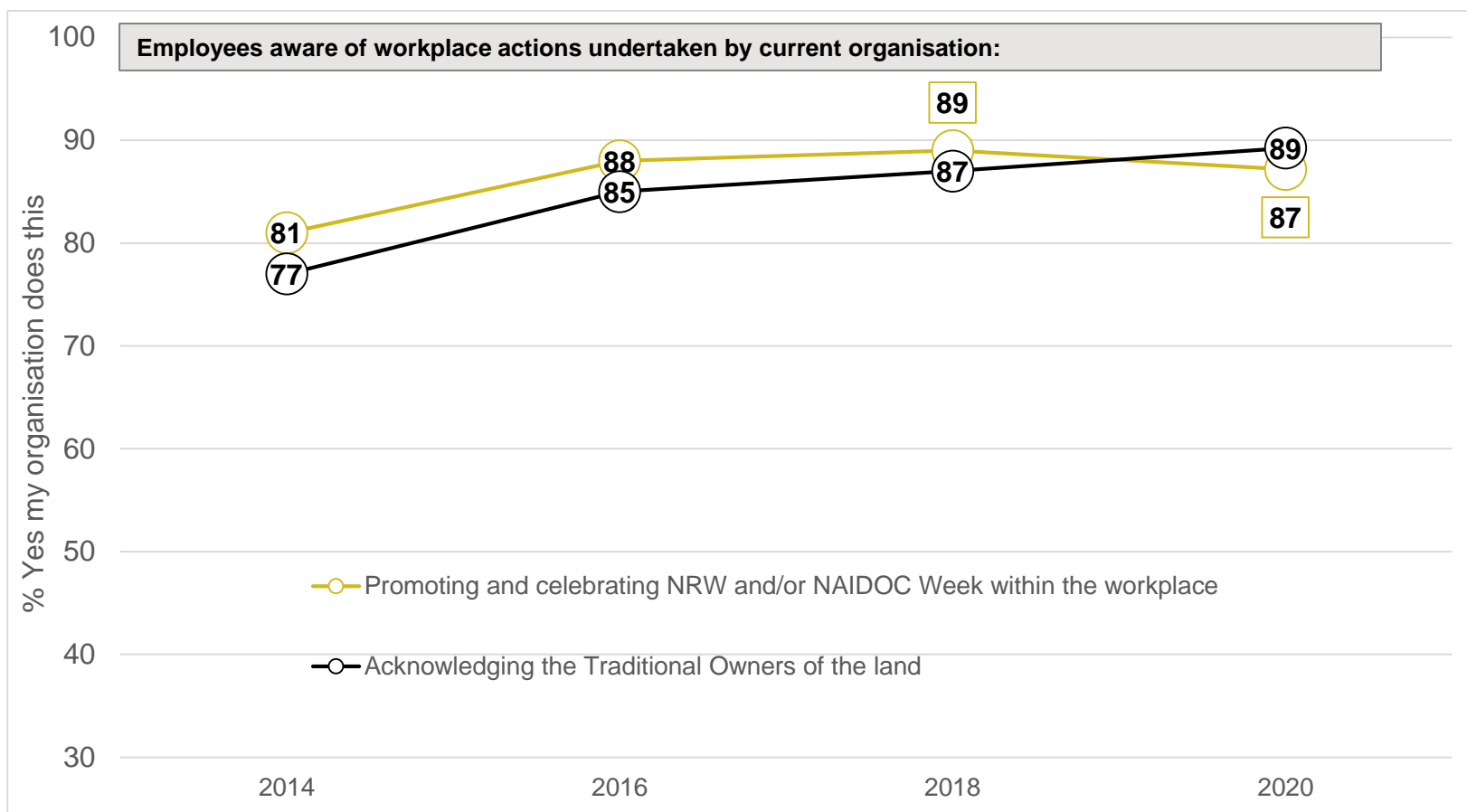
## Awareness of workplace actions

**Workplace Actions:** Employee awareness of reconciliation workplace actions undertaken by their organisation has remained steady since 2018.



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

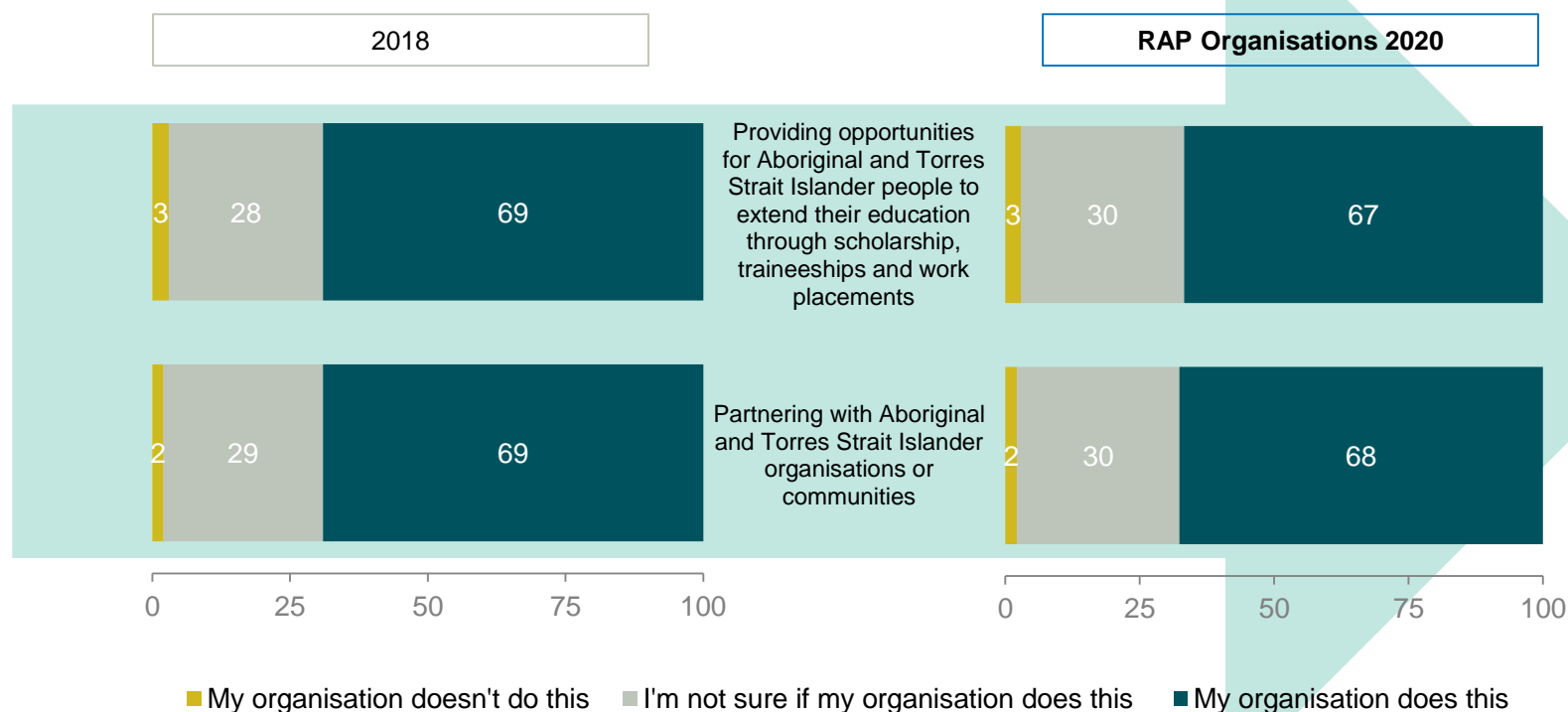
A steady percentage of RAP employees continue to see their organisation is promoting NRW and NAIDOC celebrations for staff and undertaking Acknowledgement of Country.



# Organisational practices and RAP outcomes:

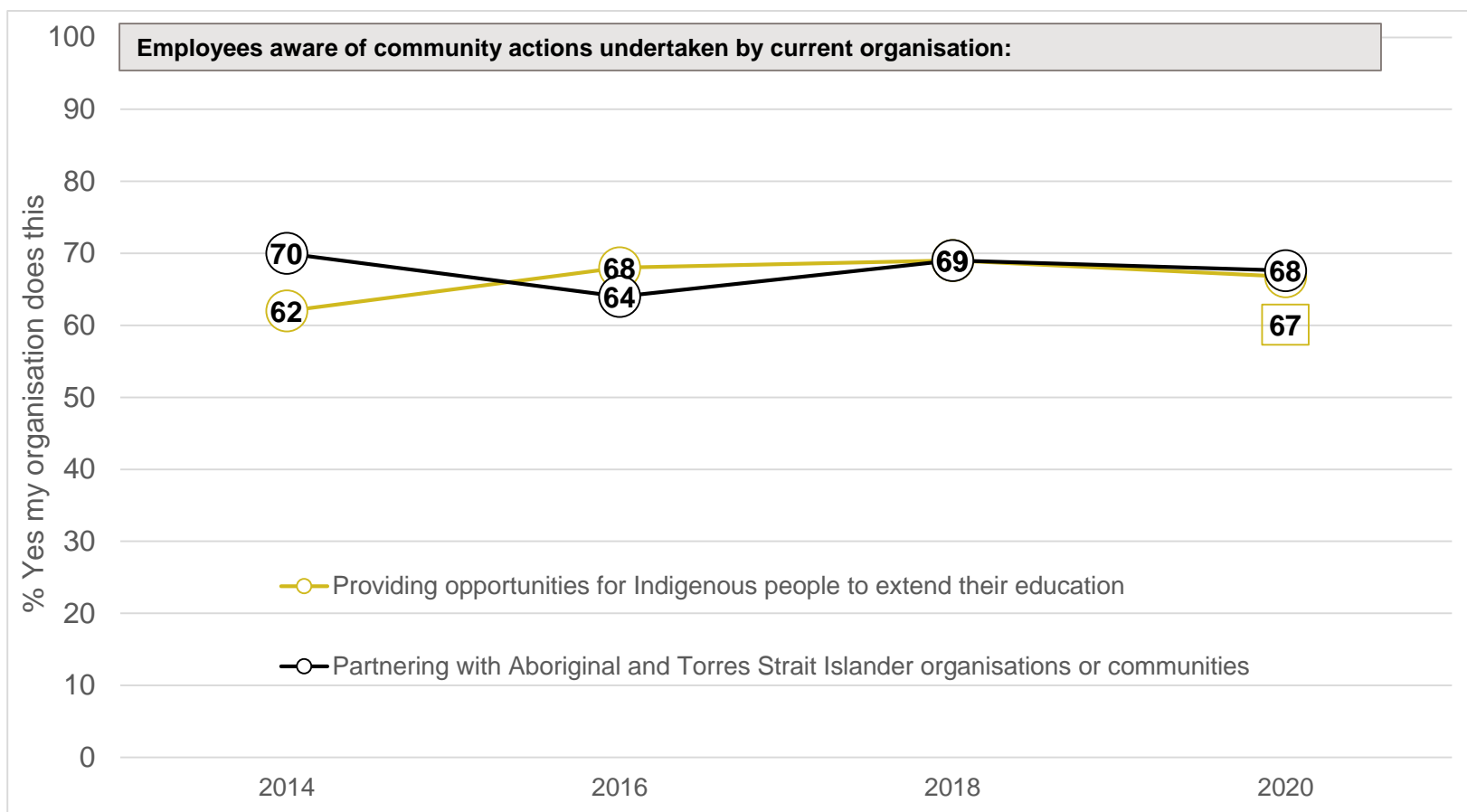
## Awareness of community actions

**Community Actions:** Employee awareness of reconciliation community actions undertaken by their organisation has remained steady since 2018.

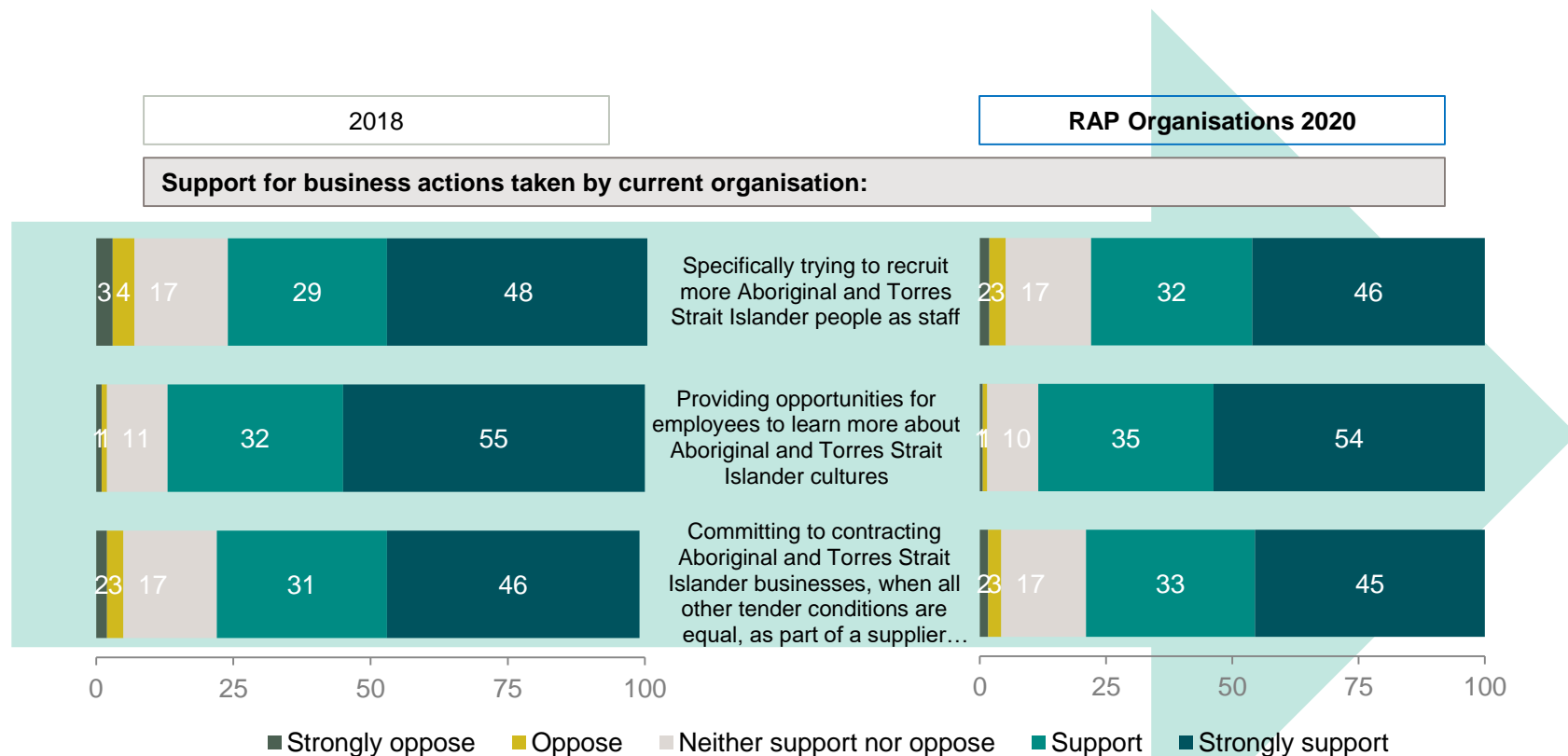


# Organisational practices and RAP outcomes: Tracking awareness of community actions

RAP employee awareness levels of their organisation undertaking community reconciliation actions have been steady since 2016.



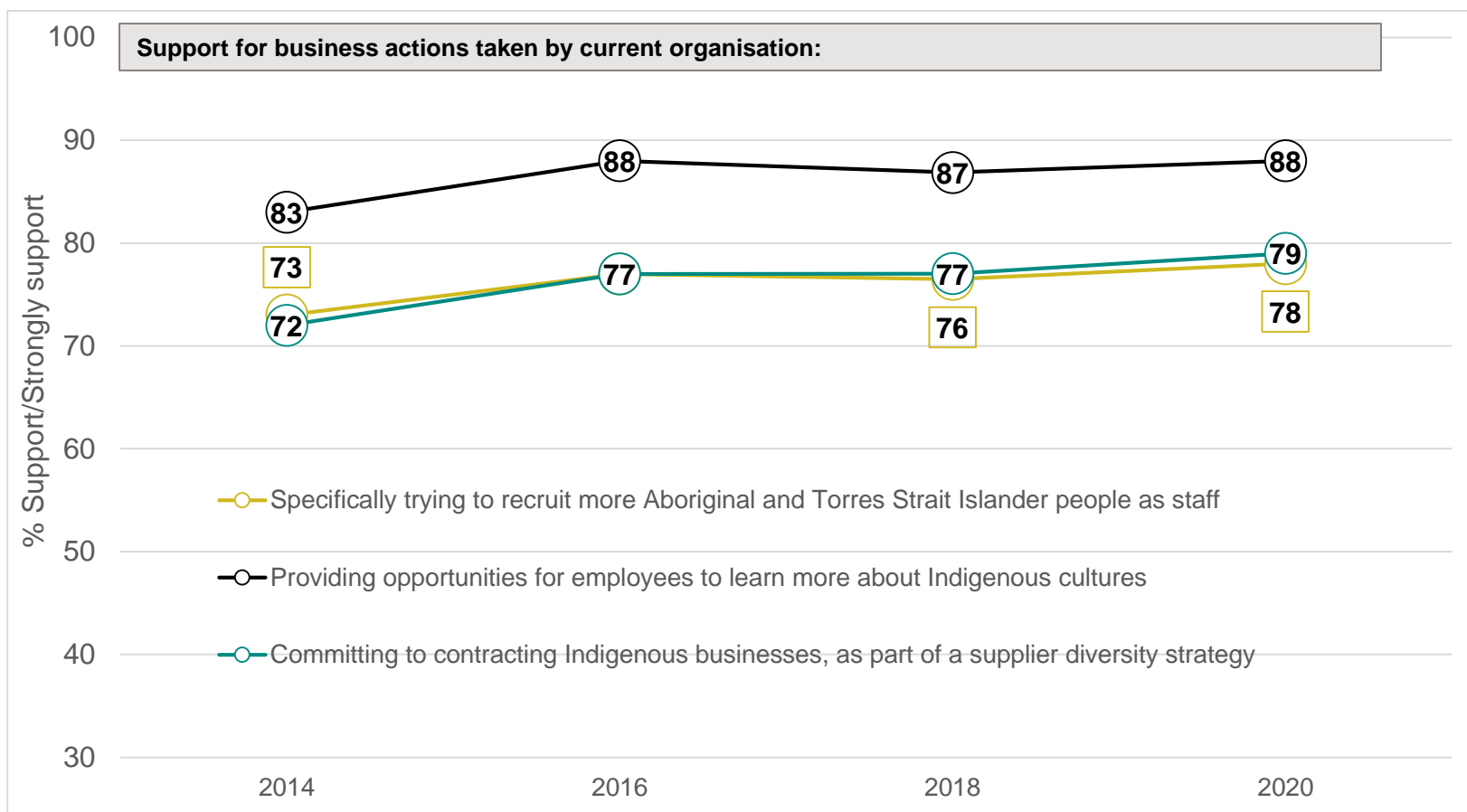
# Organisational practices and RAP outcomes: Support for business actions



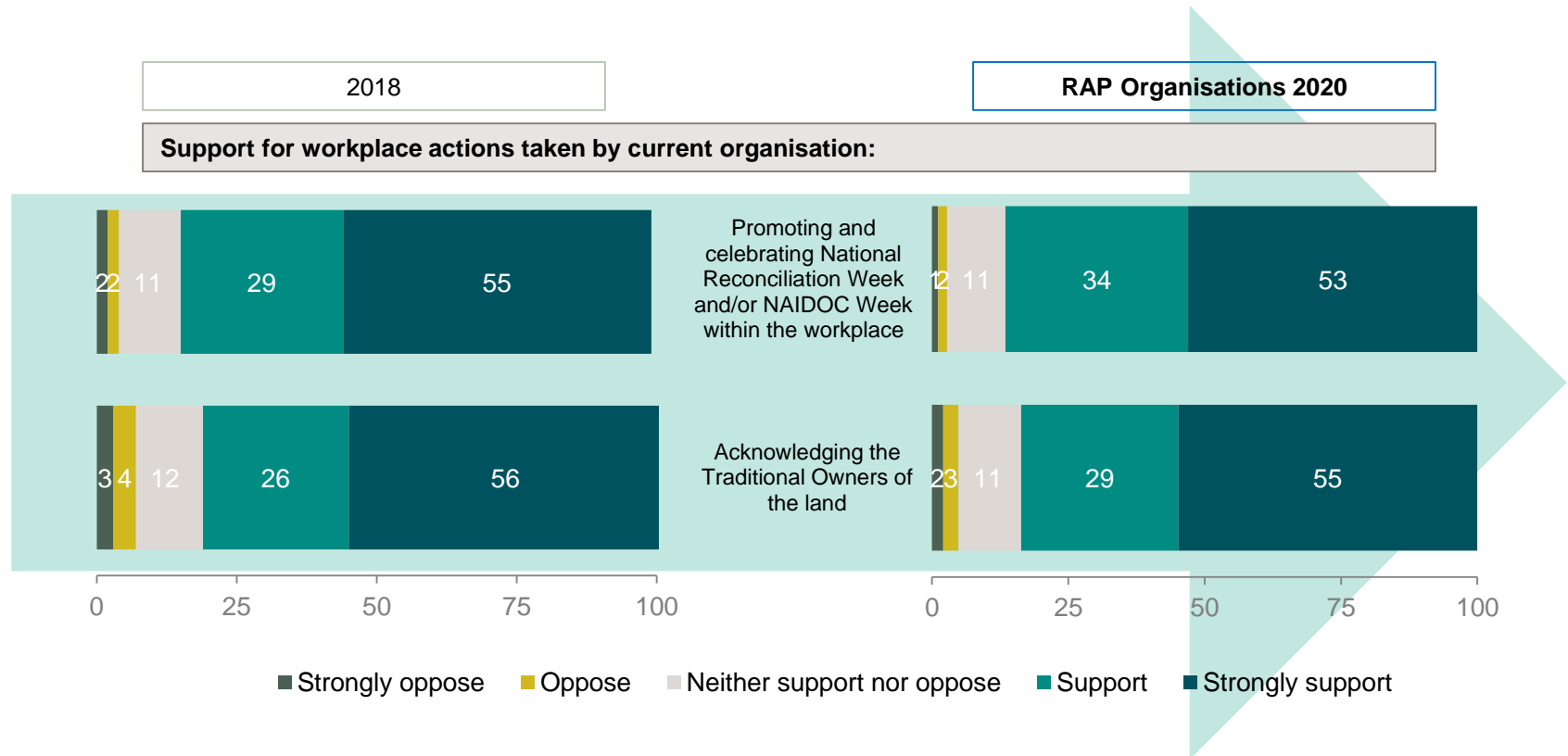
A steady percentage of RAP employees continue to strongly support reconciliation business actions, particularly regarding opportunities for staff to learn more about Aboriginal and Torres Strait Islander cultures.

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

A steady percentage of RAP employees continue to support their organisation providing staff with opportunities to learn about Indigenous cultures, as well as undertaking other business actions.



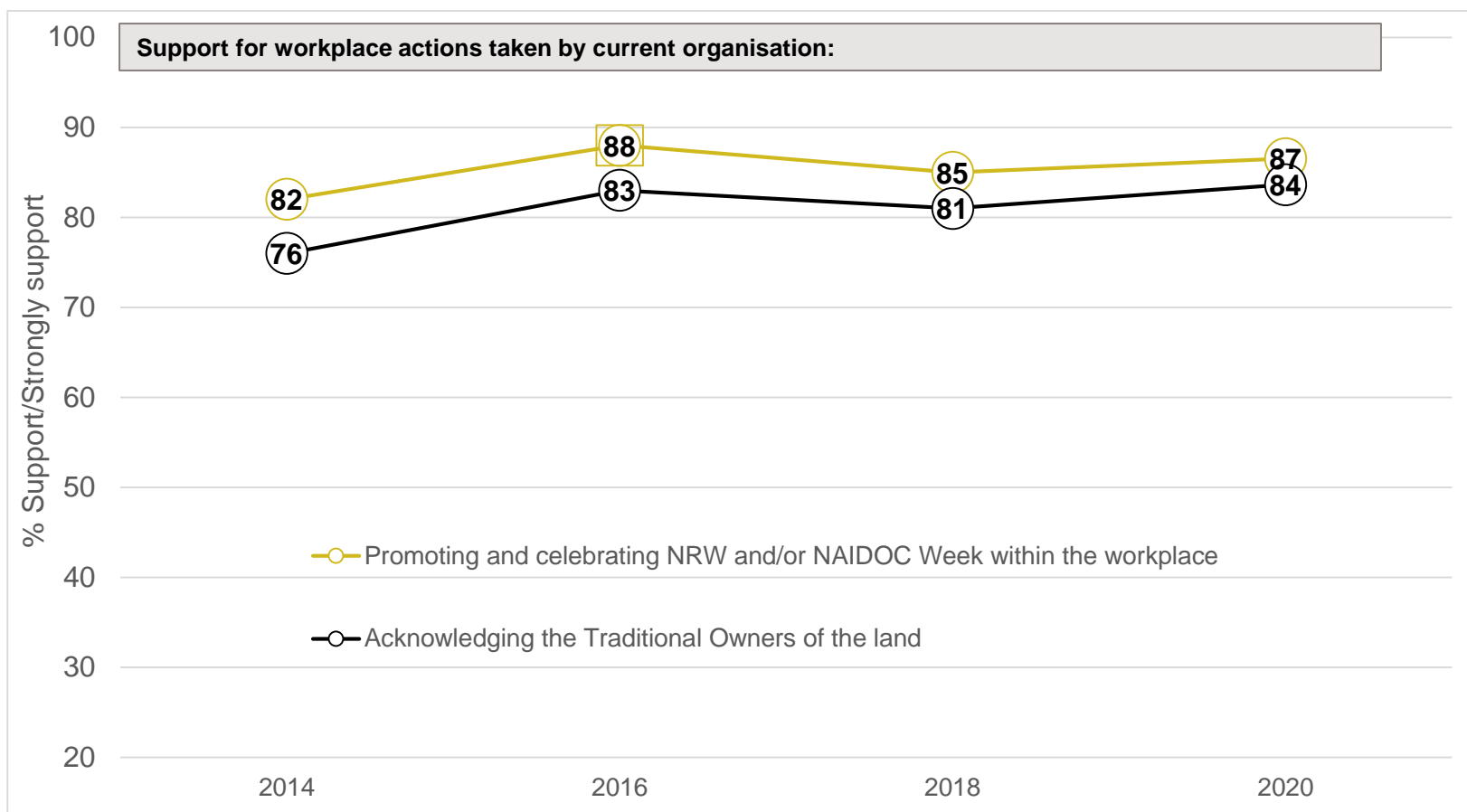
# Organisational practices and RAP outcomes: Support for workplace actions



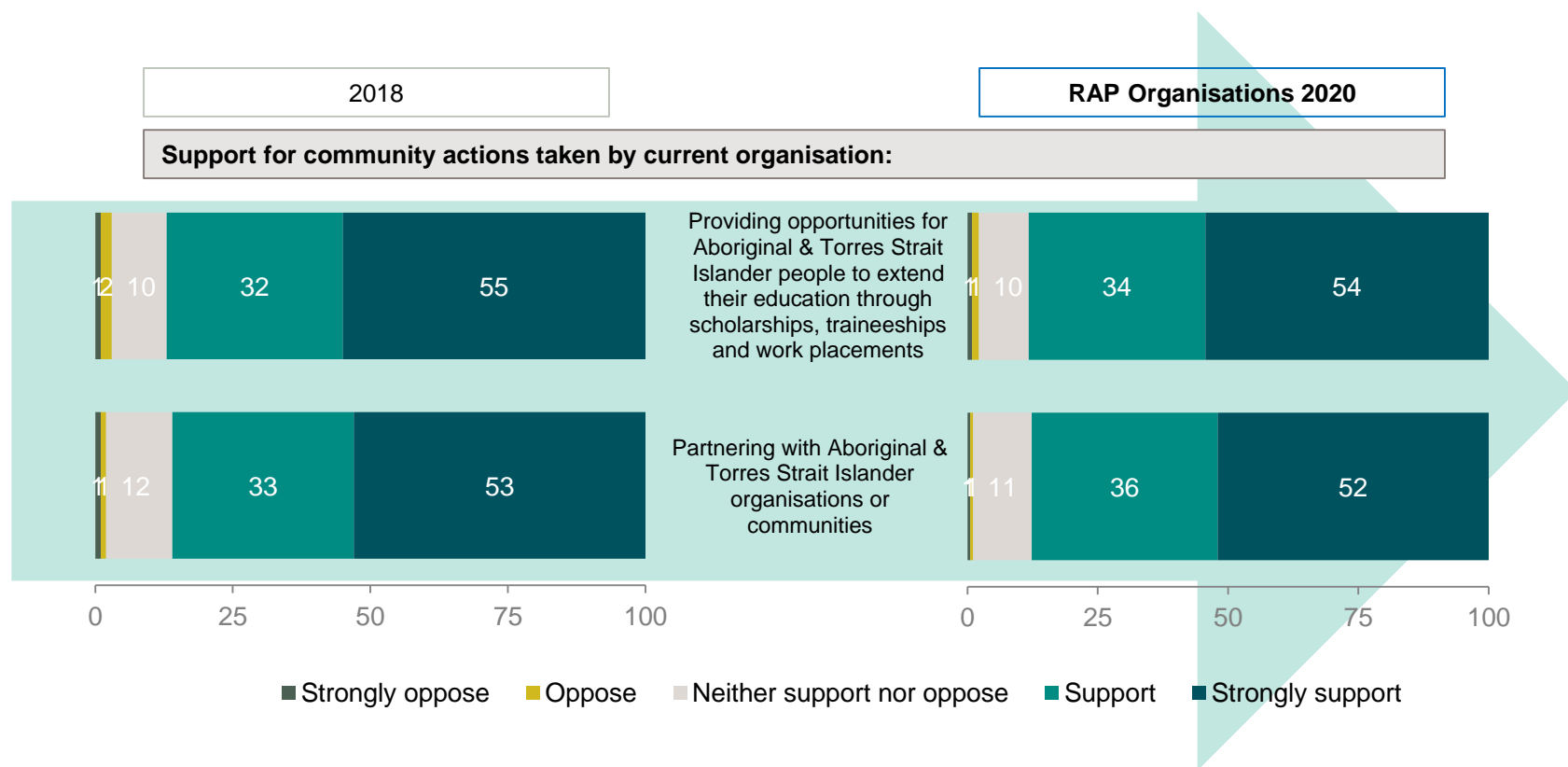
A steady percentage of RAP employees continue to strongly support reconciliation workplace actions, such as Acknowledging the Traditional Owners of the land.

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

A steady percentage of RAP employees continue to support their organisation's efforts promoting NRW and NAIDOC celebrations for staff, as well as undertaking Acknowledgements of Country.



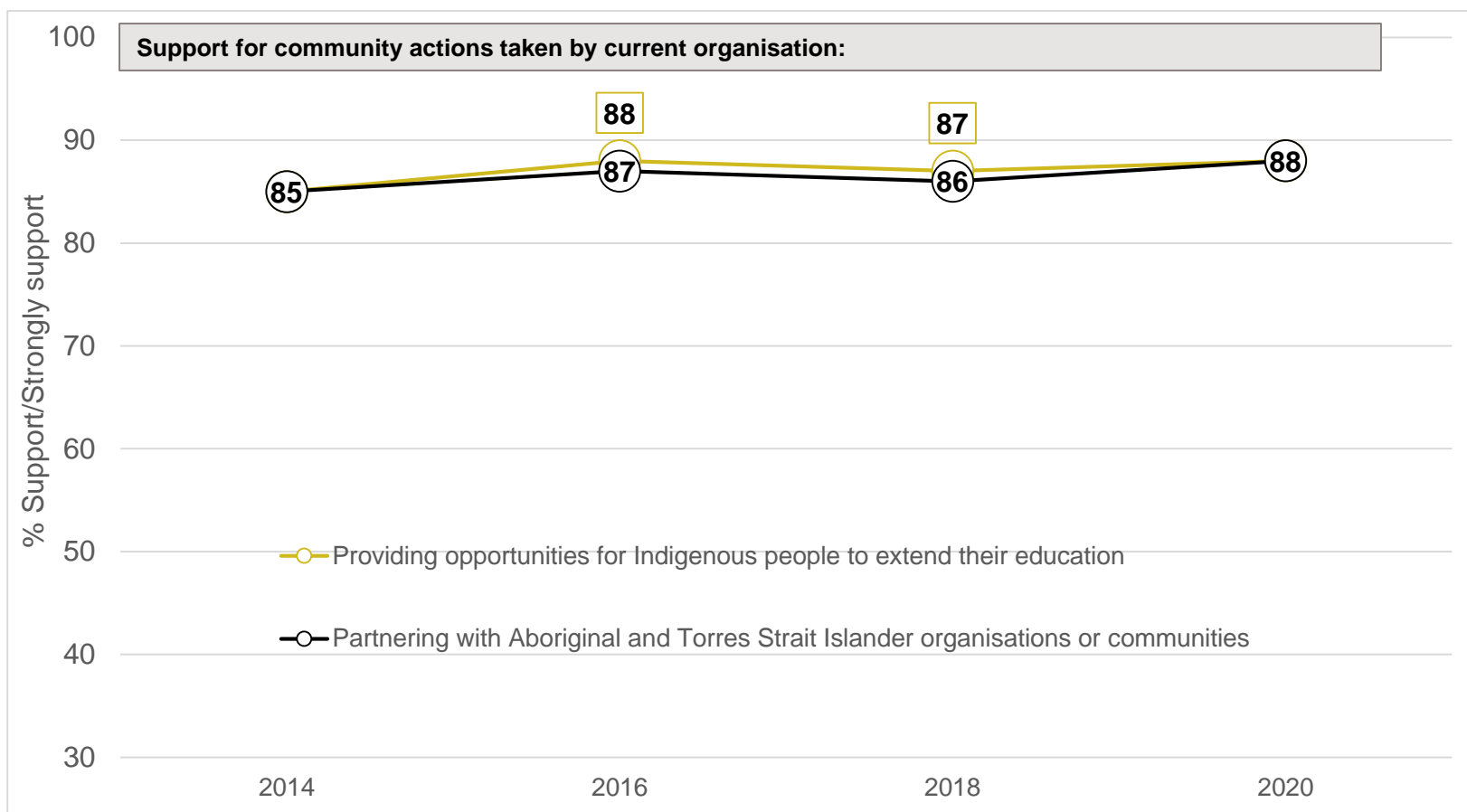
# Organisational practices and RAP outcomes: Support for community actions



A steady percentage of RAP employees continue to strongly support reconciliation community actions, such as partnering with Indigenous groups.

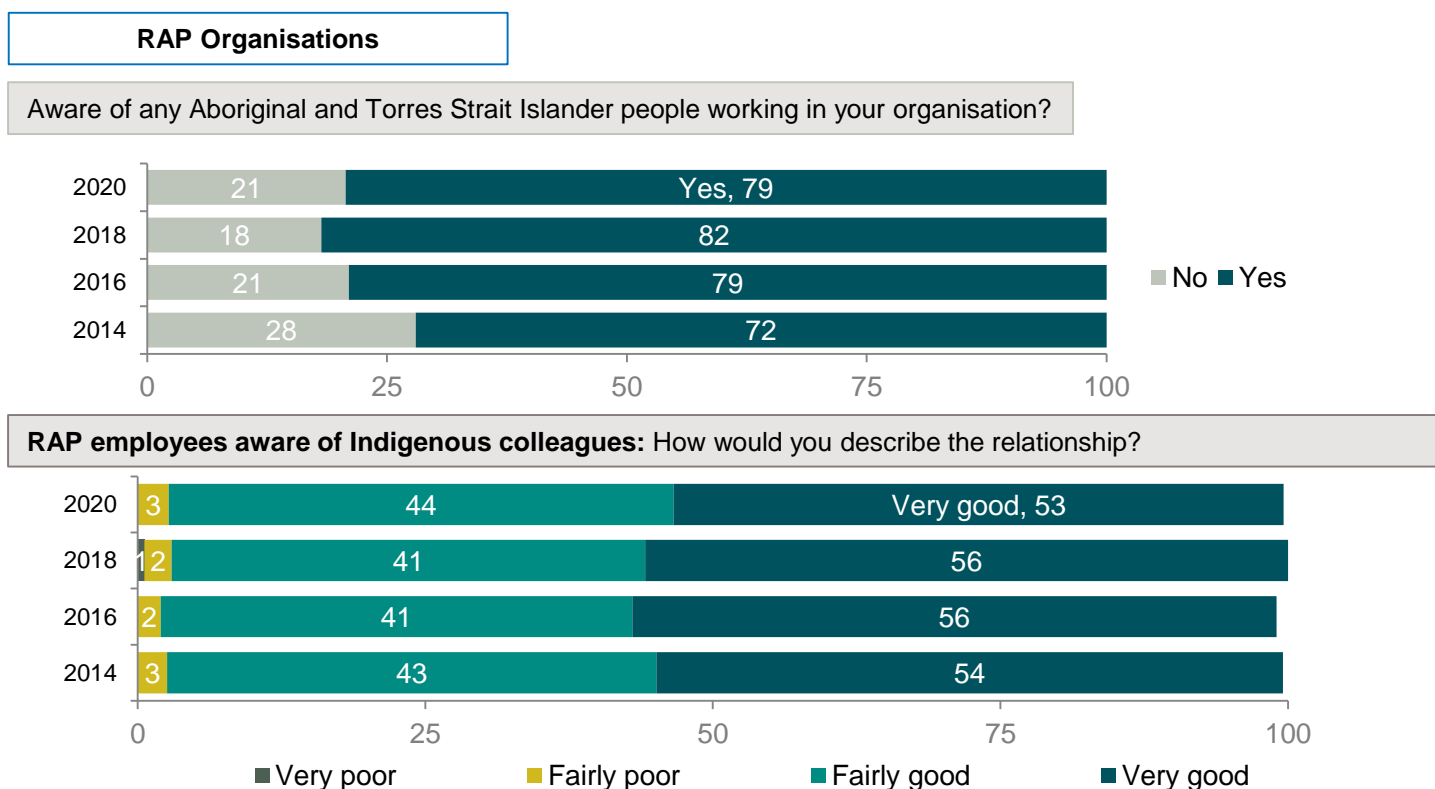
# Organisational practices and RAP outcomes: Tracking support for community actions

A steady percentage of RAP employees continue to support their organisation undertaking community reconciliation actions, such as providing scholarships, internships and work placements for Indigenous people to extend their education and training.



# Organisational practices and RAP outcomes:

## Relationship among colleagues

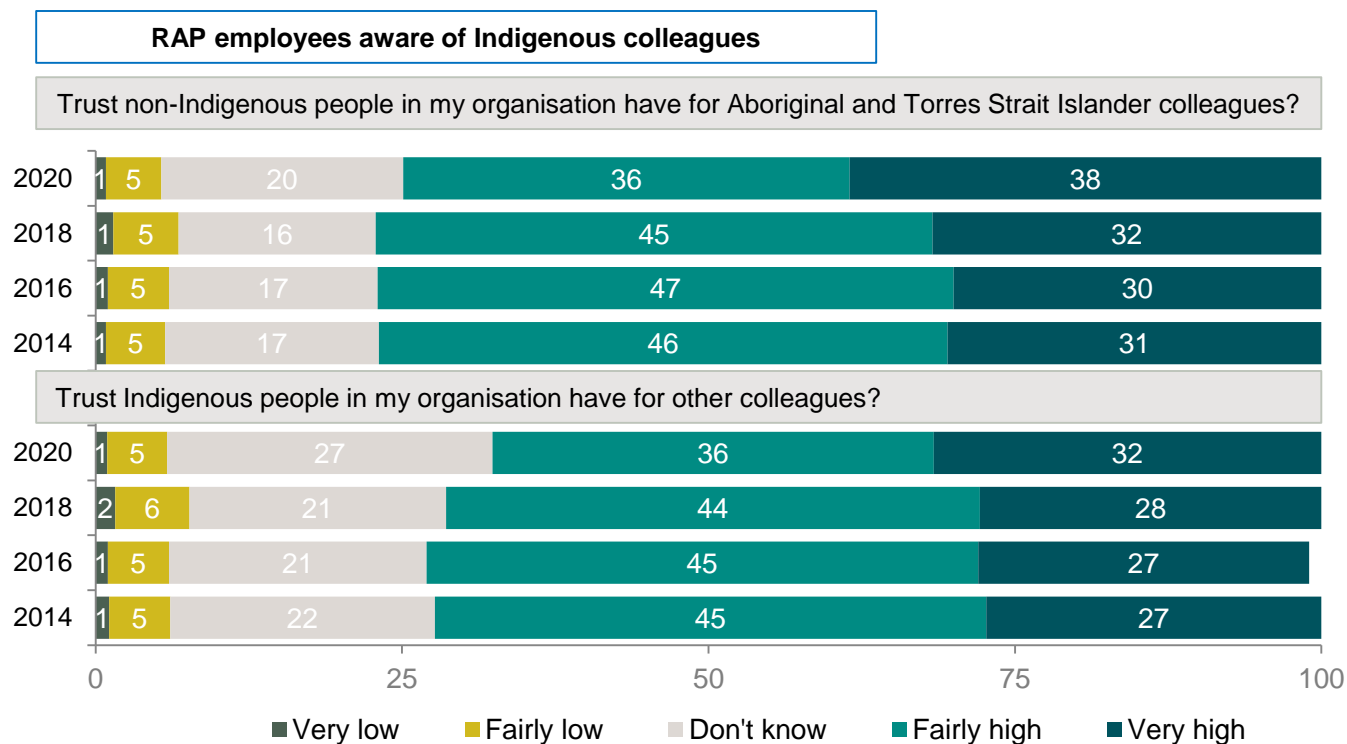


A steady percentage of RAP employees continue to be aware of Indigenous staff at their current organisation. This continues a solid increase since 2014.

The majority of those employees who are aware also consider the relationship between Indigenous and non-Indigenous colleagues is good.

# Organisational practices and RAP outcomes:

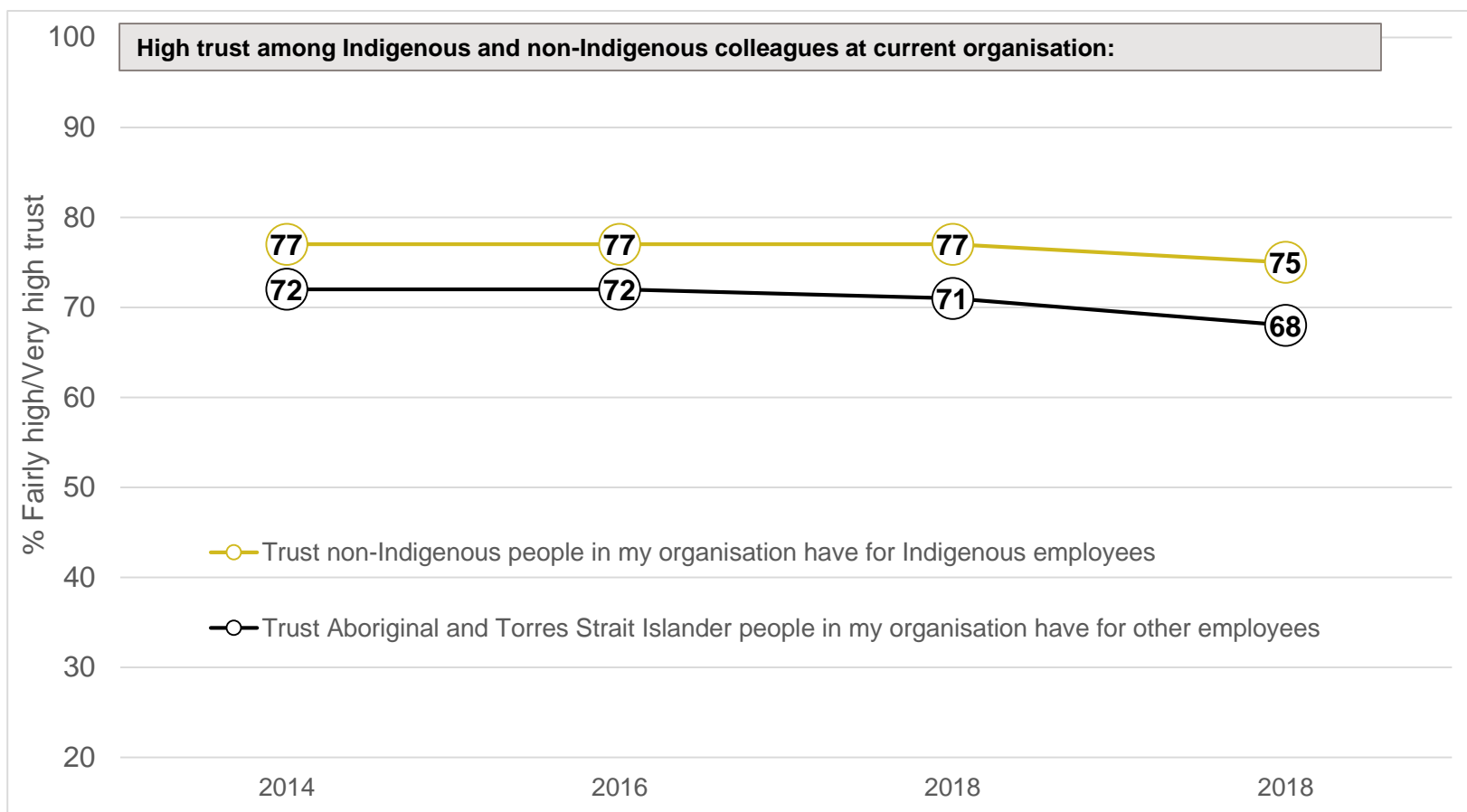
## Trust among colleagues



There has been an increase in the perception of levels of trust between Indigenous and non-Indigenous employees since 2018.

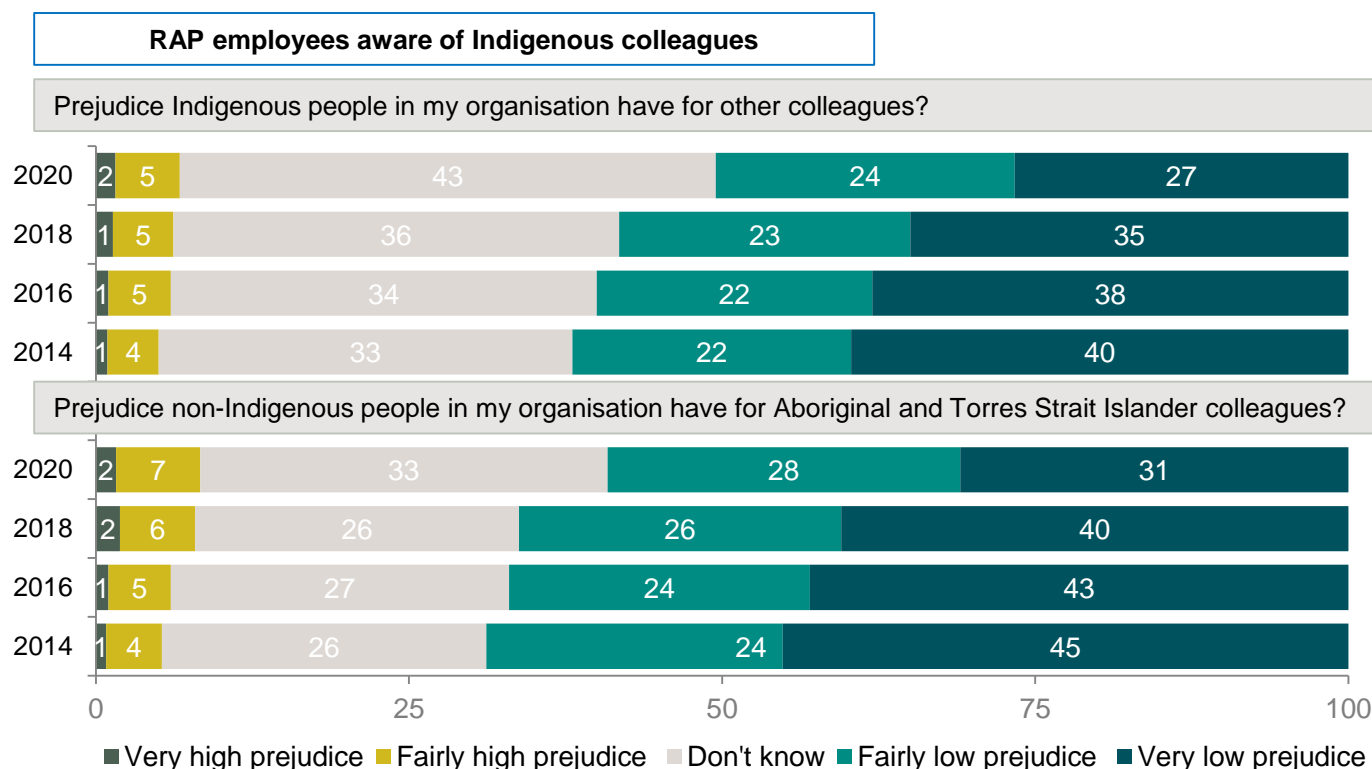
# Organisational practices and RAP outcomes: Tracking high trust among colleagues

A steady percentage of RAP employees who are aware of Indigenous colleagues continue to believe there is high trust for Aboriginal and Torres Strait Islander staff among non-Indigenous staff. However, since 2016 there has been a slight decrease in those who believe Indigenous staff hold high trust for other employees.



# Organisational practices and RAP outcomes:

## Prejudice among colleagues



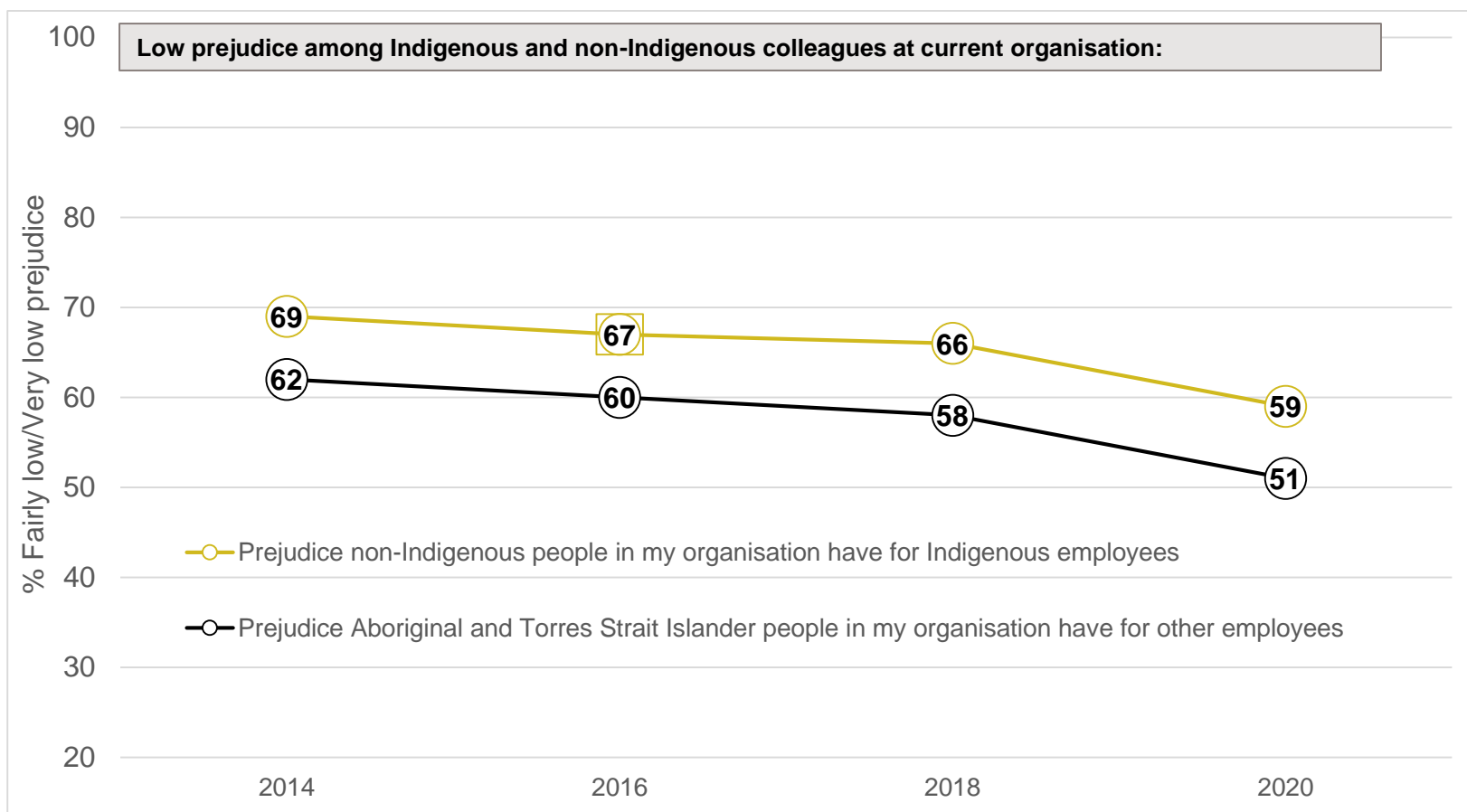
There has been a decrease in the perception of low levels of prejudice between Indigenous and non-Indigenous employees since 2018. This continues a steady declining trend since 2014.

However, more RAP employees continue to indicate they 'don't know', rather than an increased perception of high prejudice.

# Organisational practices and RAP outcomes: Tracking low prejudice among colleagues

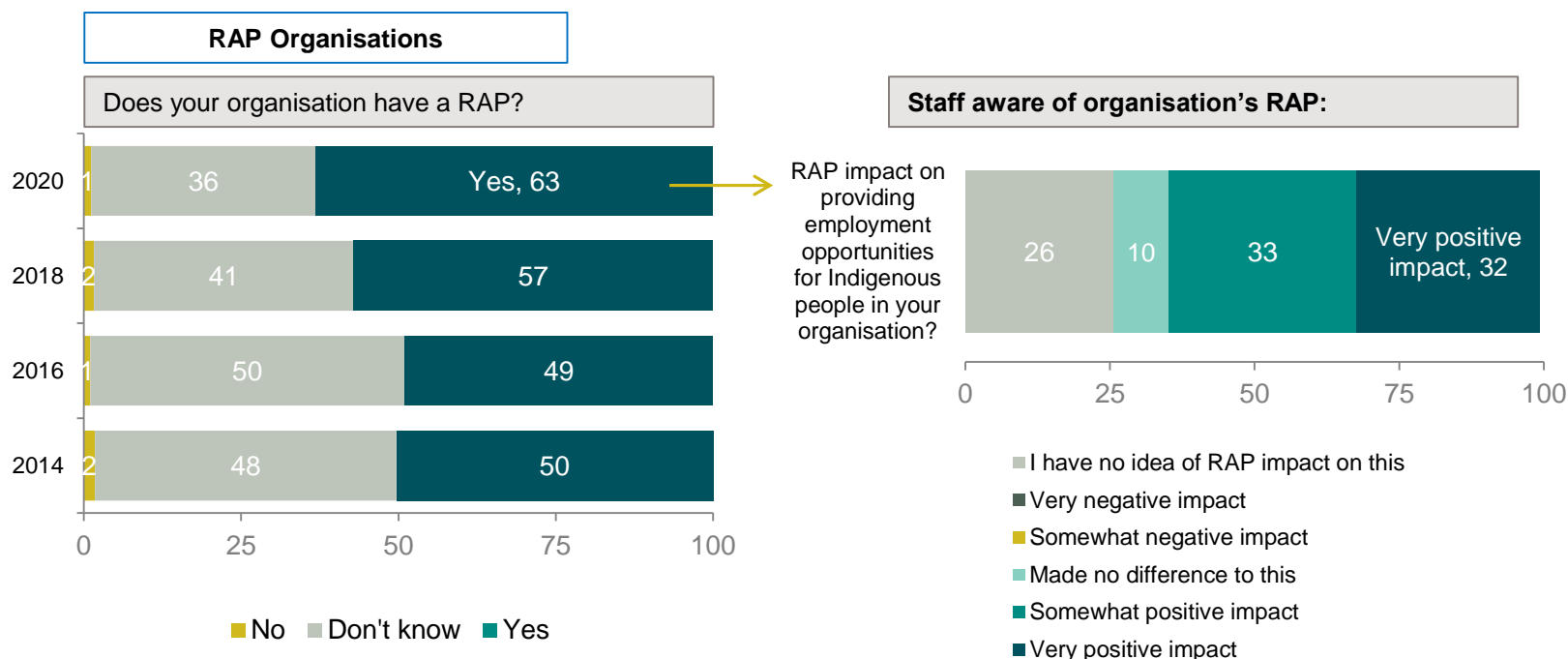
More RAP employees aware of Indigenous colleagues continue to believe there is low prejudice for Aboriginal and Torres Strait Islander staff among non-Indigenous staff, than believe Indigenous staff hold low prejudice for other employees.

However, overall impressions of low prejudice among staff have been declining since 2014.



# Organisational practices and RAP outcomes:

## Awareness of RAP

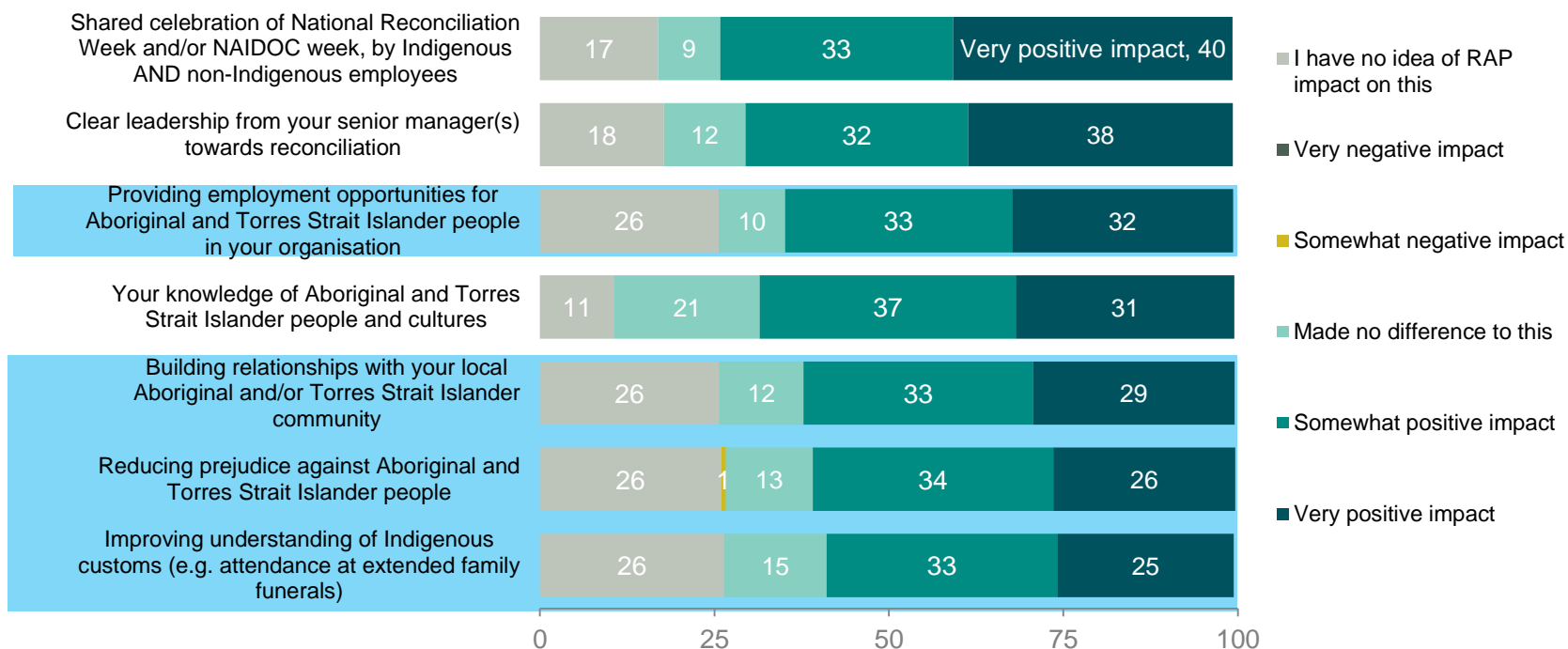


There has been strong increase in the level of RAP employee awareness of their organisation having a Reconciliation Action Plan, since 2018. This continues a solid increasing trend since 2014.

Among those who are aware of the RAP, the majority continue to feel the RAP has had a positive impact on employment opportunities for Indigenous people (65%).

# Organisational practices and RAP outcomes: Impact of RAP

## RAP employees aware of organisation's RAP

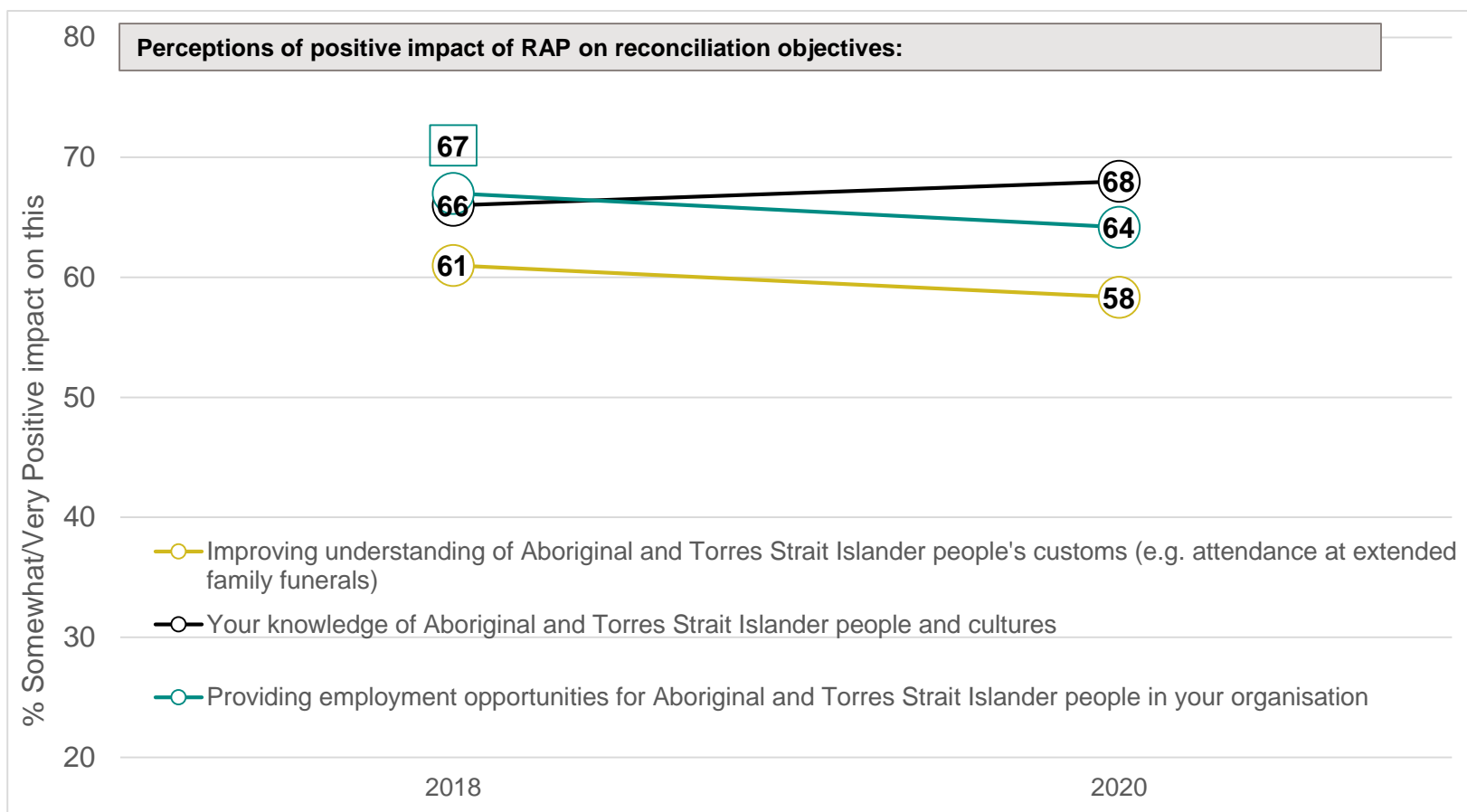


The majority of those who are aware of their organisation's Reconciliation Action Plan continue to feel the RAP has had a positive impact on reconciliation objectives, particularly regarding shared celebrations of Indigenous events.

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

# Organisational practices and RAP outcomes: Tracking RAP Impact

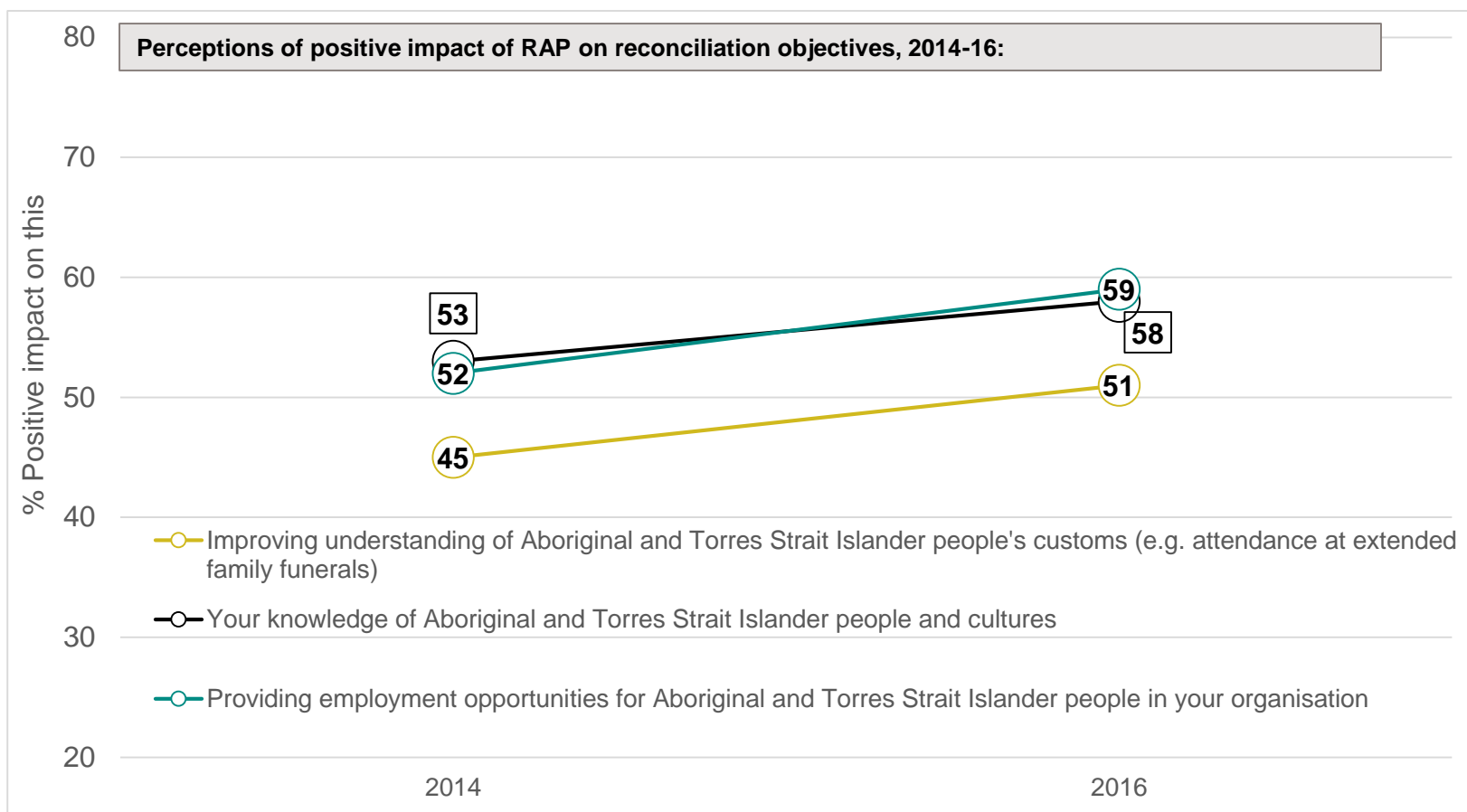
A steady percentage of RAP employees continue to feel their organisation's RAP had a positive effect on the following reconciliation objectives, compared with 2018. Most notably, 68% see a positive impact on their knowledge of Aboriginal and Torres Strait Islander people and cultures.



# Organisational practices and RAP outcomes:

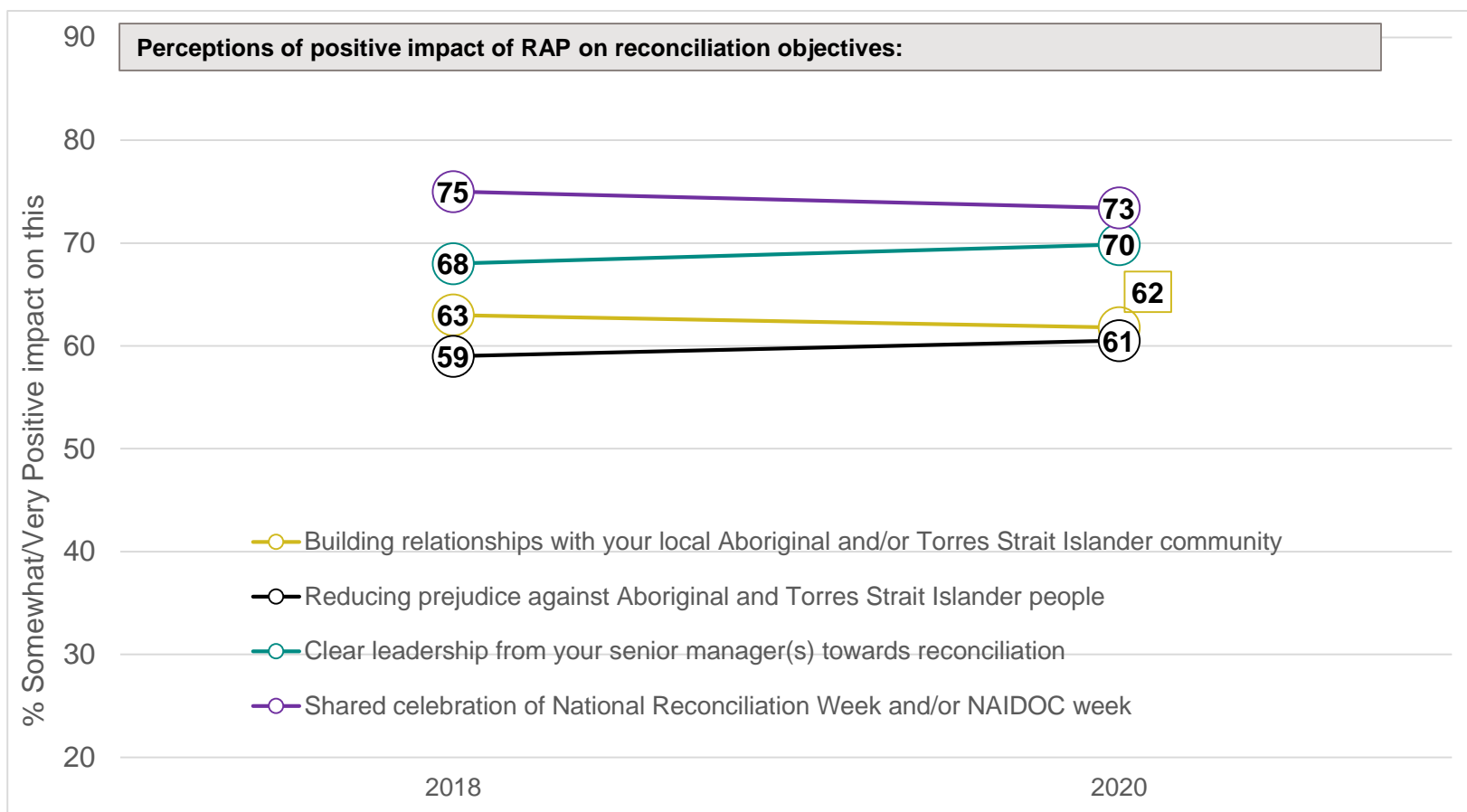
## RAP Impact 2014-16

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: Tracking RAP Impact

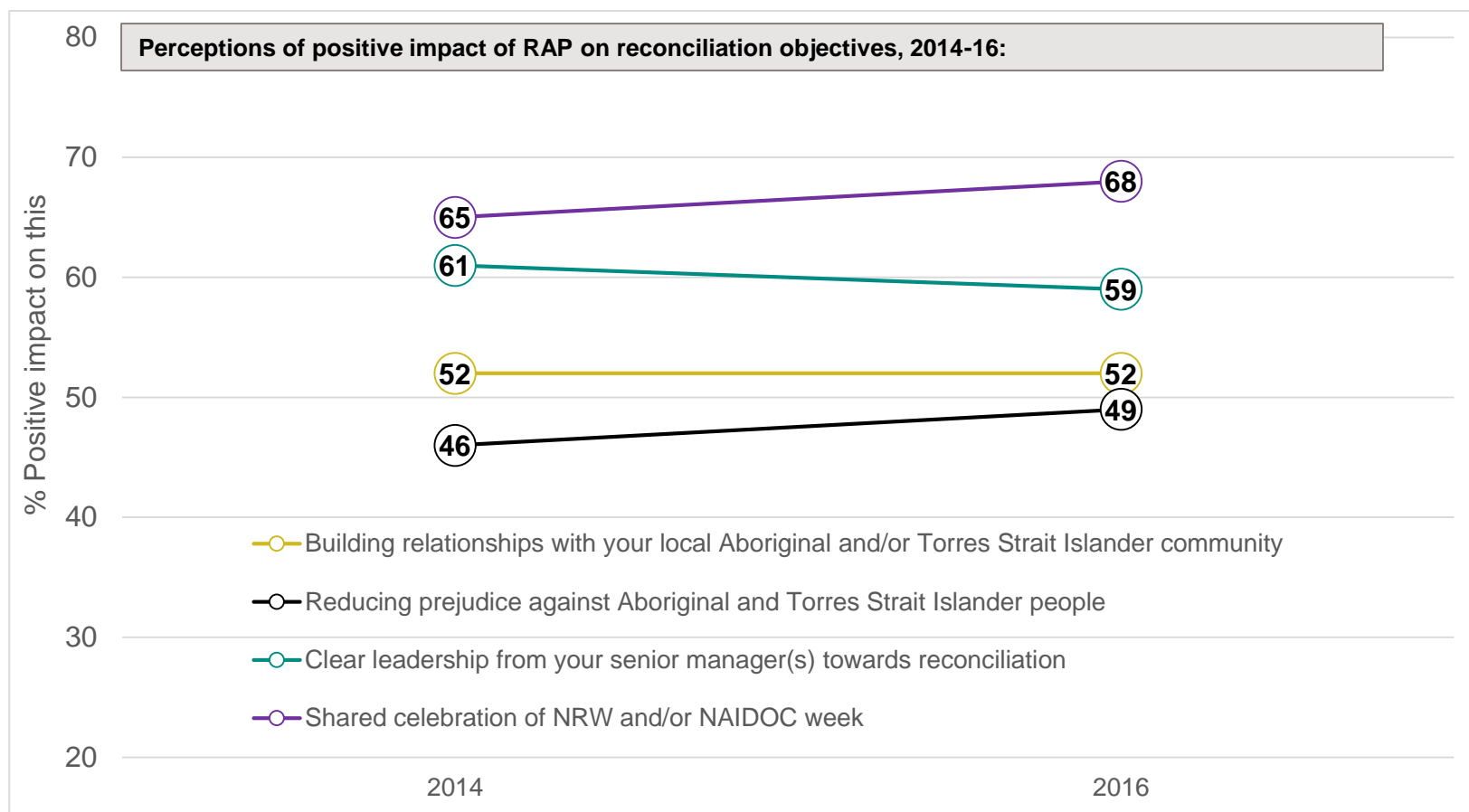
A steady percentage of RAP employees continue to feel their organisation's RAP had a positive effect on the following reconciliation objectives, compared with 2018. Most notably, 70% see a positive impact on clear leadership for reconciliation.



# Organisational practices and RAP outcomes:

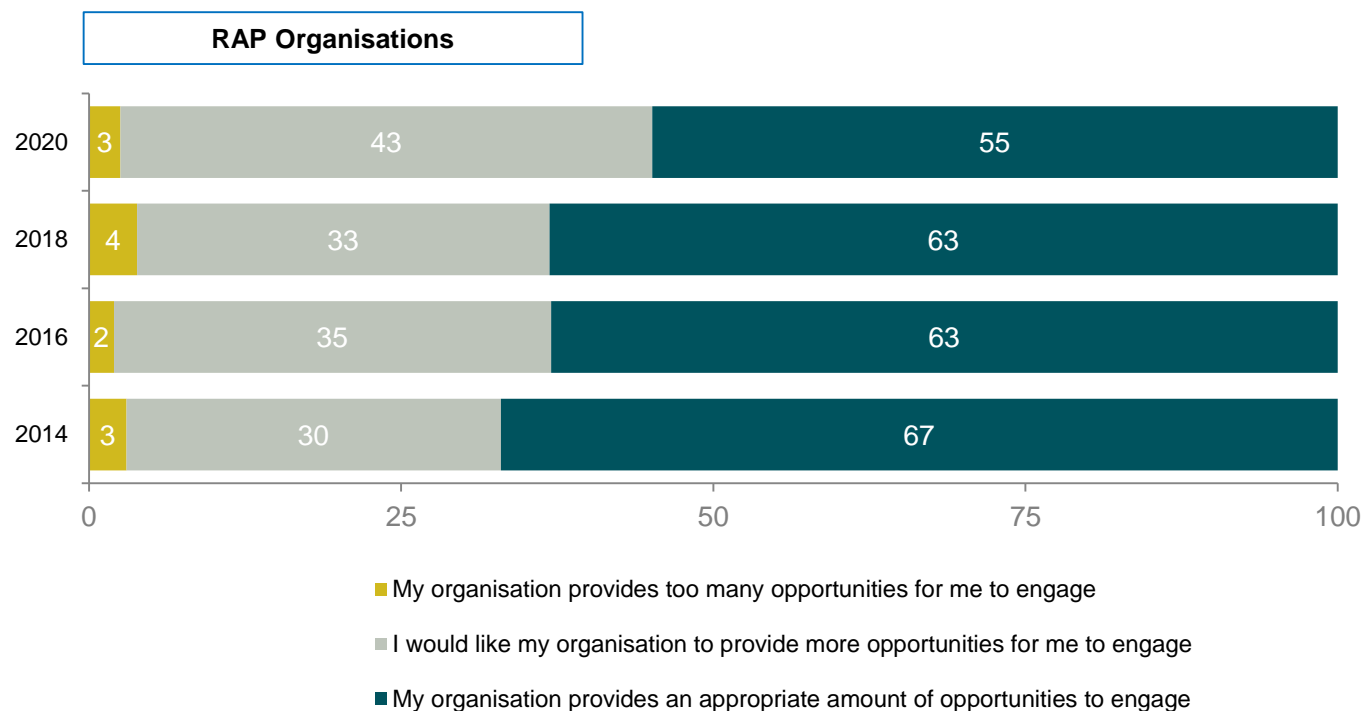
## RAP Impact 2014-16

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

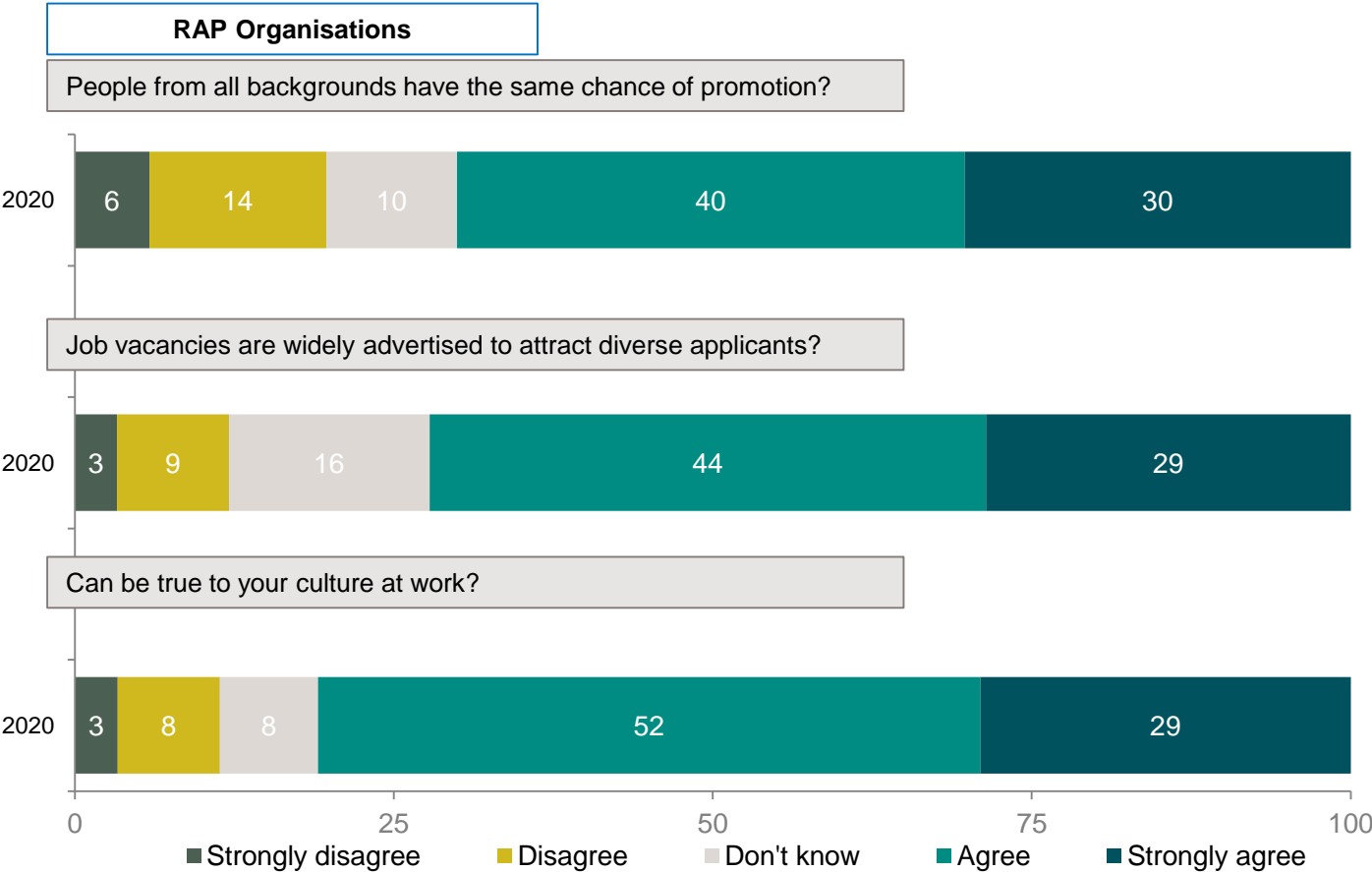
In terms of opportunities to engage with Indigenous people and cultures, the majority (55%) of RAP employees continue to feel there is already an appropriate structure in place. However, more staff (43%) would now like more opportunities, than two years ago (33%).



# Inclusive workplaces: Employment equality

The majority of RAP employees agree their organisation is following a reconciliation strategy, with an effective employment equality approach, continuing a steady increase in those who strongly agree since 2016 (see p.108)

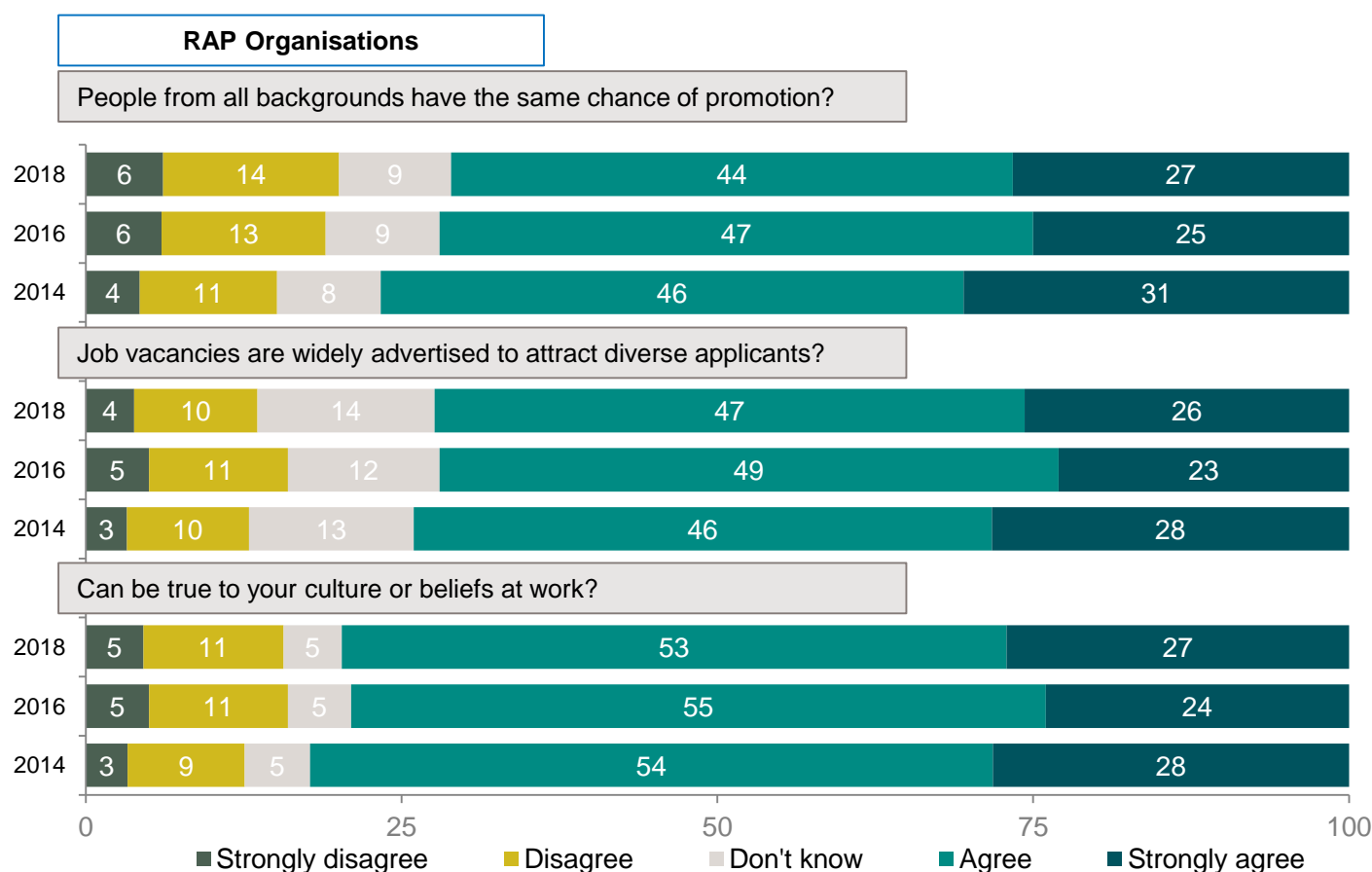
However, it is notable that 1 in 5 staff disagree that people from all backgrounds have the same promotion chances.



# Inclusive workplaces: Employment equality

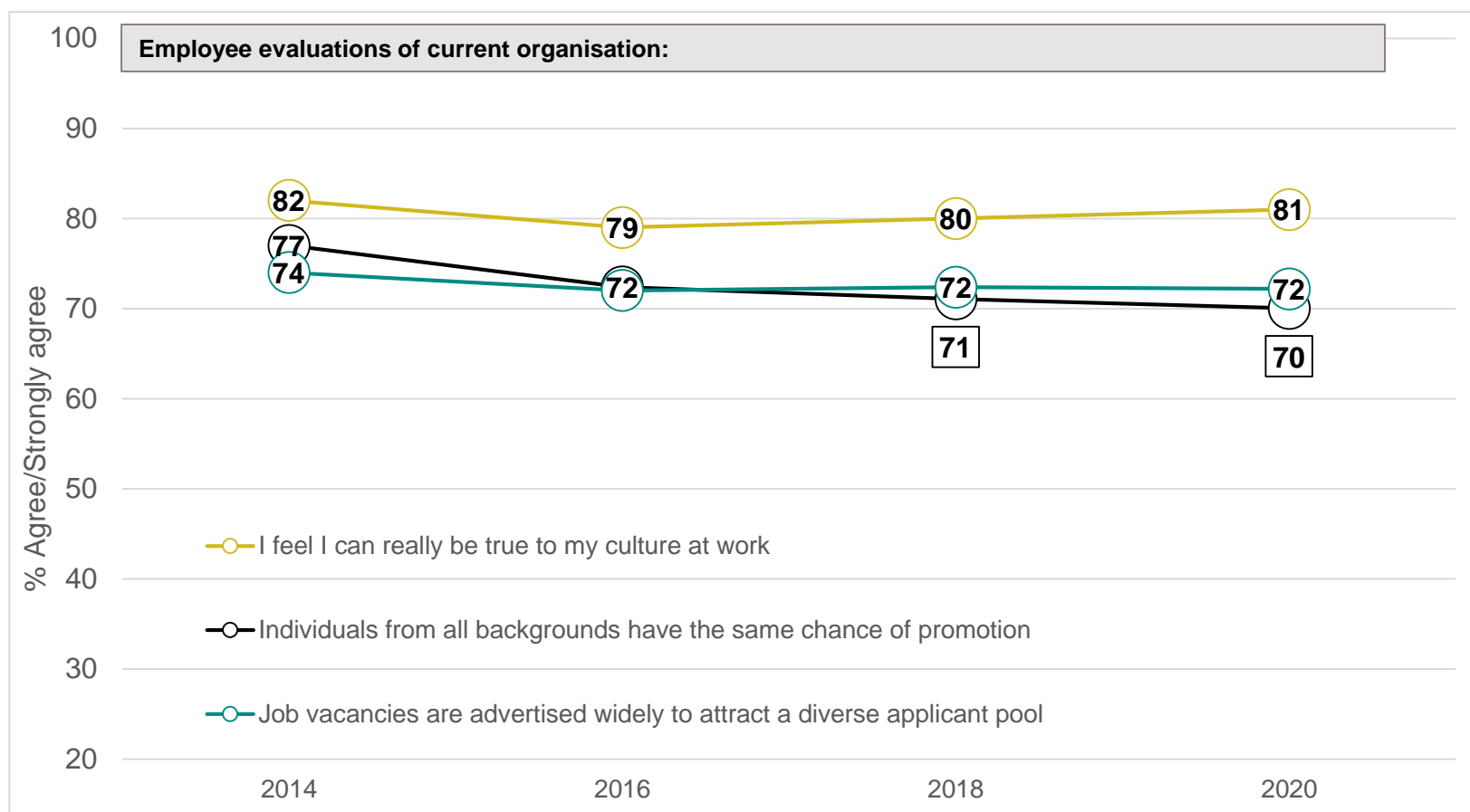
## 2014-18

There was 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.



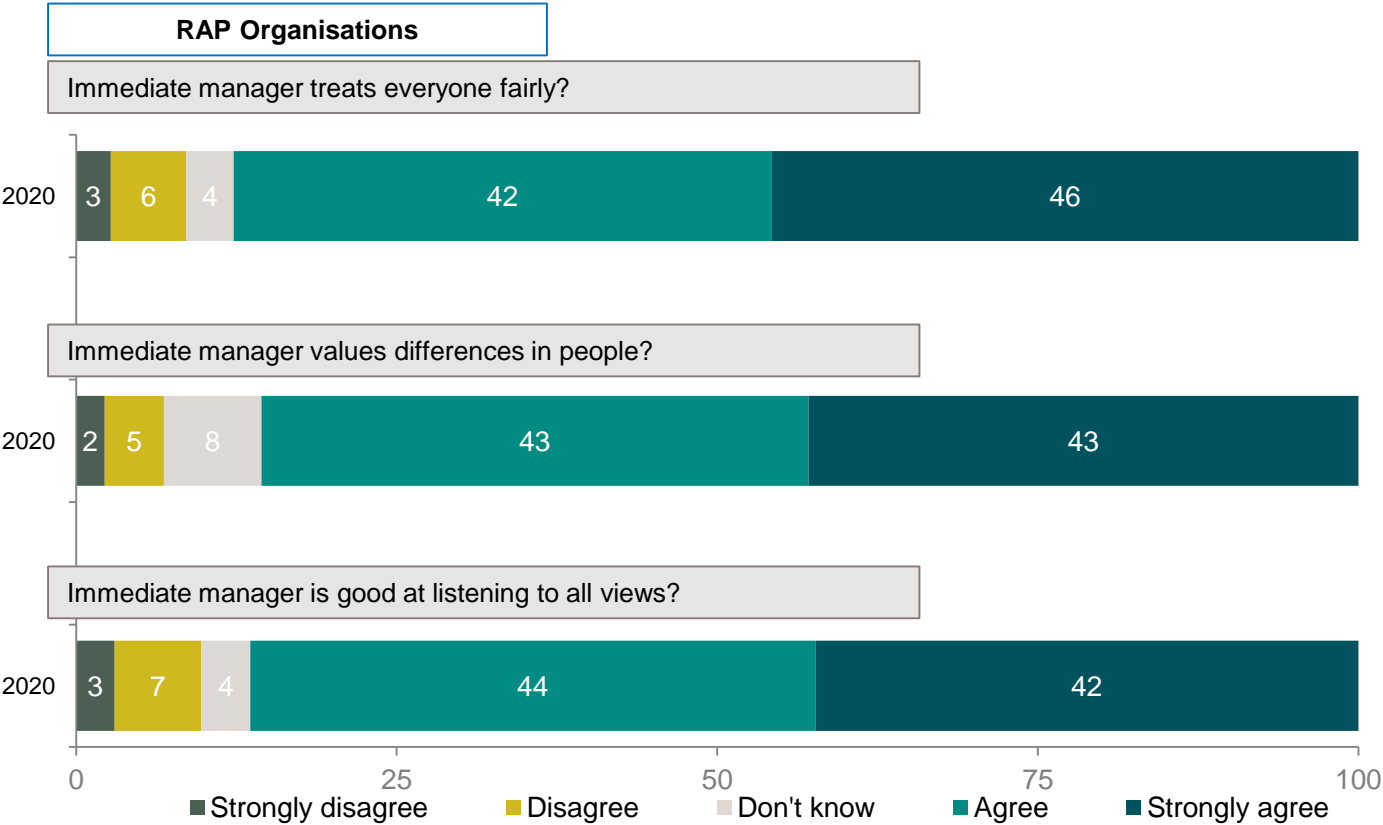
# Inclusive workplaces: Tracking staff perceptions of employer and workplace

A steady percentage of RAP employees continue to agree their organisation is following a reconciliation strategy with an effective employment equality approach. However, there has been a decrease in agreement that individuals from all backgrounds having the same chances of promotion, since 2014.



# Inclusive workplaces: Leadership commitment

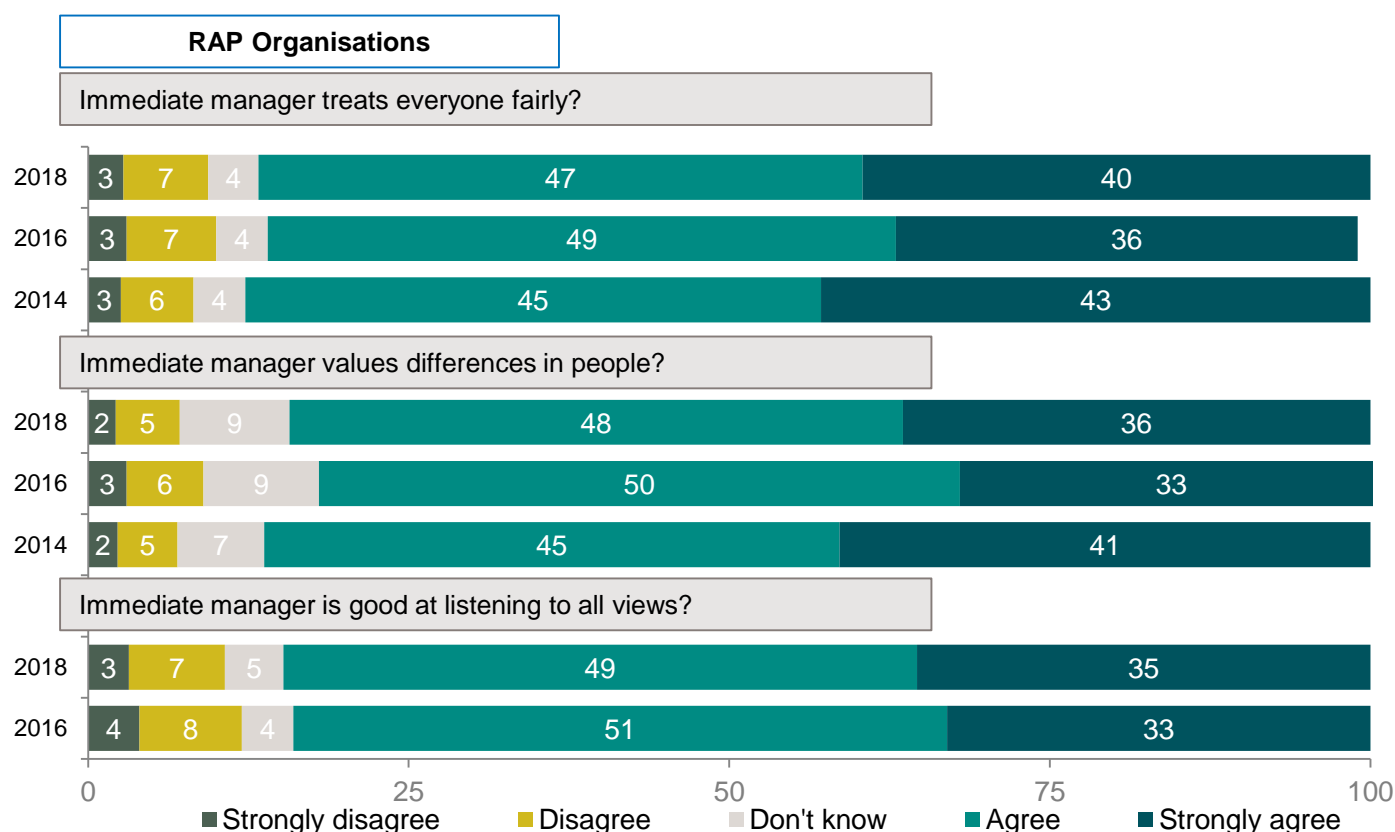
The majority of RAP employees agree their organisation is following a reconciliation strategy, with an effective leadership approach, continuing a steady increase in those who strongly agree since 2016 (see p.111).



# Inclusive workplaces: Leadership commitment

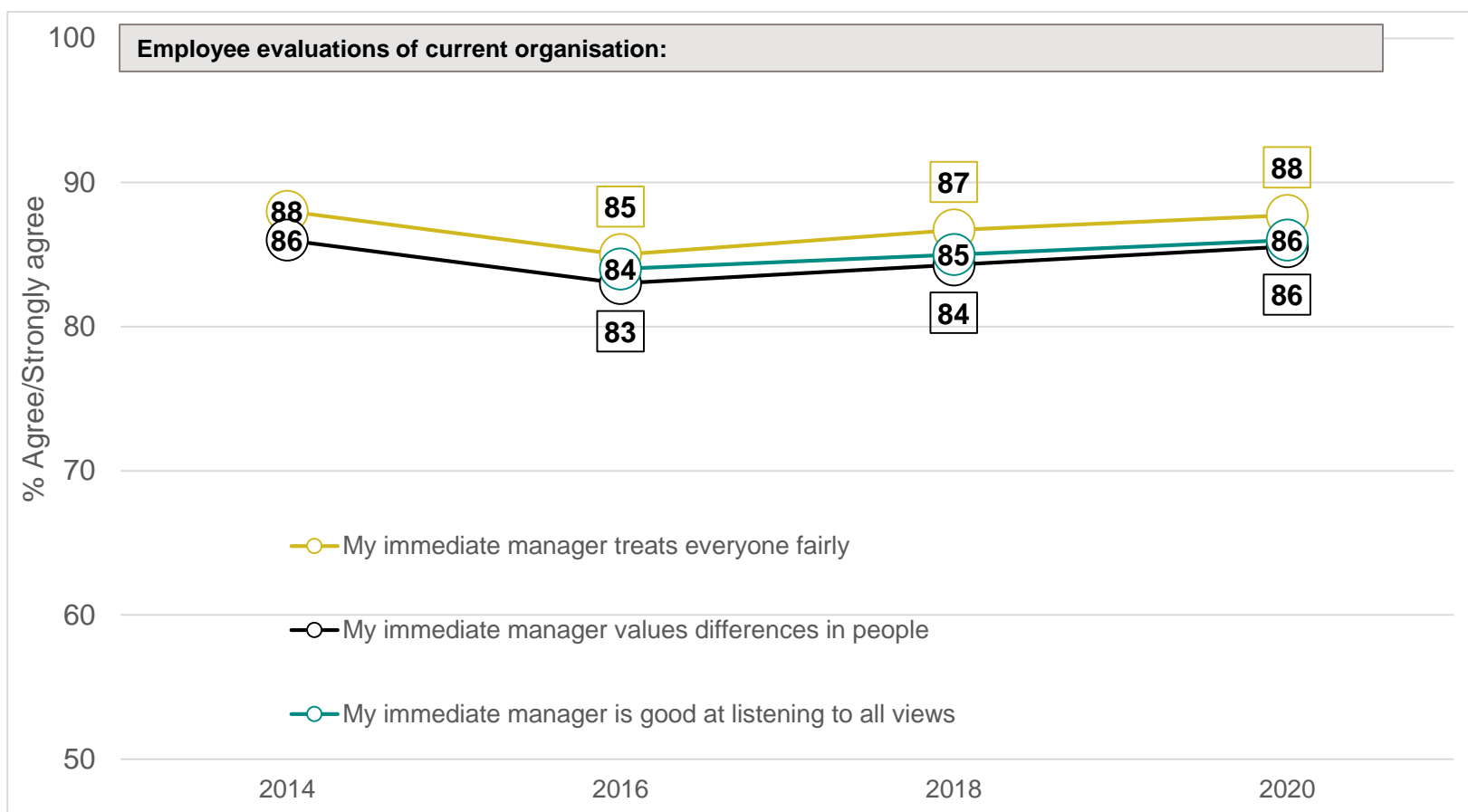
## 2014-18

There was 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.



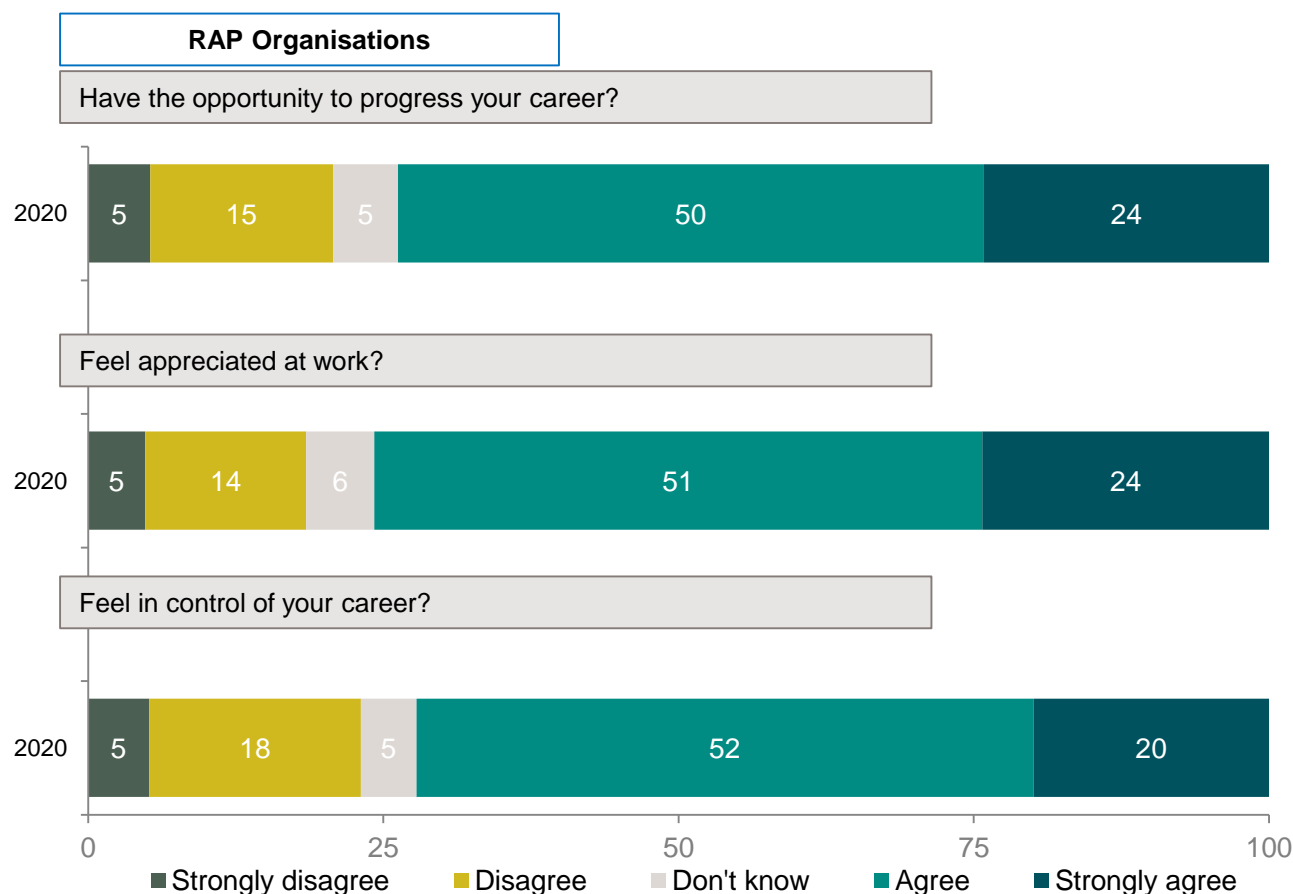
# Inclusive workplaces: Tracking staff perceptions of employer and workplace

There has been a steady increase among RAP employees who agree their organisation is following a reconciliation strategy with an effective leadership approach, since 2016.



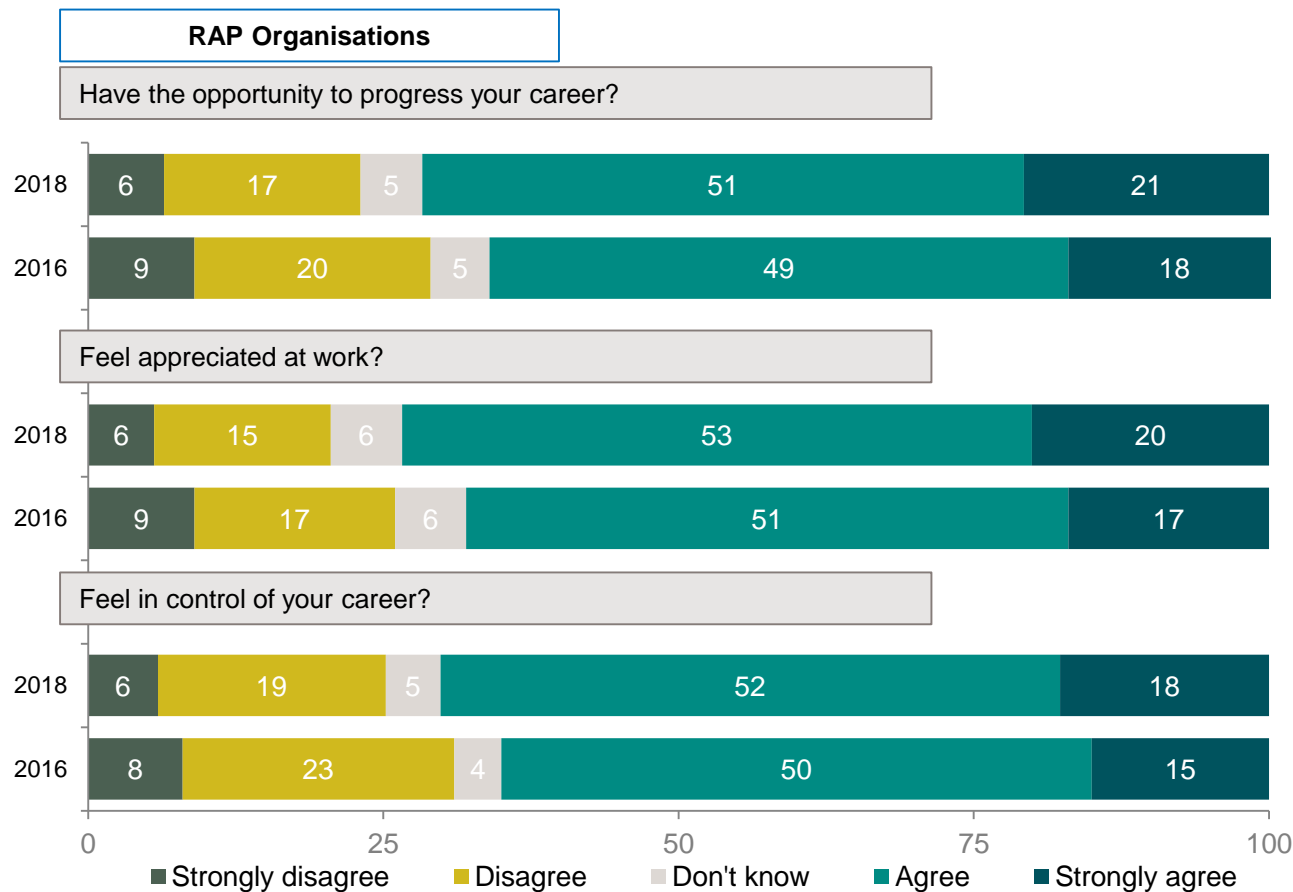
# Inclusive workplaces: Employee value

The majority of RAP employees agree their organisation is following a reconciliation strategy, with an effective approach towards career development and staff appreciation, continuing a steady increase in those who strongly agree since 2016 (see p.114).



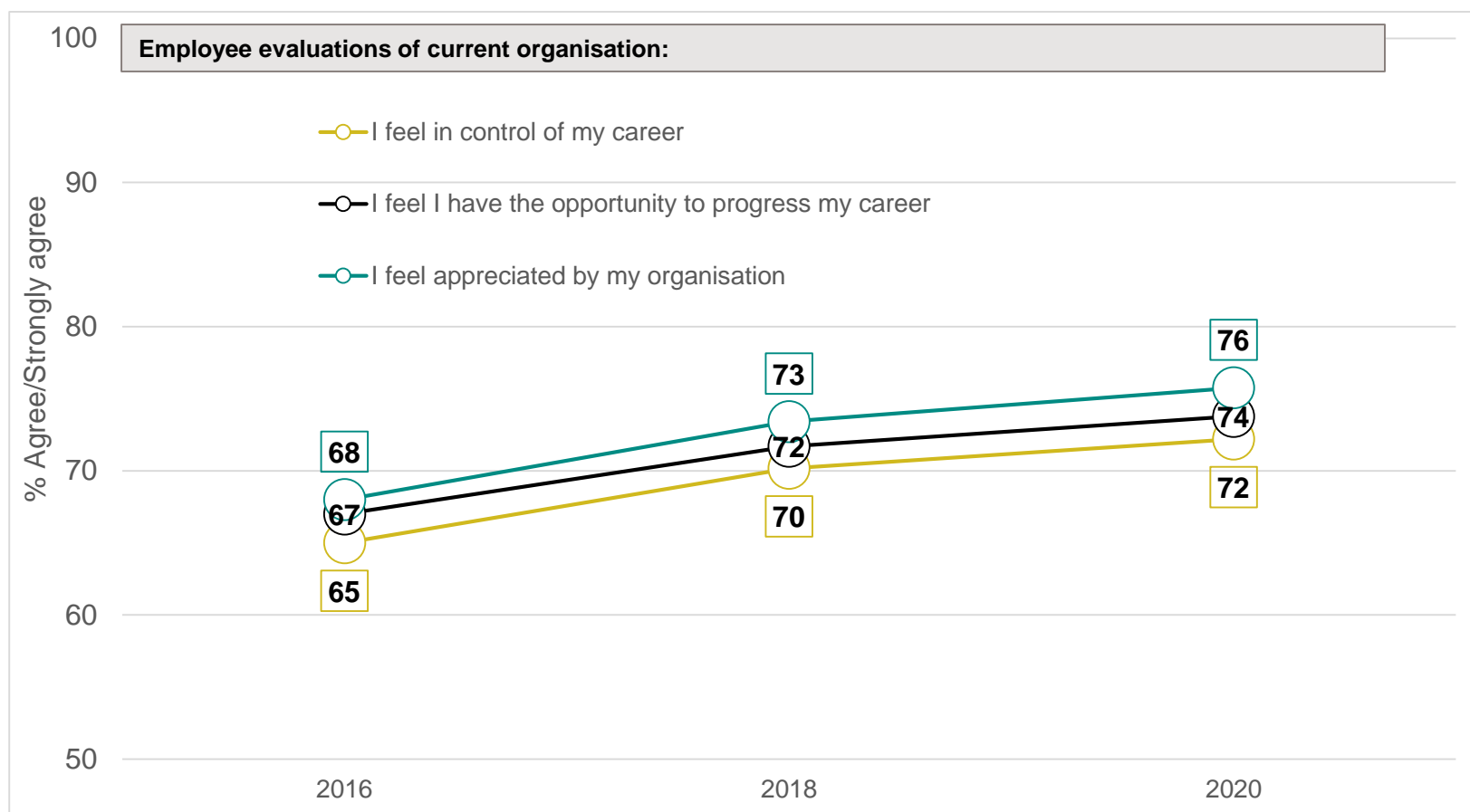
# Inclusive workplaces: Employee value 2016-18

There was 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.

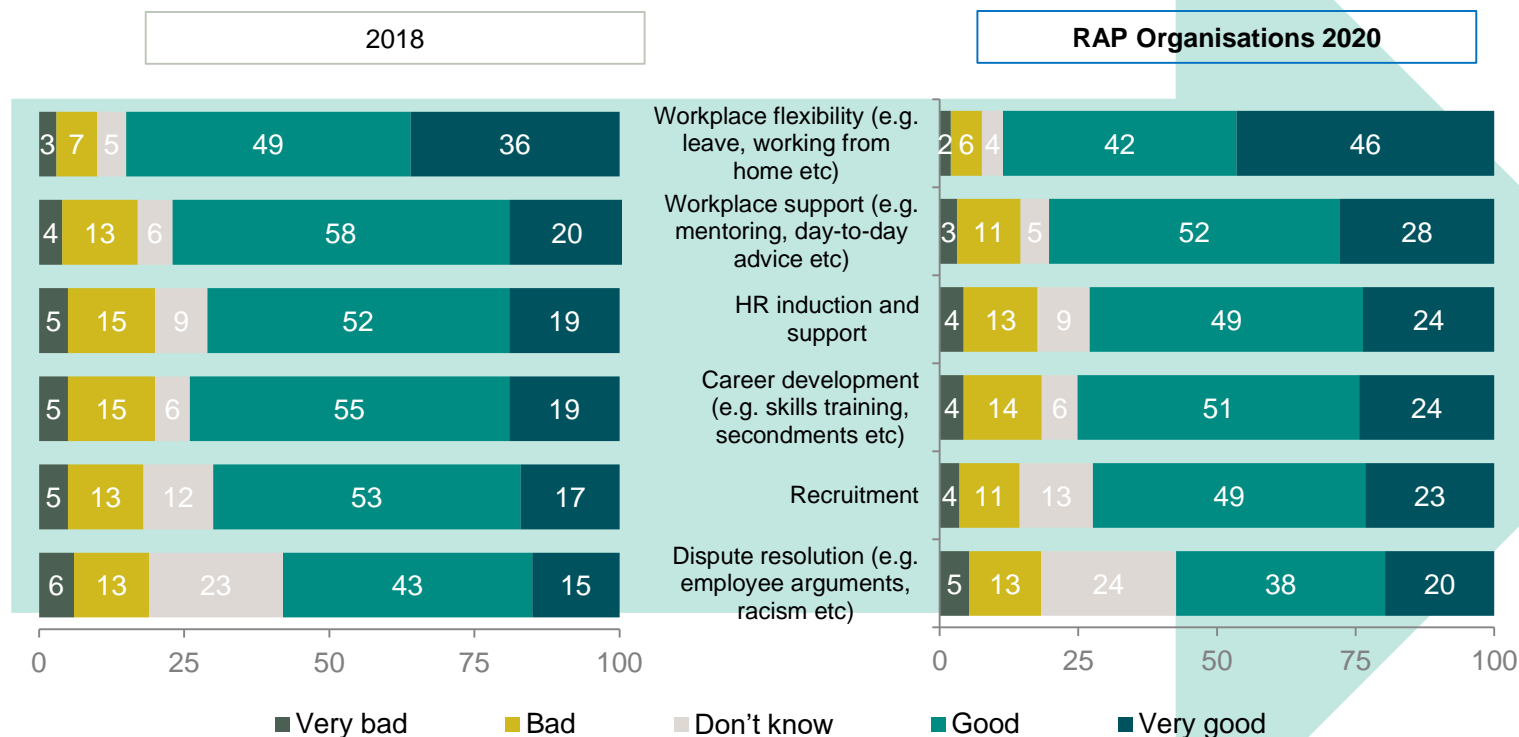


# Inclusive workplaces: Tracking staff perceptions of employer and workplace

There has been a steady increase among RAP employees who agree their organisation is following a reconciliation strategy with an effective employee value approach, since 2016. This is particularly notable in terms of staff feeling appreciated, which has grown from 68% agreement to 76%.



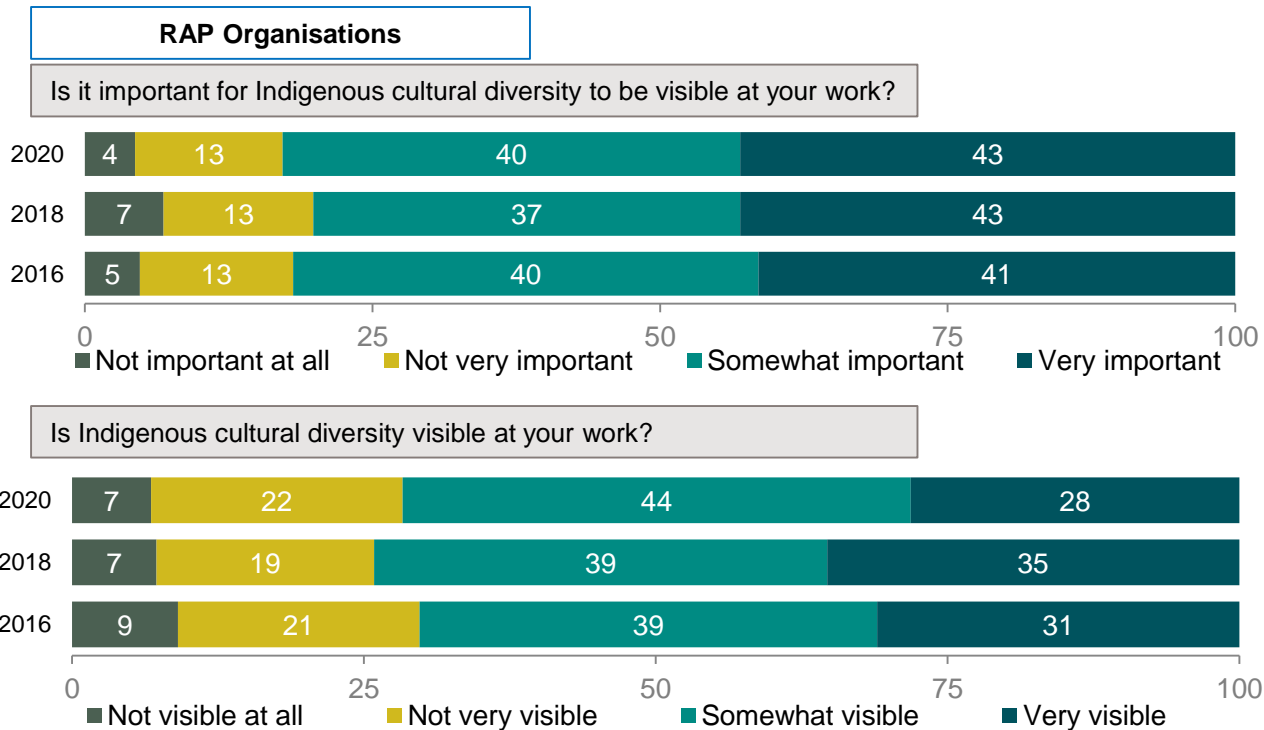
# Inclusive workplaces: Organisation performance



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 continues to be the area where staff least likely rate the performance as good (58%).

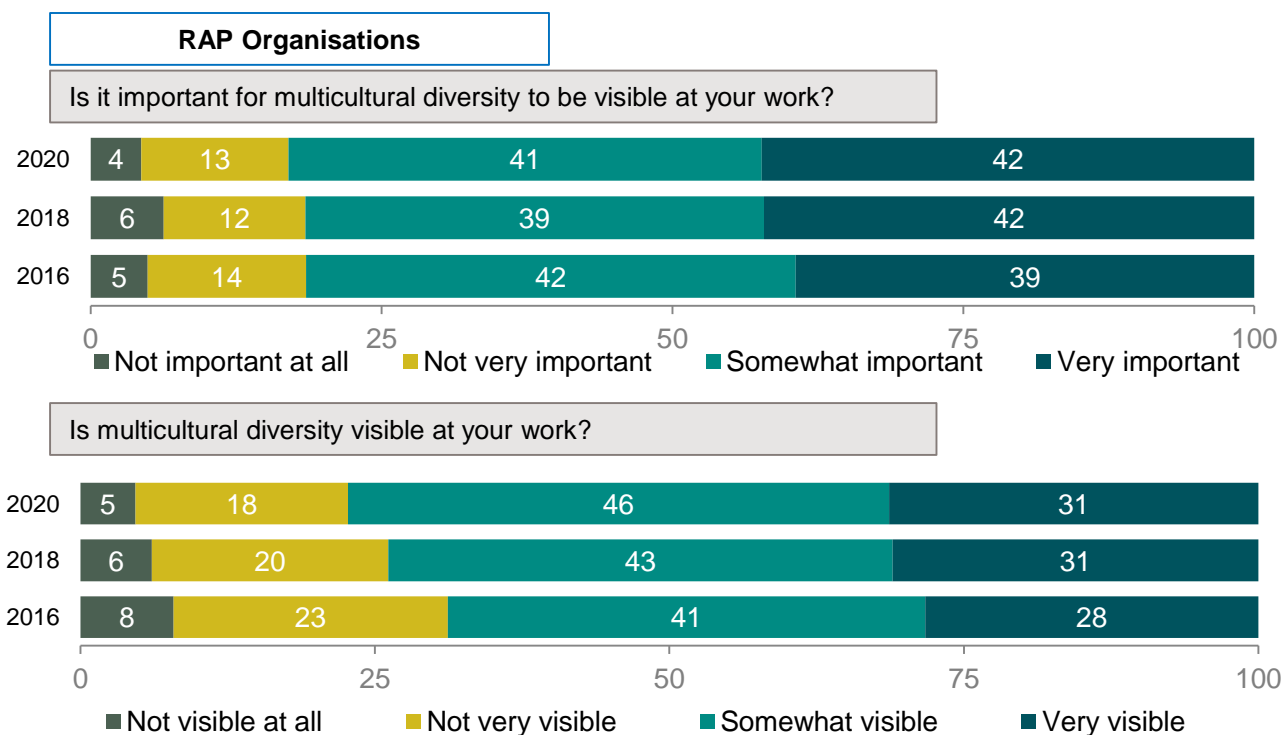
# Inclusive workplaces: How visible and important is Indigenous cultural diversity?



Many RAP employees (43%) continue to say it is very important for Indigenous cultural diversity to be visible in the workplace.

Despite this, only 28% also say Indigenous culture actually is very visible at their current workplace.

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



The majority of RAP employees (83%) continue to say it is important for multicultural diversity to be visible in the workplace.

Notably, a similar majority (77%) also say multicultural diversity actually is visible at their current workplace.

# Appendix

Sample characteristics

# Participating organisations:

Federal Government	# in sample
ACARA	63
Australian Federal Police	579
ASIC	329
Australian War Memorial	142
Clean Energy Finance Corp	61
Dept of Defence	5161
Dept of Home Affairs	968
Dept of Education, Skills & Employment	1294
Dept of Health	482
Dept of Prime Minister & Cabinet	125
Dept of Infrastructure, Transport, Regional Development and Communications	212
National Disability Insurance Agency	256
PHN NT	46

Federal Government	# in sample
Remote Vocational Training Scheme	22
SBS	187
Services Australia	2656
Treasury	291
State and Local Government	# in sample
Child and Adolescent Health Service WA	244
Cancer Institute NSW	105
Carclew SA	17
City of Sydney	675
Country Arts SA	24
Dept of Correctional Services SA	248
Energy and Water Ombudsman Qld	28
General Practice Training Queensland	40

# Participating organisations:

State and Local Government	# in sample
Horsham Rural County Council	39
Logan City Council	295
Murray City Country Coast GP Training	52
NSW Education Standards Authority	174
Responsible Gambling VIC	21
Rous County Council	55
TAFE Qld	663

Education	# in sample
Adelaide University	861
Association of Independent Schools, SA	26
Curtin University	510
Gowrie SA	36
Newcastle University	944
Swinburne University	236
Walter & Eliza Hall Institute	306

Not-for-Profit	# in sample
Australian Association of Gerontology	22
ACT Council of Social Service	10
Anglicare WA	147
Australian Physiotherapy Association	26
beyond blue	112
Bluearth	14
Bonnie Support Services	19
Butterfly Foundation	31
CheckUp Australia	31

# Participating organisations:

Not-for-Profit	# in sample
Environmental Justice Australia	12
Fred Hollows	63
Injury Matters	13
Life Without Barriers	1060
Reconciliation Australia	37
ReachOut Australia	36
St Vincent de Paul Society NSW	331
Women's Health Victoria	18
yourtown	179

Commercial	# in sample
A W Edwards	116
Alcoa	585
ANZ	205
Arup	17
Ashurst	28
Broadspectrum	54
CBA	299
Compass Group	218
DLA Piper	115
Frasers Property	122
Fremantle FC	29
GPT Group	75

# Participating organisations:

Commercial	# in sample
Gilbert + Tobin	61
Herbert Smith Freehills	236
Hunter Water	190
IAG	55
KPMG	332
Lendlease	97
Medtronic	174
Melbourne Recital	62
NAB	712
Netball SA	18
Richmond FC	12
Social Research Centre	57
Sodexo	364

Commercial	# in sample
Speech Pathology	56
Telstra	417
Transgrid	229
TransitCare	38
Viva Energy	334
Wesfarmers	404
Westpac	816
Woodside	388
WSP Australia	213
Yarra Valley Water	281
<b>Total RAP employees</b>	<b>28,043</b>
<b>Total RAP organisations</b>	<b>92</b>

# Participating employees:

Sample characteristic	% of sample	# in sample
Male	43	12037
Female	53	14779
Non-binary	1	159
Other gender	0	27
Prefer not to say	4	1041
16 to 17 years old	0%	16
18 to 29	12%	3328
30 to 39	24%	6713
40 to 49	29%	8266
50 to 59	26%	7305
60 to 69	8%	2253
70+	1%	162

Sample characteristic	% of sample	# in sample
NSW	30%	8274
ACT	15%	4290
VIC	17%	4859
QLD	15%	4073
WA	11%	3151
SA	9%	2486
NT	1%	415
TAS	1%	353
Capital city	70%	19557
Major regional city	14%	3881
Regional town	8%	2168
Rural town	6%	1676
Remote town or community	2%	619

RAP organisations total sample size: 28,043  
Please note, percentages have been rounded and may not equal 100%

# Participating employees:

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%	1047
<b>Managerial</b> (e.g. Line manager, Dept manager, Director, ADF LTCOL(E) or COL(E))	24%	6597
<b>Deputy managerial</b> (e.g. Assistant/trainee manager, ADF SGT(E) to MAJ(E))	18%	4927
<b>Employee</b> (non-managerial, ADF PTE(E) to CPL(E))	53%	14844
<b>Entry level</b> (e.g. Apprenticeship, graduate in-take, internship, student placement, ADF Recruit or IET)	2%	628

Sample characteristic	% of sample	# in sample
Working full-time	83%	23407
Working part-time	14%	3817
Working casual	3%	819
<b>How long worked at current organisation (tenure):</b>		
Less than 6 months	6%	1634
7-12 months	8%	2200
13 months - 2 years	10%	2873
2+ years - 5 years	20%	5510
More than 5 years	56%	15826

RAP organisations total sample size: 28,043  
Please note, percentages have been rounded and may not equal 100%

# Participating employees:

Sample characteristic	% of sample	# in sample
Australian resident currently	99%	27901
New Zealand resident currently	0%	20
Resident elsewhere	0%	122
Single with dependent children living at home	5%	1384
Single without dependent children living at home	18%	5052
Married/defacto with dependent children living at home	42%	11768
Married/defacto without dependent children living at home	29%	8252
Other	6%	1587

Sample characteristic	% of sample	# in sample
<b>Annual household income:</b>		
Postgraduate degree	27%	7484
Graduate diploma or graduate certificate	9%	2494
Bachelor degree	28%	7778
Advanced diploma or diploma	13%	3617
Certificate I, II, III or IV	13%	3661
Secondary education	9%	2479
Part of secondary education	1%	241
Primary education	0%	41
Other education	1%	248

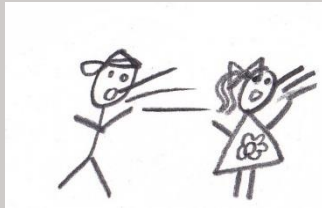
RAP organisations total sample size: 28,043  
Please note, percentages have been rounded and may not equal 100%

# Participating employees:

Sample characteristic	% of sample	# in sample
Born in Australia	75%	20929
Born overseas	25%	7114
English speaking at home	92%	25713
Non-English speaking at home	8%	2330
Non-Indigenous	95%	26672
Australian Aboriginal	4%	1224
Torres Strait Islander	0%	46
Aboriginal AND Torres Strait Islander	0%	101

Sample characteristic	% of sample	# in sample
<b>Annual household income:</b>		
\$1 - \$19,999	0%	60
\$20,000 - \$29,999	0%	107
\$30,000 - \$49,999	2%	427
\$50,000 - \$69,999	6%	1630
\$70,000 - \$89,999	12%	3272
\$90,000 - \$119,999	15%	4193
\$120,000 - \$149,999	14%	3984
\$150,000 - \$249,999	25%	7145
\$250,000 or more	10%	2830
Dont know/prefer not to say	16%	4395

RAP organisations total sample size: 28,043  
Please note, percentages have been rounded and may not equal 100%



# **POLITY PTY. LTD.**

**RESEARCH & CONSULTING**

---

**Polityresearch.com.au**

**Surry Hills; NSW 2010**

**ABN: 93 169 495 130**