



RECONCILIATION AUSTRALIA
ANNUAL REVIEW 2016–2017



RECONCILIATION
AUSTRALIA

FIVE DIMENSIONS OF RECONCILIATION

RACE RELATIONS

All Australians understand and value Aboriginal and Torres Strait Islander and non-Indigenous cultures, rights and experiences, which results in stronger relationships based on trust and respect and that are free of racism.

EQUALITY AND EQUITY

Aboriginal and Torres Strait Islander peoples participate equally in a range of life opportunities and the unique rights of Aboriginal and Torres Strait Islander peoples are recognised and upheld.

INSTITUTIONAL INTEGRITY

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

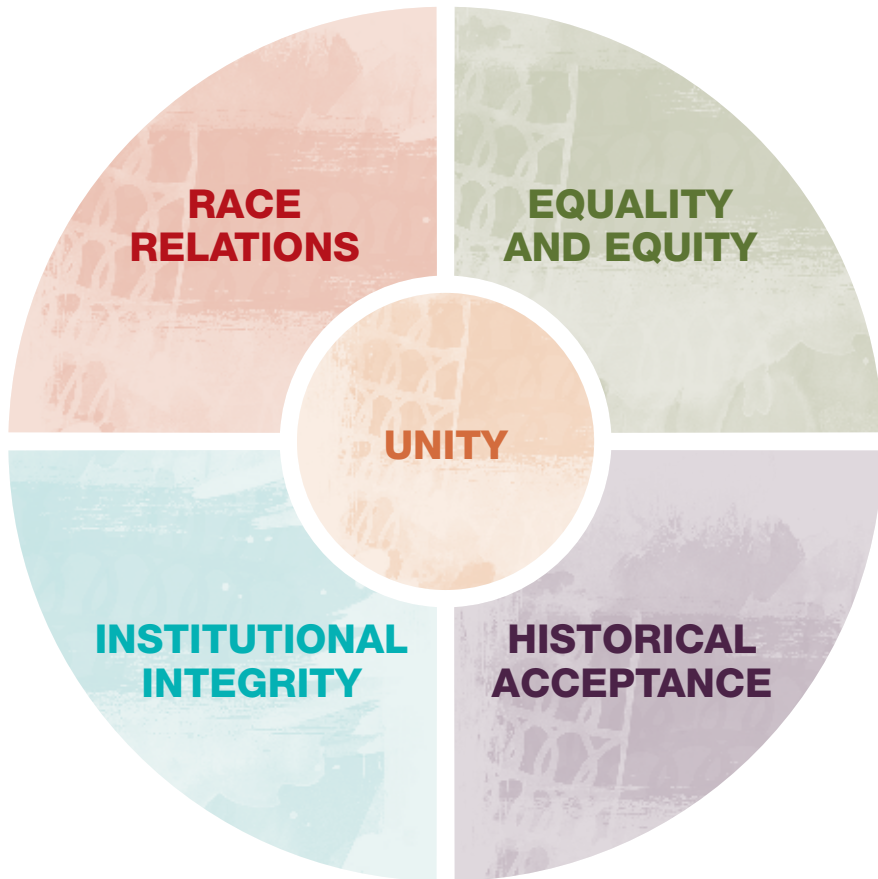
UNITY

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

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.

Join us on our national reconciliation journey.



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 them and their cultures; and to Elders both past and present.

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.

Reconciliation Australia was established in 2001 and is the lead body for reconciliation in the nation. We are an independent not-for-profit organisation which promotes and facilitates reconciliation by building relationships, respect and trust between the wider Australian community and Aboriginal and Torres Strait Islander peoples.

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

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CO-CHAIRS' MESSAGE

This year we celebrated two significant milestones in Australian history—the 50th anniversary of the 1967 Referendum and the 25th anniversary of the landmark Mabo decision. These celebrations gave National Reconciliation Week (NRW) 2017 greater focus across Australia.

With the theme 'Let's take the next steps', NRW 2017 invited all Australians to reflect on the great achievements of past reconciliation campaigners, and to take their own steps towards a more unified and just Australia.

The theme was taken up with great enthusiasm around the country. Hundreds of thousands of Australians demonstrated their support for national reconciliation at events in every state and territory. From schools and local councils to Australia's biggest corporations, a record number of organisations hosted and participated in NRW events and engaged with the reconciliation movement.

This engagement is reflected in some of the outcomes of the *2016 Australian Reconciliation Barometer*, published by Reconciliation Australia in February 2017. The Barometer found that almost 90 per cent of the Australian general community feel the relationship between them and Aboriginal and Torres Strait Islander Australians is important.

However, racism and discrimination continue to slow progress toward reconciliation and impact the relationship between Aboriginal and Torres Strait Islander Australians and other Australians. The

Barometer findings revealed that 37 per cent of Aboriginal and Torres Strait Islander respondents had experienced verbal racial abuse in the previous six months.

So it is with great pride that we saw the defeat of the proposed changes to Section 18C of the Racial Discrimination Act in the Australian Senate. We were very pleased to work with communities across multicultural Australia, including Aboriginal and Torres Strait Islander communities, to lobby for the proposed changes to be voted down. The result sends a strong message that protections against racism are valued by the Australian community.

Over the past year we have contributed to the national debate on reconciliation and responded to a range of issues, including juvenile justice, health, Australia Day, and racism. Most significant has been our support for constitutional recognition through the Recognise campaign.

Following the Statement from the Heart, offered to the Australian people on 26 May 2017, the Referendum Council handed its final report to the Prime Minister and Leader of the Opposition on 30 June 2017. The report is the culmination of many months of listening to, and consultation and discussion with, Aboriginal and Torres Strait Islander communities across Australia.

Reconciliation Australia supports the recommendations put forward in the Council's report for a constitutionally enshrined 'Indigenous voice to Parliament' and for an extra-constitutional Declaration of Recognition, enacted by legislation passed by all Australian Parliaments, as a symbolic statement of recognition to unify Australians.

As a result, the constitutional recognition movement's focus has now shifted, and the Council's report will inform the next part of the constitutional reform journey. In this context, we commenced winding up the Recognise campaign in July 2017.

We know from the strong public support for the Recognise campaign, with over 300,000 registered supporters, that our nation is ready for change. Australians want a more just and unified nation. Our deep sense of what is fair demands that Aboriginal and Torres Strait Islander people have a voice in the policies and laws that affect their lives. We look forward to continuing to work with community and government as we strive to achieve change.

None of the achievements described here would be possible without the dedicated and hard-working teams at Reconciliation Australia and Recognise. Our sincere thanks and gratitude goes to each and every one of them for their commitment and resilience.

Thanks, specifically, to outgoing CEO Justin Mohamed, who for the last three years has taken the reconciliation message to all states and territories of Australia, engaging with Aboriginal and Torres Strait Islander organisations and community leaders, in addition to working closely with our RAP partners. We wish Justin every success in his new career opportunity.

Finally, we would like to thank our dedicated supporters and partners for helping us to progress our nation's vision for reconciliation. We could not do it without you.



Professor Tom Calma AO



Ms Melinda Cilento





CEO REPORT

This year has been one of progress, success, challenges and, importantly, celebration.

Both our *Narragunnawali* schools and early learning program and our Reconciliation Action Plan (RAP) program continue to go from strength to strength. At the end of the financial year, 1376 schools and early learning services were engaged with *Narragunnawali* to implement or develop a RAP. Amongst employers, more than 900 organisations had developed a RAP by June 2017. As detailed in this annual review, both these programs are having a significant positive impact on social and economic change in this country.

We also experienced our most successful Indigenous Governance Awards program since its inception in 2005. The 2016 Awards attracted a record 138 applications across the two categories: incorporated Indigenous organisations (Category A), and unincorporated Indigenous projects and initiatives (Category B). Despite working in often challenging environments, the applicants all demonstrated great, and often amazing, outcomes for their families, communities and wider Australia. I was very proud to witness, together with program sponsors BHP Billiton Sustainable Communities, judging panel chair Professor Mick Dodson AM present Western Desert Nganampa Tjutaku Aboriginal Corporation with the Category A Award, and Murdi Paaki Regional Assembly with the Category B Award at a gala event in November 2016.

On the day of the Indigenous Governance Awards ceremony, Reconciliation Australia hosted *Reconciliation in Conversation*—a forum that brought together corporate partners, academics, Governance Awards finalists, policy makers and community leaders to discuss reconciliation-centred action. The forum provided a focal point for refining the ‘national conversation’ into a series of recommendations and actions that participants would take back to their workplaces and communities.

Another highlight of 2016-17, for me, was launching the Emerging Indigenous Executive Leaders Program (EIELP). Reconciliation Australia and 10 of our Elevate RAP partners launched a ground-breaking program to break the Indigenous ‘glass ceiling’ and bring more Aboriginal and Torres Strait Islander Australians into boardrooms and executive suites.

An increasing number of young Aboriginal and Torres Strait Islander people are taking up tertiary study, preparing themselves for leadership in the future. This program will assist these talented Aboriginal and Torres Strait Islander leaders to enter the boardrooms of corporate Australia.

The year concluded with a significant event for reconciliation in Australia. After regional dialogues with Aboriginal and Torres Strait Islander communities, the delegates to the First Nations’ National Constitutional Convention released the Statement from the Heart at Uluru on 26 May 2017.

Reconciliation Australia supports the Statement and will continue to advocate for meaningful recognition of Aboriginal and Torres Strait Islander peoples in the Constitution. We also support the principles of Makarrata, as expressed in the Statement, and its aspirations for a fair and truthful relationship with the people of Australia and a better future for Aboriginal and Torres Strait Islander children based on justice and self-determination.

It has been a very busy year, and there is much work still to be done.

With this annual review, I hand over the reins of Reconciliation Australia to Ms Karen Mundine. It has been a great privilege to lead this organisation for the past three years, and I am confident that Reconciliation Australia will continue to thrive under Karen’s leadership, and stimulate national change for the benefit of all Australians.

Thank you to the Board and staff for your support over the past three years. Thanks also to the many corporate partners, community leaders and supporters who have contributed to the national reconciliation journey and the achievement of our vision for a just, equitable and reconciled Australia.



Justin Mohamed
Chief Executive Officer



CONNECTING WITH PEOPLE

Reconciliation Australia seeks to inform, educate, and inspire all Australians to engage in the reconciliation journey. People are at the heart of our work and purpose.

NATIONAL RECONCILIATION WEEK

National Reconciliation Week (NRW), held from 27 May to 3 June each year, celebrates the respectful relationships shared by Aboriginal and Torres Strait Islander peoples and other Australians.

The theme for NRW 2017 was 'Let's take the next steps', asking all Australians to take another step on their personal reconciliation journey, and to consider what steps we can take as a nation to further reconciliation.

This year's event was particularly significant as it marked the 50th anniversary of the successful 1967 referendum to include Aboriginal peoples in the census and empower the Federal Parliament to legislate specifically for them, and the 25th anniversary of the landmark Mabo decision, ending the centuries-old myth of 'terra nullius'.

These anniversaries drew national attention and were celebrated at major events all over the country. Notably, NRW 2017 was launched by the Prime Minister at a luncheon hosted by Crown Resorts, Reconciliation Australia and the AFL in Melbourne. The 300 guests included a number of the original campaigners and their family members, politicians, community leaders and RAP corporate partners. Celebrations for the 25th anniversary of the Mabo decision were particularly vibrant in Townsville. Thousands of people joined community events and concerts, including a free performance by the John Butler Trio to celebrate Eddie Koiki Mabo's achievement.

Major media organisations also came on board, including Twitter who created a one-off Aboriginal and Torres Strait Islander flags emoji to celebrate the opening of NRW attracting over one million impressions. Reconciliation feature stories ran in all major metropolitan newspapers, and NewsCorp provided over 110 NRW advertisements at no charge.

Additional funding was provided by the Australian Government to support the anniversary celebrations and an awareness raising campaign.

NRW 2017 was the most widely reported and celebrated NRW in the event's more than 20-year history.

GARMA FESTIVAL

Reconciliation Australia has been hosting a senior women's group at the Garma Festival since 2006. This year we hosted a group of 18 Aboriginal, Torres Strait Islander and non-Indigenous women from the corporate and not-for-profit sectors.

Now its 19th year, the annual Garma Festival, held in Gulkula in the Northern Territory, the traditional meeting place of the Yolngu people, is Australia's leading cultural exchange event for Aboriginal and Torres Strait Islander Australians and non-Indigenous Australians.

The 2017 festival was held from 2 to 8 August with the theme 'Go! Bukulundhun Makarrata Wu' ('Settling our differences'). It was here that all participants heard first-hand the responses from the Prime Minister and Leader of the Opposition to the Referendum Council's final report. From that perspective, there was much disappointment around the festival grounds as many felt the responses fell far short of expectations.

However, the festival forums and presentations stimulated a great deal of interest and discussion among our guests and gave them an opportunity to talk with members of the Referendum Council and other stakeholders about the importance of constitutional reform to the reconciliation process. All expressed a keen interest in keeping the conversation going among themselves and on returning to their workplaces, further increasing the circle of influential reconciliation advocates.

AUSTRALIAN OF THE YEAR FINALISTS

On 25 January 2017, Reconciliation Australia hosted a breakfast to celebrate Aboriginal and Torres Strait Islander peoples and reconciliation champions who achieved finalist status in the Australian of the Year Awards 2017. Guests this year included:

- Arthur Alla, National Finalist Young Australian of the Year—reconciliation champion and founder of Red Earth;
- Andrea Mason, National Finalist Australian of the Year—Indigenous leader and business woman of the year (2016);
- Lois Peeler AM, National Finalist Senior Australian of the Year—former Sapphires singer turned educator, uniting Indigenous values with Western academia;
- June Oscar AO, National Finalist Australia's Local Hero—community and social well-being campaigner;
- Patricia Buckskin PSM, National Finalist Senior Australian of the Year—educator and driving force behind the Kurna Plains Aboriginal School;
- Tejinder pal Singh, National Finalist Australia's Local Hero—food van founder, breaking down racial prejudice;
- Andrew Forrest, National Finalist Australian of the Year—businessman, philanthropist and anti-slavery advocate; and
- Sister Anne Gardiner AM, National Senior Australian of the Year (winner)—community champion, connecting cultures and celebrating Aboriginal heritage.

Each of the finalists are making change, and strengthening the five dimensions of reconciliation: race relations, equity and equality, institutional integrity, unity and historical acceptance.

With the efforts and passion of these finalists, the nation is taking significant steps toward achieving an equitable, just and reconciled Australia.



Australian of the Year 2017 finalists' breakfast hosted by Reconciliation Australia. (L-R) Andrew Forrest, Arthur Alla, Andrea Mason, Tejinder pal Sing, Anne Gardiner, Lois Peeler AM, Tom Calma AO, June Oscar AO, Patricia Buckskin PSM, Justin Mohamed



CONNECTING WITH COMMUNITY

We deliver services and provide resources and advice to support reconciliation action within Australian businesses, schools, community groups and government organisations. Our national programs help us drive greater understanding, positive relationships and lasting change. We are particularly proud of the Indigenous Governance Awards and the impact the program has on supporting and promoting Aboriginal and Torres Strait Islander-led organisations.

INDIGENOUS GOVERNANCE AWARDS

Reconciliation Australia, in partnership with BHP Billiton Sustainable Communities, holds the Indigenous Governance Awards to recognise and celebrate the strength of Aboriginal and Torres Strait Islander-led organisations and projects across Australia. The Indigenous Governance Awards were first conceived by Reconciliation Australia in 2005 and have been held with great acclaim biennially since 2006.

Finalists

In 2016, the highest number and calibre of applications were received in the 12-year history of the awards.

Category A: Outstanding examples of Indigenous governance in Indigenous incorporated organisations

Kalyuku Ninti - Puntuku Ngurra Limited—Western Australia (WA): supporting the Martu people of Western Australia through a variety of programs covering heritage and culture, land management, communications and social programs.

Mallee District Aboriginal Services—Mildura, New South Wales (NSW): providing effective services to Indigenous people that cover the entire lifespan from the 'cradle to the grave'.

Marninwarntikura Fitzroy Women's Resource Centre—Fitzroy Valley, Northern Territory (NT): women with courage creating a safe space and a voice in the community against violence.

Muru Mittigar Limited—Greater Western Sydney, NSW: creating a better understanding of Aboriginal culture in the wider community.

Tangentyere Council Aboriginal Corporation—Alice Springs, NT: enhancing and strengthening the capacity of Aboriginal people to set their own agenda for social change and community-based development.

(L-R) Category A Award winner, Western Desert Nganampa Walytja Palyantjaku Tjutaku CEO Sarah Brown, Professor Mick Dodson AM, and Jawun seconded.

Warlpiri Youth Development Aboriginal Corporation—Yuendumu, NT: providing positive and meaningful pathways for young people.

Western Desert Nganampa Walytja Palyantjaku Tjutaku Aboriginal Corporation—Alice Springs, NT: recognising that people must be able to stay on Country, to look after and be looked after by their families.

Category B: Outstanding examples of Indigenous governance in a non-incorporated initiative or project

Ara Irititja—Anangu Pitjantjara Yankunytjatjara (APY) Lands, South Australia (SA), NT, WA: protecting the past, accessing it today and securing it for future generations.

Murdi Paaki Regional Assembly—western NSW: ensuring effective engagement with government on environment, health and infrastructure projects affecting NSW Aboriginal communities.

As part of the awards program, all nine finalists are partnered with a high-profile corporate organisation for 12 months, to provide mentoring and assistance in an area identified by the finalist.

Award winners

Following a rigorous judging process and site visits to the nine finalists, Western Desert Nganampa Walytja Palyantjaku Tjutaku Aboriginal Corporation (Western Desert Dialysis) was announced as the winner of Category A for incorporated organisations, and Murdi Paaki Regional Assembly (Murdi Paaki) was honoured as the winner of Category B for non-incorporated projects at a gala dinner in Sydney on 24 November 2016.

Based in Alice Springs, Western Desert Dialysis is an Aboriginal community-controlled, not-for-profit organisation providing dialysis treatment and support services to Indigenous renal patients from remote communities in Northern and Western Australia.



Chair of the Indigenous Governance Awards judging panel, Professor Mick Dodson AM, said it's Western Desert Dialysis's humanity that stands out in their governance: "They strike me as a family that really cares for every member of that family in the way they deliver services. Aboriginal culture has been wrapped around access to modern medicine in a holistic and culturally appropriate way."

Category B winner, Murdi Paaki Regional Assembly, is the peak governance body for Aboriginal people in the west, north-west and far west of NSW. It is made up of representatives of 16 Aboriginal communities, Murdi Paaki Aboriginal Young and Emerging Leaders and NSW Aboriginal Land Council Councillors from across the region. Professor Dodson said that Murdi Paaki's success comes from the fact they are made up of community members, which gives them power to advocate. "They show leadership, vision, and fearlessness, and they are practicing self-determination," he said.

Highly commended honours were awarded to Kanyirninpa Jukurrpa in Category A, for its work strengthening Martu people's leadership and connection with Country and Ara Irititja in Category B, for its dedication to digitally archiving culturally significant materials from the APY Lands.

Remarking on the significance of the awards, Professor Dodson said "It's time that mainstream Australia takes notice of these outstanding organisations and projects, and adopts a new discourse focused on Aboriginal and Torres Strait Islander success".

Program future

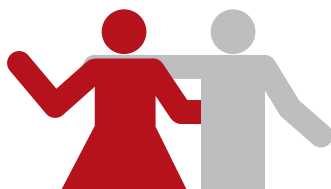
Reconciliation Australia is looking forward to continuing to run the Indigenous Governance Awards as part of an expanded Indigenous Governance Program in partnership with the BHP Foundation from 2017 to 2022. The aim of the program is to strengthen Aboriginal and Torres Strait Islander organisations and support communities to assert their self-determination as a means to create a just, equitable and reconciled Australia.

2016 AUSTRALIAN RECONCILIATION BAROMETER

The Australian Reconciliation Barometer is a biennial, national research study, which has been conducted by Reconciliation Australia since 2008. The Barometer measures attitudes and perceptions towards reconciliation, and maps our progress towards the five dimensions of reconciliation. Here is a selection of the key findings.

RACE RELATIONS

Almost all Australians, Aboriginal, Torres Strait Islander and non-Indigenous, think the relationship between each other is important. However, more people are experiencing racism.



89% Australians in the general community feel the **relationship between Aboriginal and Torres Strait Islander peoples, and others** in the community is **important**.



37% Aboriginal and Torres Strait Islander Australians have **experienced verbal racial abuse** in the last 6 months **compared with 31% in 2014**.

EQUALITY AND EQUITY

Aboriginal and Torres Strait Islander Australians are more likely to feel barriers to accessing material and cultural rights. Misunderstanding surrounding these barriers in the general community provides a challenging environment.



52% **Aboriginal and Torres Strait Islander Australians** always feel they can be **true to their culture or personal beliefs at work**.



64% **Australians in the general community** always feel they can be **true to their culture or personal beliefs at work**.



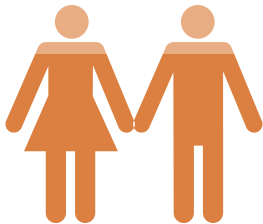
29% **Aboriginal and Torres Strait Islander Australians** **strongly disagree** that Aboriginal and Torres Strait Islander Australians are **responsible for their own disadvantages today**.



11% **Australians in the general community** **strongly disagree** that Aboriginal and Torres Strait Islander Australians are **responsible for their own disadvantages today**.

UNITY

There was wide agreement amongst Australians that Aboriginal and Torres Strait Islander cultures are important to Australia’s identity as a nation and that it is possible to become united.



77% Australians in the general community agree **Aboriginal and Torres Strait Islander cultures are important to Australia's national identity.**



66% **Aboriginal and Torres Strait Islander Australians** and **68%** **Australians in the general community** agree that it is possible to become united.

INSTITUTIONAL INTEGRITY

Many Australians believe more should be done by community, business, government and Aboriginal and Torres Strait Islander organisations to reduce problems of prejudice.



Australians who think that institutions can do more to reduce prejudice and discrimination

	Aboriginal and Torres Strait Islander sample	National sample
Government departments	78%	58%
Private sector businesses	69%	47%
Community sector organisations	65%	46%
Aboriginal and Torres Strait Islander organisations	54%	55%

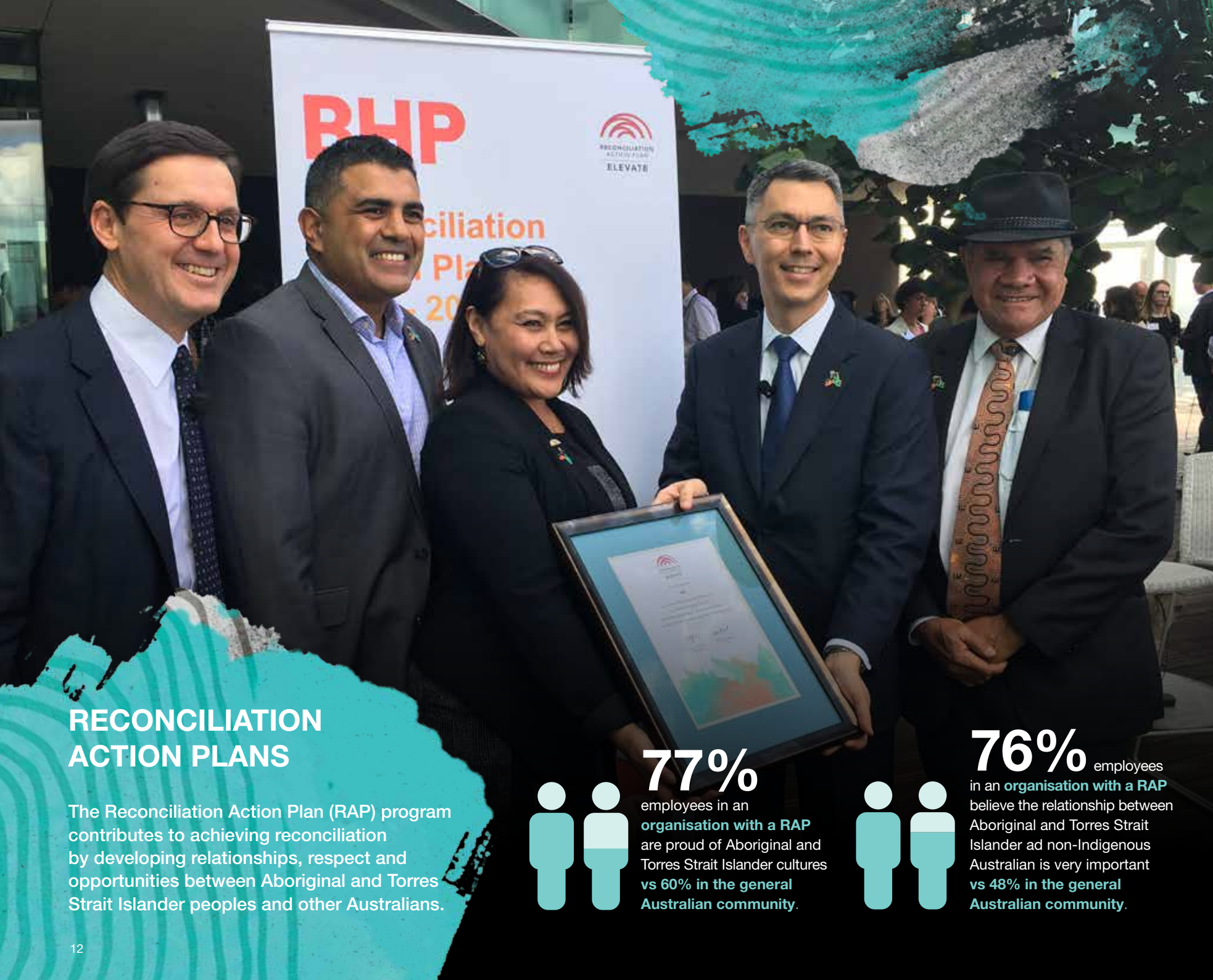
HISTORICAL ACCEPTANCE

More Australians in the general community now accept key facts about Australia’s past. More Australians now recognise the need to rectify past wrongs before all Australians can move forward.



64% in 2016 vs 59% in 2014 accept **Aboriginal and Torres Strait Islander Australians were subject to mass killings, incarceration, forced removal from land and restricted movement throughout the 1800s.**

57% in 2016, vs 53% in 2014 accept **Australia was owned by Aboriginal and Torres Strait Islander communities at the time of colonisation 1770.**



RECONCILIATION ACTION PLANS

The Reconciliation Action Plan (RAP) program contributes to achieving reconciliation by developing relationships, respect and opportunities between Aboriginal and Torres Strait Islander peoples and other Australians.



77%

employees in an **organisation with a RAP** are proud of Aboriginal and Torres Strait Islander cultures **vs 60% in the general Australian community.**



76%

employees in an **organisation with a RAP** believe the relationship between Aboriginal and Torres Strait Islander and non-Indigenous Australian is very important **vs 48% in the general Australian community.**



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

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

Program growth

The RAP community continues to be a diverse and fast-growing collective of organisations turning their good intentions towards reconciliation into actions. The RAP program has grown to more than 900 organisations that have developed a RAP and over 300 more with RAPs in development. We welcomed another 100 new RAP partners this year, which included four new Elevate partners: BHP, Compass Group, Swinburne University of Technology, and the Gold Coast 2018 Commonwealth Games. With these four new Elevate partners, and Westpac and KPMG whose second Elevate RAP has been endorsed, we now have 21 Elevate partners who are taking reconciliation beyond 'business as usual' and are embedding the delivery of core business practices and decision-making at the highest level. The actions in these Elevate RAPs continue to accelerate the commitment to meaningful and sustainable outcomes for Aboriginal and Torres Strait Islander peoples and their communities.

Program impact

Reconciliation Australia has collected data for the RAP Impact Measurement Reports since 2011. We ask our partner RAP organisations to report annually on their performance against key RAP targets to track and measure the broader impact of the RAP program. In 2016, we captured data from 343 RAP organisations. The report reveals that our RAP organisations collectively have:

- provided over \$16.3 million in pro bono support to Aboriginal and Torres Strait Islander organisations or communities;
- employed 19,413 Aboriginal and Torres Strait Islander employees; and
- purchased over \$169 million worth of goods and services from Supply Nation-accredited Aboriginal and Torres Strait Islander businesses.

Importantly, 101,286 RAP partner employees completed cultural awareness training to increase their cultural capability, enabling them to build stronger cultural understanding and relationships with Aboriginal and Torres Strait Islander peoples, businesses and communities. Our RAP organisations continue to look to the future by providing \$14.6 million in education scholarships for Aboriginal and Torres Strait Islander students. This year we also saw, for the first time, \$24 million in charitable donations made to Aboriginal and Torres Strait Islander organisations.


Comparing data from Reconciliation Australia's Workplace RAP Barometer with data from the Australian Reconciliation Barometer demonstrates that reconciliation is progressing more quickly in workplaces with a RAP. In 2016, we found that 77 per cent of RAP employees had higher trust for Aboriginal and Torres Strait Islander Australians, compared with 24 per cent of people in the general community; 77 per cent of RAP employees were proud of Aboriginal and Torres Strait Islander cultures, compared with 60 per cent of the general community; and RAP employees are less prejudiced than the general community.

Program future

Reconciliation Australia has great ambitions for the RAP program. We want to see RAPs as commonplace in every Australian organisation. We also encourage more local governments, Aboriginal and Torres Strait Islander businesses, and community organisations to embrace RAPs so that reconciliation can be progressed in local communities.

To this end, we are currently working on developing the Online RAP Builder, to help more organisations enter the RAP program. The Online RAP Builder will include a range of information, ideas and resources to help organisations build and maintain an effective RAP.

With the ongoing support of the Federal Government and our networks, the RAP program will continue to drive widespread social change, by building better relationships between the wider Australian community and Aboriginal and Torres Strait Islander peoples for the benefit of all Australians.



NARRAGUNNAWALI: RECONCILIATION IN SCHOOLS AND EARLY LEARNING

The *Narragunnawali* program is designed to support the more than 21,000 early learning services, primary schools and secondary schools across Australia to foster a higher level of knowledge and pride in Aboriginal and Torres Strait Islander histories, cultures and contributions. The program is generously supported by BHP Billiton Sustainable Communities.



85%
Australians in the **general community** believe it is important to know about Aboriginal and Torres Strait Islander **histories and cultures**.



58%
of Australians say they have **low or no knowledge** at all about Aboriginal and Torres Strait Islander **histories**.

Reconciliation Action Plans

As at 30 June 2017, a total of 522 schools and 854 early learning services were developing or had completed RAPs. Growth continues to surpass our expectations, with the *Narragunnawali* program's reach now representing approximately:

- 5.2 per cent of all schools in Australia;
- 8.4 per cent of early learning services in Australia;
- 298,000 students and children; and
- 4,894 teachers, educators and community members on working groups.

In April 2017, the *Narragunnawali* online platform was updated to enable users to register and access all resources, including hundreds of new professional learning and curriculum resources. This resulted in a dramatic increase in users, totalling over 8,000 individual registrations by the end of June 2017.

Professional learning

The *Narragunnawali* program provides hundreds of resources to help teachers and educators increase their own understanding of reconciliation. This year the team also delivered face-to-face professional learning to large audiences through a number of avenues, including 13 webinars. Professional learning activities delivered this year included presentations to:

- the Greater Dandenong and City of Casey's (Victoria) Reconciliation in Early Childhood Forum;
- the Goodstart Early Learning annual state conferences (Brisbane, Melbourne, Adelaide, Perth, Darwin and Sydney); and
- the Tasmanian Catholic Education Office (Hobart and Launceston) Aboriginal Student Support Teacher (ASST) conferences.

The team's participation in state and national professional education events has been extremely beneficial in supporting the take-up of RAPs in schools and early learning services across Australia.

Curriculum resources

Resources aligned to national school and early learning service curriculum frameworks are important to ensure reconciliation related teaching and learning extends to students and children. Much of the *Narragunnawali* team's work over the past year has centred on curriculum resource partnerships, including:

- creating a series of three short films based on Paul Kelly songs ('*From Little Things Big Things Grow*', '*Special Treatment*' and '*This Land Is Mine*') in partnership with Shark Island Productions; and
- strengthening the working relationship with SBS by partnering on a number of projects, including:
 - an online interactive animation, *My Grandmother's Lingo*, which tells the personal story of a young Aboriginal woman dedicated to preserving her language
 - developing learning resources, including short clips, from the series *First Contact 2*
 - developing curriculum-linked activities and teacher's notes for *Little Jay & Big Cuz*, Australia's first children's animation featuring Aboriginal children and families.

Narragunnawali learning resources are widely used within, and outside, the education sector.



Narragunnawali Awards

This year we launched the *Narragunnawali* Reconciliation Awards to celebrate excellence and innovation in the implementation of reconciliation initiatives in schools and early learning services. We are honoured to be working with three exceptional judges:

- Geraldine Atkinson—Bangerang/Wiradjuri woman, President Victorian Aboriginal Education Association;
- Professor Peter Buckskin—Narungga man from the Yorke Peninsula, Dean: Aboriginal Engagement and Strategic Projects at University of South Australia; and
- Sharon Davis—Bardi Kija woman, Team Leader of Aboriginal Education at Catholic Education Western Australia.

The two awards, one for early learning services and one for schools, will be announced in November 2017.

Monitoring and evaluation

During 2016-2017, an independent evaluator, the Centre for Aboriginal Economic Policy Research (CAEPR) from the Australian National University, continued its qualitative and quantitative data collection on the efficacy of the *Narragunnawali* program.

CAEPR has now developed a model measuring the probability of a school or early learning centre completing its RAP after signing up to the *Narragunnawali* platform.


The findings identified that relationships maintained by schools and early learning services over a sustained period was critical for them completing a RAP, which has informed subsequent program design. With well-informed program development, we are confident *Narragunnawali* will continue to grow.



INFLUENCING POLICY

Reconciliation Australia believes in using research and evidence to influence the national conversation on reconciliation and to drive action in the five dimensions of reconciliation—historical acceptance, race relations, institutional integrity, equality and equity, and unity. These five dimensions were identified by Reconciliation Australia in the inaugural State of Reconciliation in Australia report. Released in February 2016, the report outlines a national framework to measure Australia's progress across the five dimensions of reconciliation and is the yardstick by which we measure our success.

Image: Copyright Yothu Yindi Foundation



The State of Reconciliation report informs the regular submissions and representations we make to government and the advice we provide to our partners on reconciliation-related issues. In 2016–17 we made submissions to governments on the Federal Budget, freedom of speech in Australia, the proposed Reconciliation Day public holiday in the Australian Capital Territory (ACT), the proposed changes to the Racial Discrimination Act and the Implementation Plan for the National Aboriginal and Torres Strait Islander Health Plan 2013–2023.

We were very pleased to hear the ACT Government announce that, from 2018, Reconciliation Day will be a public holiday in the Territory, celebrated on, or near, the beginning of National Reconciliation Week, 27 May. We were also proud to see the proposed changes to Section 18C of the Racial Discrimination Act voted down in the Australian Senate.

We have continued to support key campaigns and initiatives that strongly align with our purpose including the Redfern Statement Alliance, the Close the Gap campaign for health equality and the ‘Racism. It stops with me’ campaign. We also continued to conduct major pieces of research to track the progress of reconciliation. In February 2017 we published the fifth biennial Australian Reconciliation Barometer.

AUSTRALIAN RECONCILIATION BAROMETER 2016

The Australian Reconciliation Barometer is a biennial, national research study, which has been conducted by Reconciliation Australia since 2008. The Barometer measures attitudes and perceptions towards reconciliation, and maps our progress

towards the five dimensions of reconciliation. In 2016 the Barometer surveyed 500 Aboriginal and Torres Strait Islander Australians and 2277 Australians in the general community across all states and territories. This is the largest sample size the Barometer has ever surveyed.

The Australian Reconciliation Barometer 2016 provides evidence that we are making progress towards achieving our vision for a just, equitable and reconciled nation. We still, however, have much to do as a nation, across all sectors of society and as individuals, if reconciliation is to be realised (see pages 10–11 for key Barometer findings).

CONSTITUTIONAL REFORM

For the past five years, Reconciliation Australia has overseen the Recognise campaign in advocating for meaningful recognition of Australia’s First Peoples in the Australian Constitution. The government-funded five-year campaign aimed to raise awareness of the absence of any reference to First Peoples, and to raise awareness of the need to change provisions of the Constitution which continue to permit discrimination based on race. In this time, the campaign attracted support from more than 300,000 Australians, held and spoke at more than 700 events and travelled more than 39,000 kilometres to meet with everyday Australians in their home towns. Recognise was backed by more than 180 partner organisations, including some of the largest sporting and business groups in the country. The campaign succeeded in increasing awareness of advocacy for constitutional reform from just 30 per cent to 76 per cent of Australians. None of this would have been achieved without the dedication and effort of Recognise supporters.

In December 2015, Prime Minister Malcolm Turnbull and Opposition Leader Bill Shorten established the Referendum Council to consult specifically with Aboriginal and Torres Strait Islander peoples on their views on meaningful constitutional recognition. The council embarked on a series of 12 dialogues across the country, culminating in the First Nations’ National Constitutional Convention at Uluru in May 2017.

The dialogues engaged 1200 Aboriginal and Torres Strait Islander delegates—an average of 100 delegates from each regional dialogue—in order to reach a consensus on the views and priorities of Indigenous peoples in relation to constitutional reform. This is the most proportionately significant consultation process that has ever been undertaken with First Peoples on constitutional reform. On 30 June 2017, the council handed its report to the Prime Minister and Leader of the Opposition. It carried just two recommendations:

1. That a referendum be held to provide in the Australian Constitution for a representative body that gives Aboriginal and Torres Strait Islander First Nations a voice to the Commonwealth Parliament.
2. That an extra-constitutional Declaration of Recognition be enacted by legislation passed by all Australian parliaments, ideally on the same day, to articulate a symbolic statement of recognition to unify Australians.

THE FUTURE

With this change in focus and the cessation of funding for the Recognise campaign, we commenced winding up the project in July 2017. The campaign concluded on 30 September 2017. Reconciliation Australia will continue to work with Aboriginal and Torres Strait Islander leadership, community groups and key stakeholders to support the implementation of the Referendum Council’s recommendations.

PARTNERS AND SUPPORTERS

We are very proud and grateful to include many of Australia's leading organisations among our partners and supporters. All share our commitment to reconciliation, and to making a difference to the lives of Aboriginal and Torres Strait Islander peoples. Together we are creating a more just, equitable and reconciled Australia.

RECONCILIATION AUSTRALIA

Program funders

Department of the Prime Minister and Cabinet
BHP Billiton Sustainable Communities
Rio Tinto

Major supporters

Arnold Bloch Leibler
City of Sydney
Department of Human Services
Foxtel
Gold Coast 2018 Commonwealth Games Corporation (GOLDOC)
News Corporation Ltd

Supporters

ABC Television
ACT Government
Australian Football League (AFL)
Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS)
ANTaR
Australian Council of Social Services
Australian Indigenous Governance Institute
Australian Human Rights Commission
Australian National University
Chief Executive Women
Early Childhood Australia
Ernst & Young
Governor of Tasmania, Her Excellency Professor the Honourable Kate Warner AC
Gilbert and Tobin
Goodstart Early Learning
Imparja Television
Indigenous Land Council
Interaction Consulting and the Australian Public Service Commission

Koori Mail
KPMG
Museum of Australian Democracy
National Aboriginal Community Controlled Health Organisation (NACCHO)
National Australia Bank
National Australia Day Council
National Congress of Australia's First Peoples
National Museum of Australia
National Rugby League
Nine Network
NITV
NOVA FM Melbourne
NSW Department of Education
NSW Reconciliation Council
Office of Aboriginal and Torres Strait Islander Affairs (ACT Government)
Oxfam
Prime 7 Television
Radio National
Reconciliation Queensland Inc.
Reconciliation South Australia
Reconciliation Council of Tasmania
Reconciliation Victoria
Reconciliation Western Australia
Richmond Football Club
Right Management
SBS
Shine Australia
Skinnyfish Music
Stronger Smarter Institute
Supply Nation
Sydney Opera House
The Long Walk Trust
Westpac
Yothu Yindi Foundation

RECOGNISE SUPPORTERS

ABC

Australian Council of Social Services (ACOSS)

Adelaide Crows Football Club

AFL Tasmania

Allens

Anglicare South Australia

Anglicare Parramatta

ANTaR National

ANZ Bank

Arnold Bloch Leibler

Australian Council of Trade Unions (ACTU)

Australian Education Union

Australian Football League

Australian Red Cross

Australian Unity

BHP

Brisbane Lions Football Club

Burnie City Council

Carlton Football Club

CatholicCare

Cbus

Channel 9

Collingwood Football Club

Commonwealth Bank of Australia

Cricket Australia

Cronulla Sharks

Downer Group

Early Childhood Australia

EnergyAustralia

Federation of Ethnic Communities Council of Australia

Fred Hollows Foundation

Fremantle Football Club

Foxtel

Fox Sports

Fox Footy

Geelong Football Club

Gilbert and Tobin Centre, University of
New South Wales

Gold Coast Suns Football Club

Greater Western Sydney Football Club

Hawthorn Football Club

Herbert Smith Freehills

Indigenous Conference Services
(ICS-M.E.E.S Pty Ltd)

Insurance Australia Group

International Towers Sydney

Justice Action Network

Lend Lease

Local Government Association of Australia

Local Government Association of Tasmania

Local Government Association of the Northern
Territory

Local Government Association of NSW

Lowitja Institute

Macquarie Bank

Melbourne Demons Football Club

The Myer Foundation

National Rugby League

NACCHO

Newcastle Knights

News Limited

North Melbourne Football Club

Northern Land Council

New South Wales Aboriginal Land Council

NSW Public Service Commission

New South Wales Teachers Federation

Oxfam

Port Adelaide Football Club

Qantas Airways

Richmond Tigers Football Club

Rio Tinto

Rocherlea Football Club

South Australian Government

South Sydney Rabbitohs

St Kilda Football Club

Sydney Swans Football Club

Telstra

The Royal Australian and New Zealand
College of Psychiatrists

University of New South Wales

Val Morgan

West Coast Eagles Football Club

Western Bulldogs Football Club

Wests Tigers

Westpac Bank

Yothu Yindi Foundation

FINANCIAL SUMMARY

Across the organisation we have met the key accountability measures that our Board and management team use to monitor our financial performance on a regular basis.

Our ongoing focus has been on sustainability, efficiency and impact. Reconciliation Australia's financial sustainability depends on four major funding sources: government grants and project funding; corporate partnerships; philanthropic trust funding; and tax-deductible donations from individuals.

The result of Reconciliation Australia's consolidated operation in 2016–17 was a surplus of \$271,245 (\$236,990 in 2015–16). Total revenue and other income for the current year was \$13,772,008 (\$10,885,826 in 2015–16). Total expenditure for the current year was \$13,500,763 (\$10,648,836 in 2015–16).

WHERE DO OUR FUNDS COME FROM?

We are an independent, non-government organisation, and the proportion of our income from non-government sources is on the increase. We receive funding from BHP Billiton Sustainable Communities, corporate supporters and private donors. However, our primary funding is from the Australian Government, through the Department of the Prime Minister and Cabinet. This year we also received an additional \$1 million from the department to support a national advertising campaign during National Reconciliation Week, celebrating the significant reconciliation anniversaries of 2017.

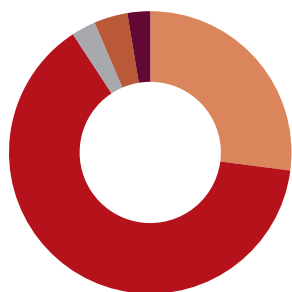
WHERE DO OUR FUNDS GO?

In 2016–17 Reconciliation Australia delivered programs and initiatives which accounted for 92 per cent (90 per cent in 2015–16) of the organisation's expenditure.

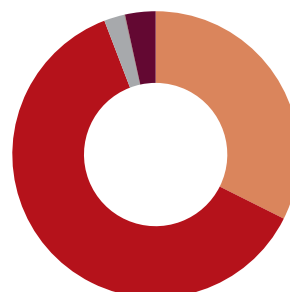
This annual review provides a summary of the financial performance and position for the financial year ended 30 June 2017. Copies of the full Annual Financial Report including the Independent Audit Report can be obtained from our website or:

Finance Manager
Reconciliation Australia
PO Box 4773
Kingston ACT 2604

	2016-17	2015-16
Total revenue and other income	\$13,772,008	\$10,885,826
Total expenditure	\$13,500,763	\$10,648,836



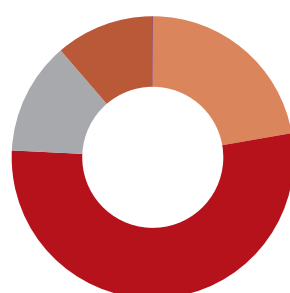
Sources of income	2016-17
Government grants	3,725,000
Project funding	8,777,341
Charitable donations	383,199
Fundraising appeals	529,514
Other revenue	356,954
Total	13,772,008



Sources of income	2015-16
Government grants	3,525,000
Project funding	6,727,019
Charitable donations	260,048
Fundraising appeals	-
Other revenue	373,758
Total	10,885,825



Use of operating funds	2016-17
Programs and partnerships	3,393,953
Recognise campaign	6,304,545
Communications and engagement	2,695,841
Operations	1,100,981
Charitable donations	5,443
Total	13,500,763



Use of operating funds	2015-16
Programs and partnerships	2,370,130
Recognise campaign	5,699,444
Communications and engagement	1,374,199
Operations	1,197,602
Charitable donations	7,460
Total	10,648,835



RECONCILIATION
AUSTRALIA

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