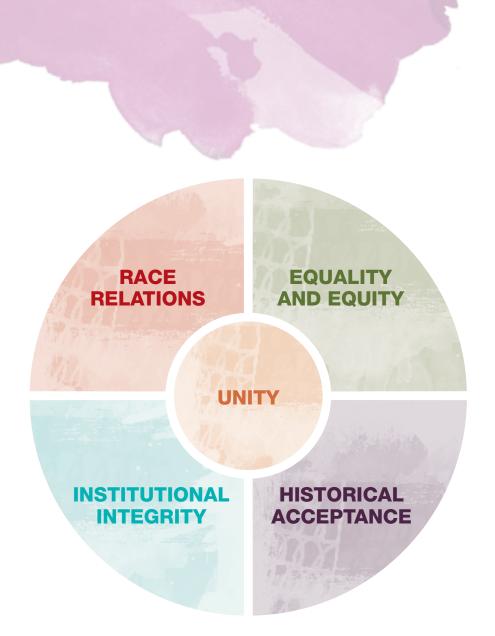






### **CONTENTS**

Five dimensions of reconciliation	2
Our visions and purpose	3
Co-Chairs' message	2
CEO's message	5
Connecting with people	6
Reconciliation Action Plans	8
Celebrating Indigenous success	10
Influencing policy	12
Narragunnawali: Reconciliation in Schools and Early Learning	14
Partners and supporters	18
Financial summary	20



## 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.

#### **FQUALITY AND FQUITY**

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**

**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.

#### **CO-CHAIRS' MESSAGE**

# In August 2017 the Reconciliation Australia Board endorsed the organisation's five-year strategic plan (2017–22).

The plan articulates our vision and maps out the activities we will undertake in the coming years to achieve our goal for a just, equitable and reconciled Australia. All of our work seeks to further national progress in the five dimensions of reconciliation: race relations, equality and equity, institutional integrity, historical acceptance, and unity.

The key focus of our strategy in 2017–18 has been historical acceptance.

Our strategy complements the Statement from the Heart, presented to the Australian people on 26 May 2017 at Uluru. This poetic and moving statement continues to influence public conversations about truth, treaty and constitutional reform.

One of the requests put forward in the statement was for the establishment of a Makarrata Commission to oversee a process of agreement-making and national truth-telling about our history. This call has strongly influenced our thinking and communication over the past year.

At every opportunity—in speeches, conversations and publications—the Reconciliation Australia board and staff have put forward our support for a more honest and complete reflection of Australia's history.

It is essential that we know each other, and that we share an understanding of the history that has shaped the relationship between wider Australia and Aboriginal and Torres Strait Islander peoples as it stands today.

However, our history is a mystery to many Australians. The 2016 Australian Reconciliation Barometer shows that one in three Australians do not accept fundamental aspects of our past.

Reconciliation Australia continues to work to improve this statistic.

This year's National Reconciliation Week theme — Don't keep history a mystery: learn. share. grow — invited Australians to ask themselves: what are some of the things I don't know about our shared history.

The campaign attracted strong interest and generated robust public conversations across mainstream and social media.

Reconciliation Australia also continued to advocate for the parliament to engage with First Peoples on the recommendations of the Referendum Council and Statement from the Heart.

Staff appeared before the Joint Select Committee on Constitutional Recognition in April 2018 and gave evidence on the levels of public support for constitutional reform and its importance to reconciliation. This was supported by a written submission to the committee in July 2018, and meetings with the co-chairs of the committee to further articulate our position of support.

We will continue to work in support of the Statement from the Heart, to further Australians' understanding of our nation's full history and its impact on the lives of Aboriginal and Torres Strait Islander peoples.

This year's National Reconciliation Week also saw the nation's first Reconciliation Day public holiday held in the Australian Capital Territory (ACT) on 28 May 2018. The day was a great success, with thousands of people taking the opportunity to have a conversation about reconciliation, sample native foods and enjoy local music. Reconciliation Australia is working with the ACT Government as it explores establishing a territory reconciliation council to develop and maintain local reconciliation activities. If this takes shape, the ACT will join an established network of six state-based, independent reconciliation councils with active memberships all advocating for reconciliation in their regions.

In August, board member Djapirri Munuggirritj and co-chair Melinda Cilento once again hosted a group of senior women business and community leaders at the Garma Festival in Gulkula, Northern Territory. For this 20th anniversary event, truth-telling was the theme. Our 13 guests took away the strong message that they must share the Statement from the Heart as widely as possible, and do all that they can to further a better understanding of Aboriginal and Torres Strait Islander peoples' desire for self-determination and Makarrata: the coming together after a struggle.

National interest in reconciliation continues to grow, and we acknowledge the hard work and dedication of the Reconciliation Australia staff who each year stretch to meet this growing appetite for information and connection.

Thank you for your commitment to a just, equitable and reconciled Australia.

Professor Tom Calma AO

Ms Melinda Cilento

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#### **CEO'S MESSAGE**

# It has been a great challenge and pleasure to lead Reconciliation Australia over the past financial year; my first as Chief Executive Officer.

It has been a year of substantial program growth as we expand our reach into workplaces, schools, community organisations, universities, sporting clubs and government agencies across Australia. Our flagship outreach programs—Reconciliation Action Plan (RAP) and Narragunnawali: Reconciliation in Schools and Early Learning—have both increased engagement at an exponential rate.

Workplaces across Australia are seeking our support in developing and implementing a RAP. The program now includes over 1100 workplaces with a RAP endorsed by Reconciliation Australia. This equates to over 1.4 million Australians working in organisations with a RAP. That's over 5 per cent of the Australian population.

The impact of this high participation rate cannot be underestimated. Our research finds that people within RAP organisations report higher levels of trust in, and lower levels of prejudice against, Aboriginal and Torres Strait Islander peoples. Clearly, experiencing reconciliation action in your daily life contributes to more positive race relations and greater unity.

Our Narragunnawali: Reconciliation in Schools and Early Learning program also experienced strong

growth during the period. By the end of June 2018, 10 per cent of all schools and early learning centres in Australia were registered participants in the Narragunnawali program and had a RAP.

This program is increasing awareness among young people about Aboriginal and Torres Strait Islander cultures, histories and experiences. It is making a significant contribution to future generations' view of Australia's history and their understanding of Australia's First Peoples.

A highlight of the year for me was celebrating the inaugural Narragunnawali Awards, which showcase excellence in reconciliation in schools and early learning centres. The award ceremony, held in November 2017, was preceded by a full-day workshop where educators shared experiences, ideas and innovations with each other and Reconciliation Australia staff. The standard of work on show at the awards was impressive, as was the extent of community engagement in each of the finalists' reconciliation activities. I'm confident our future is in good hands.

In February 2018 we marked the 10th anniversary of the federal parliament's Apology to the Stolen Generations, partnering with The Healing Foundation and prominent businessman Michael McLeod who has hosted a breakfast every year since 2009. Having worked on the original Apology with members of the Stolen Generation, it was rewarding to honour them a decade on. It did remind me, however, how many have passed

during this time and that we are still grappling with the impact of intergenerational trauma.

This year we also expanded our Indigenous Governance Awards program. In partnership with the BHP Foundation and the Australian Indigenous Governance Institute (AIGI), our expanded Indigenous Governance Program aims to progress reconciliation through recognising, supporting and celebrating strong and sustained Aboriginal and Torres Strait Islander governance and self-determination.

I was also very pleased to welcome Andrea Kelly to Reconciliation Australia as Deputy CEO. Andrea has 26 years' experience in the Australian Public Service working in the Northern Territory and Canberra and is a proud Aboriginal woman, a descendant of Waramungu and Larrakia Elders, with strong family connections throughout the Northern Territory (NT).

We look forward to leading the organisation into coming years, and continuing its great work in furthering national reconciliation.

Karen Mundine
Chief Executive Officer



#### NATIONAL RECONCILIATION WEEK

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

This year's theme 'Don't keep history a mystery: learn. share. grow' sought to advance the national conversation about our country's history and to highlight some little-known facts about Aboriginal and Torres Strait Islander achievements, experiences, cultures and knowledge.

The accompanying media and social media campaign captured wide attention, including a thought-provoking television commercial which generated strong interest and sparked conversations about some of the lesser-known aspects of the Australian story.

The NRW webpage received nearly 300,000 page views in the lead-up to, and during, NRW with many people exploring content relevant to topics raised through the campaign materials.

The theme was also well received on social media. Meltwater Media Monitoring reported 4527 posts mentioning NRW from 18 May to 4 June 2018. Profiles with huge audiences were talking about NRW, including Spotify with a reach of 21 million followers.

Reconciliation Australia's social media followers increased by more than 2000 people during NRW, across Twitter, Facebook and Instagram.

This year's campaign also provided custom resources for schools and early learning centres to help educators explore the 'Don't keep history a mystery' theme. The Narragunnawali: Reconciliation in Schools and Early Learning website received more than

90,000 page visits, with users spending more than 5 minutes reviewing the comprehensive content available.

This year was particularly special in the ACT because of the inaugural Reconciliation Day public holiday held on Monday 28 May 2018. This was the nation's first public holiday celebrating reconciliation and was a great success. The ACT Government has begun planning for next year and is considering establishing a territory reconciliation council to develop local reconciliation activities and conversations throughout the year.

#### **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 13 Aboriginal, Torres Strait Islander and non-Indigenous women leaders from the corporate and not-for-profit sectors.

Garma Festival celebrated the event's 20th anniversary with the theme 'Yuwalk Lakaraŋa—truth telling'. Held in Gulkula in the Northern Territory, the traditional meeting place of the Yolngu people, the line-up of speakers featured Aboriginal and Torres Strait Islander leaders from across the country speaking about their experiences in business, caring for Country, community control, welfare, justice and education.

The forums and presentations stimulated a great deal of interest and discussion among our guests and gave them an opportunity to talk with local leaders and other stakeholders about constitutional reform, equity and reconciliation action. All expressed a keen interest in keeping the conversation going among themselves on return to their workplaces, further increasing the circle of influential reconciliation advocates.

#### **AUSTRALIAN OF THE YEAR FINALISTS**

On 25 January 2018, 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 2018.

This year, seven of the 32 state and territory recipients were Aboriginal or Torres Strait Islander, including three of the seven finalists for the main award category of Australian of the Year.

There was at least one Aboriginal or Torres Strait Islander state-level recipient in each of the four award categories (Australian of the Year, Senior Australian of the Year, Young Australian of the Year, and Local Hero). Their contributions span fields such as health, education, justice and cultural engagement.

The 2018 Aboriginal and Torres Strait Islander recipients were:

- Tracy Westerman (Western Australian Australian of the Year)
- Johnathan Thurston (Queensland Australian of the Year)
- Dion Devow (Australian Capital Territory Australian of the Year)
- Kathy Guthadjaka (Northern Territory Senior Australian of the Year)
- Bettina Danganbarr (Northern Territory Local Hero)
- Kyran Dixon (South Australian Young Australian of the Year)
- Jessica Manuela (Tasmanian Young Australian of the Year)

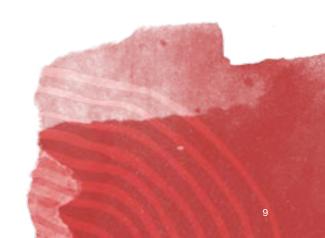
All are leading the way in their own professions, or heading up community organisations, and driving change in their communities. They are an inspiration to all Australians.

#### THE FUTURE

In December 2017, Reconciliation Australia launched a refreshed website to provide people with greater access to information and content relevant to their personal or workplace reconciliation journey.

The site features a searchable, responsive 'Who has a RAP?' database, capacity to register and promote public NRW events, and access to online registration for RA programs such as the Indigenous Governance Awards or Narragunnawali Awards. Monthly visits to the site have more than doubled from 9000 to 20,000 since its launch.

Reconciliation Australia continues to build its social media audience, by maintaining an informative, engaging and sharable schedule of daily content. Our audiences have increased across Facebook, Twitter and Instagram, with Facebook retaining its leading position among these platforms. By the end of June 2018, we had a total social media following of nearly 100,000 people.





#### **GROWTH**

There has been strong growth in the number of organisations from across corporate, government and not-for-profit sectors choosing to develop a RAP in the last financial year. Another 200 joined the program during 2017–18, taking the total number of organisations that have developed a RAP to over 1100. This growth not only fosters a collaborative RAP community, but also provides a powerful tool to influence the general public. There are now more than 1.4 million Australians working or studying in an organisation with a current RAP.

#### **LIFTING THE BAR**

As the quality of RAPs increase, the standards have shifted, for the better. Innovate and Stretch RAP partners in particular are raising the bar, committing to increasingly innovative and meaningful deliverables. There is a strong desire among partners to use their spheres of influence to find new ways to effect change at a high level and to demonstrate these commitments within their RAP. It's encouraging to see that RAP partners are also incorporating findings

from the State of Reconciliation Report within their plans. As the sophistication and depth of the RAPs increase, so does the impact these plans have on the communities in which they are being implemented.

#### **CASE STUDY**

NRMA is one example of a RAP partner using its core business to commit to meaningful reconciliation initiatives. The organisation recognised the strong link between driver licensing and access to education, health care and other essential services, as well as the role it can play in reducing disproportionately high imprisonment rates. The NRMA Learner Driver Mentor program aims to help address licensing issues among Aboriginal and Torres Strait Islander peoples. It helps learner drivers access registered vehicles and volunteer driving supervisors, accrue driving hours and gain the experience and knowledge needed to get a P1 license.

Key statistics from the Workplace Reconciliation Barometer and Australian Reconciliation Barometer:

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TTOO of employees in RAP organisation have high trust for Aboriginal and Torres Strait Islander peoples vs 24% of the broader Australian community.



LOWER PREJUDICE

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

#### PROGRAM DEVELOPMENT

This year, we focused on creating resources and practical guides to help support partners in developing and implementing RAPs. RAP templates, website content and a strong suite of resources were updated to support workplaces and clarify our messaging.

We continued work on a new platform for organisations to develop their RAPs online. This will be rolled out in 2018–19 to provide organisations with a streamlined process and guided support to develop their RAP.

#### THE FUTURE

In the coming year, the RAP program will undergo an external evaluation. This will look strategically at the program's outcomes, design and processes, and will attempt to measure the impact they have on workplaces and any flow-on societal effects. The evaluation provides us with an opportunity to reflect on the program's work so far, and determine how best to strategically move forward to ensure its continued success.

The RAP program will continue to provide a framework for organisations to advance reconciliation within their spheres of influence. Through the implementation of RAPs, our goal is to see workplaces become vehicles for positive societal change.



Professor Mick Dodson at Kuruma Marthudunera Aboriginal Corporation with Royce Evans and Leanne Evans

The Indigenous Governance Awards were first conceived by Reconciliation Australia and BHP Foundation in 2005 to identify, celebrate and promote effective Indigenous governance. They have been held biennially since 2006.

#### **GROWTH**

Reconciliation Australia continues to showcase and support effective Indigenous governance. This year, we gained support from BHP Foundation to expand the Indigenous Governance Awards over a five-year period to become the Indigenous Governance Program, to recognise, support and celebrate strong Aboriginal and Torres Strait Islander governance and self-determination.

The expanded program will leverage the success of the awards to deepen and broaden our engagement with Aboriginal and Torres Strait Islander organisations and communities.

We developed a new online application portal, promoted the awards to Aboriginal and Torres Strait Islander organisations, and administered applications in readiness for site visits by the Awards Judging Panel. The Awards Judging Panel was again chaired by Professor Mick Dodson AM. Members included Mr Adrian Brahim, Principal, BHP Billiton; Professor Gary Banks, former Chief Executive and Dean, Australian and New Zealand School of Government; Mr Eddie Cubillo, Deputy Chairman, Larrakia Development Corporation; Mrs Glenda Humes, former CEO, South West Aboriginal Medical Service; Dr Simon Longstaff,

Executive Director, The Ethics Centre; Ms Anne-Marie Roberts, First Assistant Secretary in the Indigenous Affairs group and the National Director of the Regional Network in the Department of Prime Minister and Cabinet and Ms Michelle Deshong, CEO, Australian Indigenous Governance Institute.

From the 50 applications from organisations practicing effective governance around the country, the panel chose nine finalists. Site visits will be held in September and October 2018, and the awards dinner will be held in November 2018.

#### **EVALUATION AND PARTNERSHIPS**

We engaged 33 Creative to evaluate our program communications and develop an integrated communications strategy for the expanded program. This will be delivered next year.

We are currently engaging Price Waterhouse Coopers to conduct an independent review of the Awards. This will look at the application process, categories, judging process and site visits.

We also worked to establish the broader Indigenous Governance Program. We engaged Price Waterhouse Coopers Indigenous Consulting to evaluate the Corporate Partnerships Program, a sub-program of the broader Indigenous Governance Program, which was established in 2012. This program involves partnering finalists from the Indigenous Governance Awards with Corporate RAP Partners for 12 months and includes a joint project designed to promote two-way learning and mutual benefit.



As we look to expand the program, the evaluation provides a strong basis for moving forward. It found that:

"Both Aboriginal and Torres Strait Islander organisations and Corporate RAP Partners felt that the program supported broader business development and capacity building ..."

#### And that:

"The majority of participants [in the evaluation] agreed the program progressed towards a reconciled Australia by building relationships and trust between Aboriginal and Torres Strait Islander people and other Australians."

#### THE FUTURE

The evaluations have also supported the development of broader Indigenous Governance Program initiatives, including a biennial conference to be held in alternate years to the awards, the expansion of governance resources, the development of a deeper corporate partnerships program, collaboration on governance research, and the advocacy of Indigenous governance benefits to public policymakers and decision-makers. We have developed a strong partnership with the Australian Indigenous Governance Institute to work together on these initiatives.



#### **CONSTITUTIONAL REFORM**

This period saw the winding up of the Recognise Campaign in September 2017 following the cessation of its funding. However, Reconciliation Australia continues to articulate its support for the Statement from the Heart and advocate for the parliament to engage with First Peoples on the recommendations of the Referendum Council and the Statement.

A Joint Select Committee on Constitutional Recognition Relating to Aboriginal and Torres Strait Islander Peoples was established in March 2018. The role of the committee is to consider the recommendations of the Referendum Council, Statement from the Heart, and the Expert Panel in particular, and engage with stakeholders including Aboriginal and Torres Strait Islander Peoples and organisations.

We appeared before the joint select committee in April 2018 and gave evidence on the levels of public support for constitutional reform and its importance to reconciliation. We made a written submission to the committee in July 2018, and subsequently met with its co-chairs.

#### TRUTH-TELLING

A central focus for our policy and research work throughout the year has been the 'historical acceptance' dimension of reconciliation as articulated in the State of Reconciliation Report.

'Historical acceptance' refers to all Australians' understanding and acceptance of agreed facts about the wrongs of the past, and their historical and

contemporary impact. It involves promoting a true account of our nation's history to educate the broader community, making amends for wrongs and ensuring they are never repeated.

We emphasised the importance of truth-telling in our submission to, and our appearance before, the joint select committee, and forged a partnership with The Healing Foundation to hold a truth-telling symposium in October 2018. The symposium will identify opportunities for progressing truth-telling processes nationwide and draw on the expertise of Aboriginal and Torres Strait leaders and key thinkers to ascertain what approaches and processes might be taken forward.

#### **WORKING IN PARTNERSHIP**

During the year we strengthened our engagement with national campaign coalitions. These include the Redfern Statement Alliance, Change the Record, Close the Gap, Racism It Stops with Me, and Family Matters campaigns. Our support included campaign development and implementation, and political and public engagement. These are important campaigns for national reconciliation, and we will continue to actively support the achievement of their objectives.

Throughout the year we met with 26 members of federal parliament to discuss the work of Reconciliation Australia, particularly focusing on socialising the five dimensions of reconciliation and the importance of truth-telling. We will continue to engage across the parliament in a non-partisan way to gain support for progress on all of the dimensions of reconciliation.

## 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. We again engaged Polity Research and Consulting to undertake the 2018 barometer this year. The barometer surveyed 497 Aboriginal and Torres Strait Islander Australians and 1995 Australians in the general community across all states and territories, and the final report will be launched early in 2019.

#### THE FUTURE

We will continue to support progress on constitutional reform, following the release of the Joint Select Committee Final Report. We will also be working closely with our campaign coalition partners to influence the Closing the Gap Refresh and COAG outcomes. Attention will also be turned to our expectations for all parties in the lead-up to a federal election expected in May 2019. Our Australian Reconciliation Barometer will be launched early in 2019, and we will begin work on reviewing the State of Reconciliation Report in preparation for the next iteration in 2020.



### NARRAGUNNAWALI: RECONCILIATION IN SCHOOLS AND EARLY LEARNING

Narragunnawali is a national program that supports all Australian schools and early learning services to foster a higher level of knowledge and pride in Aboriginal and Torres Strait Islander histories, cultures and contributions. The program is supported by the BHP Foundation, and is available to schools and early learning services at no cost.

*Narragunnawali* (pronounced narra-gunna-wally) is a word from the language of the Ngunnawal people that means alive, wellbeing, coming together and peace.

#### **ONLINE SERVICES**

"[Narragunnawali] is a really good tool. It's really user friendly and easy to understand" – early learning educator

Narragunnawali's online platform provides practical ways to introduce meaningful reconciliation initiatives in the classroom, around the school and within the community through RAPs, professional learning, curriculum resources and a national awards program.

The platform hosts 169 curriculum resources aligned to the 39 RAP actions. Each RAP action has at least one curriculum resource for early learning, primary and secondary classrooms. The platform is a highly regarded and widely used source of quality educational material.

As at 30 June 2018, there were 19,332 individual users, including teachers, parents and community members registered on the platform. Approximately 50 per cent of these users are on a RAP working group. The number of individual users increased by an average 300 per week.

#### **RECONCILIATION ACTION PLANS**

"The response from children and families [to the RAP] has been overwhelming"

- early learning educator

By the end of June 2018, a total of 2637 schools and early learning services were developing or had completed a RAP (828 schools and 1809 early learning services). The Narragunnawali community continues to grow, representing approximately:

- 10 per cent of schools and early learning services;
- 8 per cent of all schools in Australia; and
- 12 per cent of early learning services in Australia.

#### PROFESSIONAL LEARNING

"I feel I have gained so much personal knowledge and an increased confidence ... that fear of doing the wrong thing culturally, or being inadvertently offensive, has prevented me from doing anything in the past. Small steps." – early learning educator

Narragunnawali's online platform hosts 102 professional learning resources that are aligned to the 39 RAP actions. In November 2017, Narragunnawali released a series of short films to accompany each of the required RAP actions. Developed in partnership with CAAMA Productions and directed by Larissa Behrendt, the films feature schools and early learning services across the country.

Since the beginning of 2018, the Narragunnawali team has delivered 25 live, free webinars, reaching more than 800 registrants. Webinars are run weekly and provide an introduction to the program and a walk through the online platform.

In addition to these webinars, Narragunnawali delivered a number of face-to-face professional learning sessions, including at conferences and symposia across Australia.

#### **NARRAGUNNAWALI AWARDS 2017**

"To win our Narragunnawali Award was such a huge honour"

- teacher, Queanbeyan Public School

The inaugural Narragunnawali Awards presentation event was held at the University of Canberra on 27 November 2017. A one-day reconciliation workshop with the finalists preceded the event, and many participants suggested this was the best part of the day. The event was live-streamed on Facebook, reaching more than 1600 people.

Six finalists were selected (three schools and three early learning services) for showing exceptional commitment to reconciliation.

The Early Learning Service award went to Explore & Develop Penrith South (NSW), and Queanbeyan Public School (NSW) won the Schools category.

#### THE FUTURE

"The tide is turning—I can feel it in my bones"

- Elder and educator

To ensure the ongoing effectiveness of the program, Narragunnawali maintains an ongoing evaluation framework. Run by the Centre for Aboriginal Economic Policy Research (CAEPR) at the Australian National University (ANU), phase 1 of the evaluation of Narragunnawali (2014–17) was finalised at the end of 2017. The phase 1 final report concluded that,

"since the commencement of Narragunnawali in 2014, it has been a remarkably successful program. The number and diversity of schools and early learning services that are engaged with the program has increased dramatically such that by the end of 2017, nearly 1 out of every 10 schools and early learning services in Australia have commenced or completed a RAP. This is an extraordinarily high proportion for a program that is not compulsory and is largely made available through an online portal that schools and early learning services need to opt into".

Reconciliation Australia has continued to engage the ANU to deliver phase 2 of the evaluation of Narragunnawali (January 2018 – June 2020). The evaluation of Narragunnawali will inform the design of the program into the future.



#### **RECONCILIATION AUSTRALIA**

#### **Program funders**

Department of the Prime Minister and Cabinet BHP Foundation

#### Major supporters

Arnold Bloch Leibler

Department of Human Services

Australian Insurance Association

#### **Supporters**

**ANTaR** 

Australian Council of Social Services (ACOSS)

Australian Football League (AFL)

Australian Indigenous Governance Institute (AIGI)

Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS)

Australian National University

CATSINaM

Chief Executive Women

Chief Minister of the Australian Capital Territory

Commonwealth Bank

Crown Resorts

Foxtel

Fred Hollows Foundation

Healing Foundation

Koori Mail

**KPMG** 

Lendlease

Museum of Australian Democracy

National Aboriginal Community Controlled Health

Organisation (NACCHO)

National Australia Day Council

National Indigenous Television (NITV)

National Rugby League (NRL)

News Limited

**NSW Reconciliation Council** 

Oxfam

Port Adelaide Football Club

Qantas

Reconciliation Council of Tasmania

Reconciliation Queensland Inc.

Reconciliation South Australia

Reconciliation Victoria

Reconciliation Western Australia

Right Management

Rio Tinto

SBS

Supply Nation

The Long Walk Trust

University of Canberra

Yothu Yindi Foundation





## FINANCIAL SUMMARY

20

Across the organisation we have met the key accountability measures that our board and management team use to monitor our financial performance.

#### **CURRENT YEAR RESULTS**

The result of Reconciliation Australia's operation in 2017–18 was a surplus of \$423,008 (\$271,245 in 2016–17). The current year surplus was higher than usual due to a large, one-off charitable donation. Total revenue for the current year was \$7,477,327 (\$13,772,008 in 2016–17) and total expenditure was \$7,054,319 (\$13,500,763 in 2016–17). The reduction in revenue and expenditure was due to the conclusion of federal government funding for the Recognise campaign.

#### WHERE DO OUR FUNDS COME FROM?

We are an independent, non-government organisation. Our core support is from the Australian Government through the Department of the Prime Minister and Cabinet, and we also receive significant funding from the BHP Foundation. Other income is sourced from corporate supporters, private donors and interest income.

#### WHERE DO OUR FUNDS GO?

In 2017–18, the delivery of our programs and initiatives accounted for 90 per cent of the organisation's expenditure. Our primary costs relate to employees, communication and marketing.

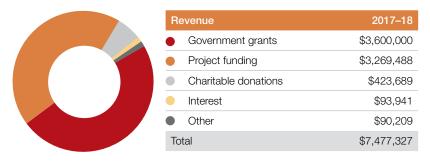
This annual review provides a summary of our financial performance and position for the financial year ended 30 June 2018. Copies of the full Annual Financial Report, including the Independent Audit Report can be obtained from our website.

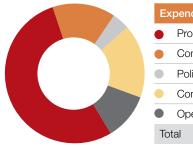


#### **SUMMARY RESULTS**

	2017–18	2016–17
Total revenue and other income	\$7,477,327	\$13,772,008
Total expenditure	\$7,054,319	\$13,500,763
Surplus	\$423,008	\$271,245

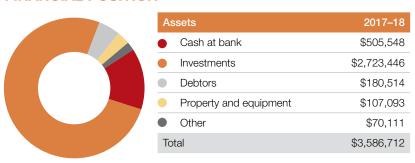
#### **FINANCIAL PERFORMANCE**

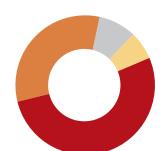




Expenditure	2017–18
<ul><li>Programs and partnerships</li></ul>	\$3,774,162
Communications and engagement	\$1,029,470
Policy and research	\$286,471
Constitutional reform	\$1,202,168
<ul><li>Operations</li></ul>	\$762,048
Total	\$7,054,319

#### **FINANCIAL POSITION**





Lia	abilities	2017–18
•	Creditors	\$423,553
	Employee provisions	\$259,025
	Funding received in advance	\$70,000
	Other	\$53,153
То	tal	\$805,731





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