



RECONCILIATION AUSTRALIA
ANNUAL REVIEW 2018–2019



RECONCILIATION
AUSTRALIA



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.

Cover: Instant art at Reconciliation Day in Canberra (Image by Sean Davey)
Right: Our tree of truth attracted many thoughtful comments during National Reconciliation Week.



CONTENTS

Five dimensions of reconciliation	4
Our vision and purpose	5
Co-Chairs' message	6
CEO's message	9
Connecting with people	10
Reconciliation Action Plans	12
Celebrating Indigenous success	14
Influencing policy	16
Narragunnawali: Reconciliation in Education	18
Partners and supporters	20
Financial summary	22



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.

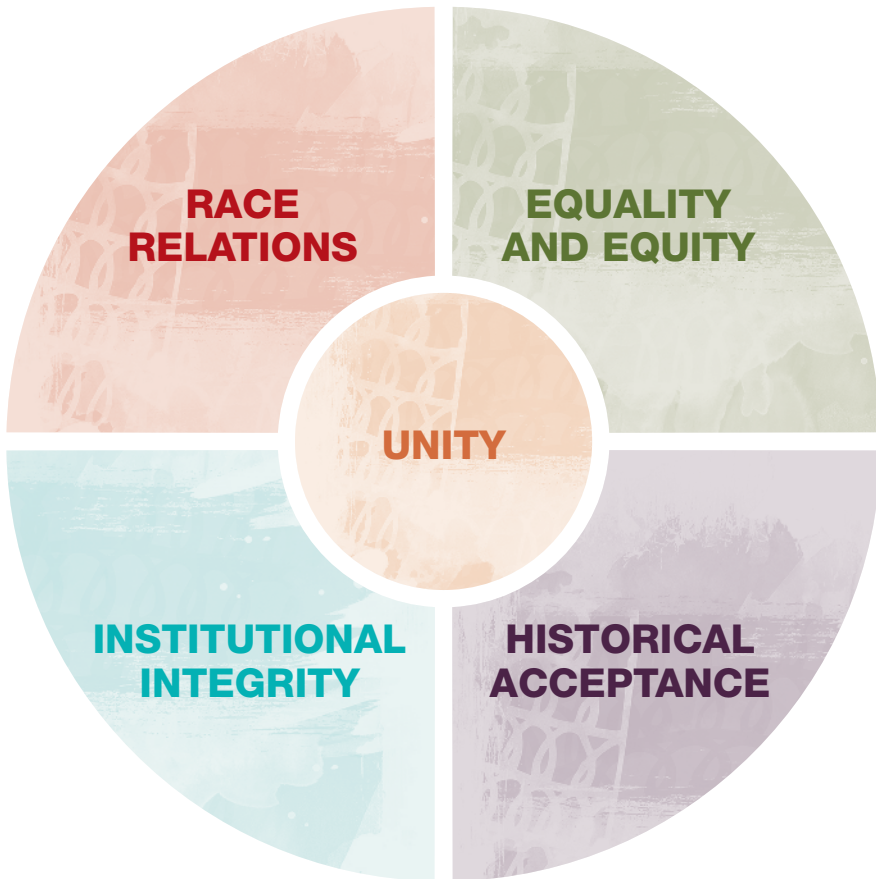
UNITY

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

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

It's always useful to have this annual opportunity to pause and reflect on the activities, events and issues Reconciliation Australia has progressed over the year.

It has been another busy year with many highlights, including importantly the appointment of proud Noongar politician Ken Wyatt as the Minister for Indigenous Australians, the first Aboriginal person to hold this position and the first Aboriginal Cabinet Minister.

We are excited by the prospects that Ken's appointment presents to advance reconciliation in Australia notwithstanding the difficulties and rough terrain that lie ahead. We have high hopes for the Minister and wish him well as he takes on the challenge of meeting the nation's expectations, particularly all who subscribe to the Uluru Statement from the Heart.

We believe that the Statement from the Heart was unequivocal in calling for a Voice to be enshrined in Australia's Constitution. This remains the ultimate goal of the co-designed process and Reconciliation Australia strongly supports it.

There are of course other important elements to the Uluru Statement, including truth telling and the establishment of treaty processes. The Truth Telling Symposium in October 2018, arranged in partnership with The Healing Foundation, brought together experts and 60 delegates from around the country to talk about the ways that truth telling could support healing and reconciliation in Australia.

Discussions at the symposium covered the potential of truth telling to shape a better future; that young people have a significant role to play; that local and national engagement in truth telling is needed; and that the support for and commitment to truth telling from those with power and influence is critical.

Those discussions helped inspire our truth telling theme for National Reconciliation Week 2019 – *Grounded in Truth, Walk Together with Courage*. It was an invitation to Australians to be brave in asking difficult questions and generous enough to accept uncomfortable truths. National Reconciliation Week fed into the national conversation that truth telling is vital for genuine reconciliation.

In November, we received the final report from the Joint Select Committee on Constitutional Recognition relating to Aboriginal and Torres Strait Islander peoples. It was the fifth formal inquiry in seven years seeking to develop and forge agreement on a proposal for a referendum on constitutional recognition.

We had hoped that the delivery of the report would inject some urgency for the government to work in genuine partnership with Aboriginal and Torres Strait Islander people and deliver important reforms. However, the Parliament has so far failed to deliver a clear path forward. This is disappointing, as continued failure to make meaningful progress risks undermining the

confidence and commitment of those that have consistently contributed to shape reforms in the spirit of genuine reconciliation.

In December last year we held our inaugural Reconciliation Action Plan conference in partnership with the Moondani Toombadool Centre at Swinburne University of Technology and the Korin Gamadji Institute at Richmond Football Club.

The purpose of the conference was to inspire organisations to reflect on and expand their reconciliation initiatives, strengthen relationships and amplify the voices of Aboriginal and Torres Strait Islander peoples. The 250 delegates heard keynote speeches from Dr Jackie Huggins, Mr Stan Grant and Prof Tom Calma, and took part in panel discussions and cultural events.

Despite the Closing the Gap report outlining the urgent need for further investment, the 2019 federal budget was a disappointment. It failed to present a cohesive national narrative around closing the gap in social outcomes for First Nations people or to address the unfinished business of reconciliation. Nor did it meet expectations in suicide prevention and the Indigenous Legal Assistance program.

Nevertheless, we pin our hopes on the partnership agreement signed in good faith a few days earlier between the government and a coalition of Aboriginal and Torres Strait Islander peak organisations (Coalition of Peaks) to progress the Closing the Gap framework. We expect this new relationship will expedite improvements in the measurement targets.

In 2020, Reconciliation Australia embarks on its 20th year as the national expert body on reconciliation. More than ever we see our role as integral in continuing to build relationships, trust and respect between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians. We've certainly come a long way, but there is still some distance to go.

In the meantime, we will continue to be buoyed by the many thousands of individuals, communities, businesses, organisations and governments from around Australia who share the reconciliation journey with us. Your support inspires us greatly as we seek to achieve a truly reconciled Australia.

We gratefully acknowledge the support, contributions and comradery of Reconciliation Australia Board, colleagues and staff.



Professor Tom Calma AO



Ms Melinda Cilento





CEO'S MESSAGE

Thanks to the dedication of our entire team at Reconciliation Australia, I'm pleased to say we've enjoyed a highly productive year chalking up plenty of runs on the board. In the following pages you will read more about our successes but I want to make mention of several in particular.

Perhaps my favourite moment of the year was the gala dinner for our 8th Indigenous Governance Awards held at Crown Casino in Melbourne. The Awards are a partnership between Reconciliation Australia, the Australian Indigenous Governance Institute and the BHP Foundation and there is always joy in the room.

This year, the Institute for Urban Indigenous Health (Windsor, QLD) and Nyamba Buru Yawuru (Broome, WA) were thrilled to be named joint winners in the incorporated organisations category. So too were the Warlpiri Education and Training Trust (Alice Springs, NT) who took out the non-incorporated category with the Alekarenge Community Development Working Group (Ali Curung, NT) highly commended.

We've now passed the significant milestone of 1,000 organisations with an active Reconciliation Action Plan (RAP). Every RAP is underpinned by a thoughtful, consultative and most of all inclusive process within an organisation. Guided by our team, that process itself is a reconciliation marker of genuine commitment.

There's a key finding from our research into RAPs that I like to quote because it illustrates the impact RAPs are having. The research shows that in *every measurement category* employees working in RAP organisations have greater knowledge, understanding and respect for Aboriginal and Torres Strait Islander people than those in the broader Australian community. For me, that's such a positive reconciliation indicator.

As always, National Reconciliation Week was a high point, this year bringing into sharp focus the need for truth telling. The theme *Grounded in Truth, Walk together with Courage* resonated with the many thousands who gathered at hundreds of NRW events around the country.

It also garnered attention in the national media adding to the truth telling momentum that has been quietly building over the years. I still remember the words of former Governor-General Sir William Deane speaking at the inaugural Vincent Lingiari Lecture in 1996 – "The past is never fully gone. It is absorbed into the present and the future. It stays to shape what we are and what we do."

Our Narragunnawali education program is growing apace. Historically, educational institutions have perpetuated myths and misinformation about Aboriginal and Torres Strait Islander people. But under the Narragunnawali program, nearly 5,000 schools and early learning services around Australia are now enabling children to discover and make sense of our true history.

Nothing influences reconciliation more than education which is why Narragunnawali's role in facilitating truth telling is such a timely and significant advance. Young people are our future and knowing Australia's story is a vital part of their education.

In August last year, we again invited an influential group of women to the Garma Festival in North East Arnhem Land. The 15 women comprised a range of leaders from not-for-profit, government and corporate organisations and attended talks on a variety of issues including constitutional reform, a key theme at the Festival.

They also engaged in Yolngu cultural activities including a dawn crying ceremony, star gazing, basket weaving and ceremonial dancing in the Bunggul. As always, our purpose was to ensure each guest had a memorable experience and emerged as a reconciliation ally, keen to share their insights with colleagues and friends.

In closing I would like to acknowledge the great support I have enjoyed from the Reconciliation Australia Board over the past 12 months. I value their wisdom and appreciate their thoughtful deliberations, both of which greatly assist me in my role.



Karen Mundine
Chief Executive Officer



CONNECTING WITH PEOPLE

During National Reconciliation Week, Reconciliation Australia teamed up with Reconciliation Victoria for a joint presence at the Long Walk. (Image by Wayne Quilliam).

AUSTRALIAN OF THE YEAR FINALISTS

In January this year we hosted a breakfast for the Aboriginal and Torres Strait Islander finalists in the Australian of the Year Awards, along with two other finalists who work closely with Aboriginal people. Each of these impressive Australians boasted an enviable list of achievements.

They were Danzal Baker (NT), Reginald Dodd (SA), Cheryl Kickett-Tucker (WA), Charlie King (NT), Michael Long (NT) and Mr F Mallard (WA) who recently passed away. Mark Sullivan (VIC) and Elijah Buol (QLD), the two finalists who work closely with Aboriginal people, also attended.

Reconciliation Australia CEO Karen Mundine congratulated the finalists, thanking them for their passion and their accomplishments saying they were all role models not only for Aboriginal and Torres Strait Islander peoples but for all Australians.

Later that evening at the presentation ceremony, it was no surprise to anyone that talented and influential rapper, dancer, artist and actor Danzal Baker (aka Baker Boy) was announced as the Young Australian of the Year. Danzal is best known for performing original hip-hop songs in both English and Yolnu Matha.

GARMA FESTIVAL

The 20th annual Garma Festival in north-east Arnhem Land focused on the role of truth telling in advancing reconciliation. The theme permeated the discussions during the Garma Key Forum, which has become a major national platform for the discourse and debate of issues affecting Indigenous Australians. Among the thousands who attended were business leaders, politicians, academics and journalists.

Each year, Reconciliation Australia invites around a dozen influential women from not-for-profit, government and corporate organisations to attend the Festival as

our guests. In 2018, they included senior women from high profile organisations such as BHP, Lend Lease, KPMG, EY, the Property Council, the Australian Greens and the Green Building Council Australia.

As always, the four-day Festival provided the women with a rare opportunity to gather and camp on a traditional ceremonial and historically significant meeting ground. The opportunity to meet and speak with Aboriginal and Torres Strait Islander peoples, share ideas, enjoy culturally unique dance and hear from a range of enlightening speakers was a rewarding experience for all the women.

We're certain they all returned home richer for the opportunity and stronger advocates for reconciliation.

NATIONAL RECONCILIATION WEEK

For the past 24 years, National Reconciliation Week (NRW) has provided a strong impetus for building relationships through special events and activities across Australia. It's a week of conversations and connections where everyone is invited to share and participate in the cultures of the First Australians.

During NRW 2019, and in line with our theme *Grounded in Truth: Walk Together with Courage*, we wanted to encourage Australians to be brave and bold and have honest conversations. Truth telling is the starting point for genuine understanding between Aboriginal and Torres Strait Islander people and other Australians and those candid exchanges are essential to improve how we relate to each other.

Collateral produced for NRW included 30,000 posters, 25,000 of which were sent to 4,700 schools. We published 22,000 copies of the NRW edition of Reconciliation News (which also included a pull out poster), 12,000 of which were inserted into the Koori Mail and a further 1,600 were distributed by Qantas into their lounges. Our NRW banners flew

prominently in 252 locations in Canberra, Sydney, Melbourne and Hobart.

Our website traffic, both in the lead up and during NRW, was up by 20 per cent on last year and our social media posts enjoyed a 30 per cent increase. The total number of registered NRW events was 881, an increase 58 per cent, which included 520 events registered by RAP partners.

National Reconciliation Week is our flagship reconciliation event, enabling Australians to gather at myriad celebrations around the country, together taking thousands of small steps in our shared quest for reconciliation. NRW 2019, with its truth telling theme, is arguably the most successful so far which is a positive sign of the growing interest and support for honest discussions about our past.

THE FUTURE

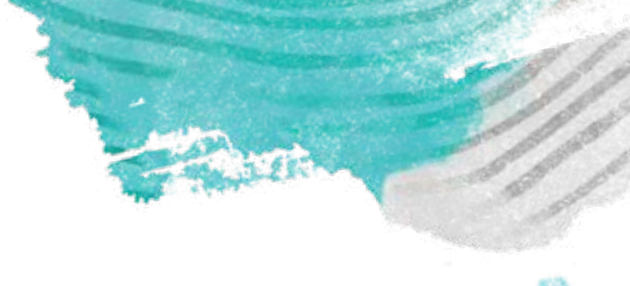
Next year promises to be busier than ever as we celebrate the 20th anniversary of the Bridge Walks and remind everyone of that momentous time and how the sheer weight of numbers crossing the Sydney Harbour Bridge inspired us all. National Reconciliation Week will be the central focus for the celebrations supplemented by a number of other events during the year.

Also in 2020, Reconciliation Australia begins its 20th year at the reconciliation coalface, which will be a timely opportunity for us to look back and take stock of what we've achieved and refresh our reconciliation priorities.

Looking ahead, we confidently expect the RAP program to maintain its amazing momentum, for the Narragunnawali program to further spread its educative message and for Reconciliation Australia to keep advocating for the things we see as critical to building a just, equitable and truly reconciled nation.



RECONCILIATION ACTION PLANS



A Reconciliation Action Plan, or RAP, provides a strategic framework for an organisation to support the national reconciliation movement.

Having a RAP enables an organisation to drive change, creating a powerful ripple effect that extends across its own sphere of influence and beyond.

The RAP program helps advance the five dimensions of reconciliation by supporting organisations to develop respectful relationships and create meaningful opportunities with Aboriginal and Torres Strait Islander peoples.

Each of the four RAP types (Reflect, Innovate, Stretch, Elevate) set out the minimum elements required from an organisation to build strong relationships, respect and opportunities within the organisation and community.

A GROWING NETWORK

The RAP program continues to enjoy phenomenal growth in both its magnitude and impact. Over 1,100 organisations of every type and size now make up the RAP community. Every organisation begins where they're comfortable, with opportunities to expand their commitments as time goes by. Sometimes it's large national and international organisations starting their RAP journey as Reflect or Innovate RAP partners; while non-profit organisations and universities implement cutting edge approaches as Stretch and Elevate RAP partners.

Beginning with eight trailblazing organisations in 2006, the RAP program has now seen annual growth of 25 per cent in each of the past five years. The 2018 RAP Impact Survey demonstrated that more than 2.7 million people work or study at a RAP organisation. This means nearly one in five working age Australians (18 per cent) are directly impacted by the RAP program. Secondary beneficiaries include their families, friends and local communities.

AN INTERCONNECTED NETWORK

The growth of the RAP network has also led to a transformation. The RAP community is no longer simply a group of individual organisations linked to Reconciliation Australia. It is an interconnected network where organisations learn from each other and advance reconciliation together.

In December 2018, Swinburne University hosted our national RAP conference attended by over 250 stakeholders from throughout the country. Conference participants derived great benefit from connecting with RAP practitioners from a variety of organisations engaged in different lines of work.

Throughout the year we hosted RAP starter workshops to support organisations beginning their RAP journey. With the generous support of the Commonwealth Bank, we also hosted several Learning Circles – small group gatherings of approximately 20 Innovate and Stretch RAP partners to learn alongside Elevate RAP partners.

The success of these networking events means that our team will expand next year so we can provide even more training and capacity building.

A PROVEN MODEL

Thanks to the generous support of EY, we began a comprehensive evaluation of the RAP program. Preliminary findings affirmed that RAPs are indeed agents of change and the RAP theory of change is working.

Those preliminary findings included analysis of a control group of 100 organisations with stated commitments to reconciliation but no RAP. Comparing that group to the RAP network indicated a distinct impact in areas that matter to Aboriginal and Torres Strait Islander communities. The evaluation demonstrated clear growth in procurement and employment directly linked to RAP commitments.

CASE STUDY RAP PARTNER COLLABORATION

While all individual RAP partners work each day to advance reconciliation, a compelling example of the power of collaboration within the network occurred during National Reconciliation Week. Fourteen Elevate RAP partners released a joint statement of support for the Uluru Statement from the Heart. It strongly encouraged their “people, industry colleagues and fellow Australians to join...this important national dialogue.”

The effort included a joint video and full page newspaper advertisements around the country. It emerged from regular meetings of the Elevate RAP cohort and the internal efforts of individual RAP partners to consider their response to the Statement.

At the same time, the legal Reconciliation Industry Network Group (RING) organised 18 major Australian law firms to also support the Statement. Sixteen of the 18 were organisations with a RAP.

The support of both groups for the Statement from the Heart generated widespread public support and encouraged numerous other RAP partners to develop and implement internal and external efforts to also support the Statement.

These initiatives demonstrate the power of the collective voice of RAP partners to educate and engage the Australian people.



CELEBRATING INDIGENOUS SUCCESS

INDIGENOUS GOVERNANCE PROGRAM

The Indigenous Governance Program aims to progress reconciliation through recognising, supporting, and celebrating strong Aboriginal and Torres Strait Islander governance and self-determination.

Successes

The Indigenous Governance Awards are central to the Indigenous Governance Program and were held again in 2018, the first time that applications were available online. With our new partner, AIGI, the Awards attracted an impressive 122 applications setting the Awards judging panel a most difficult task. We were pleased to welcome three new judges to the panel – AIGI CEO Michelle Deshong, BHP Principal Adrian Brahim and the First Assistant Secretary for the Indigenous Affairs Group in the Department of Prime Minister and Cabinet, Anne-Marie Roberts.

Nine high-performing Aboriginal and Torres Strait Islander organisations and initiatives were selected as finalists and the judges conducted site visits to each organisation to observe their governance processes in practice. Finalists were selected for their exceptional Indigenous governance and the positive and long-lasting change they are driving in their community. Finalists were:

CATEGORY A – INCORPORATED ORGANISATIONS

Institute for Urban Indigenous Health Ltd
Quandamooka Yoolooburrabee Aboriginal Corporation
Nyamba Buru Yawuru Ltd
Yamatji Marlpa Aboriginal Corporation (YMAC)
Marr Mooditj Training Aboriginal Corporation
Kuruma Marthudunera Aboriginal Corporation (KMAC)

CATEGORY B – NON-INCORPORATED PROJECTS

The Warlpiri Education and Training Trust (WETT)
SCFC project
Alekarenge Community Development Working Group

Chair of the Indigenous Governance Awards, Professor Mick Dodson, said that the finalists positively demonstrated the strength and acumen of Aboriginal and Torres Strait Islander-led organisations and projects around the country.

“They represent the best of what is happening across Australia, and their successes show us that when Aboriginal and Torres Strait Islander people are empowered to make decisions, substantial and sustainable change for the better is possible,” Professor Dodson said.

The winners were announced at the gala dinner presentation, held in November 2018 with the Institute for Urban Indigenous Health and Nyamba Buru Yawuru named as joint winners in Category A. Warlpiri Education and Training Trust (WETT) was the winner in Category B and Alekarenge Community Development Working Group was highly commended.

Partnerships and Collaboration

Reconciliation Australia knows the importance of recognising, celebrating and promoting strong Aboriginal and Torres Strait Islander governance and self-determination to emerging Aboriginal and Torres Strait Islander organisations and to the broader community.

In partnership with AIGI, we will continue to deliver the program and to supply governance resources, including case studies and the success stories of Indigenous Governance Awards finalists and winners. A set of Indigenous governance factsheets are also accessible on our website.

The Future

Over the course of the next year we will commence the Corporate Partnership Program, launch the Indigenous Governance Network, and call for applications for the 2020 Indigenous Governance Awards.

The aim of the Corporate Partnerships Program is to develop mutually beneficial, two-way relationships, between IGA finalists and corporations with RAPs. These partnerships will help support good governance practice, cross cultural learning and business development for both organisations involved. We believe that by connecting people and sharing experiences, we will continue to move forwards towards a reconciled Australia.

The Indigenous Governance Network will bring together individuals and organisations from across Australia, who are involved in, or interested in learning more about, Indigenous governance. The Network launch is planned for early 2020.

Left: Fiona Gibson, Kirsty-Anne Martin and Cynthia Wheeler from the Warlpiri Education and Training Trust (Alice Springs, NT), winners of a 2018 Indigenous Governance Award.



INFLUENCING POLICY

INFLUENCING POLICY AND RESEARCH

Reconciliation Australia uses research and evidence to build public support, and 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.

TRUTH TELLING

A major focus over the past year has been to build on our work on truth telling which falls under our historical acceptance dimension. This year we partnered with The Healing Foundation to hold a national Truth Telling Symposium in October igniting a conversation about the importance of truth telling. What truths need to be told as well as the different truth telling practices that might be applicable to Australia were discussed and collated into a set of guiding principles for future truth telling processes.

Discussion at the Symposium was led by experts in different arenas of truth telling including Dr Marie Wilson, Commissioner of the Truth and Reconciliation Commission of Canada, and thought leaders in areas such as the arts, healing, and cultural heritage.

Participants shared their knowledge and experiences of truth telling to develop a fuller understanding of what it should look like in the Australian context, and how individuals and communities can best be supported to safely and respectfully explore truth telling initiatives. The *Truth Telling Symposium Report* is published on our website.

AUSTRALIAN RECONCILIATION BAROMETER

The Australian Reconciliation Barometer (ARB) is a biennial, national research study which has been conducted by Reconciliation Australia since 2008. We were in the field in 2018 collecting data on attitudes and perceptions towards reconciliation. Released in February this year, our final report was promoted widely to politicians, our RAP and Narragunnawali partners, and the broader community.

Three findings in particular in the ARB report show that key reconciliation building blocks are becoming more embedded in our thinking. Ninety per cent of Australians now believe the central tenet of reconciliation – that the relationship between Aboriginal and Torres Strait Islander people is important. Ninety-five per cent of Australians believe that 'it is important for Aboriginal and Torres Strait Islander people to have a say in matters that affect them'. And 86 per cent believe it is important to learn about past issues.

The report also highlighted a number of areas for improvement. Of ongoing concern is that experiences of racial abuse remain disturbingly high for Aboriginal and Torres Strait Islander people with 33 per cent having experienced verbal racial abuse in the last six months.

Left: (from l to r) former Federal Minister for Aboriginal Affairs, Fred Chaney AO, Reconciliation Australia CEO Karen Mundine, the Minister for Aboriginal Australians, the Hon Ken Wyatt AM and CEO Reconciliation WA, James Back at the Reconciliation WA's NRW breakfast.

WORKING IN PARTNERSHIP

The year saw increased focus on major national campaign issues in the lead up to the Council of Australian Governments (COAG) meeting in December, and the Federal election in May. Our support for this national work continued via the Close the Gap, Change the Record and Family Matters campaigns, as the Federal Government undertook a review of the Closing the Gap framework. An important agreement was forged at the December COAG meeting to work in partnership with a Coalition of Peak Aboriginal and Torres Strait Islander organisations.

These are significant campaigns contributing to our equality and equity dimension that we will continue to actively support to achieve their objectives.

We coordinated four meetings of the Australian Reconciliation Network, including one face to face meeting held in Brisbane. The Network brings together Reconciliation Councils in NSW, Queensland, Victoria, ACT, South Australia, Western Australia and Tasmania to share and coordinate initiatives to progress reconciliation across the country.

POLITICAL ENGAGEMENT

During the year we met with 14 Members of federal parliament to discuss the work of Reconciliation Australia, particularly focussing on the Barometer findings, the socialising dimensions of reconciliation and the importance of truth telling. We made four submissions, and published an election platform report (available on our website) outlining expectations from an incoming government. We will continue to engage right across the parliament in a non-partisan way to gain support for progress on all of the dimensions of reconciliation.

CONSTITUTIONAL REFORM

Reconciliation Australia continues to articulate its support for the Uluru Statement from the Heart and advocates for the parliament to engage with First Peoples on the recommendations of the Referendum Council and the Statement.

In July 2018, we made a written submission to the Joint Select Committee on Constitutional Recognition relating to Aboriginal and Torres Strait Islander Peoples outlining our support for the Statement from the Heart as a path forward. We continue to urge parliament to engage with First Peoples on the issue. We have also worked with our RAP Partners to promote the Uluru Statement within their workplaces, and publicly support it.

THE FUTURE

Coinciding with the 20th Anniversary of Reconciliation Australia, we will release a State of Reconciliation Report in 2020 charting progress over the last four years and outlining our reconciliation priorities for the coming period. We will also release the next Australian Reconciliation Barometer and continue to focus on truth telling, particularly at a local level.



A photograph of Adam Duncan, a man with a beard and glasses, sitting on the floor and playing a didgeridoo. He is surrounded by a group of young children who are looking at him with interest. The background features a large, abstract mural in shades of blue and white, resembling a stylized sun or a network of lines. The text 'NARRAGUNNAWALI: RECONCILIATION IN EDUCATION' is overlaid on the top left of the image.

NARRAGUNNAWALI: RECONCILIATION IN EDUCATION

Narragunnawali is a national program that supports all Australian schools and early learning services to foster a high 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. We pay our respects and thank the United Ngunnawal Elders Council for giving us permission to use the word *narragunnawali*.

GROWTH

Over the past year, the number of schools and early learning services that commenced a Narragunnawali RAP increased by 71 per cent, from 2,600 to 4,455. That figure represents almost 17 per cent of all schools and early learning services across the country, and 700 of those schools and early learning services had published RAPs. This is a significant increase in engagement with RAPs and reflects the high level engagement with the program across the education sector.

There has also been a significant lift in the individual users registered on the Narragunnawali online platform with over 40,000 now registered, double the figure reported last year. Approximately 55 per cent of these users are on a RAP Working Group, and 45 per cent are users not associated with a RAP. Individual user engagement increased by 400 users per week.

PROGRAM DEVELOPMENT

To better reflect the widening reach of the program, the title was changed from 'Narragunnawali: Reconciliation in Schools and Early Learning' to 'Narragunnawali: Reconciliation in Education'. The word 'education' is more inclusive of the various forms of education institutions involved in the program (e.g. care services

Adam Duncan with his didgeridoo entertains the children at the Wiradjuri Preschool and Childcare centre



outside school hours, family day cares, kindergartens, and organisations that Narragunnawali supports through oversight of the Education & Training RAP Workplace portfolio).

Reconciliation Australia has partnered with the six state-based reconciliation councils as part of the Narragunnawali Regional Engagement Program. These partners will work with Narragunnawali to develop a coordinated and cross-sectoral approach to reconciliation in education.

Reconciliation Australia also launched a closed Facebook group for members of the Narragunnawali community. This group is connected to the broader RA Facebook page, and provides a platform for teachers, educators, community members and students who work in or are connected to schools, early learning or tertiary education. There they can keep up to date, share content and generate conversation with fellow group members.

NARRAGUNNAWALI AWARDS

We received more than 100 nominations for the Narragunnawali Awards. The following six finalists were selected for showing exceptional commitment to reconciliation in the classroom, around the school or early learning service, and with the community:

Early Learning Finalists

Barefoot Early Childhood, QLD
Forbes Preschool Kindergarten, NSW
Kelly's Place Children's Centre, NSW

Schools Finalists

Macleay High School, NSW
Moolap Primary School, VIC
Tamborine Mountain State School, QLD

The winners will be announced at a ceremony in Canberra in November 2019.

CURRICULUM AND PROFESSIONAL LEARNING

"I was inspired to relearn and rethink my position in creating a better space for our services and how we can stand up and work towards an authentic reconciliation process." (webinar participant April 2019)

Over the past 12 months the Narragunnawali team delivered 29 live webinars to 843 registered participants.

Narragunnawali is often invited to present at professional learning workshops and symposiums in partnership with support organisations, for example the Narragunnawali team worked in partnership with Inclusion Support Queensland to deliver Narragunnawali workshops in Ipswich, Brisbane, Toowoomba, Gold Coast, Rockhampton, Townsville and Cairns.

Over the past year the Narragunnawali team has provided feedback on resources for about a dozen external organisations, including the Australian Human Rights Commission (*Let's Talk about Race* guide) and Shark Island Productions (*The Final Quarter* Education resources). Reconciliation Australia also made submissions to the Review of the Melbourne Declaration and the NES Curriculum Review.

IMPACT AND EVALUATION

The Australian National University is undertaking a multi-year evaluation of Narragunnawali, using a combination of administrative data analysis, qualitative interviews, quantitative surveys, and experimental approaches to monitor the growth and impact of the program. The report *Evaluation of Narragunnawali: Qualitative Research, Phase 2 Wave 2* (May 2019) concluded that "the schools and early learning services participating in this wave of the evaluation have been able to demonstrate considerable early success in implementing the Narragunnawali program...

"Interviewees provide rich examples of how developing and implementing a RAP has helped build awareness and respect for reconciliation within school and early learning service communities. The process of developing a RAP has helped some schools and early learning services challenge negative perceptions and attitudes about reconciliation amongst staff, and also to help build awareness and respect about reconciliation amongst their students and young children. The instance of a young child doing their own Acknowledgement of Country before going to bed each night is a poignant example."

Associate Professor Nicholas Biddle and Associate Professor Naomi Priest of ANU-CAEPR published a literature review titled: 'The Importance of Reconciliation in Education' as part of the Narragunnawali evaluation. The aim of the paper was to summarise existing evidence and new analyses. The results presented in the paper alongside the literature reviewed showed that Aboriginal and Torres Strait Islander children are exposed to very high levels of racism and discrimination, and that this exposure appears to have detrimental effects on their outcomes. Programs that seek to reduce such exposure and that minimise the effects are vitally important for a school system that values equity and education for all.

THE FUTURE

We have engaged Social Ventures Australia (SVA) to undertake sustainability research that will focus on defining how the program will achieve long-term sustainability and impact (well beyond the current funding period).

PARTNERS AND SUPPORTERS

We are very proud and grateful to include many of Australia's leading organisations amongst 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 Prime Minister and Cabinet
BHP Foundation
Rio Tinto

Major supporters

Commonwealth Bank
Fred Hollows Foundation
The Healing Foundation
Lendlease

Major supporters

Department of Human Services

Supporters

ANTaR
Australian Human Rights Commission
Arnold Bloch Leibler
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)
CATSINaM
Change the Record Campaign Steering Committee
Chief Minister of the Australian Capital Territory
Close the Gap Campaign Steering Committee
Diversity Council of Australia
Early Childhood Australia
Facebook

Foxtel
Hebert Smith Freehills
IAG Limited
Koori Mail
KPMG
KU Children Services
NACCHO
National Anti-Racism Partnership Strategy
National Australia Bank
National Australia Day Council
National Indigenous Television (NITV)
National Rugby League (NRL)
Network 10
News Limited
NSW Reconciliation Council
Oxfam
Reconciliation Council of Tasmania
Reconciliation Queensland Inc.
Reconciliation South Australia
Reconciliation Victoria
Reconciliation Western Australia
Richmond Football Club
SBS
Seven Network
Supply Nation
Swinburne University
The Long Walk Trust
Twitter
University of Canberra
Westpac
Yothu Yindi Foundation

Right: Our invited group of female leaders from not-for-profit, government and corporate organisations, were immersed in First Nations cultures at Garma.



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.

CURRENT YEAR RESULTS

The result of Reconciliation Australia's operation in 2018–19 was a deficit of \$214,166 (surplus of \$423,008 in 2017–18). The current year deficit was budgeted for by the Directors and was funded out of retained earnings. It consists primarily of expenditure on an independent evaluation of the Reconciliation Action Plan (RAP) program.

Total revenue for the current year was \$6,275,626 (\$7,477,327 in 2017–18) and total expenditure was \$6,489,792 (\$7,054,319 in 2017–18). The reduction in revenue and expenditure was due to the conclusion of Federal Government funding for the Recognise campaign in the prior financial year.

WHERE DO OUR FUNDS COME FROM?

We are an independent, non-government organisation. Our core funding is from the Australian Government through the National Indigenous Australians Agency (NIAA) 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?

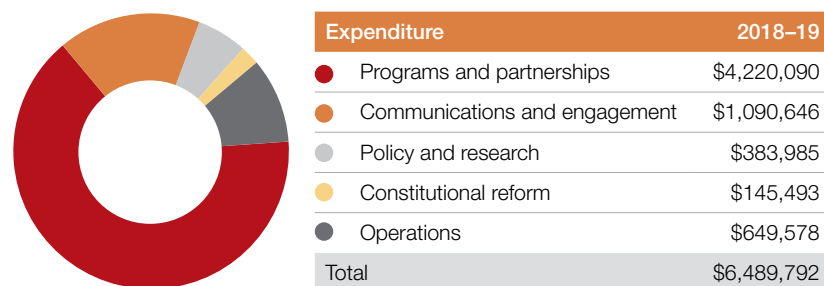
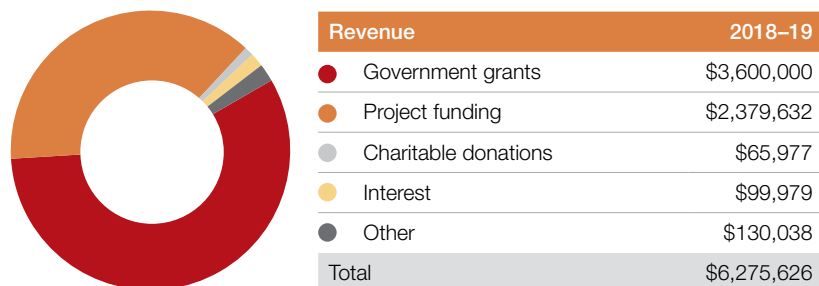
In 2018–19 Reconciliation Australia delivered programs and initiatives which accounted for 90 per cent of the organisation's expenditure. Our primary costs relate to Employees and Communications.

This annual review provides a summary of the financial performance and position for the financial year ended 30 June 2019. Copies of the full Annual Financial Reporting, including the Independent Audit Report can be obtained from our website.

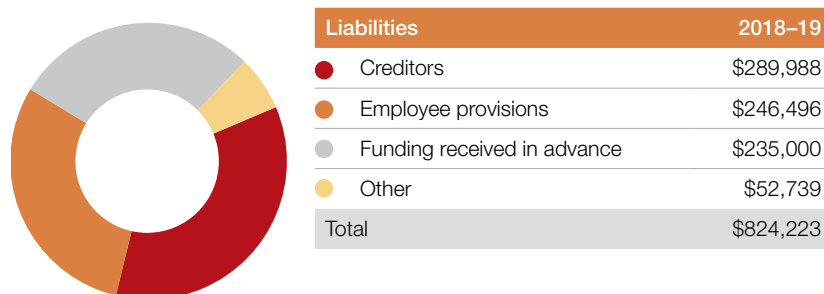
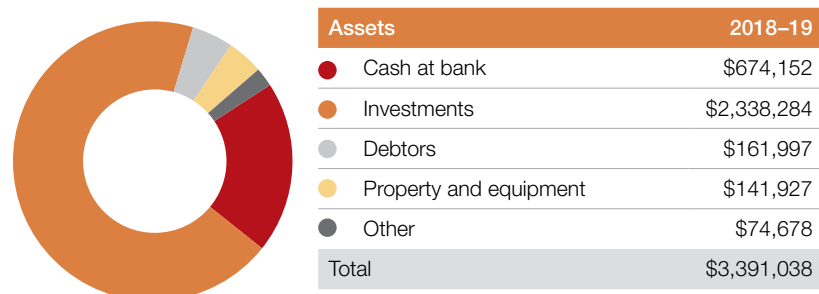
SUMMARY RESULTS

	2018–19	2017–18
Total revenue and other income	\$6,275,626	\$7,477,327
Total expenditure	\$6,489,792	\$7,054,319
(Deficit)/surplus	(\$214,166)	\$423,008

FINANCIAL PERFORMANCE



FINANCIAL POSITION





RECONCILIATION
AUSTRALIA

Reconciliation Australia
PO Box 4773
Kingston ACT 2604

Tel +61 2 6273 9200
enquiries@reconciliation.org.au
reconciliation.org.au