



RECONCILIATION AUSTRALIA
ANNUAL REVIEW 2019–2020



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: Northern Territory Local Hero Shirleen Campbell (l) and Barbara Molanus, at Reconciliation Australia's 2020 Australian of the Year Award Breakfast in January. Photo: Sean Davey.

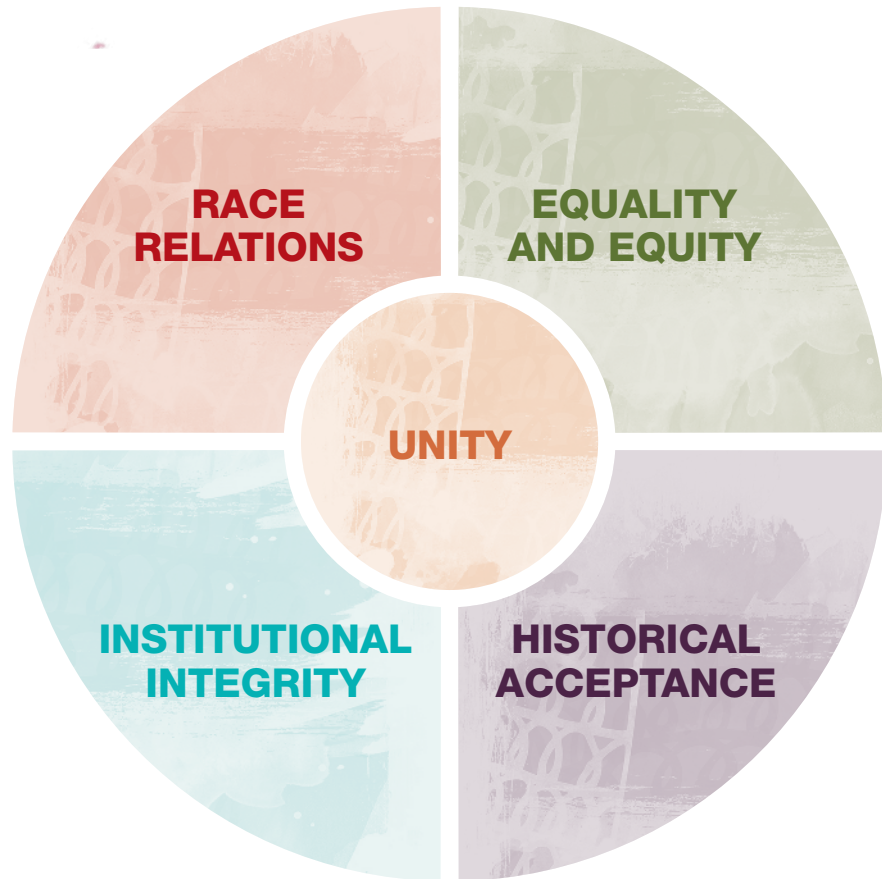
Right: Fifty Stretch and Elevate RAP organisations collaborated for a joint expression of support for Aboriginal and Torres Strait Islander communities during National Reconciliation Week 2020. Photo collage assembled by Woodside.



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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.

MESSAGE FROM THE BOARD OF RECONCILIATION AUSTRALIA

As the Board of Reconciliation Australia, we welcome the opportunity to pause, reflect and review the year that was. These past twelve months have presented plenty to reflect on with more challenges than we might ever have imagined, but also amazing examples of strength and resilience.

In what has truly been a year of two parts we were forced to explore how we could individually and collectively continue to foster respectful relationships through reconciliation when our normal routines, lives, and connections are on hold. The lessons we have learned should stand us in better stead to tackle the issues most fundamental to our future, including genuine reconciliation.

The year started with a pledge by Minister Ken Wyatt AM, to “bring forward a consensus option for constitutional recognition to be put to a referendum during the current parliamentary term”. The Government commenced a co-design process to develop models for an Indigenous Voice at a local, regional and national level.

Reconciliation Co-Chair, Professor Tom Calma AO requested a leave of absence while he undertook the role of Co-Chair of the Senior Advisory Group of the Indigenous Voice co-design process. Board Member, Mr Glen Kelly graciously assumed the Indigenous Co-Chair role until Professor Calma’s return.

The co-design announcement was a step in the right direction following five formal inquiries in seven years that have sought agreement on a proposal for a referendum on constitutional recognition.

The continued refusal to establish a process and timeframe for advancing the issues proposed in the Uluru Statement from the Heart, including an Indigenous Voice to Parliament, suggests the government is out of step with the broader community in progressing reconciliation.

Despite this, we saw state and territory governments moving forward on treaty negotiations, with Queensland joining Victoria and the Northern Territory in announcing the commencement of formal treaty processes.

The truly horrifying summer bushfires saw a growing recognition of First Nations sciences and ecological knowledges, as Aboriginal and Torres Strait Islander people highlighted the benefits of traditional burning. It took Australia’s most destructive fire season for many Australians to finally understand that our future depends on a decisive role for First Nations people in land and resource management.

The awakening of such understanding is an integral part of Australia’s reconciliation journey. As always, Reconciliation Australia looks to build on these experiences to facilitate and foster understanding, respect and trust between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians.

The latest *Closing the Gap Report*, released in February 2020, was a source of disappointment yet again, revealing only two of the original seven *Closing the Gap* targets are on track to be met within their timeframes.

These failings point towards the need for a greater First Nations voice in designing, implementing and evaluating the Close the Gap framework.

We are confident that the signing of a new partnership agreement between the First Ministers of all Australian Governments, the Coalition of Peaks, and the Australian Local Government Association will reinvigorate the process and produce better—and lasting—outcomes.

It is disappointing, however, that it has taken twelve years for governments to recognise the necessity of having an equal First Nations voice at the Closing the Gap table.

Reconciliation suffered a very serious setback in May with Rio Tinto’s destruction of two Pilbara caves at Juukan Gorge. The site was destroyed legally despite the firm opposition of Traditional Owners, the Puutu Kunti Kurama and Pinikura (PKKP) peoples.

Rio Tinto’s actions failed to meet the standards Reconciliation Australia expects of our Reconciliation Action Plan (RAP) partners. As a result, in June, the Board suspended Rio Tinto from the RAP program.

Nikita Ridgeway’s artwork, the basis for the design of the In this together 2020 theme, projected onto the Carillon in Canberra as a part of a collaboration between Reconciliation Australia and the National Capital Authority for National Reconciliation Week. Photo: Dom Northcott and The Electric Canvas.

There is no doubt that, despite the pandemic, our journey towards reconciliation is making progress, but there remains a way to go. We are buoyed by evidence of a far greater awareness of the complexity and magnitude of First Nations cultures and knowledges; and many more Australians now understand and acknowledge the brutal impact that British colonialism and the modern Australian state have had on First Nations families and communities.

As we look back on the year that was, I would like to acknowledge and warmly thank the team of Reconciliation Australia for their tireless work, energy and dedication. You have shown great innovation and resilience, and quite simply gone above and beyond while also managing the stresses and ambiguity of COVID-19 in your own lives. Your efforts are greatly appreciated.

Finally, in a normal year you would expect to see this message signed off by both Co-Chairs, but this is no normal year. We have had two Indigenous Co-Chairs over the year and stood firm as a united Board in making decisions consistent with the values of our organisation and in the spirit of reconciliation. Accordingly, this year I sign off on this message not as Co-Chair of Reconciliation Australia, but as one Board member on behalf of my wonderful colleagues.



Ms Melinda Cilento
Director





Reconciliation Australia CEO, Karen Mundine. Photo: Joseph Mayers.

MESSAGE FROM THE CEO

In July 2019 we knew the year to come was going to be momentous, but nothing could have prepared us for the events of 2020. Nor could we predict just how prescient the 2020 National Reconciliation Week (NRW) theme, *In this together*, would become!

Reconciliation Australia was ready to celebrate the twentieth anniversary of the 2000 Bridge Walks for Reconciliation, while also preparing to stage our first national convention in twenty years. However, COVID-19 restrictions and lockdowns forced a complete rethink of all planned national events.

Despite these setbacks, NRW 2020 was one of the most successful to date, with huge support for online and virtual events. This year's NRW showed that, even in a changing world, engagement with reconciliation is still a priority and that even when apart, we can still be *In this together*.

The Reconciliation Australia team rose to the occasion across all of our work areas, actioning our value of Innovation by pivoting to virtual and online solutions to continue our work and support our reconciliation partners.

While it's a challenge to recall the pre-pandemic world now, in a gratifying endorsement of our work, Reconciliation Australia was a 2019 UN Honour recipient in October. The award recognised Reconciliation Australia's "embodiment of UN humanitarian values with regard to the rights of Indigenous Peoples."

In November, we presented the second Reconciliation Australia Narragunnawali Awards, recognising the contributions that students, teachers and broader communities are making to progress reconciliation in schools and early learning settings. Maclean High School (NSW) and Forbes Preschool (NSW) won the schools and early learning categories respectively at a beautiful ceremony at the National Arboretum.

At the end of 2019, I was one of 450 people participating in the successful 2019 National Reconciliation Action Plan (RAP) Conference. It reminds me of the growing strength of the RAP community, that now numbers over 1,100 organisations, with a significant leadership cohort in our Elevate and Stretch RAP partners.

We continue to advocate strongly for the Uluru Statement from the Heart—including for a process of truth-telling. Building on 2018's Truth-Telling Symposium, we held workshops in three states with our State counterparts to understand what truth-telling looks like in local communities.

As the year became increasingly virtual, we saw unprecedented online engagement with our revamped online program and activities for National Reconciliation Week; huge growth in our website and social media engagement; as well as significantly increased user activity on the Narragunnawali website.

In the middle of our very busy virtual National Reconciliation Week, Reconciliation Australia staff got the opportunity to meet (virtually) with His Excellency General the Honourable David Hurley AC DSC (Retd) Governor-General of the Commonwealth of Australia, and Her Excellency Mrs Hurley to showcase and discuss our work.

The RAP program also moved online with monthly virtual gatherings; webinars on the impacts of COVID-19 on RAPs; online starter workshops; and a webinar series.

The Indigenous Governance Awards were a pandemic casualty in 2020 but they will return next year with minor changes to categories to ensure small community-based organisations are not disadvantaged.

I am so proud to lead such an agile team during these times and it has been heartening to witness the COVID-19 response of First Nations organisations and communities. While this crisis exposed startling inequities in Australia's health outcomes, so too has it shown the enduring resilience, creativity, and decisiveness of Aboriginal and Torres Strait Islander leaders and governance.

Also despite COVID-19, the Black Lives Matter movement saw record numbers of Australians join with First Nations people protesting against deaths in custody and disproportionate incarceration rates of Aboriginal and Torres Strait Islander people.

In a year filled with unprecedented events, the support I have received from the Reconciliation Australia Board has been invaluable. Their wisdom and thoughtful deliberations are of great assistance to the management team and myself, but also in guiding the reconciliation movement as a whole.



Karen Mundine
Chief Executive Officer



CONNECTING WITH PEOPLE

The Reconciliation Australia women's group at Gama 2019.

AUSTRALIAN OF THE YEAR BREAKFAST

Every year, Reconciliation Australia honours Aboriginal and/or Torres Strait Islander finalists at a breakfast held in Canberra on the morning of the official announcement of the Australian of the Year Awards.

In 60 years since the advent of the Australian of the Year Awards, we have seen an impressive number of Aboriginal and Torres Strait Islander winners and finalists, ranging from artists to activists, and all of whom are leaders in their fields. First Nations peoples comprised 25% of the 2020 Australian of the Year Award finalists.

Reconciliation Australia CEO, Karen Mundine congratulated the finalists on their nomination as they continue the legacy of the 60,000-plus years that Aboriginal and Torres Strait Islander peoples have invented, dreamed and lead across this land.

This year's Aboriginal and Torres Strait Islander nominees were: Cory Tutt (NSW), Archie Roach AM (VIC), Ashleigh Barty (QLD) (Young Australian of the Year), Yarlalu Thomas (WA), Zibeeon Fielding (SA), Katrina Fanning ACT, Banduk Marika AO (NT), and Shirleen Campbell (NT).

James Muecke AM (SA) and Bernie Shakeshaft (NSW), two finalists who work with First Nations communities, also attended. They both went on to be awarded Australian of the Year and Local Hero respectively.

GARMA 2019

The Garma Festival theme for 2019 was *Garma'illi Manapanmirri Dhukarryarrany'dhun Gudarr'wu: Pathways to our Future*. As it has since 2006, Reconciliation Australia once again hosted a group of women as part of the Garma Women's program.

The program is designed for participants to take full advantage of the wider Garma program, coming together in a relaxed, supportive group environment around the campfire at the end of the day.

When at Garma, the RA Women's Group was privileged to be hosted by Reconciliation Australia Board Member, Yothu Yindi Foundation Board Director and Yolngu Elder, Djapirri Mununggirritj.

Guests included fifteen women from corporate, government and services sectors, universities, and First Nations and reconciliation groups.

They participated in key forums at Garma 2019 covering constitutional recognition, co-design, treaty processes, and education; as well as the many significant cultural opportunities throughout the festival.

NATIONAL RECONCILIATION WEEK

When the theme for National Reconciliation Week 2020, *In this together*, was decided late in 2019, no one could have foreseen how prophetic it would be.

Reconciliation Australia was ready to celebrate the twentieth anniversary of the 2000 Bridge Walks for Reconciliation during this year's National Reconciliation Week (NRW), however, COVID-19 restrictions and lockdowns forced a complete rethink of all the planned national events.

Despite these setbacks, NRW 2020 was one of the most successful to date, with huge support for online events and content.

Compared to the previous year's NRW period, website engagement increased by 55%, Reconciliation Film Club audience sizes increased by 51% (which generated a total of \$27,415 for First Nations filmmakers and producers), and our average social media engagements across all channels increased by 229%.

NRW advertising reach doubled, with \$1,768,232 of total value delivered by pro bono and RAP partners across national print, online and radio platforms.

The NRW launch event, a National Acknowledgement of Country at 12 pm on 27 May, kicked off with a video montage of reconciliation supporters acknowledging Country. The video was viewed more than 21,100 times on Facebook and thousands of Australians posted their own acknowledgements on major social media platforms.

Reconciliation Australia partnered with ABC on two major events which aired on ABC News 24, ABC Local Radio; and on Reconciliation Australia and ABC Facebook pages and YouTube channels.

This year's NRW showed that, even in a changing world, engagement with reconciliation is still a priority.

LOOKING FORWARD

Reconciliation Australia's 20th anniversary is in 2021, and offers us all the chance to reflect and act on the state of reconciliation in Australia, and to progress the national conversation on reconciliation with a focus on truth-telling.

The establishment of Reconciliation Australia was announced at Corroboree 2000, a gathering hosted by the Council for Aboriginal Reconciliation at the Sydney Opera House in 2000.

To mark the 20th anniversary a second national reconciliation convention will be held in Sydney in late 2021. The year will also host the postponed Indigenous Governance Awards (from 2020) and the biennial Narragunnawali Awards.

The burgeoning growth in expressions of interest in the RAP program will continue, as will demand for Reconciliation Australia's educational resources delivered through our relaunched main website, reconciliation.org.au, and our increasingly engaged social media audiences.



RECONCILIATION ACTION PLANS: STRENGTH AND SUPPORT

Conference attendees from Curtin University, Rickiesha Deegan, Maekayla Deegan and Caitlyn Mallard. Photo: Alan McDonald.

The Reconciliation Action Plan (RAP) program provides a strategic framework for an organisation to support the national reconciliation movement. It has grown to over 1,100 organisations with active RAPs, continuing its 25% annual growth.

The effects of COVID-19 did not slow the growth of the RAP program, but rather expressions of interest doubled to over 50 new organisations—ranging from high profile global corporations to small community organisations—exploring a RAP each week towards the end of June.

In September, EY and the Wollotuka Institute at the University of Newcastle completed a comprehensive program evaluation of the RAP program, informed by a broad range of data. Findings affirmed the high quality of the RAP program design and that most processes are working as anticipated. It also highlighted the opportunity for Reconciliation Australia to invest in training and capacity building to grow the size and impact of the RAP network.

A key focus of the year was supporting the RAP network and deepening relationships between leading RAP partners.

TRAINING AND CAPACITY BUILDING

The flagship of our training and capacity building efforts was the 2019 National RAP Conference. Hosted in Perth, in partnership with Curtin University and Reconciliation WA, over 450 delegates from across the country explored the theme *Walking Together, Working Together*.

Our expanded capacity building events included five RAP starter workshops for organisations new to the RAP network, and five Learning Circles intended to deepen connections and share learnings between existing RAP partners.

The October 2019 launch of the *How RAPs Advance Reconciliation* video and the ongoing development of the online RAP Builder were vital tools as we moved to online learning due to COVID-19 effects.

The existing RAP starter workshops and learning circles were redesigned for online delivery. In June 2020 we began implementation of this webinar series, with more planned in August and November.

AMPLIFYING RAP LEADERSHIP

The rapid growth of the RAP network means there are now 23 Elevate RAP organisations and 158 Stretch RAP organisations, representing an important leadership cohort for the RAP network.

In February, we launched regular leadership gatherings of Elevate and Stretch RAP partners for networking and peer learning. We hosted monthly virtual gatherings from March to June that helped organisations respond quickly to COVID-19 and to support Aboriginal and Torres Strait Islander communities.

In National Reconciliation Week, 50 Stretch and Elevate RAP organisations collaborated for a public and visual expression of support for Aboriginal and Torres Strait Islander communities.

We also launched the Elevate RAP Peer Review process to enhance the impact of Elevate RAP leadership projects. The first sessions were initially delayed by COVID-19, but were finally held in July and September 2020.

RESPONDING TO COVID-19

We immediately responded to the impact of COVID-19 by urging RAP partners to focus on the vision and values underpinning their RAPs.

In May 2020, we hosted four live webinars for the RAP network to provide guidance about program adjustments in light of COVID-19. The webinars reached over 764 viewers. We were encouraged by the innovation and commitment demonstrated even by RAP partners facing significant financial or operational impacts.

A RAP partners' survey showed that 45% were severely or significantly impacted by the pandemic. In response we approved 93 extensions for severely or significantly affected RAP partners to enable them to continue to advance reconciliation in this challenging time.

LOOKING TO THE FUTURE

The online starter workshops and learning circles webinar series will continue through to the end of 2020. We are also planning for a virtual National RAP Conference in early 2021. These efforts have accelerated our longer-term strategy to develop an online learning community for the RAP network.

In the coming year, the leadership cohort has prioritised efforts to collaborate for strategic impact by working in small groups focused on supporting the UN Declaration on the Rights of Indigenous Peoples, measuring impact, place-based reconciliation, and growing the RAP network.



**GOVERNANCE EXCELLENCE IN
CHALLENGING TIMES**



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

This year we were forced to review our planned activities due to the impact of COVID-19 on the communities and organisations we work with. The planned Indigenous Governance Awards (IGA) were postponed to ensure safety of communities, staff and judges. A number of contingency options remain in place for the delivery of the Awards in 2021.

COVID-19 also affected timeframes and modes of delivery in the Corporate Partnership Program and the Indigenous Governance Network, with the Corporate Partnerships Program successfully moving online.

PARTNERSHIPS

In October, Reconciliation Australia signed a memorandum of understanding with the Australian Indigenous Governance Institute (AIGI) around the delivery of the Indigenous Governance Program. The MoU strengthens the partnership by detailing accountabilities and responsibilities in the delivery of the IGP and is supported by a joint work plan and a governance and decision-making structure. A working group ensures collaboration across program areas.

As part of the Corporate Partnership Program, discussions were facilitated between four Indigenous Governance Award finalists and four Reconciliation Action Plan partners, to help scope partnerships.

Two of these partnerships have progressed to identifying projects for potential collaboration.

CEO of the Australian Indigenous Governance Institute, Michelle Deshong (l) and Reconciliation Australia CEO, Karen Mundine sign off on the partnership in October 2019. Photo: Rosemary Smith.

COMMUNITY ENGAGEMENT

The IGP website—indigenousgovernance.org.au—went live in June. The website hosts information on the program and the 2021 Awards applications and judging processes.

A key feature of the website is the Indigenous Governance Network which aims to bring together individuals and organisations from across Australia, who are involved in, or interested in learning more about Indigenous Governance.

Network membership comprises Indigenous-led organisations, government and non-government organisations, and Aboriginal and/or Torres Strait Islander community members.

Members can share information on their achievements and learnings, and best governance practices, both domestically and internationally. They can also engage in online discussions, read news about governance initiatives, and connect with other members.

The site's resources are not only available to Indigenous organisations engaged through the IGAs, but also to RAP partners, other corporate stakeholders, and the broader Australian community.

The IGP continued to promote effective Indigenous governance, engaging with previous IGA winners and finalists.

We highlighted the successes and approach of two previous Indigenous Governance Award-winning organisations, Purple House and the Warlpiri Education Training Trust (WETT) by producing and promoting videos of the organisations and their work. We also developed detailed case studies of Purple House and another IGA winner, Institute of Urban Indigenous Health (UIH) for the State of Reconciliation in Australia Report 2020, and for the IGP website.

INDIGENOUS GOVERNANCE AWARDS CATEGORIES

Changes made to Awards categories for 2021 address feedback received during the IGA Review completed in 2019, that smaller organisations might be disadvantaged through the application process. The revised categories are:

- Category 1: Outstanding examples of governance in Indigenous-led non-incorporated initiatives or projects.
- Category 2: Outstanding examples of governance in Indigenous-led small to medium incorporated organisations (under \$1 million annual revenue).
- Category 3: Outstanding examples of governance in Indigenous-led large incorporated organisations (\$1 million and over annual revenue).

Reconciliation Australia has also developed a bespoke online application and judging platform for the Awards, to help streamline application under these categories, and support the judging process.

The IGP Team is continuing to work with AIGI to implement remaining recommendations from the Review of the Indigenous Governance Awards.

LOOKING TO THE FUTURE

The major focus for the coming year will be the delivery of the Indigenous Governance Awards, building the Indigenous Governance Network, and securing and supporting partnership projects as part of the Corporate Partnership Program.



**POLICY IN ACTION, THROUGH
RESEARCH AND ENGAGEMENT**

Whadjuk Elder Marie Taylor and the City of Fremantle Mayor Brad Pettitt sign the City of Fremantle's Statement of Commitments to Reconciliation. The Fremantle Mayor spoke at the Western Australia truth-telling workshop. Photo: Fremantle Council.



Reconciliation Australia uses advocacy, research and evidence to build public support; influence government policy and the national conversation on reconciliation; and to drive action in the five dimensions of reconciliation.

TRUTH-TELLING

Truth-telling remains a central focus for the Policy, Research and Government Affairs team, and we hosted three truth-telling workshops for local councils and other community members in New South Wales, South Australia and Western Australia. The workshops considered the challenges and opportunities in pursuing truth-telling initiatives; and the supports councils/communities would need to engage in, and drive, localised truth-telling. The workshops were held in association with Reconciliation NSW, Reconciliation SA and Reconciliation WA.

Reconciliation Australia and the Healing Foundation developed a detailed community truth-telling program to launch in 2021, to support and help facilitate local truth-telling projects. A truth-telling research project in partnership with Deakin University is under consideration by the Australian Research Council.

POLITICAL ENGAGEMENT

During the year we met with the Federal Minister and Opposition Spokesperson for Indigenous Affairs, the NSW Aboriginal Affairs Minister, and eight Federal Members of Parliament (MPs), and briefed a further Federal 15 MPs and advisors from across the political spectrum in a presentation in Parliament House on truth-telling and its role in reconciliation.

We made a submission to the Senate Legal and Constitutional Affairs Reference Committee inquiry into Nationhood, National Identity and Democracy highlighting structural changes such as constitutional reform and treaties as part of the unfinished business of reconciliation. We also made a submission to the Joint Standing Committee on Northern Australia Inquiry into the destruction of 46,000-year-old caves at the Juukan Gorge in the Pilbara, focussing on the need to work closely with Aboriginal and Torres Strait Islander peoples and their representatives on cultural heritage protections.

RESEARCH AND REPORTING

The *State of Reconciliation in Australia Report* assesses progress made, and key directions for the future, as we continue towards becoming a reconciled nation. The report is released every four years. Research and interviews with Aboriginal and Torres Strait Islander leaders were completed in May.

The *Australian Reconciliation Barometer*, published every two years, measures attitudes towards reconciliation, using the five dimensions of reconciliation to inform data collection and analysis. In June we surveyed 1988 people in the general community and 495 Aboriginal and Torres Strait Islander people.

WORKING IN PARTNERSHIP

Through our policy work we continue to increase our collaboration with other organisations, including signing a memorandum of understanding with the Healing Foundation with whom we had forged a strong relationship through truth-telling activities.

We continued to work with a range of Aboriginal and Torres Strait Islander organisations through our support of, and involvement in, national campaigns including:

- Close the Gap: health equality
- Change the Record: incarceration and family violence
- Family Matters: children in out of home care.

We promoted and participated in the annual the National Close the Gap Day and supported calls for justice targets.

We increased our engagement with the Australian Reconciliation Network (ARN), supporting the annual meeting in November 2019 in Tasmania, and holding seven meetings rather than the usual four, as COVID-19 forced new ways of engagement focussed around National Reconciliation Week.

We continue to support the work of the Australian Council of Social Services as a member, and engage in critical policy discussions relevant to First Peoples and reconciliation.

LOOKING TO THE FUTURE

In late 2020, the *State of Reconciliation in Australia Report* and the *Australian Reconciliation barometer* will be released, along with the *Workplace RAP Barometer*. The *State of Reconciliation Report* provides strategic guidance for Reconciliation Australia and the whole reconciliation movement for the next four years.



RECONCILIATION IN EDUCATION

Maclean High School (NSW), winners of the Schools Award at the 2019 Narragunnawali Awards. Photo: Nathan Dukes.

Reconciliation Australia's Narragunnawali: Reconciliation in Education program supports all schools and early learning services in Australia to foster a high level of knowledge and pride in Aboriginal and Torres Strait Islander histories, cultures and contributions.

PROFESSIONAL LEARNING AND CURRICULUM RESOURCES

The narragunnawali.org.au website continues to see very healthy growth in users and activity with 61,447 registered users, representing a 50% growth rate in this period. The Narragunnawali team developed a professional learning resource and participated on the Education Advisory Committee for the landmark documentary film, *In My Blood It Runs*.

Eleven Narragunnawali webinars were delivered between 1 July 2019 and 30 June 2020, with a total of 1,347 registered participants, an annual participant growth rate of 60%. Reconciliation Australia became an endorsed provider of NSW Education Standards Authority (NESA) registered professional development. Specific Narragunnawali webinars and workshop courses can contribute to two NESA registered professional development standards.

EDUCATION RAPS

The number of schools and early learning services with a published RAP grew over 50% to 1077, with 6,198 schools and early learning services registered to develop a RAP on the Narragunnawali platform; this represents nearly a quarter of all schools and early learning services across Australia.

Almost one-third of the 48 endorsed Education and Training sector RAPs included actions and deliverables supporting the Narragunnawali program. Seventeen of the 40 universities in Australia had an endorsed RAP.

In alignment with student action on climate change, the Narragunnawali team launched a new 'Care for Country' RAP Action in 2019, to encourage consideration of Aboriginal and Torres Strait Islander perspectives on sustainability planning, policies and practices. Hundreds of schools and early learning services have since added this action to their RAP.

REGIONAL ENGAGEMENT

Six state-based reconciliation organisations are being funded over a three-year period to develop a coordinated and cross-sectoral approach to reconciliation in education through the newly-established Narragunnawali Regional Engagement program. Partner activities included establishing Education RINGS (Reconciliation Industry Network Groups) and sharing local resources with teachers and educators through targeted communications and workshops.

COMMUNICATIONS AND EVENTS

Maclean High School (NSW) and Forbes Preschool (NSW) were awarded winners in the schools and early learning categories respectively at a ceremony to celebrate the 2019 Narragunnawali Awards at the National Arboretum in Canberra in November.

Three editions of Narragunnawali News were distributed to over 7,000 subscribers on the themes of Caring for Country (Sep 2019), Celebrating Achievements (Dec 2019), and NRW (May 2020), along with two extra EDMs on reconciliation actions during COVID-19, and taking action against racism.

The Narragunnawali closed Facebook group reached 1,681 members.

RESEARCH AND EVALUATION

The Australian National University's Centre for Social Research Methods' evaluation of the Narragunnawali program noted that, "despite a period of very significant disruption to the education sector [in 2020] primarily as a result of the Black Summer bushfires and the COVID-19 pandemic... growth in engagement with Narragunnawali RAPs has continued."

Findings from the evaluation also fed into a midterm review of Narragunnawali, completed by Social Ventures Australia (SVA), highlighting that Narragunnawali has consistently achieved and exceeded the KPIs identified in its BHP Foundation funding agreement.

The Review also concluded Narragunnawali is well-supported and fills a recognised gap; has a strong ethos of learning and evaluation; is considered to be receptive and responsive to feedback from its users; and provides a highly valued structured approach to charting and implementing reconciliation in education.

A monitoring and evaluation framework has been developed to guide Phase 3 (2020-22) of the Narragunnawali evaluation.

LOOKING TO THE FUTURE

The Narragunnawali team is focussing on supporting depth of engagement with the program at the state/territory, regional and local scale, within the education and training sector, and with each individual RAP Action and resources to support these Actions

We look forward to launching the Narragunnawali Awards 2021 to highlight the depth of engagement with reconciliation in the classroom, around the school or service, and with the community.

PARTNERS AND SUPPORTERS

We are very proud and grateful to include many of Australia's leading organisations as 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

Australian Government through the National Indigenous Australians Agency (NIAA)
BHP Foundation

Major supporters

Commonwealth Bank
Services Australia
Koala Sleep Pty Ltd

Supporters

ANTaR
Australian Human Rights Commission
Arnold Bloch Leibler
Australian Council of Social Services (ACOSS)
Australian Broadcasting Corporation (ABC)
Australian Indigenous Governance Institute (AIGI)
BHP
CATSINaM
Change the Record Campaign Steering Committee
City of Adelaide
Closer Productions
Close the Gap Campaign Steering Committee
Curtin University
Deakin University
Diversity Council of Australia
Early Childhood Australia
Family Matters Campaign
Federation of Ethnic Communities Councils of Australia (FECCA)
Foxtel
Herbert Smith Freehills
Honeywell
indigiTUBE
Koori Mail

KPMG
Lendlease
Minter Ellison
Murray Darling Basin Authority
NACCHO
National Australia Bank
National Australia Day Council
National Indigenous Television (NITV)
National Rugby League (NRL)
Network 10
NewsCorp
Nine Network
PhD Media
Reconciliation New South Wales
Reconciliation Queensland
Reconciliation South Australia
Reconciliation Tasmania
Reconciliation Victoria
Reconciliation Western Australia
Royal Automobile Club of Western Australia
SBS
Seven Network
Sky News Australia
Supply Nation
Tangentyere Council
Telstra
The Healing Foundation
The Highlands Foundation
The Social Research Centre
Twitter
Wakakirri
Wesfarmers
Westpac
Woodside
Yothu Yindi Foundation

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FLASH

Talk with me about the bawa (*bush*), karrat (*rain*)
and canbe (*fire*).
Speak with me about the Garrall budan (*black cockatoo bird*)
that brings duwi (*dreaming*) of the karrat and canbe.
'We must protect them' says Mother Daoure



Grace, Yr 12 Moss Vale High School
'Yoongaba garrall budan' (*to sing black cockatoo bird*) Gundungarra

Photo
Kay



RAP organisation, Red Room Poetry published First Nations artists and students' work on buses, trains, and in public art, reaching audiences exceeding 100,000. Photo: Tad Souden.



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 2019-20 was a surplus of \$143,106 (deficit of \$214,166 in 2018-19).

Total revenue for the current year was \$6,380,163 (\$6,275,626 in 2018-19) and total expenditure was \$6,237,057 (\$6,489,792 in 2018-19).

COVID-19 related circumstances did not materially impact Reconciliation Australia's current year financial results or future outlook. We were able to ensure our operations were not adversely impacted by quickly transitioning to effective remote work arrangements and digital delivery mechanisms.

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?

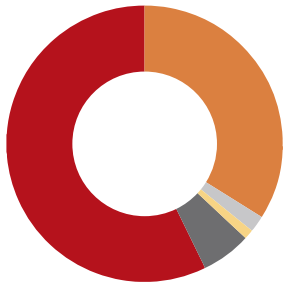
In 2019-20 Reconciliation Australia delivered program and initiatives which accounted for 90% of the organisation's expenditure. Our primary costs relate to Employees and Communications.

This annual review provides a summary of the financial performance and position for the financial year ended 30 June 2020. Reconciliation Australia's full Annual Financial Report, including the Independent Audit Report, is published on our website.

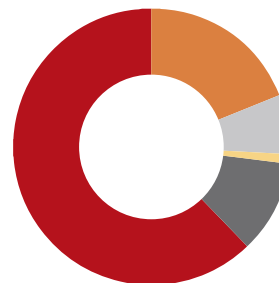
SUMMARY RESULTS

	2019–20	2018–19
Total revenue and other income	\$6,380,163	\$6,275,626
Total expenditure	\$6,237,057	\$6,489,792
Surplus/(deficit)	\$143,106	(\$214,166)

FINANCIAL PERFORMANCE

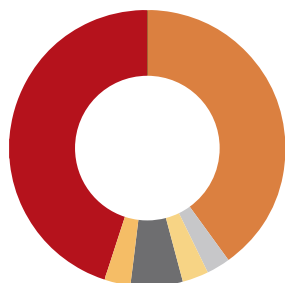


Income	2019–20
● Government grants	\$3,650,000
● Program funding	\$2,151,681
● Charitable donations	\$146,596
● Interest	\$55,955
● Other	\$375,931
Total	\$6,380,163



Expenses	2019–20
● Programs and partnerships	\$3,896,076
● Communications and engagement	\$1,168,136
● Policy and research	\$422,009
● Constitutional reform	\$84,793
● Operations	\$666,043
Total	\$6,237,057

FINANCIAL POSITION



Assets	2019–20
● Cash at bank	\$1,807,956
● Investments	\$1,610,484
● Debtors	\$104,307
● Property and equipment	\$128,811
● Leased assets	\$252,617
● Other	\$128,709
Total	\$4,032,884



Liabilities	2019–20
● Trade creditors	\$263,496
● Lease liabilities	\$261,421
● Provisions	\$340,812
● Contract liability	\$366,339
● Other	\$90,895
Total	\$1,322,963



RECONCILIATION
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