



Annual Review

2013-14



Our vision is for everyone to wake to a reconciled, just and equitable Australia. Our aim is to inspire and enable all Australians to contribute to reconciliation and break down stereotypes and discrimination.

We inspire and enable all Australians to contribute to reconciliation through various initiatives and programs in schools, communities and workplaces.





Contents

Co-Chairs' message	3
CEO report	4
Reconciliation Action Plans	6
National Reconciliation Week 2014	8
Recognise: Constitutional Recognition	11
Narragunnawali: Reconciliation in Schools	12
Indigenous Governance Awards	14
Workplace Ready Program	16
Garma Festival 2013	18
Reconciliation Industry Networking Groups	20
Financial summary	22
Our supporters	24

*Attendees of
The Long Walk
Wellbeing Concert
during National
Reconciliation Week
2014. Image by
Melinda Ogden.*



*Melinda Cilento and
Tom Calma AO at
the Reconciliation:
Leading Together
dinner at Old
Parliament House.
Image by Joseph
Mayers.*

Co-Chairs' message

The past 12 months has been a particularly productive time for Reconciliation Australia. As you will read in this annual review, our partnerships and programs are making a real difference to the lives of Aboriginal and Torres Strait Islander peoples across the length and breadth of Australia. The support for Constitutional Recognition is gaining strong momentum, Reconciliation Action Plans are flourishing, National Reconciliation Week activities have grown exponentially, we had record entries in the Indigenous Governance Awards and our *Narragunnawali: Reconciliation in Schools* program is about to be launched.

We have also actively engaged in the national debate on a number of significant reconciliation issues. We made several representations against the proposed changes to the Racial Discrimination Act; we consistently prosecuted the case in favour of recognising the First Australians in the Constitution; we spoke out against various Budget cuts to Indigenous programs including the mooted withdrawal of \$165 million from Aboriginal health services and we reiterated our plea for political decision-making to be guided by evidence.

Any change of government is usually followed by a period of uncertainty as promises are met and policies change. However, Prime Minister Tony Abbott's early decision to merge Indigenous Affairs into his own department is indicative of his personal pledge to achieve positive outcomes for Aboriginal and Torres Strait Islander peoples, and we welcome that.

In January this year the Prime Minister attended our Reconciliation: Leading Together dinner sponsored by Rio Tinto in Kings Hall at Old Parliament House where guests included the leaders of many major Australian corporations and other passionate reconciliation supporters. In his speech, the Prime Minister spoke of his commitment to the recognition of Aboriginal and Torres Strait Islander peoples in the Constitution saying, "If we could achieve this I would regard it as a crowning achievement, but I have to say to you nothing worthwhile is easy and this is extremely worthwhile."

We share the sentiment and feel confident that the newly elected Coalition Government will maintain the Australian Parliament's bipartisan support both for constitutional recognition and for reconciliation generally.

Earlier this year, we reported on the findings of the Deloitte Access Economics Report (DAER) commissioned by Reconciliation Australia which indicated that the national economy would benefit greatly if Aboriginal and Torres Strait Islander employment levels reached those of other Australians.

Should that happen, the Australian economy (GDP) would be more than 1.15 per cent larger in real terms by 2031—a gain of about \$24 billion in 2012/13 dollar terms. It also found that the larger tax base would increase Government revenues across the country by \$7.2 billion and that the resultant increased affluence amongst Indigenous workers would cause a \$4.7 billion reduction in necessary expenditure.

By closing the education gap, the DAER estimates that an additional 26,000 jobs would be created. Raising Aboriginal and Islander health outcomes would lead to a further 13,000 new jobs. These potential gains illustrate the economic benefits that would flow directly from improvements to Indigenous life-expectancy, employment and productivity. Not to mention the accompanying personal benefits to every new Indigenous employee.

While the Board remains unchanged over the past 12 months, it should be noted that our longest serving Director, Fred Chaney AO, has indicated that he will relinquish his role at the end of this year. Fred's directorship dates back to 2000 when Reconciliation Australia was established. In January 2014, Fred's long and dedicated advocacy for Aboriginal and Torres Strait Islander peoples saw him named Senior Australian of the Year, a fitting reward for a great reconciliation crusader. We thank Fred for his exceptional service to Reconciliation Australia and wish him well for whatever comes next.

We also acknowledge the work of Chief Executive Leah Armstrong who has decided to step down after four years at the helm. Leah has been instrumental in reinvigorating Reconciliation Australia and in resetting the organisation's strategic focus. She has brought considerable skills to the role in building and maintaining strong respectful relationships and extending the organisation's networks across many different sectors.

We sincerely thank Leah for her inspirational leadership characterised by her quiet determination to transition Reconciliation Australia from a good to a great organisation.

Finally, we acknowledge those many thousands of individuals, communities, corporates, organisations and governments who share our reconciliation journey. We are all in this together, and together we can continue to build enduring respect and relationships to close the gaps and improve the life chances and experiences for Aboriginal and Torres Strait Islander peoples. It's not only a noble cause, it's achievable and it's a national necessity.

Dr Tom Calma AO Ms Melinda Cilento

CEO report

I am pleased to reflect on the past year which has been highly productive for Reconciliation Australia. We have posted some significant runs on the board, runs that will deliver better outcomes for Aboriginal and Torres Strait Islander peoples, most notably through our dynamic Reconciliation Action Plan (RAP) program and valuable partnerships.

RAPs now provide a blueprint of reconciliation actions and targets for more than 500 organisations around the country with a further 400 waiting in the wings in various stages of development. Our new RAP frameworks—Reflect, Innovate, Stretch and Elevate are encouraging organisations to aim even higher when reviewing their RAP expectations.

For many organisations, having a RAP has now become an integral part of corporate culture and has really opened up opportunities for Aboriginal and Torres Strait Islander employees. At Reconciliation Australia we have now completed our fourth RAP, in the process graduating to a three year Stretch RAP.

National Reconciliation Week (NRW) was certainly a triumph this year. The numbers exceeded even our own optimistic predictions with 1,097 events held around Australia, compared to the record 724 events in 2013. Media coverage stretched from Bundaberg to Broome, Darwin to Devonport with press, radio and television coverage throughout the week. Social media posts spiked markedly too and our website received 43,619 visits—another record!

During NRW we also conducted Sing Loud!, a reconciliation song competition judged by Delta Goodrem and Geoffrey Gurrumul Yunupingu, Body Language dance events and a fishing promotion—Catch, Cook 'n' Yarn, all in partnership with Woodside. These first time community engagement activities were very well received and bode well for including more new events next year.

Once again we had a tremendous response for the Indigenous Governance Awards, with entries from 113 organisations (up from the record 107 in 2012). After shortlisting, the judges will choose eight finalists before making site visits in September. The winners in Category A (incorporated organisations) and Category B (non-incorporated projects) will be announced on 30 October at BHP Billiton, our long-time partner in presenting the Awards.

Over the past year we have been shaping our new schools program in partnership with BHP Billiton, in line with the Australian Curriculum. Designed to support the more than 21,000 early childhood, primary and secondary schools in Australia, the program will assist schools in developing environments that foster a higher level of knowledge and pride in Aboriginal and Torres Strait Islander histories, cultures and contributions.

Called *Narragunnawali: Reconciliation in Schools*, the program's name comes from the language of the Ngunnawal people and means peace, alive, wellbeing and coming together.

At every opportunity over the past year we have campaigned for recognition of the First Australians in the Constitution and for the removal of those clauses which are racist and do not reflect Australian reality in the 21st century. Raising awareness takes time but we are enthused that recent polling shows that more than 50 per cent of Australians are now aware of the proposal.

As the Co-Chairs have mentioned, I plan to step down as CEO of Reconciliation Australia in the next few months, so this will be my last report on our activities. When I first took up the role, I said how honoured I was to be heading up an organisation that matched my own values, and that is just as true today as it was then.

The pathway to recognition and reconciliation now actively engages more Australians than ever before and I am proud to have been a part of our key achievements over the past few years.

We are now more dynamic and our programs have all increased their reach and impact.

It has been a real privilege to lead Reconciliation Australia. I sincerely thank the Co-Chairs and the Board for their constant support, and the dedicated staff who make things happen. They say that once you work here you never really leave and so I expect I will remain connected until the day dawns when we achieve our vision—to wake to a reconciled, just and equitable Australia.

Ms Leah Armstrong

*Reconciliation
Australia Chief
Executive Leah
Armstrong with
Sydney Swans player
Adam Goodes at
the launch of the
Sydney Swans'
RAP during National
Reconciliation Week
2014. Image courtesy
of Sydney Swans.*



Reconciliation Action Plans

Our diverse, dynamic and fast growing community of well over 500 organisations are creating meaningful social change to level the playing field between non-Indigenous and Aboriginal and Torres Strait Islander Australians. Through their Reconciliation Action Plans (RAPs), these organisations are leading the way and proving that a commitment to building strong and respectful relationships with Aboriginal and Torres Strait Islander peoples, organisations and communities leads to sustainable opportunities in education, employment and business for Aboriginal and Torres Strait Islander peoples.

Over the last 12 months around 100 new organisations have joined the RAP program including Insurance Australia Group (IAG), Stockland, The Federal Circuit Court of Australia and the Australian Football League (AFL), growing the number of people working or studying in an organisation with a RAP to well over two million. Together, these organisations are having a significant impact by working in partnership with Aboriginal and Torres Strait Islander peoples, organisations and communities to create the space for economic opportunities and growing prosperity for Aboriginal and Torres Strait Islander peoples.

In 2013, over 25,000 Aboriginal and Torres Strait Islander people were employed in RAP organisations. Together, these organisations supported Aboriginal and Torres Strait Islander organisations and communities through over 500 partnerships and \$23 million in pro bono services. In addition, RAP organisations contributed almost \$38 million for Aboriginal and Torres Strait Islander educational scholarships and purchased over \$81 million worth of goods and services from Supply Nation certified Aboriginal and Torres Strait Islander enterprises.

In early 2013 Reconciliation Australia launched a new RAP framework, giving organisations the opportunity to choose between four discrete RAP models (Reflect, Innovate, Stretch or Elevate). The framework encourages leadership amongst the RAP community, with KPMG, AIATSIS and Transfield Services joining National Australia Bank as Elevate RAP organisations during 2013-14. These organisations are investing in bigger commitments, greater accountability and driving reconciliation outside of their four walls.

Over the past year we've also seen organisations extending their RAP commitments beyond their staff or clients and into the community. Corporate organisations such as Qantas, who have long been a supporter of reconciliation and have more recently been active in the Recognise campaign; and not-for-profit organisations such as UnitingCare Queensland, who are raising public support for recognising Aboriginal and

Torres Strait Islander peoples in Australia's Constitution, are broadening their activities to include customers and service users.

The reach of the RAP program into the community has been further strengthened by the increasing number of RAP organisations in the local government, higher education, and sporting sectors. While continuing to focus on actions within their business, these organisations are increasingly using their profile to build momentum for reconciliation among local constituents, students and supporters.

Initiatives such as cultural awareness training for the cheer squads of AFL clubs and Welcome to Country at large local government and university events is seeing greater numbers of everyday Australians getting involved in reconciliation activities.

More than at any other time, RAP organisations are taking up the challenge of reconciliation and using their unique capabilities and sphere of influence to make a meaningful contribution to achieving a reconciled, just and equitable Australia.

*Dr Tom Calma AO,
Judge Alexandra
Harland, Judge
Josephine Willis
and Ms Kirstie
Parker at the
Federal Circuit
Court RAP launch.
Image by Sean
Murray.*



National Reconciliation Week 2014

With more than 1,000 events registered around Australia, National Reconciliation Week (NRW) 2014 was the most successful held to date. Our Sing Loud! competition, partnership with the Long Walk Foundation and social media blitz enabled us to reach new audiences and share the message of reconciliation.

As the movement for recognition of Aboriginal and Torres Strait Islander peoples continues to grow, so does the profile of NRW. 2014 was our most successful yet with a range of activities taking place across Australia. The theme *Let's walk the talk* was widely promoted via traditional and social media and received strong support from RAP partners and State Reconciliation Councils.

Our RAP partners were critical to the success of NRW this year, with many hosting events and activities within their organisations and for the public. National Australia Bank (NAB) held a number of in-branch events and Officeworks promoted a reconciliation themed colouring in competition across all their stores in Australia. Qantas did on board announcements and Acknowledgement of Country, screened our NRW video and included information on NRW in their magazine. ABC created an NRW-specific pop up radio station which ran nationally for the whole week.

We hosted a barbeque at the Museum of Australian Democracy at Old Parliament House for the National Indigenous Youth Parliament and joined with The City of Sydney on a launch event. We also partnered with the Long Walk Foundation on their 10th anniversary event held in Melbourne. The event included Body Language dance workshops with the Move It Mob Style dancers, community engagement through our reconciliation stall and participation in The Long Walk before the Dreamtime at the 'G' game between AFL clubs Essendon and Richmond. Our Sing Loud! competition that was judged by Delta Goodrem and Geoffrey Gurrumul Yunupingu received an unprecedented 64 high-quality entries.

The marketing strategy for NRW included a mix of targeted advertising and promotional collateral. We advertised in a variety of urban, regional and national media, and produced 100,000 posters that were inserted in to various newspapers and sent to over 25,000 recipients. This collateral complimented our online resources, postcards and street banners (284 in Sydney CBD and 96 in Canberra). Our NRW community service announcement was generously supported by a variety of broadcasters: Sky News, SBS, Foxtel, NITV, BBC, Qantas, Prime7, WIN Television, Goolarri Television, and was played at AFL games during their Indigenous rounds: Dreamtime at the 'G' game, Port Adelaide vs. Hawthorn, and Geelong vs. North Melbourne.

Media coverage of NRW 2014 was excellent with 3,260 media mentions between 12 May and 9 June. Alongside traditional media, our social media campaign proved to be very effective in reaching new audiences. Throughout the eight day celebration, we gained 1,379 new Facebook followers reaching a combined total of 2.3 million people across Australia, and our #NRW2014 hashtag trended on Twitter.

Key achievements in 2013–14

- A 52 per cent increase in registered NRW events to 1,097.
- #NRW2014 hashtag trended on Twitter.
- A 28 per cent increase in publicity across media organisations on 2013.
- A 500 per cent increase in traffic to NRW website.
- 64 entrants in our Sing Loud! competition.
- Strong support from a variety of print, online and television broadcasters.



*Members of the
National Indigenous
Youth Parliament
during National
Reconciliation Week
2014. Image by
Steve Keough.*



Recognise: Constitutional Recognition

The Recognise movement continues to grow. By the end of June 2014, 210,000 Australians were supporters of the people's movement to recognise Aboriginal and Torres Strait Islander peoples in the Australian Constitution.

The calls for our Constitution to reflect the true span of our country's vast history, and no longer allow for race discrimination, are profoundly moving.

In these 12 months, the Journey to Recognition continued its epic trek across the nation. We heard from Elders and young people, community leaders and local advocates in scores of locations. By the end of June, recognition campaigners had travelled 17,300 kilometres across Australia, directly engaging thousands of people across hundreds of events.

National sporting codes such as the AFL and Cricket Australia and AFL clubs including Port Adelaide, Adelaide, St Kilda and Richmond joined Aboriginal and Torres Strait Islander organisations, not-for-profits, faith groups, business and unions as partners and supporters of the movement. In the AFL Indigenous Round, Nicky Winmar recreated his famous stand against race discrimination to show his support for the Recognise cause—this time lifting his St Kilda guernsey to point to his R shirt. The AFL promoted Recognise throughout the round, with the giant R featuring on the cover of the *Footy Record*, the centre-bounce circle and in television commentary.

Adam Goodes and Fred Chaney have spoken up regularly as Australian of the Year and Senior Australian of the Year in support of constitutional recognition. We launched our youth-led campaign RecogniseThis, which brings the voices and faces of young Australians to the movement, including a powerful social media campaign and a street art project.

Recognise joint campaign director Tanya Hosch began outreach to the expatriate Australian voting community, making a privately-funded trip to London and speaking at an Australia House event hosted by Australian High Commissioner Alexander Downer.

Professor Patrick Dodson delivered the 2014 Lowitja O'Donoghue Oration on constitutional recognition, telecast on ABC, Sky News and NITV. Professor Mick Dodson launched the *Untold Stories* documentary stories about the profound contributions to Australia of Aboriginal and Torres Strait Islander people, and we also launched a cinema ad campaign featuring community members speaking up for recognition.

Over the past 12 months, we have heard much advocacy for the Recognise referendum. They included people like young Noongar woman Tiana Culbong, who told the 300-strong crowd in Fremantle who gathered to greet the Journey to Recognition:

"It is now 2014. A time for change; a time to move forward as a nation united; a time to remove a constitutional silence; a time to recognise Aboriginal people and our history in this country."

Key achievements in 2013–14

- The Recognise movement grows to more than 210,000 Australians and the youth offshoot, RecogniseThis, is launched.
- The Journey to Recognition engages more than 12,240 people directly at 141 events in 106 communities, on top of many other constitutional recognition forums across the nation.
- Adam Goodes and Fred Chaney are named Australian of the Year and Senior Australian of the Year and take the opportunity to highlight their strong support for constitutional recognition.
- The AFL partners with Recognise to promote awareness during its Indigenous round in National Reconciliation Week, helping to lift supporter sign-ups by 17,000 Australians in a single week.

The AFL getting behind the Recognise Campaign. (left to right – Michael O'Loughlin, Adam Goodes and Belinda Duarte). Image courtesy of Recognise.

Narragunnawali: Reconciliation in Schools

Alive, well-being, coming together, peace... as the many definitions of the word *Narragunnawali* suggest, we are working within Australian schools and early childhood settings to provide the next generation of Australians with an environment that encourages a strong sense of understanding and shared pride in our Aboriginal and Torres Strait Islander histories, cultures and contributions.

Narragunnawali (pronounced narra-gunna-wally) is a word from the language of the Ngunnawal people, Traditional Owners and Custodians of the land and waterways of the area on which Reconciliation Australia's Canberra office is located. We pay our respects to, and thank the United Ngunnawal Elders Council for giving us permission to use the word *Narragunnawali*.

Over the past year, the *Narragunnawali: Reconciliation in Schools* team has developed a four year plan, secured funding from BHP Billiton Sustainable Communities, developed working relationships with existing Aboriginal and Torres Islander education organisations, established agreements with the Commonwealth as well as the State and Territory Government, Catholic and Independent sectors. Reconciliation Australia, although being represented by a team of people with great expertise and experience, did not assume we were an organisation that knew what the Australian school and early childhood setting needed. We have spent the time to learn from, build relationships with and gain the respect of those that do know the answers.

Narragunnawali will provide tools, including school Reconciliation Action Plans (RAPs), curriculum resources and a teacher professional network, for all Australian early childhood, primary and secondary schools.

School RAPs

School RAPs are wholly delivered and supported through a self-paced online system that will help schools to develop their RAPs. All schools in Australia can now access the same quality resources and are now provided with a powerful web-based project system that will facilitate and help to manage whole school-change. The online system contains in-built metrics and evaluation tools allowing the school to map their own progress as well as allowing Reconciliation Australia to capture a live 'barometer' of actions within participating schools.

Curriculum resources


Many new and existing teachers have little or no knowledge of how to teach Aboriginal and Torres Strait Islander histories and cultures because they have never been required to. We have developed an MOU with Education Services Australia that will see our resources found on the Scootle website (the national repository of resources) as well as helping make some State-based resources available more widely. We have developed a series of short films with CAAMA Productions (Central Australian Aboriginal Media Association) and Foxtel that were scripted directly from the Australian Curriculum. In consultation and collaboration with Aboriginal and Torres Strait Islander community groups around the country we are developing teaching and learning guides that will accompany the films.

Professional learning

We have trialled a project of peer-driven professional learning that intends to assist teachers and school leaders in meeting 'proficiency' or 'accreditation' of the Aboriginal and Torres Strait Islander focus areas of the Australian Professional Teaching Standards. Using social media to gather a group of experienced teachers, we will share best practice with the Australian teaching community.

Evaluation and monitoring

We are working with the Australian National University – Centre for Aboriginal Economic Policy Research (CAEPR) to assess the effectiveness of *Narragunnawali*. The program evaluation includes a longitudinal study of participating schools' progress and change, three attitudinal surveys (student, teacher, community) as well as a strong focus on action research.

A photograph of two young women in the foreground, smiling. The woman on the left is wearing a school uniform consisting of a white shirt, a dark tie with a gold star and cross emblem, and a dark blazer. The woman on the right is wearing a light-colored t-shirt and a colorful beanie. In the background, two other students are visible, one wearing a yellow shirt and the other a black shirt with a yellow lightning bolt. The entire image has a strong yellow/orange color cast and a diagonal white line running from the top left towards the center.

*Students from
Lourdes Hill College
during their National
Reconciliation Week
celebrations. Image
by Hannah Gough.*

Indigenous Governance Awards

Now in its sixth outing, the Indigenous Governance Awards have come to symbolise the outstanding quality seen in Australia's best governed Indigenous-controlled organisations. In line with the awards' growing reputation, there were a record 113 entrants this year across two categories, one for incorporated organisations and the other for non-incorporated projects.

Reconciliation Australia co-sponsors the program with BHP Billiton as a means to building sustainable, positive change in Aboriginal and Torres Strait Islander communities. Initially established to encourage better governance in organisations, the awards recognise accountable, sustainable governance practice in organisations and projects across Australia. Underpinning the judging process is the philosophy of greater self-determination for Aboriginal and Torres Strait Islander people. And as with previous years, the finalists for 2014 reflect the cultural and geographical diversity—and unique governance philosophies—of Australia's Indigenous communities.

The 2014 finalists are:

Australian Indigenous Mentoring Experience (AIME)

Taking a personalised approach to Indigenous education, the Australian Indigenous Mentoring Experience provides mentoring to university and high school students around the country. AIME is the largest education support service for Aboriginal and Torres Strait Islander high school students in Australia.

Girringun Aboriginal Corporation

A trailblazing organisation caring for over one million hectares of land and sea in Far North Queensland, Girringun uses traditional knowledge and culture to inform their caretaking. From environmental protection and regeneration, to arts projects and community services, Girringun actively involves its nine traditional owner groups in its key decision-making.

Institute for Urban Indigenous Health (IUIH)

The Brisbane-based IUIH is striving to close the life expectancy gap between Indigenous and non-Indigenous people in South East Queensland through a regional, evidence-based approach. Besides providing traditional medical and other health services through their organisations, the Institute runs programs such as Work it Out and Deadly Choices to empower Aboriginal and Torres Strait Islander Queenslanders to make healthier lifestyle choices.

Ngnowar Aerwah Aboriginal Corporation

For almost three decades, Ngnowar Aerwah has delivered drug and alcohol intervention and support services to Aboriginal clients in the remote town of Wyndham in Western Australia. It also works to build community capacity by running events from mental health and cultural workshops to pregnancy classes.

Victorian Aboriginal Child Care Agency

The Victorian Aboriginal Child Care Agency has been instrumental in changing the state's child and family welfare laws to reflect the specific cultural needs of the state's Aboriginal communities. It works with Aboriginal communities to adopt best parenting practices and advises government in relation to child abuse and neglect.

Waltja Tjutangku Palyapayi Aboriginal Corporation

Waltja services the Aboriginal communities of the Central Desert over a 90,000km² area. It uses culturally-specific and locally relevant solutions to address the economic disadvantage experienced in these communities. The female-led organisation uses social enterprise investments to service needs often overlooked by government funding agencies, including disability support care, emergency relief and a 'culture car' to enable families to attend important cultural events.

The Marruk Project

The Marruk Project uses performing arts to build stronger cultural ties and relationships among Aboriginal and non-Aboriginal people in the town of Swan Hill in regional Victoria. Puppetry, dance, live music and video are some of the platforms available to young Aboriginal people to develop their performance skills and tell the traditional stories of the area.

Muntjiltjarra Wurr gumu Group

The Muntjiltjarra Wurr gumu Group is helping to break down communication barriers between the local Aboriginal community, industry and government agencies in Wiluna. Led and developed by Martu people under the Wiluna Regional Partnership Agreement, the Muntjiltjarra Wurr gumu Group has established itself as an important voice at the decision making table. The project has been designed, created and delivered with complete ownership of local Aboriginal people and has enabled the Wiluna people to have greater control over how external agencies and industry work with the local community.

*Girringun Board
Director Claude
Beeron with
Girringun Chair
Charles Morganson
at the Girringun
Arts Centre in
Cardwell. Image by
Wayne Quilliam.*



Workplace Ready Program

The Workplace Ready Program is supporting committed employers to create the right internal culture to attract, retain and develop Aboriginal and Torres Strait Islander employees and to successfully diversify their supply chain.


The program is delivered over five months and includes a series of five masterclass sessions with a supporting online toolkit that focuses on increasing the sustainability of Aboriginal and Torres Strait Islander economic participation outcomes. Participants also have access to cross-sector employment dialogues where employers and other organisations can discuss opportunities to foster genuine partnerships and collaboration to increase employment outcomes for Aboriginal and Torres Strait Islander peoples. In 2013, in partnership with an Aboriginal and Torres Strait Islander Advisory Group, we developed a new REDI Diagnostic, an online tool that assists organisations to measure their workplace readiness for Aboriginal and Torres Strait Islander employment and supplier diversity. The diagnostic provides participants with a clear understanding of where the organisation is currently achieving outcomes and where gaps remain to allow for the development of targeted programs and strategies across the organisation.

Incitec Pivot Limited employs more than 5,000 people and provides quality products and blasting solutions around the world. In 2012, the company participated in the Workplace Ready Program to build their knowledge and capacity to create the right conditions to achieve their Aboriginal and Torres Strait Islander employment and supplier diversity targets. For Diversity Program Manager Mary McCabe, the sharing of experiences was invaluable as the organisation was just starting out on their journey into Indigenous Employment and Engagement. Mary found the program helpful in connecting Incitec Pivot Limited with the right people as they navigated the development and implementation of their Aboriginal and Torres Strait Islander employment strategy.

Since completing the Workplace Ready Program, Incitec Pivot Limited has seen several successful outcomes. They have fostered positive, productive relationships with Traditional Owners; increased the cultural capability of their organisation; met a six per cent Indigenous Employment rate in their operations in the Pilbara; and exceeded their commitment to the Australian Employment Covenant.

As an organisation Incitec Pivot Limited will continue to challenge themselves on demonstrating meaningful employment outcomes and work towards positioning the business as an 'Employer of Choice' for Indigenous Australians.

The Workplace Ready Program was delivered in Brisbane and Canberra in 2013. To date, 41 organisations have completed the Workplace Ready Program.



Employees from organisations who have participated in the Workplace Ready Program. Images by Cole Bennetts.



Garma Festival 2013

As the sun set across the escarpment at Gulkala in north-east Arnhem Land, the sound of the yidaki (didgeridoo) filters through the trees announcing the evening's bungul dancing. Around a campfire, a group of 18 women are forging friendships, telling stories and sharing thoughts and feelings. The women are all influential leaders from the corporate, Indigenous and community sectors and part of Reconciliation Australia's Women's Group at the 2013 Garma Festival.

Garma is Australia's leading cultural exchange event and attracts thousands of visitors each year. It is hosted through the Youthi Yindi Foundation by the Yolngu clans of Arnhem Land who come together to celebrate their culture and share it with others. There is always a strong reconciliation element to the planning and delivery of the festival and it was even more evident in 2013 being the 50th anniversary of the Yirrkala Bark Petition. In 2013 the festival was also the setting for the conclusion of the first stage of the Journey to Recognition, which began in Melbourne in May, to raise awareness of the campaign to recognise Aboriginal and Torres Strait Islander peoples in the Constitution.

Looking after our 18 women is Yolngu elder and Reconciliation Australia Board Director Djapirri Mununggirritj who uses immersion in language, dance, art and culture to create a bond and build trust. It's a rare opportunity for the women in the group to sit down, listen and learn through a personal and first-hand encounter with Yolngu culture.

For many it is a life-changing experience, not only because it affords a greater appreciation of the issues facing Aboriginal and Torres Strait Islander peoples but because the richness and vast history of Yolngu culture touches the soul. The following comments are typical reactions from members of our women's group:

"There is a lot to be proud of and to learn from our indigenous history and culture. Thank you for the invitation to be part of such a special event. I feel blessed."

"There are very few experiences that have the ability to enrich the mind, body and soul at the same time, but this is one of them."

"Time stood still for me while I was in Garma. The connection to place and to each other was beautiful and I think I often overlook this in the busyness of my life. I have been much more deliberate and intentional with my relationships since returning from Garma."

*Reconciliation
Australia's Women's
Group at the 2013
Garma Festival.
Image by Phoebe
Dent.*





Reconciliation Industry Networking Groups

Working together for change is more powerful than working alone. The Reconciliation Industry Networking Groups (RINGS) provide an avenue for committed industries to harness their combined goodwill, knowledge and experience and turn it into better outcomes for Aboriginal and Torres Strait Islander peoples and the industry.

Indigenous Financial Services Network (IFSN)

The **Indigenous Financial Services Network (IFSN)** provides a forum for the financial services industry to address the barriers many Aboriginal and Torres Strait Islander peoples face in accessing financial products, services and information. The IFSN has facilitated key work streams on the issues of: Indigenous financial literacy best practice; ATM fees in remote communities; bank customer satisfaction amongst Indigenous Australians; barriers to growth for Indigenous business; financial inclusion for Indigenous Australians in custody; Indigenous identification issues; regulation of the Centrepay system; and cross-sector communications in the prison system.

Legal Profession Reconciliation Network (LPRN)

The **Legal Profession Reconciliation Network (LPRN)** is an opportunity for law firms to establish relationships and share experiences and reconciliation initiatives with each other. Through the LPRN the industry looks at opportunities to facilitate engagement and sharing of ideas between firms and legal bodies with RAPs, in the process of developing RAPs or considering whether to develop one.

Media RING

The **Media RING** was established to drive practical measures to support and promote reconciliation in the media sector. Through their Indigenous Employment Program, they provided employers with training and employment subsidies to fund positions for 40 participants, including 10 in remote locations. In the last year the Media RING conceptualised a range of educational documentaries around Aboriginal and Torres Strait Islander peoples, histories and cultures.

AFL Working Group

The **AFL Working Group** meets regularly to promote and coordinate reconciliation related activities within the AFL. The group has a strong focus on collaboration and the development of AFL wide initiatives and is a critical means of sharing best practice between clubs. The focus of the group has also expanded and now covers a wide set of activities aimed at improving opportunities for Aboriginal and Torres Strait Islander peoples within the team and organisational setting as well as improving the cultural understanding of club employees, members, and supporters.

Peak Health RING

The **Peak Health RING** has been recently established as a forum to promote reconciliation in National and peak organisations working in the health sector. This group provides a regular forum for organisations to share best practice for furthering reconciliation and improving the health of Aboriginal and Torres Strait Islander Australians.

*NAB trainees
Thomas Franklin
and Luke Wilson.
Image courtesy of
NAB.*



Financial summary

The result of Reconciliation Australia's consolidated operation in 2013-14 was a surplus of \$258,118 (\$300,082 surplus in 2012-13).

Reconciliation Australia's general operational activities were funded by moneys granted by the Australian Government, in addition to funding received from corporate supporters and private donors.

Total revenue and other income for the current year was \$10,484,742 (\$10,714,193 in 2012-13). Total expenditure for the current year was \$10,226,624 (\$10,414,111 in 2012-13).

Where do our funds come from?

We are an independent, non-government organisation and the proportion of our income from non-government sources is on the increase. However the bulk of our funding is still sourced from the Australian Government, through the Department of the Prime Minister and Cabinet. In addition we receive funding from BHP Billiton, the Department of Employment, other corporate supporters and private donors.

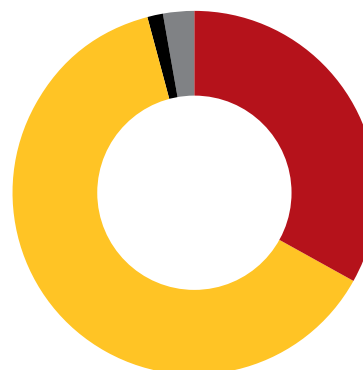
Where do our funds go?

In 2013-14 Reconciliation Australia supported programs and initiatives which accounted for 90 per cent (90 per cent in 2012-13) of the organisation's expenditure.

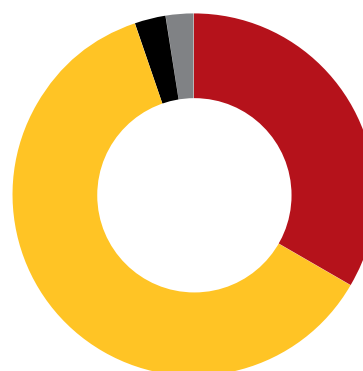
The information below only provides a summary of the financial performance and position for the financial year ended 30 June 2014. Copies of the full Annual Financial Report including the Independent Audit Report can be obtained from:

The Finance Manager
Reconciliation Australia
PO Box 4773
Kingston ACT 2604
or www.reconciliation.org.au

	2013-14	2012-13
Total revenue and other income	\$10,484,742	\$10,714,193
Total expenditure	\$10,226,624	\$10,414,111



Sources of income	2013-14
Government grants	3,475,000
Project funding	6,590,663
Proceeds from fundraising	141,455
Other revenue	277,624
Total	10,484,742



Sources of income	2012-13
Government grants	3,600,000
Project funding	6,573,541
Proceeds from fundraising	286,128
Other revenue	254,524
Total	10,714,193



Use of operating funds		2013-14
■	Programs and partnerships	2,722,640
■	Constitutional recognition (Recognise)	5,067,518
■	Communications and engagement	1,441,530
■	Operations	969,970
■	Fundraising	24,966
	Total	10,226,624



Use of operating funds		2012-13
■	Programs and partnerships	2,725,214
■	Constitutional recognition (Recognise)	5,008,805
■	Communications and engagement	1,669,085
■	Operations	983,464
■	Fundraising	27,543
	Total	10,414,111

Our supporters

Reconciliation Australia

Reconciliation Australia Program Funders

Australian Government
BHP Billiton
Woodside

Major Supporters

Arnold Bloch Leibler
Commonwealth Bank of Australia
Department of Aboriginal Affairs South Australia
KPMG
Lend Lease
National Australia Bank
Rio Tinto
THIESS
Transfield Services
Westpac

Supporters

ABC Television
Aboriginal and Torres Strait Islander Healing Foundation
Accor
ACT Government
AFL Sports Ready
AIATSIS
Allens Linklaters
ANTaR
ANZ Bank
Auspoll
Australian Council of Social Services
Australian Education Union
Australian Football League
Australian Human Rights Commission
Australian Institute of Aboriginal and Torres Strait Islander Studies
Australian Institute of Health and Welfare
Australian National University

Australian War Memorial
Australian Youth Affairs Coalition
Business Council of Australia
Cape York Institute
Carbon Media
Centenary of Canberra
City of Sydney
Close the Gap Coalition
Crown
Deadly Vibe
Diversity Council Australia
Education Services Australia
Essendon Football Club
Foxtel
Gilbert + Tobin
IAG
ICEA
Imparja Television
Indigenous Business Australia
Joseph Mayers Photography

KDIS
Koori Mail
Korin Gamadji Institute
Leanne de Souza Artist Management
Maxima
National Australia Day Council
National Centre of Indigenous Excellence
National Congress of Australia's First Peoples
National Indigenous Times
Nine Network
NITV
NOVA FM Melbourne
NSW Reconciliation Council
NSW Teachers Federation
Oxfam
Police Citizens Youth Club
Prime 7 Television
Principals Australia Institute

Private Idaho
Programmed Group
Qantas
Queensland Theatre Company
Radio National
Reconciliation Queensland Inc.
Reconciliation South Australia
Reconciliation Western Australia
Reconciliation Victoria
Rural Health Education Foundation
SBS
Seymour Centre
Shine Australia
Skinnyfish Music
Social Ventures Australia
Sodexo
Song Division
Stellar Entertainment
Stronger Smarter Institute
Supply Nation

Sydney Opera House
Telstra
The Canberra Times
The Long Walk Trust
Wesfarmers
WIN Television
World Vision Australia
Yarn'n
Yothu Yindi Foundation

Patrons

Ms Evonne Goolagong-Cawley AO MBE
Sir William Deane AC KBE QC

Reconciliation Australia Board directors

Dr Tom Calma AO (Co-Chair)
Ms Melinda Cilento (Co-Chair)
Mr Kenny Bedford
The Hon Fred Chaney AO
Mr Jason Glanville
Dr Ken Henry AC
Ms Djapirri Mununggirritj
Mr Peter Nash
Ms Kirstie Parker
Ms Joy Thomas

Indigenous Governance Awards judges

Prof Mick Dodson AM (Chair)
Prof Gary Banks AO
Mr Eddie Cubillo
Mr Jason Glanville
Mr Peter Harris AO
Ms Glenda Humes
Dr Simon Longstaff AO
Ms Marsha Milliken
Ms Jennifer Westacott
Ms Emma White

Recognise

Recognise Program funders

Department of the Prime Minister and Cabinet
Department of Defence
Fred Hollows Foundation
EM Horton Family Fund
Jesse Street Trust
National Australia Bank
Reichstein Foundation
Water Dragon Foundation

Major supporters

Australian Football League
Foxtel
Lend Lease
Qantas
Seven Network
Sodexo
Telstra
Toyota
Transfield Services
Val Morgan

Supporters

Aboriginal and Torres Strait Islander Healing Foundation
Aboriginal and Torres Strait Islander Legal Service
Aboriginal Catholic Ministry
Aboriginal Health Council of SA
Aboriginal Legal Services ACT/NSW
ACTU
Accor
Amnesty International
Anglican Diocese of Willochra
Anglican National Public Affairs Commission
Anglicare Southern Queensland
Anglicare South Australia
ANU National Centre for Indigenous Studies
ANTaR
ANZ Bank

Australian Council of Social Services
Australian Education Union
Australian Volunteers International
Cairns Regional Council
Cape York Institute
Caritas
Central Land Council
City of Ballarat
City of Melbourne
City of Melton
City of Sydney
Community Legal Centre NSW
Cricket Australia
Don Dunstan Foundation
Early Childhood Australia
Generation One
GHD
Gilbert and Tobin Law Centre,
University of NSW

Gippsland Community Legal Service
Human Rights Commission
Human Rights Law Centre
KPMG
Law Council of Australia
Law Society of NSW
Life Without Barriers
Local Government Association of Australia
National Aboriginal and Torres Strait Islander Ecumenical Commission
National Aboriginal and Torres Strait Islander Women's Alliance
National Association of Community Legal Centres
National Centre of Indigenous Excellence
National Congress of Australia's First Peoples

National Council of Churches
National Gallery of Australia
National Rugby League
National Sorry Day Committee
National Union of Students
News Limited
Ninti One P/L
NITV
NSW Aboriginal Land Council
NSW Cancer Council
NSW Law Society
NSW Reconciliation Council
NSW Teachers Federation
Oxfam
Police Citizens Youth Clubs
Public Interest Advocacy Centre
Radio National
Red Cross
Rio Tinto
SBS

SEARCH Foundation
The Long Walk Trust
The Smith Family
Triple J
Uniting Care Queensland
Uniting Church of Australia
Uniting Justice Australia
University of Canberra
University of Sydney
Woodside (CTL)
Womens Legal Services NSW
Yothu Yindi Foundation



Reconciliation
A U S T R A L I A

Reconciliation Australia
PO Box 4773
Kingston ACT 2604

Tel: 02 6273 9200
www.reconciliation.org.au

Cover image: Luke Carroll performs a monologue from Black Diggers at the Reconciliation: Leading Together dinner at Old Parliament House. Image by Joseph Mayers.

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.

Aboriginal and Torres Strait Islander peoples should be aware that this publication may contain images or names of people who have since passed away.

