




**RECONCILIATION AUSTRALIA**  
ANNUAL REVIEW 2015-2016

AMBITIOUS,  
**CHALLENGING**  
**AND PROGRESSIVE**



**RECONCILIATION**  
AUSTRALIA



The image is a complex abstract artwork. It features a large, white, stylized 'W' or 'M' shape that dominates the left and center. This shape is composed of several interconnected, rounded, teardrop-like forms. The background is a mix of deep reds, oranges, and blacks, with some areas appearing textured or layered. In the bottom right corner, there are concentric circular patterns in a reddish-brown hue. The overall composition is dynamic and layered, with a strong sense of depth and texture.

Front cover: Candice Lorrae of the Merindas performs at the celebration of 25 years of Reconciliation in Australia.

# RECONCILIATION AUSTRALIA'S VISION FOR A RECONCILED NATION

**OUR VISION IS TO WAKE TO A RECONCILED, JUST  
AND EQUITABLE AUSTRALIA.**

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 for reconciliation is based on five inter-related dimensions: race relations, equality and equity, unity, institutional integrity, and historical acceptance. We ambitiously work to meet the challenges of reconciliation through a framework of these five dimensions.

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# A MANDATE TO MAKE CHANGE



Reconciliation Australia Co-Chairs,  
Professor Tom Calma AO and  
Melinda Cilento.



## CO-CHAIRS' MESSAGE

**This year has been an extraordinary year for Reconciliation Australia, a year of progress, challenges and importantly, of celebration.**

In 2016, we marked 25 years of formal reconciliation in Australia and took the opportunity to reflect on what has been achieved and to acknowledge the many important contributors whose hard work and commitment have laid the foundations for our current efforts and successes. Against this background, we have been determined to recalibrate, re-energise and re-mobilise the reconciliation movement. In February we launched *The State of Reconciliation in Australia* report which has done exactly that – it is a clear mandate for the next generation of change.

This year we also worked with Aboriginal and Torres Strait Islander organisations to deliver the Redfern Statement, and made submissions on a range of important issues including the NSW Inquiry into Stolen Generations reparations, the Federal Inquiry into Education Opportunities for Aboriginal and Torres Strait Islander students and ACT Reconciliation Day.

We have contributed strongly to the national conversation on reconciliation and responded to a range of issues, including juvenile justice, health, constitutional recognition, family

violence, and racism. In June we released our 2016 Federal Election Platform which focused on seeking five key commitments to reconciliation from government. In August we boldly responded to a cartoon published in *The Australian* which spoke to the racism, discrimination and denial of history that still mars our nation today.

Our cornerstone programs continue to go from strength to strength. 2016 saw 146 Reconciliation Action Plans endorsed, a record number of 138 entries in the Indigenous Governance Awards, and the Narragunnawali program extending its reach to 650 schools.

The RECOGNISE campaign has continued to build support and awareness across a range of Australian communities for constitutional recognition. The campaign has more than 298,000 supporters working to recognise First Australians in the Constitution, and to deal with the racial discrimination within it.

At the launch of National Reconciliation Week in May we celebrated the Alumni of the reconciliation movement. It was a joyous occasion, a reminder of a movement which has achieved astounding progress. It was also a timely reminder of all that remains to be done if we are to achieve a just and equitable Australia for all.

None of this would be possible without the dedicated and hardworking teams at Reconciliation Australia and RECOGNISE. Our sincere thanks and gratitude goes to each and every one of them for their commitment and resilience.

Thanks specifically, must go to Tanya Hosch, co-campaign director at RECOGNISE, who for the last four years has campaigned passionately for constitutional recognition and to remove the racial discrimination that exists within our founding document. Tanya has made an enormous contribution to the campaign and her driving force and insights will be deeply missed. We wish Tanya every success in her new career opportunity.

We also would like to welcome Mark Yettica-Paulson who has been appointed as the new Joint Campaign Director for RECOGNISE. Mark is a respected Aboriginal leader with almost three decades of experience in advocacy for Aboriginal and Torres Strait Islander issues. Mark is an outstanding person to fill this national role.

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



Professor Tom Calma AO



Ms Melinda Cilento





# RECONCILIATION AUSTRALIA **DRIVING THE VISION FOR OUR NATION'S RECONCILIATION**

CEO Reconciliation Australia,  
Mr Justin Mohamed.



## CEO REPORT

### THE YEAR IN REVIEW

**In 2016 Reconciliation Australia celebrates 25 years of formal reconciliation in Australia.**

**Twenty-five years ago, members of the Council for Aboriginal Reconciliation knew that advancing reconciliation would be a generational project.**

Twenty-five years on, Reconciliation Australia continues to drive our vision for reconciliation into the future with the launch of our landmark report, *The State of Reconciliation in Australia*. The Report, launched in February 2016, highlights the milestones achieved in Australia's reconciliation journey over the past 25 years and provided recommendations for the nation's way forward if we are to realise our potential as a reconciled nation.

The Report gives us a clear framework to define reconciliation and measure our progress, defining reconciliation in five important dimensions: race relations, equality and equity, unity, institutional integrity and historical acceptance. These dimensions, when woven together, will form the fabric of a reconciled Australia.

This comes at a critical time in Australia's history—at a time when reconciliation is an increasingly important part of the national conversation. Across our programs, Reconciliation Australia is increasingly engaging Australians in moving this conversation forward.

Today, in workplaces across Australia, Reconciliation Australia's Reconciliation Action Plan (RAP) program works to advance trust, respect and understanding between Aboriginal and Torres Strait Islander Australians, and non-Indigenous Australians. In 2016, the RAP program has made significant strides: with more than 700 organisations employing more than three million Australians engaged through endorsed RAPs. RAPs continue to drive widespread positive social change, lower prejudice, and engender greater trust—in turn, contributing significantly to the realisation of our nation's vision for reconciliation.

Similarly, our journey towards reconciliation is furthered by Reconciliation Australia's *Narragunnawali: Reconciliation in Schools and Early Learning* program, which provides support to more than 21,000 early learning services, primary and secondary schools by fostering a higher level of knowledge and pride in Aboriginal and Torres Strait Islander histories and cultures. In only three years, *Narragunnawali* has moved from strength to strength – engaging and supporting educators with key materials, curriculum

resources and professional learning opportunities to increase their knowledge and confidence teaching about Aboriginal and Torres Strait Islander histories and cultures.

This year we also celebrated National Reconciliation Week. This year's theme – 'Our History, Our Story, Our Future' – saw millions of Australians come together to reflect and consider how, together, we can progress further in our nation's reconciliation journey. The week's highlights included a dinner celebrating 25 years of Reconciliation in Australia which saw many of the reconciliation movement's leaders and visionaries gather together to reflect on the progress we have made in this journey, and the journey that lies ahead.

In this, our 25<sup>th</sup> year, there is no better time to reaffirm our commitment to making reconciliation a national priority, and our dedication to building this momentum toward a better nation.

Thank you for your interest in our work, and for your commitment to playing your part as we work towards another generation of achievements in reconciliation.



**Justin Mohamed**  
Chief Executive Officer  
Reconciliation Australia



## STATE OF RECONCILIATION IN AUSTRALIA REPORT

# A VISION FOR ACTION INTO THE FUTURE

**In the 25<sup>th</sup> year of formal reconciliation in Australia Reconciliation Australia released the *State of Reconciliation in Australia* report. The report highlights reconciliation milestones over the last 25 years while providing a vision for action into the future.**

The *State of Reconciliation in Australia* report, measures our progress towards reconciliation. Analysing reconciliation using five dimensions: race relations, equality and equity, institutional integrity, unity, and historical acceptance. The Report also provides recommendations as to how we can progress reconciliation into the next generation. Recommendations including, zero tolerance for racism, a renewed focus on *Closing the Gap*, and a reaffirmed recognition and respect for the rights of First Australians.

The *State of Reconciliation in Australia* report finds that almost all Australians (86 per cent) believe the relationship between Aboriginal and Torres Strait Islander people and other Australians is important. Yet Aboriginal and Torres Strait Islander peoples still experience high

levels of racial prejudice and discrimination, crisis levels of incarceration and out-of-home care. Trust between Indigenous and non-Indigenous Australians also remains unacceptably low.

The Report sees support for reconciliation growing across all sectors of the community, citing significant milestones over the last 25 years, including the establishment of Native Title, *Closing the Gap*, the Bridge Walks, the National Apology, progress towards constitutional recognition of First Australians and the Reconciliation Action Plan program.

The *State of Reconciliation in Australia* report provides us with a blue print for driving our nation's direction for reconciliation and a platform for action.







Left to right, Co-Chairs of Reconciliation Australia, Professor Tom Calma AO and Melinda Cilento, Senator the Hon Nigel Scullion, and CEO Reconciliation Australia, Justin Mohamed.



# OUR HISTORY, OUR STORY, OUR FUTURE

OVER

1,200

EVENTS ACROSS  
THE NATION



979,797



FACEBOOK ENGAGEMENTS  
IN A 24 HOUR PERIOD

95,300



TWITTER ENGAGEMENTS  
DURING NRW



## NATIONAL RECONCILIATION WEEK

**Each year National Reconciliation Week celebrates and builds on the respectful relationships shared by Aboriginal and Torres Strait Islander peoples and other Australians.**


From 27 May to 3 June this year, thousands of Australians came together to share in our nation's vision for reconciliation. We saw this goodwill for a reconciled future in the more than 1,200 events which took place across the nation: in schools, workplaces, local communities, in our institutions, and in Reconciliation Action Plan (RAP) partner organisations. It is increasingly clear that Australians see reconciliation as a national priority, and that National Reconciliation Week provides a platform for all Australians to meaningfully engage in our reconciliation journey.



The theme for National Reconciliation Week 2016 was 'Our History, Our Story, Our Future'. The theme asked all Australians to reflect on our national identity, and the place of Aboriginal and Torres Strait Islander histories, cultures and rights in our nation's story. 'Our History' reminded us all that historical acceptance is essential to our reconciliation journey. 'Our Story' reflected that this journey is a significant part of Australia's national identity. In looking to 'Our Future', the theme reaffirmed that reconciliation must live in the hearts, minds and actions of all Australians as we move forward.

To fulfil Reconciliation Australia's primary role as leader of the 'national conversation', a series of high-level national speaking and engagement opportunities were undertaken during the week by key spokespersons Justin Mohamed and Karen Mundine, including:

- National Reconciliation Week Parliamentary Lecture – The State of Reconciliation in Australia. Parliament House, Canberra
- The Long Walk – Federation Square, Melbourne
- Victorian Treaty consultations
- Native Title Conference – Darwin
- Elevate RAP partner workshop (11 partners) Richmond Football Club and Korin Gamadji Institute, Melbourne
- Defence Science and Technology – Education as a Lifelong Journey – Canberra
- City of Melbourne – Employment Breakfast Forum
- 'Songlines' at the Sydney Opera House – Vivid Festival. Photography series at the Sydney Opera House with SOH CEO Louise Herron AM
- Barangaroo Sea of Hands – ANTaR. Photography series at Barangaroo with ANTAR CEO Andrew Meehan



# National Reconciliation Week 2016

27 May to 3 June

Reconciliation Australia marked National Reconciliation Week with a celebration of 25 years of formal reconciliation in Australia, recognising the work of the alumni of the reconciliation movement. A dinner event brought together former Chairs, Deputies, members and staff of the Council for Aboriginal Reconciliation and Reconciliation Australia, whose vision, achievements and leadership have progressed our nation's reconciliation journey.

The dinner took place on Friday 27 May 2016 at Crown Melbourne and was hosted by Stan Grant. Over 200 guests attended, including the Hon Alan Tudge MP, representing the Prime Minister, Leader of the Opposition, The Hon Bill Shorten MP, Senator Patrick Dodson, and Senator Rachel Siewert, who all addressed the event.

## CONNECTING PEOPLE

# SHARING EXPERIENCES, EXPECTATION AND KNOWLEDGE

## GARMA

**Reconciliation Australia has been participating in the Garma Festival since 2006. This year we hosted a group of 13 Aboriginal, Torres Strait Islander and non-Indigenous women from the health, corporate, not-for-profit, early childhood and arts sectors.**

Now in its 18<sup>th</sup> year, the annual Garma Festival, held in Gulkula, the traditional meeting place of the Yolngu people, is Australia's leading cultural exchange event for Aboriginal and Torres Strait Islander Australians and non-Indigenous Australians. Garma attracts approximately 2,500 people, including

opinion and business leaders, decision makers, academics, and politicians from across the nation. The Festival provides a meaningful and safe place for participants to learn, understand and discuss the issues faced by Aboriginal and Torres Strait Islander peoples across the nation.

This year the festival was held from 29 July to 1 August and celebrated the 40<sup>th</sup> Anniversary of the *Aboriginal Land Rights (Northern Territory) Act 1976* (Cth) through the theme "Waja njaraka Ga Bundurr: The Land Is Our Backbone".

This year, our women's group, like all previous groups, was given a unique opportunity to be immersed in Yolngu



**Front, Deputy CEO, Reconciliation Australia, Karen Mundine, with Reconciliation Australia Board member and Yolngu Elder, Djapirri Mununggirritj, behind at Garma 2016.**

culture, along with learning about and engaging with reconciliation. Led by Reconciliation Australia Board member Djapirri Mununggirritj, the group were immersed in conversations, culture and stories of the Yolngu.

By hosting a Women's Group, Reconciliation Australia provides a forum for increasing the understanding of issues of Australia's First Peoples, along with learning what reconciliation means at the individual and national level. It also provides a forum for participants to build their capacity to lead change and innovation in their organisations.

By understanding and engaging with reconciliation through the Garma group, we seek to provide participants with the will, commitment and tools for spreading the message of reconciliation and to broaden the circle of reconciliation advocates. Our own current Co-Chair Melinda Cilento became increasingly involved in reconciliation as a result of her experience at Garma. Testament to the success of our previous Garma groups was the number of previous participants attending Garma independently, bringing with them friends and colleagues.





Justin Mohamed, and Professor Tom Calma AO with Aboriginal Finalists in the Australia Day Awards 2016.

## ABORIGINAL FINALISTS IN THE AUSTRALIA DAY AWARDS

### CELEBRATING DEDICATION AND COMMITMENT

On 25<sup>th</sup> January Reconciliation Australia hosted a breakfast to celebrate Aboriginal and Torres Strait Islander finalists in the Australia Day Awards. The finalists this year included:

- Michael Ross, Australia's Local Hero finalist - Land rights activist
- Will Macgregor, Australian of the Year finalist - Youth worker
- Dr Catherine Keenan, Australia's Local Hero finalist - Youth educator
- Dr Stephen Langford, Australia's Local Hero finalist - Flying doctor, and
- Jack Charles, Aboriginal Elder, actor and role model.

Over sixty guests attended the breakfast which was an opportunity to highlight Aboriginal and Torres Strait Islander success and to acknowledge the hard work and dedication of the finalists in their field.

Reconciliation Australia Co-Chair, Professor Tom Calma AO, spoke at the event and expressed that on Australia Day, a day that can be difficult for many First Australians, it is important that we recognise and show our appreciation for the contribution Aboriginal and Torres Strait Islander Australians have made, and continue to make, to our nation.

Each of the finalists are making change, and they are all extremely important changes which work to strengthen the five dimensions of reconciliation.

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

## ELEVATE RECONCILIATION ACTION PLAN GATHERING

During National Reconciliation Week 14 RAP partners came together as leaders in the Reconciliation Action Plan space to ambitiously discuss challenges and solutions for driving change.

Peggy O'Neal, President of the Richmond Football Club, set the scene for the afternoon speaking to the role of collaboration amongst partners to drive transformation in the reconciliation space.

The Elevate RAP partners came together at the Korin Gamadji Institute within the Richmond Football Club to consider issues common across their organisations. Discussions included how to provide solutions to the challenges of procurement, recruitment, professional development and cultural competency.



Elevate RAP partners gathering at Richmond Football Club.

# AMBITIOUS, CHALLENGING, WORKING



WITH OVER

**700**

**RAP PARTNERS  
NATIONWIDE**

THATS  
**3,000,000**

PEOPLE



**GETTING THE  
RECONCILIATION  
MESSAGE**



## **RECONCILIATION ACTION PLANS**

**More than three million Australians work or study in organisations with a RAP – organisations committed to promoting understanding and action to progress reconciliation.**

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





Sydney Opera House CEO, Louise Herron AM and Reconciliation Australia, CEO Justin Mohamed at Vivid Sydney 2016.

RAPs advance social change by transforming the attitudes and behaviours of the people working or studying in a RAP organisation. Currently three million people do exactly that.

This year we celebrated ten years of the RAP program which has grown to more than 700 RAP partners with 300 more organisations wanting to develop a RAP.

In 2015 – 2016 we welcomed another 100 RAP partners, which included four at the elevate level;


the Commonwealth Bank of Australia, Rio Tinto, Lendlease, and Woodside, taking the number of elevate RAP partners to 17. Elevate RAP partners go beyond 'business as usual' and embed reconciliation actions into the delivery of core business practices and decision-making at the highest level. As a result, they have the capacity to have the capacity to accelerate meaningful and sustainable change for Aboriginal and Torres Strait Islander peoples and their communities.

This year, our RAP impact measurement report captured data from 459 RAP organisations. The report revealed that our RAP organisations collectively provided \$100.4 million in pro bono support to Aboriginal and Torres Strait Islander organisations or communities, employed 35,137 Aboriginal and Torres Strait Islander employees, and through Supply Nation, have purchased \$32.6 million worth of goods and services from accredited Aboriginal and Torres Strait Islander businesses.

Importantly, 77 per cent of RAP employees have high trust for their Aboriginal and Torres Strait Islander colleagues, compared with 26 per cent of people in the general community. They also have much more positive attitudes – 82 per cent of RAP partner organisation employees believe that Aboriginal and Torres Strait Islander peoples hold a special place as the First Australians, compared with 71 per cent of the general community.

Further to this, 262,069 RAP partner employees completed cultural awareness training to enable them to build stronger cultural understandings and relationships with Aboriginal and Torres Strait Islander peoples, businesses and communities.

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



# SUPPORTING OVER 21,000 SCHOOLS AND EARLY LEARNING CENTRES ACROSS THE NATION

## NARRAGUNNAWALI

***Narragunnawali: Reconciliation in Schools and Early Learning is designed to support the more than 21,000 early learning services, primary and secondary schools across Australia to foster a higher level of knowledge and pride in Aboriginal and Torres Strait Islander histories, cultures and contributions.***

Now in its third year, with the support of its funding partner BHP Billiton Sustainable Communities, *Narragunnawali* has moved from strength to strength. At the end of the 2015-2016 financial year, 630 schools and early learning services were participating in the *Narragunnawali* community through its online platform.

Over the past 12 months we have worked to develop a more robust, optimised version of our online platform, which will provide schools and early learning services with a higher level of information and support. This online platform will allow schools and services to build Reconciliation Action Plans (RAPs) tailored to their needs, and support the implementation of these RAP commitments by providing curriculum and professional learning resources. The platform also facilitates collaboration between RAP Working Group members, who will be able to assign responsibilities and monitor the progress of their RAP online. Collaboration between teachers and educators across schools and services is also encouraged, with the aim of creating a community for sharing learnings and ideas.

Plans to enhance *Narragunnawali*'s professional learning offering have also been progressed, with the completion of a rigorous tender process for the production of 14 short films illustrating RAP actions and the exploration of in-house webinar production.

The evaluation of *Narragunnawali* is continuing with the Centre for Aboriginal Economic Policy Research's (CAEPR). This financial year CAEPR has delivered two reports, entitled *Factors associated with developing a Reconciliation Action Plan (November 2015)* and *Reconciliation in the classroom, around the school or early learning service, and with the community (March 2016)*.





**NARRAGUNNAWALI, CREATING  
A COMMUNITY FOR SHARING  
LEARNINGS AND IDEAS.**

Images courtesy of Narragunnawali schools and early learning.

As engagement is a strong component of our work, this year we launched a *Narragunnawali* newsletter to support teachers and educators in an industry appropriate medium. Two editions of 'Narragunnawali News' have been distributed to RAP Working Group members within schools and early learning services registered on the *Narragunnawali* platform. The special print edition published for National Reconciliation Week was sent to all schools and early learning services- over 20,000 sites across Australia.

Further engagement activities included delivering the keynote speech at Early Childhood Australia's Reconciliation Symposium and addressing the National Aboriginal and Torres Strait Islander Education Conference. We also delivered a number of guest lectures to students undertaking a Bachelor of Education at the Australian National University and the University of South Australia, enhancing engagement with pre-service teachers. Extending our sphere of influence, we collaborated with Opera Australia in the development of a teaching guide for *The Rabbits*.

Despite their defunding under the Indigenous Advancement Strategy (IAS), we continued to work with the Indigenous Education Consultative Bodies (IECBs) in support of their important role providing an Aboriginal and Torres Strait Islander community voice to Australia's State and Territory education systems.

In February we presented as a witness to the House of Representatives Standing Committee on Indigenous Affairs inquiry into educational opportunities for Aboriginal and Torres Strait Islander students. Reconciliation Australia's evidence was well received by the Committee.





RECOGNISE  
ENGAGING AUSTRALIA  
IN CONSTITUTIONAL  
RECOGNITION

183   
CAMPAIGN PARTNERS

298,000   
SUPPORTERS

Adnyamathanha and Narungga man  
Adam Goodes with RECOGNISE youth  
representatives.





## RECOGNISE

**RECOGNISE has now more than 298,000 supporters working to recognise First Australians in the Constitution and deal with the racial discrimination in it.**

Engagement at the grassroots level has been significant this year, with the Journey to Recognition visiting, New South Wales, Tasmania and the Torres Strait Islands. The Journey to Recognition has travelled more than 39,722 kms across the country, engaging with 273 communities through 365 events attended by 27,240 people.

Building support for and continuing engagement with the RECOGNISE movement through social media has been key. Throughout the year RECOGNISE made over 24 million Facebook impressions leading to a significant increase in audience and fans.

Partnerships across various sectors have continued to increase in 2015-2016. Our 183 campaign partners come from various community organisations, faith groups, schools, and corporates across Australia. These partnerships included a coalition of Aboriginal and Torres Strait Islander health, legal and educational bodies.

Also contributing their support, the South Australian Government signed on to the RECOGNISE Charter in May 2016 and ten organisations within the Culturally and Linguistically Diverse alliance signed onto an accord.

High profile partners such as the AFL, Cricket Australia and the NRL have driven their large audiences to join the movement. All sporting codes produced television commercials, which were broadcast at games across the country and during some televised matches.

Individual NRL clubs, the Cronulla Sharks, The West Tigers, the South Sydney Rabbitohs and the NRL Indigenous All Stars, all donated publicity space on their uniforms which were branded with the RECOGNISE 'R'. In addition to these individual clubs, major game sponsor Telstra gave its website branding to RECOGNISE for one week. During this period an estimated more than 1 million customers visited the Telstra homepage.

During the NRL and AFL Indigenous Rounds, the reach of the Campaign expanded. Fox Sports aired the NRL RECOGNISE television commercial reaching up to 300,000 viewers per match. Similarly, Channel 9 aired the RECOGNISE television commercial reaching between 500,000 to over 1 million per NRL match. An op-ed written by AFL legend, Syd Jackson and published in the Herald Sun, reached an estimated audience

of 750,000 people. Throughout the AFL season nearly every AFL club sported an R on its guernseys. The Dreamtime at G match featured the R on field and around the ground.

Polling this year has shown that there has been continued widespread support for constitutional change. Eight consecutive large-scale polls by different organisations over four years reveal consistently high levels of support. In May 2016 independent research showed 77% of non-indigenous and 87% of Indigenous Australians said they would vote yes in a referendum to recognise First Australians in the Constitution if the referendum was held at the time of the survey. During the 2016 Federal Election Campaign, the ABC vote Compass asked participants if the Australian Constitution should recognise Indigenous people as Australia's first inhabitants. 77% of the 200,000 people that took part in the survey agreed.

Encouraging young people to be part of the national conversation about Constitutional Recognition has been a great success for the RECOGNISE Youth team this year. RECOGNISE Youth held workshops in Tasmania, South Australia, Northern Territory and Western Australia which have successfully engaged and trained 32 young people to be RECOGNISE ambassadors.

# SHARING THE COMMITMENT TO RECONCILIATION

Our partnerships and supporters at Reconciliation Australia continue to grow from strength to strength. We are very proud to have partnered with organisations that share our commitment to reconciliation, and to making a significant difference to the lives of Aboriginal and Torres Strait Islander peoples and communities and all Australians.

## PARTNERS AND SUPPORTERS

### RECONCILIATION AUSTRALIA

#### PROGRAM FUNDERS

Department of the Prime  
Minister and Cabinet  
BHP Billiton

Australian National University  
Cape York Partnership  
Change the Record Coalition  
Imparja Television

#### MAJOR SUPPORTER

Arnold Bloch Leibler  
Crown Resorts  
Department of Human  
Services  
Foxtel  
Gold Coast 2018  
Commonwealth Games  
Corporation (GOLDOC)  
News Corp Ltd  
Rio Tinto  
SBS

Koori Mail  
KPMG  
Lendlease  
Melbourne City Council  
National Australia Bank  
NACCHO  
National Australia Day Council  
National Congress of  
Australia's First Peoples  
National Museum of Australia  
Nine Network  
NITV

#### SUPPORTERS

AFL  
Accor  
ABC Television  
ACT Government  
ACARAACECQA  
AFL Cape York  
AITSL  
AIATSIS  
Apunipima Cape York Health  
Council  
Australian Council of Social  
Services  
Australian Indigenous  
Governance Institute  
Australian Human Rights  
Commission

NOVA FM Melbourne  
NSW Reconciliation Council  
Oxfam  
Radio National  
Reconciliation Queensland  
Inc.  
Reconciliation South Australia  
Reconciliation Victoria  
Reconciliation Western  
Australia  
Richmond Football Club  
Right Management  
Secretariat of National  
Aboriginal and Islander Child  
Care (SNAICC)  
Shine Australia  
Skinnyfish Music



Stronger Smarter Institute  
Sodexo  
Supply Nation  
Sydney Opera House  
The Canberra Times  
The Long Walk Trust  
Westpac  
Wu Chopperen Aboriginal Health Service  
Yothu Yindi Foundation

#### **PATRONS**

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

#### **RECONCILIATION AUSTRALIA BOARD DIRECTORS**

Co-Chair, Professor Tom Calma AO  
Co-Chair, Ms Melinda Cilento  
Mr Kenny Bedford  
Mr Jason Glanville  
Mr Ken Henry AC  
Mr Glen Kelly  
Ms Djapirri Mununggirritj  
Mr Peter Nash  
Ms Kirstie Parker  
Ms Joy Thomas  
Mr Bill Lawson AM

#### **INDIGENOUS GOVERNANCE AWARDS 2016 JUDGES**

Chair, Professor Mick Dodson AM  
Professor Gary Banks AO  
Mr Eddie Cubillo  
Mr Jason Glanville  
Ms Glenda Humes  
Mr Glen Kelly  
Dr Simon Longstaff AO  
Ms Diane Smith-Gander  
Mr Paul Travers

## **RECOGNISE**

#### **MAJOR SUPPORTERS**

Australian Football League (AFL)  
Lend Lease  
The Myer Foundation  
National Rugby League (NRL)  
Telstra

#### **SUPPORTERS 2015-16**

ABC  
Foxtel  
Fox Sports  
Fox Footy  
Channel 9  
News Limited  
A Day on The Green  
Adelaide Crows Football Club  
AFL Tasmania  
Allens  
Anglicare South Australia  
Anglicare Parramatta  
ANTaR National  
Arnold Bloch Leibler  
Australian Council of Trade Unions (ACTU)  
Australian Education Union  
Brisbane Lions Football Club  
Burnie City Council  
Carlton Football Club  
Clayton Utz  
Collingwood Football Club  
Cricket Australia  
Cronulla Sharks  
Devonport City Council  
Dunsborough Art Festival  
Early Childhood Australia  
EnergyAustralia  
Federation of Ethnic Communities Council of Australia  
Fred Hollows Foundation  
Fremantle Football Club  
Geelong Football Club  
Gold Coast Suns Football Club  
The Governor of Tasmania  
Greater Western Sydney Football Club  
Hawthorn Football Club  
Hobart City Council  
Hobart City Demons Football Club  
Jessie Street National Women's Library  
Kingborough Tigers Football Club  
KPMG  
Launceston City Council  
Local Government Association of Tasmania  
Local Government Association of the Northern Territory  
Local Government Association of NSW  
Lowitja Institute

MEES Indigenous Conference Services Australia  
Melbourne Demons Football Club  
Metropolitan Emergency Services Board  
My Pathway  
National Australia Bank  
NACCHO  
Newcastle Knights  
North Melbourne Football Club  
NSW Labor  
Northern Land Council  
NSW Aboriginal Land Council  
NSW Teachers Federation  
Port Adelaide Football Club  
Qantas Airways  
Reichstein Foundation  
Richmond Tigers Football Club  
Rio Tinto  
Rocherlea Football Club  
SA Government  
South-East Tasmanian Aboriginal Corporation (SETAC)  
South Sydney Rabbitohs  
St Kilda Football Club  
Sydney Swans Football Club  
Tasmanian Football Council  
Unions Tasmania

Uniting Church, Adelaide  
University of NSW  
University of Tasmania  
West Coast Eagles Football Club  
Western Bulldogs Football Club  
Wests Tigers  
Wirrpanda Foundation  
Yothu Yindi Foundation

## FINANCIALS AT A GLANCE

# OUR ONGOING FOCUS HAS BEEN ON SUSTAINABILITY, PRODUCTIVITY AND IMPACT

**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.**

The result of Reconciliation Australia's consolidated operation in 2015-2016 was a surplus of \$236,990 (surplus of \$799,930 in 2014-2015). Total revenue and other income for the current year was \$10,885,826 (\$16,721,383 in 2014-2015) and total expenditure for the current year was \$10,648,836 (\$15,921,453 in 2014-2015).

The reduction in our revenue (and corresponding expenditure) from 2014-2015 was due to a change in the government funding for the RECOGNISE campaign.

## WHERE DO OUR FUNDS COME FROM?

Reconciliation Australia's financial sustainability depends on four major funding sources: government grants and project funding; corporate partnerships; philanthropic trust funding and tax deductible donations from individuals.

The majority of our funding is sourced from the Australian Government, through the Department of Prime Minister and Cabinet. However, an increasing proportion of our income is coming from non-government sources, specifically we receive funding from BHP Billiton, other corporate supporters and private donors.

## WHERE DO OUR FUNDS GO?

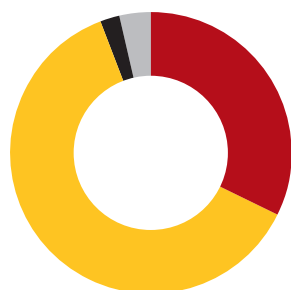
In 2015-2016 Reconciliation Australia supported programs and initiatives which accounted for 90 per cent (92 per cent in 2014-2015) of the organisation's expenditure.

The information below provides a summary of the financial performance and position for the financial year ended 30 June 2016. Copies of the full Annual Financial Report including the Independent Audit Report can be obtained from our website.

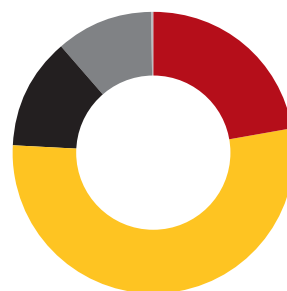
Finance Manager  
Reconciliation Australia  
PO Box 4773  
Kingston ACT 2604



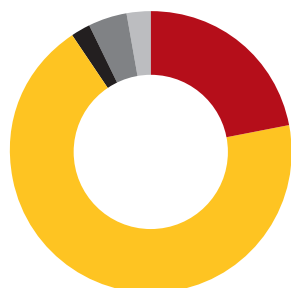
	2015-2016	2014-2015
Total revenue and other income	\$10,885,826	\$16,721,383
Total expenditure	\$10,648,836	\$15,921,453



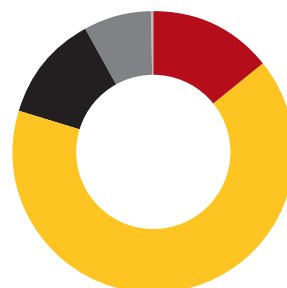
Sources of income	2015-2016
Government grants	3,525,000
Project funding	6,727,019
Charitable donations	260,049
Fundraising appeals	-
Other revenue	373,758
Total	10,885,826



Use of operating funds	2015-2016
Programs and partnerships	2,379,107
Recognise campaign	5,699,444
Communications and engagement	1,374,199
Operations	1,188,626
Charitable donations	7,460
Total	10,648,836



Sources of income	2014-2015
Government grants	3,675,000
Project funding	11,508,885
Charitable donations	371,886
Fundraising appeals	729,226
Other revenue	436,386
Total	16,721,383



Use of operating funds	2014-2015
Programs and partnerships	2,287,878
Recognise campaign	10,408,390
Communications and engagement	1,981,540
Operations	1,229,567
Charitable donations	14,078
Total	15,921,453



**RECONCILIATION**  
AUSTRALIA

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