

# Workplace RAP Barometer 2020

## Frequently Asked Questions

### Contents

About the Workplace RAP Barometer (WRB) .....	2
About Polity Research & Consulting .....	2
Frequently Asked Questions .....	3
1. Why should my organisation participate in the WRB? .....	3
2. Do we have to have a current RAP to participate? .....	3
3. What information will my organisation receive at the WRB's conclusion? .....	3
4. What kind of agreement will be in place between my organisation, Reconciliation Australia and Polity if we participate? .....	3
5. When will the WRB survey run? .....	4
6. How is the survey conducted? .....	4
7. How long will the survey be live for? .....	4
8. How long will the survey take to complete? .....	4
9. What does it cost to participate in the WRB? .....	4
10. Once our organisation has told Reconciliation Australia that it would like to participate in the WRB survey, what are the next steps? .....	4
11. How will invoicing and payment be managed? .....	4
12. When is payment expected from my organisation? .....	5
13. What is required from my organisation to participate in the WRB? .....	5
14. How should we communicate with our employees about participating? .....	5
15. Will other participating organisations receive information about how my organisation has performed? 5	
16. What kind of information will be published about my organisation by Reconciliation Australia? .....	5
17. When will we receive the final reports? .....	5

## **About the Workplace RAP Barometer (WRB)**

The Workplace RAP Barometer (WRB) is a survey to monitor reconciliation at the workplace level and in organisations with a Reconciliation Action Plan (RAP). Reconciliation Australia has worked with both Auspoll (2012) and Polity Research & Consulting (2014, 2016 and 2018) to conduct the survey.

The WRB allows us to measure the attitudes and behaviours of employees towards reconciliation. We also use the results of the WRB to compare attitudes in workplaces with those of the general community obtained through the biennial [Australian Reconciliation Barometer](#). This allows us to see the impact on the attitudes and behaviours of employees who work in organisations that have a RAP.

The 2018 WRB can be found [here](#)

## **About Polity Research & Consulting**

Polity Research & Consulting is an independent, social research consultancy specialising in stakeholder connection and advocacy/issues management. The company was founded by Dr Darryl Nelson, who has more than 20 years research consulting and media experience across corporate and public sectors.

Formerly managing partner with social research consultancy, Auspoll, and senior research manager with B2B consultancy Frost & Sullivan, Darryl's research-based insights have informed decision making across all sectors, from corporate to government to not-for-profit organisations.

Polity has worked closely with Reconciliation Australia for many years on a number of projects. Reconciliation Australia has once again partnered with Polity to deliver the biennial WRB this year.

Darryl is a full member of the Australian Market & Social Research Society, the industry's professional standards body.

## Frequently Asked Questions

### 1. Why should my organisation participate in the WRB?

The WRB provides a unique and valuable opportunity for your organisation to understand the impact of your RAP on your employees' attitudes and perceptions towards reconciliation, relative to members of the wider Australian community and other RAP organisations.

The WRB asks participants about their engagement with reconciliation in the workplace through direct and indirect questions about RAP commitments. A significant portion of the survey uses questions from the biennial Australian Reconciliation Barometer, which measures the Australian community's attitudes and perceptions towards reconciliation.

In comparison to the RAP Impact Measurement Questionnaire, which identifies whole-of-organisation RAP outputs, the WRB measures individual experiences of your RAP within your organisation.

### 2. Do we have to have a current RAP to participate?

Reconciliation Australia would like to encourage as many organisations as possible to participate in the 2020 WRB. All organisations that either have an endorsed RAP or are currently developing a RAP are invited to participate.

Taking part before your RAP is formally finalised enables your organisation to establish a 'clean' baseline measure, against which your RAP progress can be measured.

### 3. What information will my organisation receive at the WRB's conclusion?

Your organisation will receive a final report of full employee results in ready-for-publication quality (soft copy PDF format). This report will include an analysis of your organisation's results and a comparison with the full aggregated WRB results. In addition to the report, you will also be provided with your organisation's aggregated data results in Excel tables format.

If possible, you will also receive full aggregated data in Excel format for your industry sector. This will only be possible where there are three or more organisations participating from the industry. This data enables organisations to compare their performance with their own sector more directly.

It is possible for your organisation to arrange for further analyses of data directly with Polity at an additional cost. This can include further data tables, detailed reports and face-to-face debriefs or workshops.

### 4. What kind of agreement will be in place between my organisation, Reconciliation Australia and Polity if we participate?

We will send you a tripartite research agreement, to be signed by Reconciliation Australia, Polity and your organisation. The agreement covers data security, party warranties and ownership and use of the survey data.

## 5. When will the WRB survey run?

Fieldwork will commence approx. 16 April, 2020. A range of start dates will be available, within the 6-week survey window.

## 6. How is the survey conducted?

The survey will be conducted online via a link sent to your organisation's employees via email. The survey will be hosted and managed online by Polity.

## 7. How long will the survey be live for?

The survey will be live for two-three weeks from the date it is sent to your organisation's employees. Polity will send a reminder email to employees who have not completed the survey after week one.

## 8. How long will the survey take to complete?

The survey takes approximately 10-15 minutes to complete.

## 9. What does it cost to participate in the WRB?

WRB Participation Costs		
Number of participating employees	Tier	Participation cost (GST not included)
2000+ employees	Corporate	\$3900
500-1999 employees	Large	\$2900
100-499 employees	Medium	\$1900
30-99 employees	Small	\$900
Less than 30 employees invited	SoHo	Free (Excel tables only)

Please note that the participation cost is based on the number of staff invited via email to participate, and not on the number of responses or completed surveys. This year, there are 2 new pricing tiers. As fieldwork costs have increased since 2014, Polity is minimizing the impact by only raising the cost for very large organisations. Polity is also now enabling SoHo organisations to take part free of charge (to receive data tables only), to encourage greater participation. However, if a SoHo org wishes to receive a full report, the \$900 small-tier fee will apply.

## 10. Once our organisation has told Reconciliation Australia that it would like to participate in the WRB survey, what are the next steps?

Once your organisation has indicated they are interested in participating in the WRB, Polity will be in touch via email or telephone. An information pack will then be provided to your organisation with details of how to participate, including a privacy statement, expected date for the fieldwork and the research agreement (see further details below).

## 11. How will invoicing and payment be managed?

Invoicing and payment for the survey will be managed directly between Polity and each participating organisation. Polity will discuss this with you once an information pack has been provided.

## **12. When is payment expected from my organisation?**

Payment is required prior to the fieldwork commencing in April 2020. Payment will confirm participation. Payment should not be made until you are certain to participate, as there will be no refund for a later cancellation.

## **13. What is required from my organisation to participate in the WRB?**

Polity will require an excel spreadsheet containing the email addresses of employees you elect to participate in the survey. To ensure the results are not skewed in any way, this should include your entire workforce, as much as possible. To enable collation, this information must be supplied at least a week before fieldwork commences.

Employee email addresses provided by your organisation will be deleted once the survey has been completed. Polity will manage any personal information provided by your organisation in accordance with its obligations under the *Privacy Act 1988* (Cth) and the Australian Market & Social Research Society's codes of practice.

If providing an excel spreadsheet of employee email addresses is *NOT* possible, there is an option for you to distribute the survey internally yourselves. Polity can discuss this more fully when they contact you.

## **14. How should we communicate with our employees about participating?**

We suggest that in the week prior to fieldwork commencing, your organisation sends a 'warm-up' email to all invitees, advising them of the survey. Polity will provide an example email text as a template for your organisation to use.

## **15. Will other participating organisations receive information about how my organisation has performed?**

No, no one else will receive any information about how your individual organisation performed. Only your organisation will be privy to your organisation's results.

Any comparative data that is provided by Polity (for example, data from your industry sector) will be fully aggregated and de-identified.

## **16. What kind of information will be published about my organisation by Reconciliation Australia?**

Reconciliation Australia will not publish individual organisation results, only aggregated results. However, organisations will be listed in the final report published by Reconciliation Australia as 'participant organisations'. There will be no way of identifying your organisation's responses.

## **17. When will we receive the final reports?**

Your organisation will receive the reports by end of September. If you have any further questions, please contact Reconciliation Australia via [RAP.Reporting@Reconciliation.org.au](mailto:RAP.Reporting@Reconciliation.org.au)