



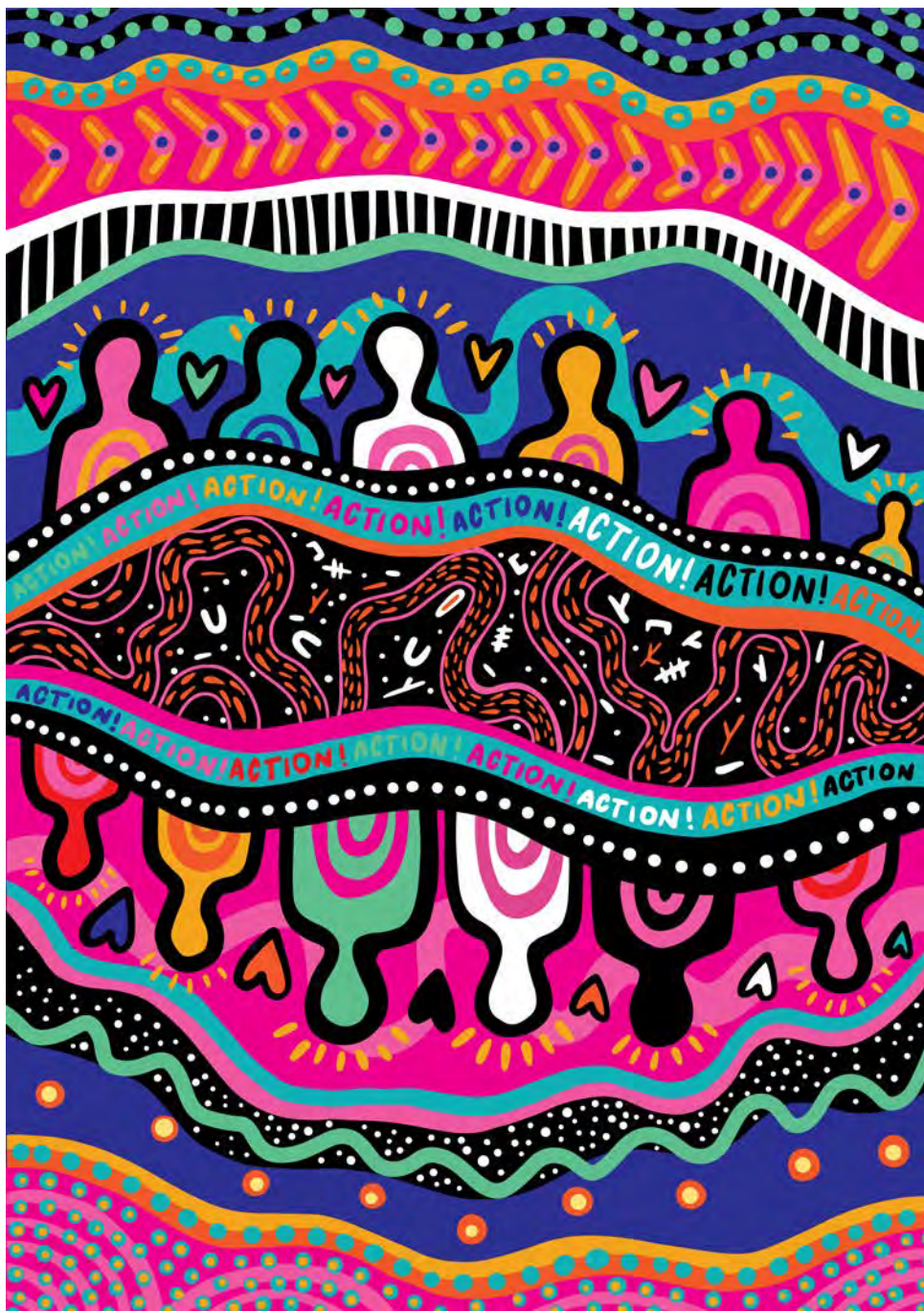
RECONCILIATION AUSTRALIA
ANNUAL REVIEW 2020-2021





Reconciliation Australia acknowledges the Traditional Owners of Country throughout Australia and recognises their continuing connection to land, waters, and community. We pay our respects to them and their cultures; and to Elders both past and present.

*Cover: ACT Senior Australian of the Year, Patricia Anderson AO (left), with Ngunnawal Elder Violet Sheridan, at the Reconciliation Australia's Australian of the Year Award Breakfast. Photo: Salty Dingo
Right: Jessica Johnson's artwork for 2021 National Reconciliation Week: 'Action'*



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FIVE DIMENSIONS OF RECONCILIATION

RACE RELATIONS

All Australians understand and value Aboriginal and Torres Strait Islander and non-Indigenous cultures, rights and experiences, which results in stronger relationships based on trust and respect and that are free of racism.

EQUALITY AND EQUITY

Aboriginal and Torres Strait Islander peoples participate equally in a range of life opportunities and the unique rights of Aboriginal and Torres Strait Islander peoples are recognised and upheld.

INSTITUTIONAL INTEGRITY

The active support of reconciliation by the nation's political, business and community structures.

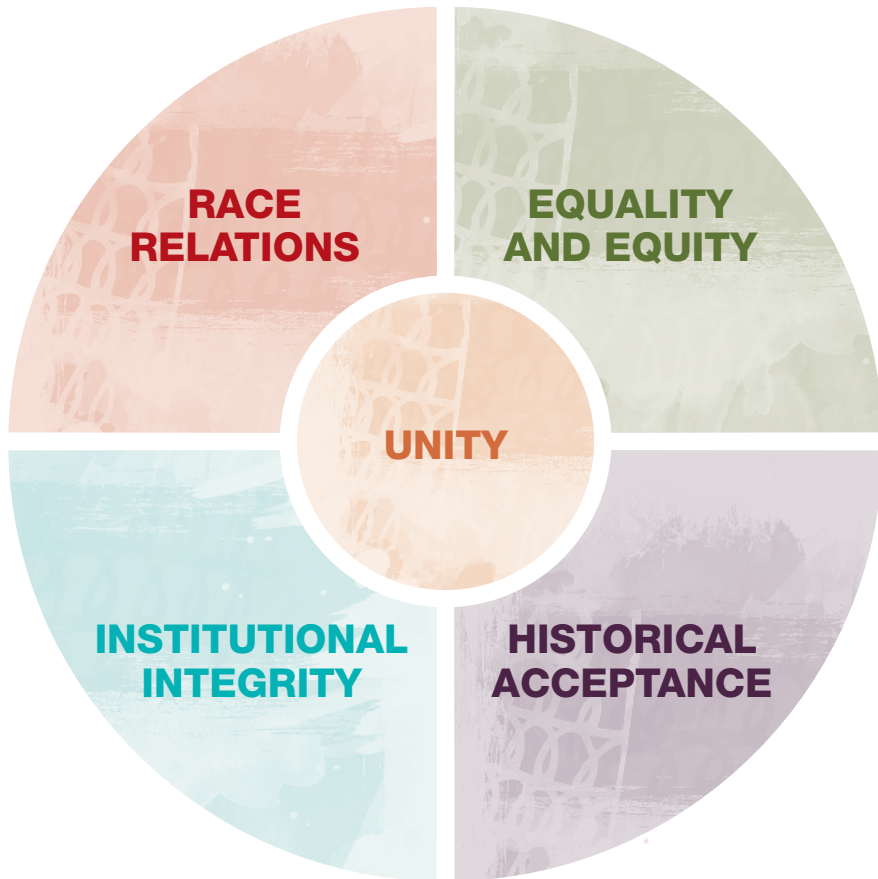
UNITY

An Australian society that values and recognises Aboriginal and Torres Strait Islander cultures and heritage as a proud part of a shared national identity.

HISTORICAL ACCEPTANCE

All Australians understand and accept the wrongs of the past and the impact of these wrongs. Australia makes amends for the wrongs of the past and ensures these wrongs are never repeated.

Join us on our national reconciliation journey.



RECONCILIATION AUSTRALIA

Our vision is for a just, equitable and reconciled Australia.

Our purpose is to inspire and enable all Australians to contribute to the reconciliation of the nation.

Reconciliation Australia was established in 2001 and is the lead body for reconciliation in the nation. We are an independent not-for-profit organisation which promotes and facilitates reconciliation by building relationships, respect and trust between the wider Australian community and Aboriginal and Torres Strait Islander peoples.

Our vision of reconciliation is based on five inter-related dimensions: race relations, equality and equity, institutional integrity, unity and historical acceptance. These five dimensions do not exist in isolation; they are inter-related and Australia can only achieve full reconciliation if we progress in all five.

MESSAGE FROM THE BOARD OF RECONCILIATION AUSTRALIA

This year we observed a number of momentous anniversaries in the Australian reconciliation process – anniversaries that continue to shape our thinking today.

It's been 30 years since the release of the final report from the Royal Commission into Aboriginal Deaths in Custody. Recommendation 339 called for all political leaders and their parties to urgently build public support for the process of reconciliation. It was the start of the formal process, and establishment of the Council for Aboriginal Reconciliation (CAR).

Thirty years on, Aboriginal and Torres Strait Islander people continue to be disproportionately incarcerated making up almost 30% of the total Australian prison population, while comprising just over 3% of the general population.

At the turn of the last century, the CAR delivered its final reports amplified by the huge reconciliation bridge walks across the country.

CAR concluded that a decade of formal reconciliation could not scratch the surface to address more than 250 years of colonisation, but that the majority of Australians agreed reconciliation was vital for our future. Thus Reconciliation Australia was born to take up the mantle.

In the intervening 20 years we have had cause to celebrate and stark reminders that we must redouble our efforts if we are to fulfil the CAR's vision of a *united Australia which respects this land of ours; values the Aboriginal and Torres Strait Islander heritage; and provides justice and equity for all.*

One of our success stories has been the Reconciliation Action Plan (RAP) program. Launched 15 years ago with eight trailblazing organisations, today there are almost 2000 organisations across a broad spectrum of industries playing their part in reconciliation.

As a Board we take great pride in what RAP organisations are achieving through the development and implementation of their plans, constantly lifting the bar of what is possible to effect transformational change driven by the aspirations of Aboriginal and Torres Strait Islander communities – and most importantly, in true collaboration with them.

RAP organisations are reframing how they can better engage with Aboriginal and Torres Strait Islander peoples to create greater value for all. But as we once again saw this year, they don't always get it right.

As the RAP program continues to evolve to reflect increasing expectations for greater impact, so too does our need for accountability. Out of these developments come instructive points on the nature of respectful relationships and the opportunity to reset approaches and set new benchmarks.

RAPs have also been instrumental in influencing the attitudes of everyday Australians regarding their attitudes and understanding about historical and contemporary Aboriginal cultures and histories.

From the outset, we have always known education is foundational to the concept of reconciliation and the Narragunnawali: Reconciliation in Education program continues to support schools and early learning services across the country. In its eighth year the program engages with more than 8,200 schools and early learning services with significant growth in the last year.

According to our Australian Reconciliation Barometer, over 80% of the Australian community believe it is important for First Nations histories and cultures to be taught in school and Narragunnawali provides resources and materials to do so, complementing the many decades of work by Aboriginal and Torres Strait Islander educators.

Throughout this year we saw many steps forward and some steps back as we strove towards our goal of just, equitable and reconciled Australia. To bring this goal to life our programs sought to magnify and complement the great work of First Nations communities, organisations and leaders.

The Coalition of Peaks in equal partnership with governments at all levels negotiated new Closing the Gap targets and priority reforms taking shared decision-making to new heights and paving the way for better outcomes for Aboriginal and Torres Strait Islander peoples.

Issues of representation, constitutional change, and having a say continued to be debated and investigated, with thousands of Australians participating in the discussions on proposals for an Indigenous Voice.

Within the Federal Senate, another Aboriginal voice emerged with Gumnai-Gunditjmara woman Lidia Thorpe appointed as the first Aboriginal Senator from Victoria.

Right across the year truth-telling continued to rise up under long-held assumptions, showing the necessity of interrogating and understanding our history and how that history plays out in the present.

Conversations and respectful debates around the appropriate date of a national day of celebration have become a social movement of its own as more Australians understand the ongoing impact of 26 January on First Nations peoples and communities.

As we write this message we are preparing to virtually bring together over 1500 Australians at the Australian Reconciliation Convention, the first national gathering of its kind since the CAR. Reflecting on the last 20 years, and investigating where we are today, we hope the Convention will most importantly help us chart a path for the next 20 years.

While Reconciliation Australia may have had twice as long as the CAR, it is nevertheless still a drop in the ocean compared to the 230+ years of colonisation. But as the CAR also found there remains overwhelming support for reconciliation, and over the last 30 years we have gotten better at identifying our systemic failures and what we need to do to dismantle them. This gives us great hope we can see real change in a generation as we move from safe to brave in our thoughts, words and actions.

We gratefully acknowledge the tremendous efforts, professionalism and comradery of Reconciliation Australia Board, colleagues and staff; and give our heartfelt thanks to our supporters and partners. Your dedication and contributions help us to progress our nation's vision for reconciliation, and we could not do it without you.



Professor Tom Calma AO



Ms Melinda Cilento



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



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

MESSAGE FROM THE CEO

Events in the past twelve months have caused many to pause and reflect on whether the status quo is as set in stone as we once thought.

Across the world there has been a collective reckoning with different, more innovative approaches and ways forward.

Many of us and our communities have had to pivot, adapt, and grow as we adjust to changed circumstances. In doing so, we have learnt much about ourselves and what we are capable of in the process.

Reconciliation Australia has likewise gone through a process of reflection and growth during this time.

Key milestones this year have meant that we have had the opportunity to take a step back and to listen to our stakeholders. Like many others during this time it has allowed us to truly consider what is most important and to refocus and strengthen our ongoing mission as a result.

The 2021 State of Reconciliation in Australia report found that the reconciliation movement is at a tipping point. Accrued knowledge, education, and awareness in the broader public on issues affecting Aboriginal and Torres Strait Islander peoples has empowered and emboldened supporters.

But it also found that this raised consciousness still requires real, concerted, and brave action to move the dial on substantive change for Aboriginal and Torres Strait Islander peoples.

The report's vision of moving from safe to brave, has become the heartbeat of everything that we have set out to achieve at Reconciliation Australia in the past year.

It was the guiding principle for National Reconciliation Week (NRW) 2021, with supporters rallying around the theme, *More than a word. Reconciliation takes action.*

From joining over 1000 people at the annual National Reconciliation Week breakfast in Adelaide, to walking alongside Michael Long and WA Premier Mark McGowan at the Long Walk in Perth, I saw supporters embodying the theme.

When the ongoing effects of COVID-19 once again hampered events, our supporters did not let postponements, lockdowns, and last-minute venue changes dull their commitment to safely marking NRW in digital ways.

Of course webinars and video conferencing are such familiar tools now, it was gratifying to bring together over 750 dedicated Reconciliation Action Plan (RAP) advocates at the 2021 National RAP Conference in February. Built around the theme Create Lasting Change, we shared learnings and experiences of taking action against racism, meaningful partnerships and organisational truth-telling.

A highlight for me was the closing plenary with Professor Lindon Coombes, where we discussed how organisations can foster an environment that makes speaking up about the tough issues possible; and that Aboriginal and Torres Strait Islander communities themselves have the answers – those in power just need to listen.

This sentiment was echoed at the *Self-Determination through Self-Governance conference*, which we delivered with the Australian Indigenous Governance Institute in December.

As we know through our Indigenous Governance Program work, Aboriginal and Torres Strait Islander self-determination and the movement for reconciliation are inextricably linked, and Australia cannot engage with the idea of a just, equitable and reconciled country until the broader society engages with Aboriginal and Torres Strait Islander ways of being, doing and viewing the world.

As part of the conference, we opened the applications for the 2021 Indigenous Governance Awards. However due to COVID-19 lockdowns and restrictions, we paused final judging and postponed the final announcement to May 2022 to ensure site visits to finalists can occur safely.

Another casualty of the global pandemic was the site visits for the Narragunnawali: Reconciliation in Education Awards 2021 that pivoted to a virtual setting. While the in-person site visits for both Awards programs are a highlight of any year, our commitment to safety and protecting vulnerable communities remains paramount.

This past year has again been trying, with our offices locked down, and many reconciliation networks unable to come together. However, our team has once again risen to the challenge and I am immensely grateful for the hard work and dedication of our staff and the guiding insights and support of our Board.

As I reflect on the 20th anniversary of Reconciliation Australia, and the year that was, I am encouraged by the creative and inventive methods our staff, supporters and stakeholders have employed to safely take brave action for reconciliation in their lives and work.

With this in mind, I have no doubt that we will take the learnings, experiences and refocused mission of the past twelve months into the next year and beyond, for a more just, equitable and reconciled future.



Karen Mundine
Chief Executive Officer



CONNECTING WITH PEOPLE

*The Aboriginal and Torres Strait Islander nominees of the Australian of the Year Awards 2021, with the Honourable Ken Wyatt MP, Reconciliation Australia CEO and Co-Chair, Karen Mundine and Tom Calma AO.
Photo: Salty Dingo.*

AUSTRALIAN OF YEAR AWARD BREAKFAST

Reconciliation Australia hosted its annual celebratory breakfast for the Aboriginal and Torres Strait Islander finalists of the 2021 Australian of the Year Awards. As always, an impressive number of high achievers made the final nominations.

Reconciliation Australia CEO Karen Mundine and the Honourable Ken Wyatt MP Minister for Indigenous Australians congratulated the finalists and thanked them for their ongoing commitment in their fields.

“Being here today reminds me that while the past year has delivered many challenges, Aboriginal and Torres Strait Islander peoples have responded with immense strength, resilience, and decisiveness,” said Karen in her speech to the finalists.

Later that day, Dr Miriam-Rose Ungunmerr-Baumann AM was announced the 2021 Senior Australian of the Year, giving a rousing acceptance speech that was shared across the Reconciliation Australia social media channels.

“We learnt to speak your English fluently, for years, we have walked on a one-way street to learn the white people’s way,” Miriam said.

“I’ve learnt to walk in two worlds and live in towns and cities, and even worked in them. Now is the time for you to come closer to understand us and how we live.”

NATIONAL RECONCILIATION WEEK

Despite snap lockdowns, postponements, and last-minute relocations, National Reconciliation Week (NRW) this year was action-packed, as supporters took the sentiment of the theme to heart: *More than a word. Reconciliation takes action.*

This theme was developed in conjunction with Aboriginal-owned agency 33 Creative, and the distinctive artwork, *Action*, was created by Warumungu and Wombaya artist Jessica Johnson of Nungala Creative.

Audience and supporter engagement with the theme and collateral was overwhelmingly positive, with #NRW2021 and #MoreThanAWord trending second and third on Australian Twitter on 27 May. The National Acknowledgement of Country NRW launch video led to an influx of acknowledgement videos from users across all social media platforms.

Close to 20,000 posters were distributed via print or digital download. Resources included a colouring-in activity, e-signature, zoom background and web banner.

There was huge growth in website engagement with Reconciliation Australia’s microsite, nrw.reconciliation.org.au, an increase of 122% in page views on the same period in 2020.

Supporters were encouraged to interact with innovative online activities, leading to high levels of engagement with the Reconciliation Quiz and 20 Ways to Take Action for Reconciliation. More than 4,000 people completed the quiz, and many praised the 20 Actions content on social media.

Reconciliation Australia CEO Karen Mundine was back on the road, with a demanding schedule of in-person attendance at NRW events in five states and territories.

RECONCILIATION NEWS

In the past year, Reconciliation Australia has released two editions of Reconciliation News magazine.

Edition 44 (October 2020) had a *Caring for Country* focus following on from a summer of devastating bushfires, and supporting the NAIDOC *Heal Country* theme.

The edition’s cover featured the legendary healing Country advocate and Elder, the late Dr Tommy George, and an interview with Victor Steffensen on cultural burning and First Nations land management. It also featured articles on how to be a caring for Country ally, as well as on Aboriginal and Torres Strait Islander leadership and success during the COVID-19 crisis.

Edition 45 of the magazine (May 2021) also reckoned with current and timely issues, with a focus on taking action for reconciliation and moving from safe to brave. Articles featured truth-telling, action for reconciliation, and 20 years of Reconciliation Australia.

Reconciliation Australia limited the print runs and distributions of both editions, not only to prioritise caring for Country, but also to focus on online engagement, better reflecting the virtual nature of the past twelve months.

WEBSITE REDEVELOPMENT

For the past year, Reconciliation Australia has been redeveloping the reconciliation.org.au website, working closely with a user experience consultant and tech partners to understand how audiences and stakeholders engage with the content, and how to best communicate programs and mission.

Using this feedback, and the views of staff and stakeholders, user stories have been developed to lead the overall design, structure and content of the website. This has informed more effective menu structures for increased visibility of content, and dynamic and flexible content pages.

RECONCILIATION ACTION PLANS: STRENGTH AND SUPPORT

Staff at Barunga Laundry, part of the Remote Laundries project, supported by Stretch RAP partner, NT Primary Health Network. Photo: NTPHN





This year, the Reconciliation Action Plan (RAP) program celebrated its 15th year since it started with just eight organisations in 2006. Today, over three million Australians now work or study in an organisation that has an active RAP.

Organisations continue to join the RAP Program in large numbers. The RAP network now includes over 5,000 organisations with an endorsed RAP or developing their first RAP.

Over the past year, the number of Reflect RAPs more than doubled to 983, while Innovate RAPs increased to 786.

To cope with the surge in demand, we worked closely with Salesforce to launch a new portal to better manage the RAP process: that is, expressions of interest, registrations, and RAP submissions. The team also worked with a cross-section of the RAP network to prepare for the introduction of a RAP development fee, which was announced to our partners in June.

TRAINING AND CAPACITY BUILDING

Much like the rest of the world, the RAP program pivoted to virtual to continue engaging with our expanding network.

The 2021 RAP Conference was held online for the first time, from 23-25 February, with more than 780 attendees exploring the theme, *Create lasting Change*. The virtual format, hosted through a community platform, allowed us to connect more RAP partners from across the country in new ways.

Two weeks of pre-conference content, plus eight live sessions across the three days, focused on the following topics:

- Racism and the State of Reconciliation
- The importance of truth-telling
- Taking action to advance reconciliation

Our other online training included eight RAP Development Workshops, eight virtual learning circles, and seven RAP community webinars. Five of these community webinars focused on the impact of RAPs, and the remaining on voice to parliament and the Uluru Statement from the Heart.

RAPS MAKE AN IMPACT

The biennial Workplace RAP Barometer (WRB) was released in April, measuring perceptions and attitudes in participating RAP organisations. More than 28,000 people responded across 92 organisations, up 40 per cent from the previous WRB in 2018.

Outcomes for key reconciliation attitudes continue to improve since the WRB began in 2014. For example, 58% strongly agree Indigenous cultures are important to Australia's national identity, compared to 45% in 2014; while 78% strongly agree the relationship between First Nations peoples and other Australians is important, up from 69% in 2014.

We integrated the RAP Impact Measurement Questionnaire and Workplace RAP Barometer data to create a combined 2020 RAP Impact Report, also released in April.

The report shows the RAP program is making a difference and changing the way people who work or study in RAP organisations think and feel about reconciliation, colonisation, and the relationship between non-Indigenous and First Nations Peoples.

RAP employees are consistently more likely than the general public to believe in historical facts about colonialism and Australia's treatment of Aboriginal and Torres Strait Islander peoples than the general community.

Significantly more employees in RAP organisations feel they can be true to their culture at work than others in the general community.

Finally, direct engagement with Aboriginal and Torres Strait Islander people is the key to the biggest impact on RAP employees. Almost half of those employees want more opportunities to engage with First Nations people and cultures, a 30 percent increase since we last measured in 2018.

AMPLIFYING RAP LEADERSHIP

We hosted quarterly leadership gatherings for representatives of our almost 200 Stretch and Elevate RAP partners this year. Content included updates from Reconciliation Australia, guest speaker presentations, and strategic discussion in breakout groups. Highlights include working groups focused on impact measurement, the UN Declaration on the Rights of Indigenous Peoples, and growing the RAP network.

A new process to promote accountability and encourage innovation in aspiring and renewing Elevate RAP partners was launched in July, involving review and evaluation of the proposed RAPs by a diverse panel of reconciliation experts. Seven organisations went through this peer review process this year: four existing Elevate RAP partners and three Stretch RAP partners.

LOOKING TO THE FUTURE

The new RAP portal, and the introduction of development fees, will enable more effective engagement with the growing RAP network.

These combined with weekly webinars explaining the RAP program and how to develop a RAP will enhance support for RAP development and implementation.

GOVERNANCE EXCELLENCE IN CHALLENGING TIMES



INDIGENOUS GOVERNANCE AWARDS

The Indigenous Governance Awards (IGA) continues to recognise, celebrate, and promote the success of Aboriginal and Torres Strait Islander-led communities and organisations from around the country.

Since 2005 it has retained its unique focus of highlighting the exceptional leadership within Indigenous organisations and sending a message to a wide audience about the strength and achievements of Aboriginal and Torres Strait Islander people.

The diversity of our finalists and winners over the years is a testament to the quality, depth and breadth of our Indigenous organisations and Indigenous Governance.

Applications for the IGAs opened on 2 December and closed on 9 April 2021, with 35 applications received in total.

Nine judges were appointed to review applications and select finalists for three categories. Each panel member is an expert in excellence in Aboriginal and Torres Strait Islander governance, and/or community control, from different states and territories across Australia.

The panel is led by Larrakia/Wadjigam man, Eddie Cubillo, and Narrunga/Kurna woman, Janine Mohamed, who are the first co-chairs of a majority Aboriginal and Torres Strait Islander IGA judging panel.

Shannon Ruska, of Tribal Experiences, began the International Indigenous Governance Conference broadcast with a formal Welcome to Country and smoking ceremony, acknowledging the Yuggera and Turrbal Peoples, the Traditional Owners of Meanjin (Brisbane). Photo: AIGI

The judging panel chose nine finalists (three in each category) from a very competitive field, showing the value of the IGAs in highlighting exceptional Aboriginal and Torres Strait Islander organisations.

With the COVID-19 travel restrictions and state-wide lockdowns in June, we made the decision to delay the judging process (including site visits) and Awards for the safety of the judges, finalists and their communities.

The Awards ceremony will take place in May 2022 during National Reconciliation Week.

PARTNERSHIPS

In late 2020, Reconciliation Australia partnered with the Australian Indigenous Governance Institute (AIGI) to deliver the first virtual International Indigenous Governance Conference (IIGC).

The IIGC brought together researchers, government officials, the corporate sector, plus First Nations and non-Indigenous individuals, organisations, and communities.

The two-day program had 77 attendees from New Zealand, USA, Canada, and seven different states and territories across Australia.

Here are some quotes from participants about their conference experience:

"Incredible panels and discussions. The most informative and enjoyable conference I have attended for years"

"Our brothers and sisters from overseas had some very interesting stories, ideas and presentations. The entertainment was deadly!"

"Super excited to be part of this conference and kudos to AIGI and its partners for being able to pull this all together."

COMMUNITY ENGAGEMENT

The Indigenous Governance Network brings together individuals and organisations from across Australia, who are involved in, or interested in learning more about, Indigenous governance. It is a collaboration between Reconciliation Australia and AIGI. We work collaboratively on Network content, sourcing content and identifying key topics for inclusion. Reconciliation Australia takes the lead role in administration and infrastructure.

The Network was launched in 2020 and membership has steadily grown to 125 members, made up of 70% individuals, and 30% organisations. Members represent a range of professional backgrounds; 63% are from the not-for-profit or non-government organisations, 20% from corporate, and 17% from educational institutions.

Members create profiles, allowing for networking between members and peer-to-peer learning, which is the most-used function of the Network so far.

The focus for the coming year is to continue to grow the network, and ensure it remains relevant for participants.

CORPORATE PARTNERSHIP PROGRAM

Reconciliation Australia has continued to work with organisations engaged in the Corporate Partnership Program, looking for opportunities to establish mutually beneficial partnerships. We provide brokerage support to establish, implement and review each partnership.

In late 2020 we developed a partnership pathway, which outlines the stages of identifying, forming, and embedding partnerships, and provides details on how Reconciliation Australia works with participants throughout the process. This ensures the processes we use for brokering partnerships are consistent and align to best practice.

Reconciliation Australia provided support for two key partnerships in the past year:

- The Institute of Urban Indigenous Health and WSP Engineering: a partnership that will focus on developing an Indigenous health precinct in Brisbane. The collaborate includes a co-design process for the building development and planning.
- The Warlpiri Education and Training Trust and SBS: a partnership will focus on promoting and sharing First Nations languages, a key objective of both organisations. The project includes a digital advocacy campaign.

Due to the Awards being postponed to May 2022, the next cohort of partnership organisations will begin in the middle of 2022.

LOOKING TO THE FUTURE

Our major focus for the coming year will be delivering the Indigenous Governance Awards, growing the Indigenous Governance Network, and securing and supporting partnership projects as part of the Corporate Partnership Program. We will also continue to partner with AIGI on future governance events.



POLICY IN ACTION, THROUGH RESEARCH AND ENGAGEMENT

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

PROGRESS REPORTING AND DIRECTION SETTING

The *2020 Australian Reconciliation Barometer* (ARB), published every two years, measures attitudes towards reconciliation, using the five dimensions of reconciliation to inform data collection and analysis.

The ARB was released in November 2020 and gained significant media attention. Before and after the release, we conducted briefing sessions with key stakeholder groups, including the Coalition of Peaks; Australian Human Rights Commission; Close the Gap and Change the Record Campaigns; and Government Ministers, Opposition spokespeople, and other parliamentarians.

The Barometer showed that, as in previous years, almost all Australians - Aboriginal and Torres Strait Islander people and general community members - believe the relationship between each other is important.

However, experiences of racial prejudice by Aboriginal and Torres Strait Islander people have increased in the past year, and the feeling that media portrayal of Aboriginal and Torres Strait Islander people is usually negative has continued to be high.

Institute for Urban Indigenous Health (IUIH) Deadly Choices event participants graced the cover of the 2020 Australian Reconciliation Barometer Report. Photo: Jillian Mundy

The *State of Reconciliation in Australia Report* (SoR) is completed every four years. Released in early 2021, the latest SoR draws on data from the 2020 ARB, the views of First Nations leaders, and practical examples of reconciliation in action. It identifies key action areas that need attention to move forward.

The evidence in the 2021 Report suggests that the reconciliation movement in Australia is at a tipping point, and that we as a nation need to move from 'safe' to 'brave' in our approach to reconciliation. The report, subtitled *Moving from Safe to Brave*, challenged the community to be braver in its approach.

We again briefed a range of key stakeholder groups, including members of parliament and First Nations' organisations, and presented the findings and the calls to action to over 150 participants at the Reconciliation Action Plan Conference.

Recommended actions include truth-telling, and actively addressing issues of inequality, systemic racism, and instances in which the rights of Aboriginal and Torres Strait Islander peoples are ignored, denied, or reduced.

TRUTH-TELLING

Truth-telling continues to be a central focus for the Policy, Research, and Government Affairs team. This year Reconciliation Australia forged a research partnership with the Alfred Deakin Institute of Citizenship and Globalisation to start a community truth-telling research project.

The project will support greater understanding of truth-telling in communities and unpack what truth-telling can look like at a local level. The first task was to map existing truth-telling initiatives in communities across Australia, developing case studies that will support communities to prepare for contributing to, or participating in, truth-telling initiatives and processes in their local community.

POLITICAL ENGAGEMENT

During the year we met with the Federal Minister and Opposition Spokesperson for Indigenous Affairs and six Federal Members of Parliament (MPs), to brief them on the ARB and SoR.

We made a submission to the *Indigenous Voice Co-Design Process*, the *Senate Select Committee on the Aboriginal Flag*, and the *Joint Select Committee on Northern Australia - Juukan Gorge Destruction Inquiry*.

We continue to maintain relationships with MPs and key members of parliament will participate in the 2021 Australian Reconciliation Convention.

WORKING IN PARTNERSHIP

We continue to work closely with state and territory reconciliation councils, coordinating five meetings of the *Australian Reconciliation Network* throughout the year. One of these was a two-day meeting to share successes and challenges, and to map out the year ahead.

The purpose of the network is to share information and coordinate our work. We provided secretariat support to coordinate the network, and grants during National Reconciliation Week for reconciliation councils to increase reach and impact.

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

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

We worked with The Healing Foundation, particularly around the program for the Australian Reconciliation Convention, and sharing our truth-telling work.

We also forged two new partnerships to support our research and evidence base. One with Deakin University and one with a Cooperative Research Centre focused on economic participation of Aboriginal and Torres Strait Islander people.

In June 2021 we started discussions with the Australian Human Rights Commission on working together on the proposed National Anti-Racism Framework and refreshing the *Racism It Stops With Me* campaign.

LOOKING TO THE FUTURE

In the coming year we will broaden our research capacity, including through partnerships with universities, to provide the evidence base for our work across the organisation.

A refreshed Australian Reconciliation Barometer survey will go into the field to gauge progress on key reconciliation measures.

We will build on and develop an ongoing program of work for truth-telling, with a priority focus on community truth-telling.

Our work will continue with the Australian Human Rights Commission and other partners on racism.

RECONCILIATION IN EDUCATION



Children from Mosman Park Primary School in Perth.
The school was a finalist in the Narragunnawali Awards 2021.
Photo: Mosman Park Primary School

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

NARRAGUNNAWALI RAPS

There are 8,271 schools and early learning services registered on the Narragunnawali platform to develop a RAP. This represents a 33.4% increase since the previous financial year, and covers about one-third of the total number of schools and early learning services across Australia.

The number of schools and early learning services with a published RAP grew to 1,568, more than a quarter of which have been refreshed at least once.

Feedback on the Narragunnawali RAP development process is positive, with one working group member calling it *"one of the best online guides/plans I've ever seen. [It is] so user-friendly"*.

PROFESSIONAL LEARNING AND CURRICULUM RESOURCES

Users on the narragunnawali.org.au website increased by more than 50% during the 2020-21 financial year. There are 92,688 registered users; 42,251 of whom were represented on one or more Narragunnawali RAP Working Groups.

During the reporting period there were eight live webinars, and the release of a three-part, on-demand webinar series, *Reconciliation in Education*. A total of 4,783 participants registered for these webinars.

Additionally, Reconciliation Australia made contributions to more than 40 external presentations that supported professional learning across the education sector.

The suite of RAP Action-aligned professional learning and curriculum resources were maintained and updated.

Collaborations were formed to review, advise or co-develop resources with external education sector partners such as Wakakirri, Closer Productions (In My Blood It Runs), the ABC, and the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS).

AWARDS

The Narragunnawali Awards are held every two years to highlight the depth of engagement with reconciliation in the classroom, around the school or service, and with the community.

The third awards was launched in November 2020 with returning judges, Professor Peter Buckskin, Geraldine Atkinson, and Sharon Davis. A new process allowed schools and early learning services to be nominated in the lead up to the formal application period.

There were 76 total applicants, representing schools and early learning services from every Australian state and territory. Finalists and winners will be announced in the next reporting period.

Previous Awards recipients remain engaged with the Narragunnawali community of practice.

Representatives from Maclean High School and Forbes Preschool (2019 winners) were invited as guest speakers for the webinars held during the period, and staff from Balnarring Pre-School (2017 Early Learning Finalist) invited Reconciliation Australia to contribute to a Global Leader Advocacy Project focused on reconciliation in education.

REGIONAL ENGAGEMENT

The Regional Engagement Program partnership continued with the six state-based reconciliation organisations, and opportunities were scoped to expand into the Northern Territory and ACT. During the reporting period, 81 education sector organisations were represented on a state-based Education Reconciliation Industry Network Group (RING).

RESEARCH AND EVALUATION

The ANU Centre for Social Research and Methods continued its multi-year review of the program, publishing *Narragunnawali Report #15* in June 2021. It highlighted that despite COVID-19 related uncertainty in schools and early learning services, there has been a continued increase in the number of schools and early learning services engaging with Narragunnawali.

Contributions were made to a range of external policy, research, consultations and submissions related to reconciliation in education, including AITSL's Indigenous Cultural Competency in the Australian Teacher Workforce project, and ACARA's review of the Australian Curriculum and its proposed updates to Aboriginal and Torres Strait Islander Histories and Cultures cross-curriculum priority.

Other research and evaluation activities included a dedicated user experience testing project for narragunnawali.org.au, which informs dynamic and evidence-based updates to the platform. Users find the platform to be "a truly valuable resource both professionally and personally".

COMMUNICATION AND EVENTS

There were four Narragunnawali News electronic newsletters distributed throughout the period (July 2020, December 2020, February 2021 and May 2021), and the Narragunnawali closed Facebook Group increased by 59% to 2,698 members.

Reflect RAP partner, Education Services Australia (ESA), was engaged to do a substantial copy edit of Narragunnawali platform resources, to ensure the resources remain relevant, accessible and responsive into the next year and beyond.

LOOKING TO THE FUTURE

Finalists for the Narragunnawali Awards 2021 are due to be announced in July 2021, which will be followed by virtual site visits (due to the impacts of COVID-19 restrictions) and Finalist workshops. The winners will be announced in November 2021 during the Australian Reconciliation Convention.

"Thanks for allowing me to share our [Narragunnawali Awards] story... It fills my heart to be able to work with you all and to again reflect on our journey. The Narragunnawali team are amazing and the resources are so easy to use. I will continue to share with others the important work you do"

PARTNERS AND SUPPORTERS

We are very proud and grateful to include many of Australia's leading organisations among our partners and supporters. All share our commitment to reconciliation, and to making a difference to the lives of Aboriginal and Torres Strait Islander peoples. Together we are creating a more just, equitable and reconciled Australia.

RECONCILIATION AUSTRALIA

Program funders

Australian Government through the National Indigenous Australians Agency (NIAA)

BHP Foundation

Major supporters

ViacomCBS

Commonwealth Bank

Salesforce Australia

Services Australia

Waringa Technology

Supporters

ANTaR

Australian Broadcasting Corporation

Australian Human Rights Commission

Arnold Bloch Leibler

Australian Council of Social Services (ACOSS)

Australian Indigenous Governance Institute (AIGI)

Australian Institute for Teaching and School Leadership (AITSL)

BHP

CATSINaM

Change the Record Campaign Steering Committee

Closer Productions (In My Blood It Runs)

Close the Gap Campaign Steering Committee

Deakin University

Diversity Council of Australia

Early Childhood Australia

Family Matters Campaign

Federation of Ethnic Communities Councils of Australia (FECCA)

Foxtel

Hebert Smith Freehills

KPMG

NACCHO

National Australia Day Council

National Indigenous Television (NITV)

NewsCorp

OMD Australia

Reconciliation New South Wales

Reconciliation Queensland

Reconciliation South Australia

Reconciliation Tasmania

Reconciliation Victoria

Reconciliation Western Australia

Supply Nation

The Healing Foundation

Twitter

University of Canberra

Wakakirri Story-Dance Association

*Professor Simone Tur, Professor Peter Buckskin and Karen Mundine, at the Reconciliation South Australia NRW breakfast, where they delivered a panel on turning words into action.
Photo: Reconciliation South Australia*



FINANCIAL SUMMARY

Across the organisation we have met the key accountability measures that our Board and management team use to monitor our financial performance on a regular basis.

CURRENT YEAR RESULTS

The result of Reconciliation Australia's operation in 2020-21 was a surplus of \$314,213 (surplus of \$143,106 in 2019-20). Total revenue for the current year was \$6,642,594 (\$6,380,163 in 2019-20) and total expenditure was \$6,328,381 (\$6,237,057 in 2019-20).

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

WHERE DO OUR FUNDS COME FROM?

We are an independent, non-government organisation. Our core funding is from the Australian Government through the National Indigenous Australians Agency (NIAA) and we also receive significant funding from the BHP Foundation. Other income is sourced from corporate supporters, private donors and investment income.

WHERE DO OUR FUNDS GO?

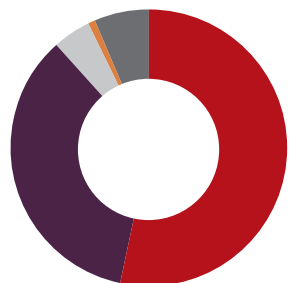
In 2020-21 Reconciliation Australia delivered programs and initiatives which accounted for 91% of the organisation's expenditure. Our primary costs relate to employees and communications.

This annual review provides a summary of the financial performance and position for the financial year ended 30 June 2021. Copies of the full Annual Financial Report, including the Independent Audit Report can be obtained from our website.

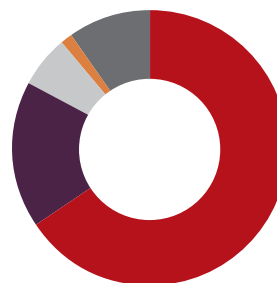
SUMMARY RESULTS

	2020–21	2019–20
Total revenue and other income	\$6,642,594	\$6,380,163
Total expenditure	\$6,328,381	\$6,237,057
(Deficit)/surplus	\$314,213	\$143,106

FINANCIAL PERFORMANCE

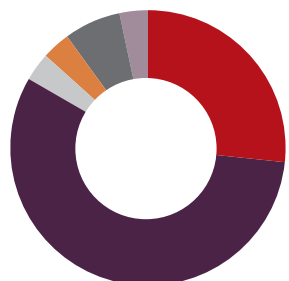


Income	2020–21
Government grants	\$3,550,487
Project funding	\$2,322,145
Charitable donations	\$290,855
Interest	\$61,401
Other	\$417,706
Total	\$6,642,594



Expenses	2020–21
Programs and partnerships	\$4,153,590
Communications and engagement	\$1,085,933
Policy and research	\$385,957
Constitutional reform	\$97,293
Operations	\$605,608
Total	\$6,328,381

FINANCIAL POSITION



Assets	2020–21
Cash at bank	\$1,330,307
Investments	\$2,789,859
Debtors	\$163,491
Property and equipment	\$161,594
Leased assets	\$331,231
Other	\$160,809
Total	\$4,937,291



Liabilities	2020–21
Creditors	\$242,461
Employee provisions	\$344,156
Funding received in advance	\$431,280
Other	\$895,260
Total	\$1,913,157



RECONCILIATION
AUSTRALIA

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