

RECONCILIATION AUSTRALIA

ANNUAL REVIEW 2021–2022



RECONCILIATION
AUSTRALIA



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

Cover: First Nations finalists together in excellence at the 2022 Australian of the Year Awards. l-r: Yvonne Mills and Benny Mills, representing ACT Australian of the Year Patty Mills; Tasmanian Young Australian of the Year Kaytlyn Johnson; Queensland Senior Australian of the Year Dr Colin Dillon AM; and Northern Territory Australian of the Year Leanne Liddle. Photo: Brad Hunter, Salty Dingo



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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.

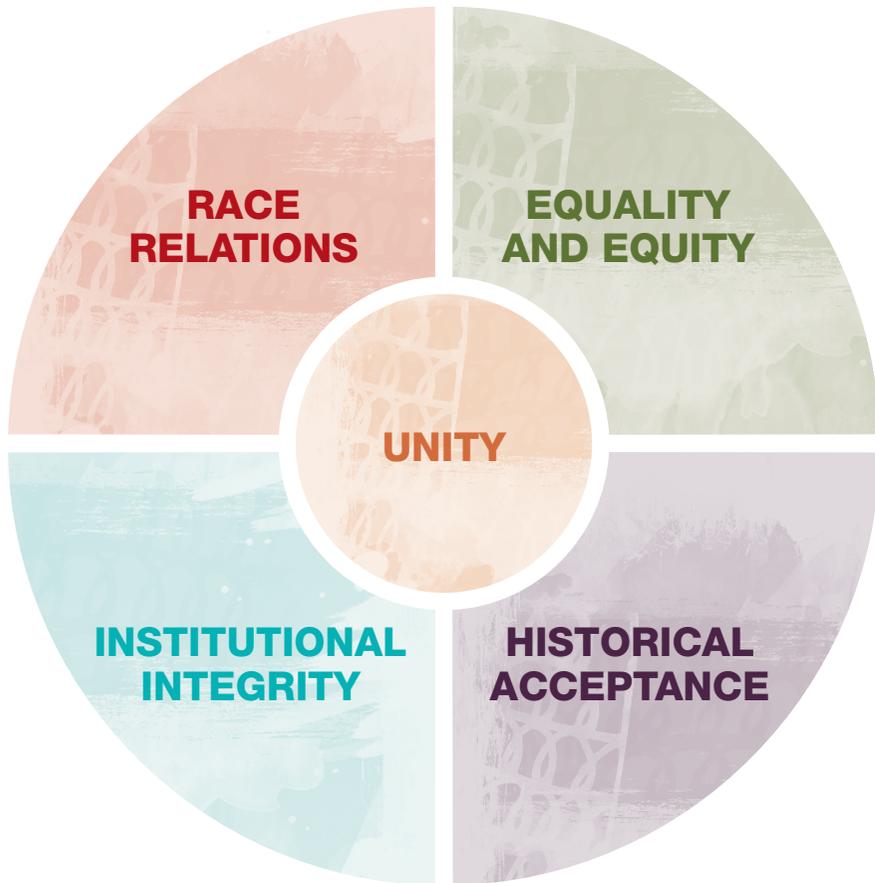
UNITY

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

Every year as we look back, we are heartened by the speed at which the movement for reconciliation is growing.

This year is no different; a change of Federal Government has brought a new commitment to implementing the tenets of the Uluru Statement from the Heart, including the Voice to Parliament.

In a highly significant move, the new Prime Minister Anthony Albanese pledged a referendum on the Voice as his Government's first commitment in his election night victory speech.

The election also brought major changes to our Federal Parliament, now boasting eleven Aboriginal representatives across the political spectrum and many more Australians of colour. This new make-up represents the most diverse parliament in our history and is another reflection of the change taking place in Australia.

Consider that when Senator Neville Bonner became the first Aboriginal parliamentarian in Australia's history 51 years ago, he sat in a parliament otherwise made up entirely of white men and one lone white woman.

It must be noted that Australia has yet to elect a Torres Strait Islander person to the Australian Parliament.

This growth in Indigenous parliamentary representation is welcome but it in no way reduces the urgent need for a Voice to Parliament.

A Voice will finally give Aboriginal and Torres Strait Islander communities a way to inform policy and legislative decisions that impact their lives. This will inevitably provide a legislative climate that results in better policies, better laws, and better outcomes for First Nations Peoples.

Giving the Voice constitutional protection rather than through parliamentary processes would also mean that this critical initiative cannot be shut down by successive Governments.

The COVID-19 crisis brought into stark relief the need for an Indigenous Voice to Parliament as Aboriginal and Torres Strait Islander Peoples were so often denied a role in critical decisions made by Governments and bureaucracies.

In Western NSW, the Maari Ma Health Aboriginal Corporation repeatedly wrote to both the NSW and Australian Governments warning of an impending crisis and pleading for assistance in protecting the largely Aboriginal town of Wilcannia from the virus.

The lack of a decisive First Nations' voice in decision-making was amply demonstrated by the refusal of either government to act on these warnings. By August 2021 Wilcannia had recorded 69 coronavirus cases in a population of 720 – the highest transmission rate in NSW.

Similar stories of Aboriginal disempowerment in making community-informed COVID-19 strategies were repeated across Australia.

In direct contrast to the Wilcannia experience was the leading role played by Aboriginal organisations and communities during the floods that hit Northern NSW and Southeastern Queensland in early 2022. As the tardy assistance response of governments became clear, local Bundjalung media group, The Koori Mail, stepped in to coordinate assistance to devastated communities.

Even as The Koori Mail's office and archives were inundated, Managing Director, Naomi Moran and her team delivered essential services for their community.

The lack of Government responses to informed Aboriginal and Torres Strait Islander policy suggestions, the rising levels of incarceration (particularly of Indigenous women), ongoing Aboriginal and Torres Strait Islander deaths in custody, the removal of children, and the continuing daily experiences of discrimination during the year 2021-22 indicates that Australia's problem with racism continues.

Across Australia the detention of Aboriginal and Torres Strait Islander children was unabated with data from Queensland revealing that Aboriginal and Torres Strait Islander children accounted for 62% of Queensland's youth detention population, and 84% of those placed in solitary confinement between July 2021 to June 2022.

In February Reconciliation Australia made a submission to the Australian Human Rights Commission's National Anti-Racism Framework Consultation, outlining our anti-racism work in the Reconciliation Action Plan and Narragunnawali: Reconciliation in Education programs. Among seven key recommendations, the submission called for continued legal protection from racism; the need for corporate, non-government and government organisations to commit to anti-racism initiatives in the workplace and with clients, and the need to establish accountability principles and set clear targets for addressing racism.

Racism was also a focus of the Australian Reconciliation Convention we hosted in November.

The Convention brought 1500 virtual attendees and a line-up of talented speakers to the three half days of live-streamed presentations and discussions.

Professor Larissa Behrendt reminded attendees that when little changes, despite demonstrated public goodwill, the problem must be seen as structural and systemic.

This is why Australia's progress towards reconciliation must be measured against the five dimensions: historical acceptance; race relations; equality and equity; institutional integrity and unity.

Work across all our programs ensures that progress occurs in all five of these dimensions and promotes and facilitates reconciliation by building relationships, respect and trust between the wider Australian community and Aboriginal and Torres Strait Islander peoples.

We also gratefully acknowledge the hard work and commitment of our fellow Reconciliation Australia Directors, our CEO and staff. We give our heartfelt thanks to our supporters and partners.

The many successes reported in this 2021-22 Annual Review are a direct consequence of your dedication and contributions.

Professor Tom Calma AO

Ms Melinda Cilento



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



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

MESSAGE FROM THE CEO

The theme for National Reconciliation Week 2022 was *Be Brave. Make Change*, and change has certainly been a defining force for Reconciliation Australia in the 2021-2022 financial year.

In particular, landmark gatherings in person and online reenergised and breathed new life into the movement, bringing key leaders and supporters together to drive the national conversation on reconciliation forward.

This was apparent in November 2021, when Reconciliation Australia hosted the Australian Reconciliation Convention – the first of its kind in 20 years. With its enormous array of First Nations perspectives from across the world and this continent, their talent, resolve, and leadership made it an awe-inspiring three days.

From leaders of large national organisations to those of small community-controlled organisations in regional and remote Australia, the Convention was witness to the creativity, intellect, and hard work of grassroots First Nations organisations.

As I listened to a panel of Aboriginal and Torres Strait Islander reconciliation veterans on the first day of the Convention, I was struck again by the enormity of our responsibility to continue the work bequeathed to us by our predecessors. In 2021-22 Australia is a very different country to the one confronting these veterans in the year 2000.

While it is important to understand the progress we have made, we must also acknowledge that there is still much more to achieve before we reach our goal of an equitable Australia where First Nations people are respected and self-determining.

July 2021 marked the 15th anniversary of our Reconciliation Action Plan (RAP) Program. Starting in 2006 with eight organisations – government, corporate, community and not-for-profit – the program has experienced unprecedented growth during the two years of the pandemic with a near doubling of RAP partners since 2020: from 1,100 RAP partners to over 2000 in June 2022.

In June this year the 2022 National RAP Conference, *Brave Together*, celebrated this important milestone. Over 700 RAP organisation employees, policymakers, academics, and community members came together to reimagine an Australia as a just, equitable and reconciled nation.

The first night of the Conference saw the biennial Indigenous Governance Awards (IGA) where the strengths and successes of Aboriginal and Torres Strait Islander communities and organisations around Australia were showcased.

The stories of community organisations identifying and finding solutions to key challenges shows that empowered Aboriginal and Torres Strait Islander people are best placed to improve the lives of our communities. As Daniel Morrison, CEO of winners Wungening Aboriginal Corporation, said: “services and solutions led by Aboriginal people work best for Aboriginal people.”

In May this year I gave the keynote address to the annual Early Childhood Australia (ECA) Reconciliation Symposium in Darwin to more than 200 leading educators.

In a practical master class on reconciliation in education, winners and runners-up of the 2021 Narragunnawali Awards then shared their own experiences bringing reconciliation into their classrooms, and across their schools and communities.

I was joined at the Darwin Symposium by the hard-working members of our Narragunnawali Reconciliation in Education program who delivered two key workshops: one on developing, implementing, and refreshing a Narragunnawali RAP and the other on how professional learning, unlearning and relearning processes are critically important in the reconciliation process in education.

The past year, as pandemic restrictions continued to bite, was a year of hardship and challenges for so many Australians including Aboriginal and Torres Strait Islander people, but it was also a year of opportunity for change. Reading this Annual Review, I hope that you will agree with me that we have grasped these opportunities. Our RAP, Indigenous Governance and Narragunnawali programs continue to grow, well supported in research and engagement from the policy and communications teams.

The numerous accomplishments referred to in this 2021-22 Annual Review are an indicator of an organisation and movement with wind in its sails.

The work can be hard and sometimes outcomes can be challenging but every time I listen to the voices of our people, read the stories behind governance or Narragunnawali award winners I am buoyed.

I know that we are on the right side of history. I know that Australia can be a just, equitable and reconciled country where every child, whether First Nations, or not, will enjoy equal opportunities to flourish.



Karen Mundine
Chief Executive Officer

COMMUNICATIONS AND ENGAGEMENT – CONNECTING WITH PEOPLE



National Reconciliation Week artist, Tori-Jay Mordey (Meriam, Dauareb and Muluigal, Wakaid) at work. Photo: Joe Ruckli

AUSTRALIAN OF YEAR AWARD BREAKFAST

Reconciliation Australia again hosted an annual breakfast honouring Aboriginal and Torres Strait Islander nominees of Australian of the Year Awards. This year there were four Aboriginal and/or Torres Strait Islander people in the finals of the Australian of the Year competition, including two of the seven finalists for the main award category of Australian of the Year (AOTY).

This year's nominees included basketball legend Patty Mills (ACT AOTY), Director of the Northern Territory's Aboriginal Justice Unit, Leanne Liddle (NT AOTY), former Queensland police officer, whistleblower and community leader, Colin Dillon (Qld Senior of the Year) and Tasmanian youth leader and singer/songwriter Kaytlyn Johnson (Tasmania Young AOTY).

Reconciliation Australia CEO, Karen Mundine, told the nominees they were continuing a leadership tradition stretching back more than 60,000-years.

NEW WEBSITE DEVELOPMENT

For more than a year Reconciliation Australia consulted widely across our partners and supporters to ensure our website redevelopment would provide what was needed. The new reconciliation.org.au website went live in October 2021. The site structure was redesigned with the help of user experience and design experts who worked on the structure, information architecture and useability, and new content was added to fill identified gaps.

All images and graphics were updated, a new menu structure with a range of both explainer and action pages was added, as were new resource pages including the (now immensely popular) Acknowledging Country page.



The redevelopment was a huge effort for the team but also an excellent opportunity for cross-team collaboration on updating content and messaging on our largest public-facing marketing and communications asset.

NATIONAL RECONCILIATION WEEK

After two years of COVID-19, the 2022 National Reconciliation Week saw a return to face-to-face celebrations and a 17% increase in events compared to 2021. This year there were 679 events registered on the nrw.reconciliation.org.au website.

The week was launched with an online National Acknowledgement of Country, where nearly 2000 people across Australia came together for a unique Facebook acknowledgement of Traditional Owners.

The 2022 theme, *Be Brave. Make Change* was created with the able assistance of the Brisbane-based Carbon Creative Agency and powerfully illustrated by Torres Strait Islander artist, Tori-Jay Mordey.

The theme built on the previous *More than a word. Reconciliation Takes Action*. In keeping with this sentiment Reconciliation Australia compiled a list of Actions to Make Change which were enthusiastically taken up by supporters.

Key events included the Perth Walk for Reconciliation at Kaarta Koomba (Kings Park), the spectacular Nguyanguya muri wamangka (Reconciliation in the Park) concert in Adelaide, the “I’m not racist but...” live comedy show in Sydney, and the ACT Reconciliation Day community event attended by almost 4000 people.

Once again NRW received high media visibility in both editorial and advertising. Highlights included Great Southern Screen, try zone and perimeter fence LED displays at the NRL Indigenous Round opening game in Sydney; the first Noongar/English language edition of the West Australian newspaper and the inclusion of the NRW Action List on the website of popular publication Frankie.

THE AUSTRALIAN RECONCILIATION CONVENTION

One of the key challenges of 2021-22 was putting on Australia’s second Reconciliation Convention in November, more than two decades since the previous. 1500 participants joined us online to hear close to 100 speakers, in 30 sessions, over three days.

Day 1 of the Convention explored the history of the Australian reconciliation movement. Veterans of the movement including Dr Jackie Huggins, Uncle Bill Lowah, Shelley Reys, and Fred Chaney shed light on the past with Uncle Bill Lowah expressing his excitement with the possibilities contained in reconciliation. “Blackfellas are offering a wild ride. Get on it, find out what it’s all about,” he told participants.

Day 2 investigated truth-telling and strategies for action in reconciliation with addresses by Chief Wilton Littlechild, member of the Ermineskin Cree Nation, in Alberta, Canada, and Yawuru man Senator Patrick Dodson on the importance of truth-telling in both countries.

The day included an inspiring panel of young people discussing how the reconciliation baton might be passed to the next generation.

Day 3 focused on the future; on transformational partnerships, on education, on representation and self-determination. In an optimistic look to the future Narelda Jacobs was joined by Mick Gooda, Sally Scales, and politicians, Minister Ken Wyatt, Linda Burney MP and Senator Lidia Thorpe, on what Australia might look like in 2041.

The proceedings were enhanced by the presence of First Nations peoples from the USA, Canada, and Aotearoa-New Zealand. The Convention discussed the different journeys of First Nations empowerment across the world, and the importance of learning from each other.

RECONCILIATION NEWS

Two editions of Reconciliation News were released in the past year.

Edition 46 (October 2021) covered Power in Culture: Protection, Benefits and Sovereignty and featured two remarkable First Nations women; lawyer, and intellectual property rights expert, Terri Janke and the impressive Nornie Bero, head chef and business owner of Melbourne restaurant Mabu Mabu.

The cover story urged consumers of commercial bush food to consider issues of protection, rights and ownership before they buy.

Edition 47 (May 2022) looked back at two significant dates: 50 years of the Aboriginal Embassy and thirty years since the High Court’s historic Mabo decision.

The edition also reported on the 2021 Australian Reconciliation Convention.



RAP PROGRAM - A YEAR OF SIGNIFICANT CHANGE AND GROWTH

At the 2022 National RAP Conference; Karen Mundine, Aleem Ali, CEO of Welcoming Australia, Joshua Gilbert (Co-Chair Reconciliation NSW), Dixie Crawford (Founder and Managing Director of Nganya) and Andrew Gunstone (Associate Deputy Vice-Chancellor, Reconciliation at Federation University). Photo: Joseph Mayers

Since the beginning of the pandemic, the RAP program has experienced unprecedented growth. We entered 2020 with 1,100 RAP partners and today the network consists over 2,200 organisations from every sector and every corner of the nation. This growth has been driven by increased confidence in the public accountability for RAP performance and process improvements to more rapidly welcome new RAP partners. In FY 2021-22 the RAP team endorsed 710 RAPs representing an increase of 63% over the RAPs endorsed in the previous financial year.

In August 2021 we introduced the RAP development fee. It was a significant step that came after extensive consultation with key RAP stakeholders. While the fee is not designed to cover the full cost of RAP development, it has enabled the team to continue to deliver tailored and timely advice to RAP partners and to ensure team capacity to meet the growing demand. It is also an important acknowledgement of the value placed on and derived from the RAP program.

In parallel with the fee implementation, we offered weekly webinars that served over 2,800 people this year. The webinars help our partners to understand the what, why and how of developing a RAP. They provide an opportunity to clearly understand the RISE framework and emphasise that every RAP type is valuable, creating a flexible structure that encourages organisations to continuously reassess and redevelop commitments.

Our theory of change derives, in part, from the important role of our leading RAP partners, the approximately 200 organisations with a Stretch or Elevate RAP. We continued to host quarterly gatherings with this Leadership Cohort to collaborate with them in leading the broader RAP network and engaging in shared learning.

We also hosted two sessions of the Elevate RAP Peer Review, a required step for every aspiring or renewing Elevate RAP partner. An external panel of experts evaluates their past RAP performance and the ambition and strategic clarity of their transformation projects.

We welcomed three new Elevate RAP partners in 2021-22: SBS, Wesfarmers, and Life Without Barriers. SBS committed to an Elevate transformation project focused on connecting the newest Australians with the Custodians of the oldest living culture on Earth. Wesfarmers will invest in transformation projects focused on supporting small to medium sized Aboriginal and Torres Strait Islander businesses to innovate and scale and closing the employment gap for young Aboriginal and Torres Strait Islander people.

Life Without Barriers was welcomed to the Elevate cohort as the first ever non-profit organisation to develop an Elevate RAP. Life Without Barriers' transformation project is focused on transferring control of out-of-home care services to Aboriginal and Torres Strait Islander-controlled organisations and reducing the over-representation of First Nations young people in out-of-home care.

2022 NATIONAL RAP CONFERENCE

From 7 - 9 June 2022, our team hosted the 2022 National RAP Conference at the International Convention Centre, Sydney. This milestone event was attended by 730 individuals, who gathered in-person to reflect on the theme, *Brave Together*.

Plenary sessions included Senator Patrick Dodson (Special Envoy for Reconciliation), Professor Peter Yu (Vice President of First Nations, Australian National University), Andy Penn (Telstra's former CEO), Clare Robbs (CEO, Life Without Barriers), James Taylor (Managing Director, SBS), and Sonja Stewart, the CEO of the NSW Law Society. The high calibre speaker line-up across all sessions demonstrated the effectiveness of the RAP program in leveraging the influence of business, community and political structures to take brave steps for reconciliation.

For the first time the Conference also included the Indigenous Governance Gala Awards Night. RAP organisations were invited to join Reconciliation Australia for a night celebrating First Nations excellence and to witness outstanding governance by Indigenous-led organisations.

DATA DRIVING CHANGE

The annual RAP Impact report reflected the significant effect of the network with nearly 4 million people working or studying at a RAP organisation. RAP partners employed 61,263 Aboriginal and/or Torres Strait Islander people and procured \$2.8 billion from First Nations businesses.

This year we also piloted the RAP Leadership Survey, an in-depth snapshot of the perceptions and attitudes present in Stretch and Elevate organisations, to gain a more complete understanding of those leading the program. The survey gathered critical data from 8,192 employees at 24 organisations to help Reconciliation Australia – and our partners – assess the impact of reconciliation activities and identify areas that need further attention. The survey offers us a benchmark to continue to assess the cohort on what is working well and what needs more attention.



INDIGENOUS GOVERNANCE – TOWARDS SELF-DETERMINATION



Aunty Val Keed - Wiradjuri Elder and founder of the Human Resource Ethics Committee of the AH&MRC. Photo: Joseph Mayers

INDIGENOUS GOVERNANCE AWARDS

After a two-year hiatus, caused by the COVID-19 pandemic, we finally held the Indigenous Governance Awards (IGA) this year.

Despite the disruptions and limitations on in-person site visits to finalist organisations, the 2022 IGAs, celebrated the excellence of nine Aboriginal and Torres Strait Islander organisations nationally.

We established a new external judging panel of First Nations governance experts co-chaired by Larrakia/Wadjigam man, Eddie Cubillo, and Narrunga/Kaurna woman, Janine Mohamed. We introduced a new category of small to medium incorporated organisations to expand opportunities for organisations to apply and compete with like organisations. The IGP team developed a new approach of virtual site visits due to COVID lockdowns and rising cases in some areas, and to ensure community and staff safety. All virtual site visits took place between February and May 2022.

With over 400 delegates from government, corporate and civil society, the Award Ceremony Gala Dinner was held during the 2022 National RAP Conference and delivered on a key objective of the Awards to promote governance excellence to the broader community.

The evening featured a performance by the late Uncle Archie Roach and a speech by Minister for Indigenous Australians, the Hon. Linda Burney MP. It received local and national media coverage and was the highest attended Awards dinner to date.

Excellence in Indigenous Governance was on show with the announcement of winners of each of the categories:

Category One – Outstanding examples of Governance in Indigenous led non-incorporated initiatives: the Aboriginal Health & Medical Research Council (AH&MRC) Human Research Ethics Committee based in Sydney.

Category Two – Outstanding examples of governance in Indigenous-led small to medium incorporated organisations: Brewarrina Local Aboriginal Land Council based in Brewarrina, NSW.

Category Three – Outstanding examples of governance in Indigenous-led large incorporated organisations: Wungening Aboriginal Corporation, based in Perth.

PARTNERSHIPS

Our Corporate Partnership Program (CPP) brokers effective partnerships between IGA finalists and high-achieving RAP Organisations.

The COVID delays in delivering the Indigenous Governance Awards meant that while new partnerships from the 2022 Awards are yet to be brokered, we continued to work with and support existing participants of the CPP.

CASE STUDY

The IGP team successfully brokered the partnership between 2018 IGA winner, the Institute for Urban Indigenous Health, and Stretch RAP partner, WSP Engineering. The partnership has continued with the near completion of the partnership project – co-designing a first of its kind, Indigenous Health Precinct, to serve the rapidly growing population in south-east Queensland and accelerate Closing the Gap targets.

In the last 12 months both organisations have worked with community to incorporate Indigenous knowledges and cultures into building landscape. The design formed part of a successful bid to the Queensland government to fund the health precinct.

We have started work on the next round of partnerships between 2022 IGA finalists and RAP organisations. These partnerships will continue to create self-determined, mutually beneficial collaborations that support sustainable long-term impact. We commenced a review of our partnership pathway and tools and have engaged the Partnership Brokerage Association to ensure our methodology is fit for purpose and implements leading practices. We aim for our next round of partnerships to commence early 2023.

COMMUNITY ENGAGEMENT

The Indigenous Governance Network has continued to bring together individuals and organisations with a shared interest and passion about Indigenous governance.

To ensure the Network continues to address the needs of its members, we have conducted an evaluation and research into better engaging our users. Our quarterly newsletters have continued with regular Indigenous governance updates provided to Network members.

Growth of the Network has been steady over the past financial year. Currently the Network has 137 members, 97 individuals and 40 organisations. These members come from a variety of professional backgrounds with the three largest groups being not-for-profits, non-government organisations, and corporate organisations.

LOOKING TO THE FUTURE

Our major focal points for the coming year will be finalising our end-of-program evaluation across the IGP's three core program areas. To support this, we have engaged Social Ventures Australia (SVA) as our external evaluator. SVA commenced working with each of our stakeholder groups. This work will be completed in July 2022.

Our findings from this evaluation, including areas of growth and opportunity, will be incorporated into our Generation 2, 2023 – 2027 IGP funding proposal to the BHP Foundation. Our Indigenous Governance Program will spotlight self-determination through the Indigenous Governance Awards and Network, work to amplify First Nations voices and target decision makers to make meaningful and sustainable systems change.





POLICY, RESEARCH AND STRATEGIC PLANNING – DRIVING CHANGE THROUGH EVIDENCE AND ADVOCACY

First Nations members of the 47th parliament. From left Gordon Reid, Jana Stewart, Kerryne Liddle, Malarndiri McCarthy, Linda Burney, Pat Dodson, Dorinda Cox, Jacqui Lambie, Jacinta Price. Photo: Mike Bowers/The Guardian

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

In early 2022 we undertook a comprehensive review of the Barometer survey, with the aim of again ensuring the ARB is 'fit-for-purpose' in contemporary Australia. The review also aimed to support Reconciliation Australia's drive towards a reconciliation movement that is brave. It drew on desk research of academic papers related to the ARB and other relevant international barometers and surveys. We considered other research instruments to ensure the Barometer relies on research best-practice. We interviewed a range of key stakeholders with knowledge and experience in First Nations affairs, reconciliation and academic research.

AUSTRALIAN RECONCILIATION CONVENTION

In November 2021, Reconciliation Australia delivered the Australian Reconciliation Convention entitled *Moving from Safe to Brave*. Over fifteen hundred participants joined with us online from around Australia and internationally to hear from close to 100 speakers. The development of program was facilitated by the Policy, Research and Strategic Programs (PRaSP) team and included the convening of an external reference group of Aboriginal and Torres Strait Islander leadership to inform its development. The convention focused on evaluating where we have come from and setting the agenda for the next chapter of reconciliation in Australia.

At the convention we launched a 4-minute animated video which was developed to highlight and condense the key findings in the State of Reconciliation in Australia report through an accessible and shareable medium.

TRUTH-TELLING

Truth-telling continues to be a central focus for the Policy, Research, and Strategic Programs (PRaSP) team.

This year we secured funding from BHP for a new community truth-telling program. Funded for 4 years, the program will focus on research and development of resources to support truth-telling in communities, engaging with communities, and a community grants project. We commenced planning the implementation of the program and recruitment of staff. The program will be formally launched next year as we build a webpage and resources to support truth-telling at a community level around the country.

We also continued our research partnership with Alfred Deakin Institute of Citizenship and Globalisation, finalising a national mapping project of community truth-telling initiatives across Australia. The project has provided insights into the many forms community truth-telling can take, what it looks like at a local community level and what might be needed to progress truth-telling initiatives.

The final report will be launched in early 2023 and includes a range of case studies that will support a greater understanding of what truth-telling is and how communities can contribute to and participate in truth-telling within their local communities.

POLITICAL ENGAGEMENT

In the lead up to the 2022 Federal Election we developed the Roadmap for Reconciliation to outline the path the incoming government needs to take to achieve reconciliation. We provided three foundational action areas for the new federal government:

1. Support voice and work in genuine partnership with Aboriginal and Torres Strait Islander people
2. Support truth-telling initiatives at a local, regional and national level
3. Support building the foundations of a respectful relationship

We made a submission to the Australian Human Rights Commission on the National Anti-Racism Framework in Australia. We continue to maintain relationships with MPs and key members of parliament.

WORKING IN PARTNERSHIP

We continue to work closely with state and territory reconciliation organisations, coordinating six meetings of the Australian Reconciliation Network (ARN) throughout the year including an annual two-day meeting that was held online due to COVID-19.

The focus of these meetings was to discuss shared priorities and identify opportunities for collaboration across the ARN. We provided secretariat support to coordinate the network and grants to support ARN activities during National Reconciliation Week 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)

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. The 2022 Australian Reconciliation Barometer will be released at a parliamentary event in November. Four further reports on different focus areas of the research will be developed. We will support moves towards a referendum on a Voice to Parliament, including through our campaign, research and policy work.

We will commence scoping the next State of Reconciliation in Australia report, and work closely with the Indigenous Governance and Community Truth-telling programs to develop parliamentary events for those programs. We will continue to respond to policy developments through submissions and political engagement as needed.



NARRAGUNNAWALI - RECONCILIATION IN EDUCATION

St Peter's Girls Early Learning Centre were finalists in the early learning category of the Narragunnawali Awards 2021. Photo: Joel Harding

Reconciliation Australia's Narragunnawali: Reconciliation in Education program has resources and tools for schools, early learning services and the wider education sector to contribute to the reconciliation movement.

NARRAGUNNAWALI RAP COMMUNITY

By July 2022, almost 10,000 schools and early learning services had registered to develop a Reconciliation Action Plan (RAP) via the Narragunnawali online platform. This represents a 19% increase since the previous financial year and covers about 35% of the total number of schools and early learning services across Australia. In 2022, we launched monthly online Learning Circles, providing opportunities for members of the Narragunnawali RAP community to connect and learn from each other and the Narragunnawali team. Feedback on this new initiative has been positive, with one participant saying *"it is important to engage with the wider community, to listen to the thoughts and experiences of others. The Learning Circle also supported my thinking about where we are in the reconciliation journey and maybe where to next."*

PROFESSIONAL LEARNING AND CURRICULUM

There are more than 120,000 registered Narragunnawali platform users, with the overwhelming majority of users positively rating their experience of navigating the platform.

The Narragunnawali team delivered five live webinars, with a total of 3,645 registered participants across the suite of live and on-demand webinars.



Additionally, Reconciliation Australia made contributions to approximately 40 presentations at externally hosted forums or events that supported professional learning across the education sector. The team also contributed to multiple resource and advisory partnerships, including the development of a special Play School episode ‘Yarning Together’ for Aboriginal and Torres Strait Islander Children’s Day.

REGIONAL ENGAGEMENT

The Narragunnawali Regional Engagement Program (REP) continues in each state, through formal partnerships with the six state-based Reconciliation Councils. In the Northern Territory Early Childhood Australia were contracted to deliver a locally focused reconciliation-in-education project. Education Reconciliation Industry Network Groups (RINGs) were established in five out of six states. There are a total of 138 organisations who are engaged with Education RINGs. About 10% of these organisations have endorsed RAPs. Catholic, Government and Independent sectors are represented on almost all Education RINGs.

NARRAGUNNAWALI AWARDS

The Narragunnawali Awards 2021 were celebrated as part of the wider Australian Reconciliation Convention virtual event. There were strong nominees, applicants and finalists in each category. St Virgil’s College in nipaluna, lutruwita (Hobart, Tasmania) was the winner in the schools category award. For the first time, the early learning services award was jointly presented to two winners: Tumut Community Preschool (NSW) and Balnarring Pre-School (VIC).

Other finalists were Briar Road Public School (NSW), Mosman Park Primary School (WA), and St Peter’s Girls Early Learners Centre (SA).

All finalists were recognised for their outstanding commitment to reconciliation by actively building relationships, respect and opportunities for and with Aboriginal and Torres Strait Islander people.

In the lead up to the awards presentation event, representatives from each of the finalist schools and early learning services were also represented in Q&A panel sessions that formed part of the Convention program – one focused on ‘Walking the Talk in Our Schools’ and the other on ‘Reconciliation and the Youngest Generations.’

Representatives from the Narragunnawali Awards 2021 finalist schools and early learning services participated in the 2022 ECA Reconciliation Symposium and National RAP Conference.

RESEARCH AND EVALUATION

Phase 3 of the evaluation of the Narragunnawali program, led by the Australian National University’s Centre for Social Research Methods, continued to inform the program’s developments.

Furthermore, Social Ventures Australia (SVA) delivered the Narragunnawali End-of-Term Review which highlighted the following key program strengths:

- Narragunnawali addresses a clearly identified need in the community
- The Narragunnawali program team is high calibre
- Narragunnawali provides a structured framework with quality resources to support reconciliation in education
- Narragunnawali is well-connected across the education ecosystem

The Narragunnawali team contributed to at least six relevant national policy reviews, consultations or submissions. Reconciliation Australia also facilitated a joint-statement supporting the revisions to Aboriginal and Torres Strait Islander Cross-Curriculum Priority that were proposed for Version 9 of the Australian Curriculum. The Narragunnawali team continued to be actively represented on the Critical Focus Group on reviewing the reports, tools and resources developed as part of the Building a Culturally Responsive Australian Teaching Workforce project run by the Australian Institute for Teaching and School Leadership.

FUTURE DIRECTION

Reconciliation Australia looks forward to continuing its partnership with the BHP Foundation as the Narragunnawali program enters its second generation (2022-2027). In the next five years the program will adopt an explicit focus on scaling and deepening engagement, proactively advocating for policy reform, as well as building financial sustainability by securing funding from multiple and diverse sources.

The second generation of the Narragunnawali program will be based on a theory of change that sees reconciliation driven both in and through education at the individual, institutional and sectoral/system level alike. Our vision is of Aboriginal and Torres Strait Islander self-determination being at the centre of Australian education systems, which actively engage the hearts and minds of future generations to contribute to the reconciliation process.

The high levels of growing and sustained engagement from across the sector, and the quality of action demonstrated from the RAP community, including Narragunnawali Awards alumni, indicates that there is increasing momentum and support for reconciliation in education.

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.

Program funders

Australian Federal Government through the National Indigenous Australians Agency (NIAA)

BHP Foundation

BHP Group Operations Pty Ltd

Australian Reconciliation Convention partners

Major sponsors

BHP Foundation

Commonwealth Bank

National Indigenous Australians Agency (NIAA)

Other sponsors and partners

Deloitte

ICC Sydney

PwC and PwC Indigenous Consulting

10 ViaComCBS

ANZ

Herbert Smith Freehills

Ventia

Life Without Barriers

South32

GHD

Goodstart Early Learning

Sodexo

Telstra

Woolworths

Australian Institute for Teaching and School Leadership (AITSL)

Early Childhood Australia

Johnson & Johnson

Australia Post

Koala Furniture

Major supporters

KPMG

PwC

Services Australia

Supporters

ACT Reconciliation Council

ANTaR

Australian Human Rights Commission

Australian Council of Social Services (ACOSS)

Australian Indigenous Governance Institute (AIGI)

Australian Institute for Teaching and School Leadership (AITSL)

CATSINaM

Change the Record Campaign Steering Committee

Close the Gap Campaign Steering Committee

Committee for Economic Development of Australia (CEDA)

Deakin University

Diversity Council of Australia

Family Matters Campaign

Federation of Ethnic Communities Councils of Australia (FECCA)

Foxtel

Herbert Smith Freehills

ICC Sydney

King & Wood Mallesons

NACCHO

National Australia Day Council

National Indigenous Television (NITV)

National Maritime Museum

NewsCorp

OMD Australia

Qantas

QIC

Reconciliation New South Wales

Reconciliation Queensland

Reconciliation South Australia

Reconciliation Tasmania

Reconciliation Victoria

Reconciliation Western Australia

Supply Nation

Transdev

The Healing Foundation

University of Canberra

Wakakiri Story-Dance Association



*Karen Mundine (middle), Christine Anu (left) and daughter
Zipporah Corser (right) at the Reconciliation Convention
Photo: Peter Morris*

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 2021-22 was a surplus of \$1,718,085 (surplus of \$314,213 in 2020-21). Total revenue for the current year was \$9,897,404 (\$6,642,594 in 2020-21) and total expenditure was \$8,179,319 (\$6,328,381 in 2020-21).

COVID-19 related circumstances did not materially impact Reconciliation Australia's current year financial results or 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, event registration fees, licence fees and investment income.

WHERE DO OUR FUNDS GO?

In 2021-22 Reconciliation Australia delivered program and initiatives which accounted for 92% of the organisation's expenditure. Our primary costs relate to employees and communications.

FURTHER INFORMATION

This annual review provides a summary of the financial performance and position for the financial year ended 30 June 2022. Copies of the full Annual Financial Report, including the Independent Audit Report can be obtained from our website.

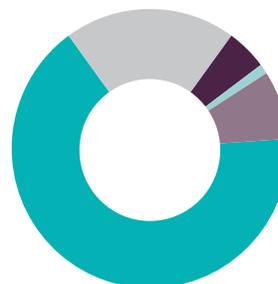
SUMMARY RESULTS

| | 2021-22 | 2020-21 |
|--------------------------------|-------------|-------------|
| Total revenue and other income | \$9,897,404 | \$6,642,594 |
| Total expenditure | \$8,179,319 | \$6,328,381 |
| Surplus / (deficit) | \$1,718,085 | \$314,213 |

FINANCIAL PERFORMANCE

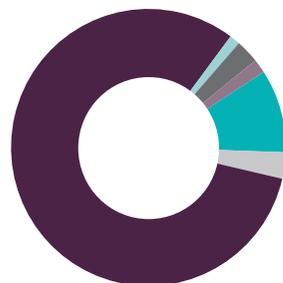


| Income | 2021-22 |
|----------------------|--------------------|
| Government grants | \$3,699,513 |
| Program funding | \$3,095,443 |
| Event fees | \$1,294,033 |
| Fee for service | \$1,291,750 |
| Sponsorship | \$343,150 |
| Charitable donations | \$97,038 |
| Interest | \$68,884 |
| Other | \$7,593 |
| Total | \$9,897,404 |



| Expenses | 2021-22 |
|-------------------------------|--------------------|
| Programs and partnerships | \$5,406,332 |
| Communications and engagement | \$1,637,668 |
| Policy and research | \$389,337 |
| Constitutional reform | \$94,130 |
| Operations | \$651,352 |
| Total | \$8,178,819 |

FINANCIAL POSITION



| Assets | 2021-22 |
|------------------------|---------------------|
| Cash at bank | \$1,022,912 |
| Receivables | \$323,614 |
| Other financial assets | \$8,578,669 |
| Property and equipment | \$130,360 |
| Leased assets | \$288,251 |
| Other | \$174,002 |
| Total | \$10,517,808 |



| Liabilities | 2021-22 |
|--------------------|--------------------|
| Trade creditors | \$617,039 |
| Lease liabilities | \$307,466 |
| Provisions | \$499,722 |
| Contract liability | \$4,351,362 |
| Total | \$5,775,589 |



RECONCILIATION
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