

Snapshot:

The impact of Reconciliation Action Plans in 2022

Every year Reconciliation Australia measures the extraordinary impact that organisations with Reconciliation Action Plans (RAPs) are having across the country.

Built on foundations of strong governance, every RAP drives change through three core pillars: **Relationships, Respect** and **Opportunities**.

Collected from **1,428 RAP organisations**, this is how RAPs contributed to reconciliation from **July 2021 – June 2022**.

Relationships

At the heart of reconciliation is the relationship between the broader Australian community and Aboriginal and Torres Strait Islander peoples.



RAPs continued to have extensive reach across Australia, with **3,743,939 people working or studying in an organisation with a RAP**.



A further **6,242,562 people** were members of **a peak body or sporting club with a RAP**.



Effective partnerships are core to relationship-building and embedding change. Strong relationships endured across the network, with **16,844** formal and informal **partnerships existing between RAP organisations and Aboriginal and Torres Strait Islander organisations** (13,591 in 2021).



Participation in National Reconciliation Week keeps growing, with **5,952 National Reconciliation Week events** being hosted by organisations with a RAP (4,173 in 2021).

Respect

Building understanding of Aboriginal and Torres Strait Islander cultures, rights and experiences underpins progress toward all five dimensions of reconciliation.



Participation in cultural immersion and face-to-face cultural learning experiences increased to above pre-pandemic levels, with **18,702 employees** of RAP organisations **participating in cultural immersion** (7,425 in 2020) and **72,313 in face-to-face cultural learning** (48,067 in 2020).



Online cultural learning has also increased to well above pre-pandemic levels: **528,095 employees** of RAP organisations participated (250,683 in 2020).



68% of RAP organisations **changed core operations and/or services because of their RAP**, showing RAPs continue to drive organisational outcomes.

Opportunities

Aboriginal and Torres Strait Islander peoples' equal and equitable participation in a range of life opportunities is crucial to reconciliation.



There was a **sustained increase** in **employment** and **procurement opportunities** across the RAP network.



73,565 Aboriginal and Torres Strait Islander people were **employed** by an organisation with a RAP (61,263 in 2021).



\$3,112,203,909 worth of **goods and services** were **procured** by RAP organisations from **Aboriginal and Torres Strait Islander-owned businesses** (\$2,799,542,877 in 2021).



Change requires **leadership commitment** and representation from First Nations people in **decision-making positions**. This has improved across the network, however there is still more work to be done.



490 Aboriginal and Torres Strait Islander people **sat on boards of RAP organisations** (362 in 2021).



491 Aboriginal and Torres Strait Islander people in RAP organisations **were in executive leadership roles** (388 in 2021).

As the program marks 16 years of contributing to reconciliation, this snapshot shows us where the RAP network has succeeded in making change, and where it needs to concentrate its efforts.

The increase of Aboriginal and Torres Strait Islander people in leadership positions, as well as the growth in partnerships between RAP organisations and First Nations organisations, are marked achievements in support of First Nations leadership and self-determination that must be sustained.

As always there is more work to be done, but this snapshot shows the ongoing impact of the RAP program as we take our next steps together on our national reconciliation journey.

To learn more about the impact of the RAP program, head to reconciliation.org.au/reconciliation-action-plans