



RECONCILIATION WEEK 2023 27 MAY - 2 JUN
BE A VOICE FOR GENERATIONS

RECONCILIATION AUSTRALIA
ANNUAL REVIEW 2022-2023





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: Members of the intergenerational Yuin choir Djinama Yilaga at the National Reconciliation Week Breakfast at Parliament House in May 2023. The choir performed songs in the Dhurga language, as well as Paul Kelly and Kev Carmody's iconic ballad, 'From Little Things Big Things Grow'. Photo: Andrew Taylor

NATIONAL RECONCILIATION WEEK 2023

27 MAY — 3 JUNE

BE A VOICE FOR GENERATIONS

ACT TODAY FOR A RECONCILED TOMORROW

#NRW2023

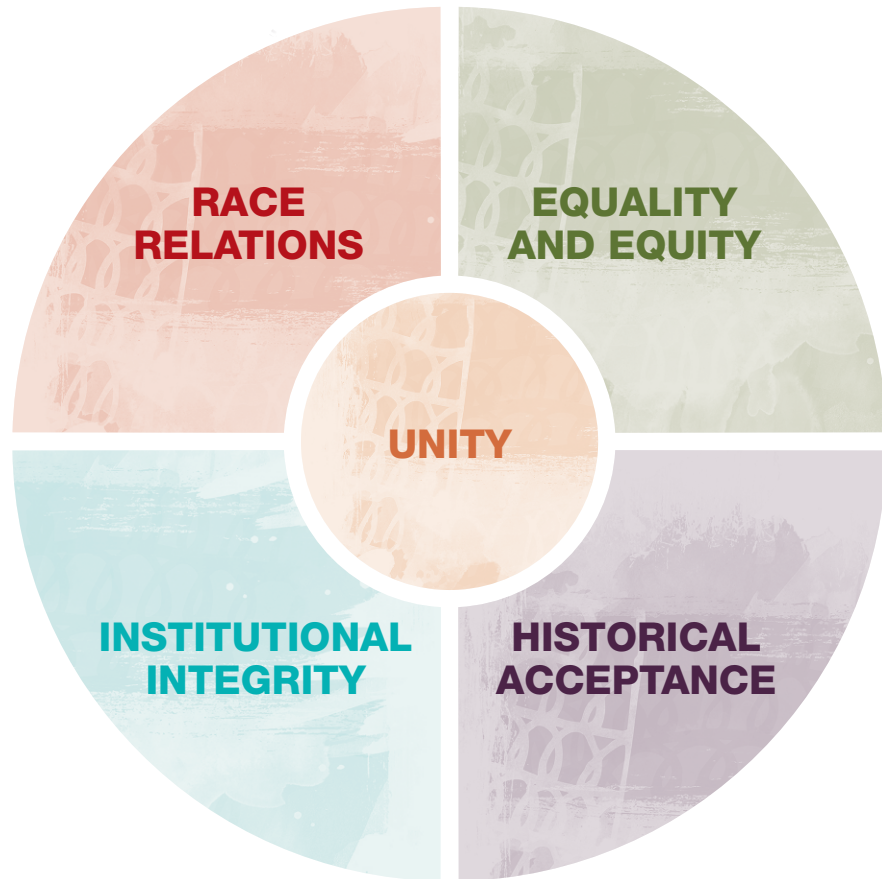
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FIVE DIMENSIONS OF RECONCILIATION



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 CO-CHAIRS OF RECONCILIATION AUSTRALIA

This report addresses the activities of Reconciliation Australia over the 2022-23 financial year. Ordinarily our reflections as Co-Chairs would focus squarely on our performance and achievements over this period, however, it is impossible to ignore subsequent events. Namely the campaign and results of the referendum on constitutional recognition of Aboriginal and Torres Strait Islander people by enshrining of a Voice to Parliament in the Australian Constitution, and our deep disappointment in what has transpired.

The Voice proposal did not come from politicians. It was the result of years of deep thinking and consultation across Aboriginal and Torres Strait Islander communities and was presented to the Australian people in the Uluru Statement from the Heart in 2017. At the core of this proposal was the need for Aboriginal and Torres Strait Islander people to have a say in their own lives – something that has been at the heart of reconciliation for decades.

Reconciliation Australia consistently urged all Australians to reflect on this invitation to walk with Aboriginal and Torres Strait Islander people and to approach the referendum in a respectful and truthful way. Unfortunately, throughout the campaign and following the results, we witnessed misinformed commentary, aggression and racism. Frequently this public commentary was offensive and traumatising to First Nations people. This should be unacceptable to all Australians.

For those who may have doubted or been unaware of the racism faced by Aboriginal and Torres Strait Islander people, it was sadly on clear display throughout the campaign. It was also highlighted earlier in the year when Stan Grant left his position as host of the ABC's Q + A program after facing a barrage of abuse for airing his views on the monarchy and its role in Australia's colonisation.

It is hard to look past these experiences and the clear rejection of the proposition put in the referendum. Yet we feel it is important to acknowledge the positives. While clearly not enough, millions of people voted 'Yes', and tens of thousands volunteered.

The enormous outpouring of support for the Voice to Parliament from Reconciliation Action Plan partners points to the effectiveness of our work over decades. We thank our RAP partners who publicly and proactively supported the Uluru Statement from the Heart and the referendum.

We also saw through the year, the strong backing for the Uluru Statement from the Heart from Australia's multicultural organisations. We are proud that for the first time in our history Reconciliation Australia produced resources in ten community languages, including in support of our National Reconciliation Week campaign, 'Be a Voice for Generations'. Improving our engagement with Australians whose first language is not English must be a priority for the reconciliation movement.

More broadly, Reconciliation Australia will continue to advocate for progress across the dimensions of reconciliation – race relations, equality and equity, institutional integrity, unity and historical acceptance. We will redouble our efforts to underscore the criticality of empowerment and self-determination for Aboriginal and Torres Strait Islander people and communities and the importance of truth-telling as the foundation for improved relationships between First Nations and non-Indigenous Australians.

It would be remiss of us not to acknowledge some key achievements for the organisation and our team over the year. At the top of these was the awarding of the 2023 National Award for Excellence in Women's Leadership to our deadly Chief Executive Officer Karen Mundine. In announcing the award, Women in Leadership Australia noted Karen's involvement in some of Australia's watershed national events including the Apology to the Stolen Generations, Centenary of Federation commemorations, Corroboree 2000 and the 1997 and 2021 Australian Reconciliation Conventions.

The Board congratulates Karen on this due recognition of her hard work and influence. We would also like to thank and acknowledge the contribution of the wider Reconciliation Australia team, which is reflected in the ongoing growth and impact of our programs and work as highlighted in this report.

Unfortunately, this past year saw the loss of some giants in the movement for reconciliation and First Nations justice including songman Archie Roach AC. We will never forget his generosity as he took the stage despite being gravely ill at the 2022 Indigenous Governance Awards, to honour the achievements of the winners and finalists.

The year also saw the loss of Yunupingu, the powerhouse leader of the Gumatj people of Miwatj (Arnhem Land) whose contribution to the rights of Aboriginal and Torres Strait Islander peoples was almost unparalleled over more than five decades.

We remember Aunty Agnes Shea OAM for inspiring leadership of her Ngunnawal people and her warm support for Reconciliation Australia; and we remember Marduntjara and Pitjantjatjara man Dr Gordon Briscoe AO, whose legacy in advancing First Nations interests in health, education and legal affairs was enormous.

As noted above, our 2023 National Reconciliation Week theme invited Australians to *Be a Voice for Generations* and all those we remember here were powerful voices for their generation and left an enduring legacy for future generations.

Finally, we gratefully acknowledge the hard work and commitment of our fellow Reconciliation Australia Directors and thank them for that, and we offer our heartfelt thanks to our supporters and partners.

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

In reviewing 2022-2023 I do so through the lens of a missed opportunity to redress the relationship Australia has with Aboriginal and Torres Strait Islander people.

When Prime Minister Anthony Albanese announced his intention to fulfill the Uluru Statement from the Heart and propel Aboriginal and Torres Strait Islander aspirations to the forefront of Australia's national conversation there was great cause for optimism. It was a clarion call to the reconciliation movement, and our year was characterised by mobilising our vast network of supporters and allies to play our part in this historical moment.

It reminded me of when Prime Minister Kevin Rudd made the National Apology to the Stolen Generations his first action of parliament.

However unlike the Apology, this year was not to be a cathartic moment for our nation.

This year's 15th anniversary of the Apology was not just serendipitous, but stands as a revealing example of the profound healing and progress that can come when excluded voices are finally acknowledged, welcomed and heard.

While the Prime Minister's announcement characterised this year for Reconciliation Australia, there were many other events and activities that enlivened our mission and drove our work.

In November we launched the 2022 Australian Reconciliation Barometer at Parliament House in Canberra, featuring a panel with Senator Patrick Dodson, Senator Lidia Thorpe, Catherine Liddle and Naomi Flutter.

In a robust discussion on the Barometer's results, topics covered by the panel included Voice to Parliament and treaty, with panellists agreeing on the importance of creating a better future for Aboriginal and Torres Strait Islander children.

Our whole organisation celebrated when Reconciliation Australia's Co-Chair of over a decade Professor Tom Calma AO won Senior Australian of the Year in January. It is a much-deserved award after a lifetime of dedication to Aboriginal and Torres Strait Islander health, policy and equity.

As he said in his acceptance speech, "We must have enduring partnerships so that Indigenous communities can help inform policy and legal decisions that impact their lives and we can recognise the special place of Aboriginal and Torres Strait Islander peoples in Australia's history."

We looked on with profound optimism in March as Life Without Barriers launched its Elevate Reconciliation Action Plan in an innovative partnership with SNAICC – National Voice for our Children. Setting a new, brave standard by progressively transferring children in out-of-home care to Aboriginal community-controlled services, the organisation showed its commitment to placing decision-making about First Nations children where it belongs – with family and communities.

During National Reconciliation Week (NRW) in May, over 500 choirs performed the iconic Australian ballad, *From Little Things Big Things Grow* by Paul Kelly and Kev Carmody.

We supplied the arrangements and Australians across the country responded by giving their voices to the theme, *Be A Voice for Generations*.

This project was a perfect illustration of what we do best at Reconciliation Australia. We provide the inspiration, the space and the spark, and our supporters respond by picking up the mantle and taking the work further.

The NRW 2023 Breakfast at Parliament House united reconciliation supporters from around the country – and across generations – at a critical and historic time in our reconciliation journey.

Featuring a panel moderated by Narelda Jacobs with Aunty Geraldine Atkinson, Craig Foster and Semara Jose, panellists reflected on the theme *Be a Voice for Generations* – from how 'voice' operates in their respective worlds, to how we all inherit the legacy of the hard work that has come before us, and how we will pass on this legacy to future generations.

The Djinama Yilaga Choir contributed the *Voices for Generations* song, *From Little Things Big Things Grow* and three songs in the Yuin language Dhurga.

In a busy NRW, it was an emotional but grounding event, and I came away feeling even more connected and affirmed with the mission and vision of the reconciliation movement.

Ultimately the 2022-2023 year marked a fork in the road for reconciliation. The common thread that runs through all our work – of creating a better Australia, that we can all be proud of – was suddenly pulled taut. We did not get the result we were hoping for, and the ultimate Barometer suggests we still have a long way to go.

But I am very proud of the way the reconciliation movement rallied and responded and the numerous achievements, partnerships, projects and events that are catalogued in this 2022-2023 Annual Review are testament to this and the enduring support of our allies and partners, as well as the resilience and professionalism of our team at Reconciliation Australia and our Board.

Thank you for being part of it. Now more than ever we need to build a more just, equitable and reconciled Australia.




Karen Mundine
Chief Executive Officer



COMMUNICATIONS AND ENGAGEMENT

Connecting with People

Attendees at Reconciliation Australia's stall at the Long Walk in Melbourne, hosted alongside Reconciliation Victoria. Photo: Amy Dillon



The Communications and Engagement team's focus and reach was expanded by the national debate surrounding the referendum for constitutional recognition of Aboriginal and Torres Strait Islander people.

This manifested in an increase of speeches, panels, media, and social media activity, as well as more activity on reconciliation.org.au. Site visitors increased by 46% over the previous year, with page views up 36% on the previous period to almost 1.5 million (1,444,214 page views).

The Voice to Parliament information and education page on reconciliation.org.au reached number 1 in Google search rankings.

NATIONAL RECONCILIATION WEEK

This year National Reconciliation Week (NRW) activities directly impacted more than 1.5 million Australians, and many more were indirectly exposed to the theme and messaging.

The 2023 theme *Be a Voice for Generations*, urged all Australians to use their power, words and actions to create a just, equitable and reconciled Australia.

It highlighted the work of generations of Australians who have fought hard for meaningful change, and referenced voice in all its forms; from the referendum to the First Nations voices past, present and to come, and the voices of non-Indigenous Australians that must rise in support.

Its striking graphic representation and accompanying campaign were developed by Carbon Creative. The design elements were created by Bidjara and Wakka Wakka Graphic Artist Danielle Leedie Gray.

NRW2023 also featured Reconciliation Australia's first directed campaign in languages other than English; a street posters campaign and expanded outdoor advertising; a Parliamentary breakfast; and a heart-stirring choirs project.

Our partners stepped up to the plate, further promoting *Be a Voice for Generations* through workplaces, organisations and communities.

VOICES FOR GENERATIONS

For NRW2023 more than 500 choirs and school groups came together to sing *From Little Things Big Things Grow* by Paul Kelly and Kev Carmody; an iconic Australian song that pays tribute to the Gurindji people and is symbolic of the movement for Indigenous equality and land rights in Australia.

The choirs were from all around the country and reflected a diversity of Australian society: from schools and early learning services, trade unions, disability groups, AUSLAN, LGBTQI+, faith-based and culturally and linguistically diverse groups. The overwhelming response to the project gave this year's theme voice, and voices.

KEY EVENTS

2022 Australian Reconciliation Barometer Launch: 24 November

Our first Parliamentary event in many years attracted a high-profile and large attendance. A distinguished panel explored key issues raised in the Barometer from their areas of expertise. MC John Paul Janke moderated the panel of Senator Patrick Dodson, Senator Lidia Thorpe, Catherine Liddle, and Naomi Flutter.

Australian of the Year Breakfast: 25 January

This annual breakfast supports and celebrates the First Nations finalists within the broader program of Australian of the Year events in Canberra. National state and territory finalists joined Federal and Territory politicians and VIPs at the breakfast.

National Reconciliation Week Parliamentary Breakfast: 30 May

This first-time NRW parliamentary breakfast united reconciliation supporters from around the country – and across generations – at a critical and historic time in our reconciliation journey. The event showcased the Djinama Yilaga Choir which contributed the Voices for Generations song, *From Little Things Big Things Grow* and three songs in their Yuin language Dhurga. A panel explored issues of reconciliation and the Voice, following an inspirational speech from Karen Mundine.

Publications

The 2022 Australian Reconciliation Barometer, the 2022 RAP Impact Report, and two editions of Reconciliation News magazine were produced. Reconciliation News stories remembered Uncle Archie Roach, celebrated Indigenous Governance Award winners and the Koori Knockout, and covered the many angles on the Voice debate.

LOOKING AHEAD

The team will continue to support Reconciliation Australia's communications outcomes through key events such as the Narragunnawali Awards 2023 and building resources and content for the new Community Truth-telling Program. Development for NRW2024 will start in October 2023, with a theme tailored to respond to the result of the referendum.

RAP PROGRAM

When Institutions Listen to First Nations
Voices, Things Begin to Change



At the Life Without Barriers groundbreaking Elevate Reconciliation Action Plan launch, developed in partnership with SNAICC – National Voice For Our Children. L-R Reconciliation Australia CEO Karen Mundine, Life Without Barriers Chief Executive Claire Robbs, and SNAICC CEO Catherine Liddle. Photo: Tim Elwin

The Reconciliation Action Plan (RAP) program is a powerful instrument of change in transforming the way organisations, communities, and individuals engage with reconciliation.

Through its structured framework, the program drives systemic change, fosters cultural awareness, expands opportunities for Aboriginal and Torres Strait Islander people, and creates meaningful partnerships.

The RAP team works closely with a diverse range of organisations, helping them use our framework to develop plans that speak to their unique organisational context and stage of their reconciliation journey.

This year, our team endorsed 780 RAPs and the network grew to include 2,708 active RAP partners impacting almost 4 million people.

BREADTH AND DEPTH OF RAP IMPACT

The annual RAP Impact report demonstrated the powerful impact of our RAP partners. Participation in cultural learning increased to above pre-pandemic levels: 18,702 employees of RAP organisations participated in cultural immersion and 72,313 in face-to-face cultural learning. More than half a million RAP employees (528,095) undertook online cultural learning, more than double 2020 levels (250,683).

There was a sustained increase in employment and procurement. First Nations employment grew by over 20% with 73,565 Aboriginal and Torres Strait Islander people employed by an organisation with a RAP (61,263 in 2021). Procurement grew by 10% with \$3.1 billion worth of goods and services procured from Aboriginal and Torres Strait Islander-owned businesses by RAP organisations (\$2.8 billion in 2021).

The RAP theory of change speaks to the importance of leadership to influence outcomes and this year we saw a 35% increase of Aboriginal and Torres Strait Islander people that sat on boards of RAP organisations (490 in 2022 compared to 362 in 2021). There was also a 27% increase of Aboriginal and Torres Strait Islander people in executive leadership roles (491 in 2022 compared to 388 in 2021).

The biennial Workplace RAP Barometer surveyed an unprecedented number of organisations (205) and collated responses from 32,566 RAP employees. Findings provided important insights for RAP partners, especially in the dimensions of race relations and historical acceptance.

SUPPORTING EDUCATION ON FIRST NATIONS VOICE

To support RAP partners to prepare for and navigate the referendum on the Voice to Parliament, our partner success team launched a new online learning community, the Voice Education Network. Growing to over 1,000 members, the network served as a clearinghouse for resources to educate RAP partners and their stakeholders about the referendum.

RAP partners were provided with the opportunity to make new, public commitments to educate their stakeholders about the Voice and to reflect on their own governance on listening to the voices of First Nations people.

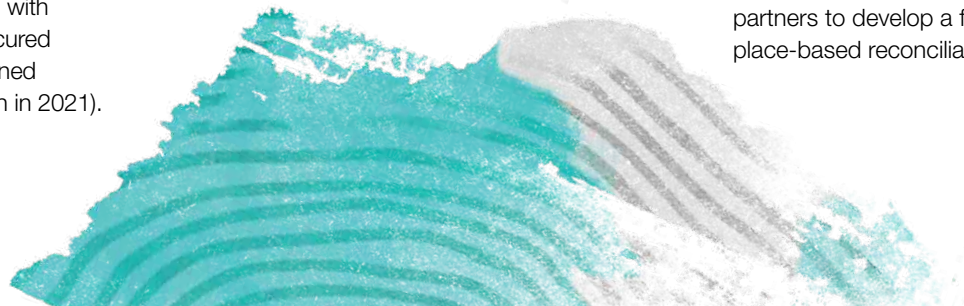
A UNIQUE LAUNCH FOR THE FIRST NONPROFIT ELEVATE PARTNER

Life Without Barriers hosted its RAP launch on 23 March in Canberra as the first ever nonprofit organisation with an Elevate RAP. The launch was designed to reflect the principles that guided the development of its RAP by including the voices of First Nations people through a CEO panel with the leaders of SNAICC – National Voice For Our Children and Reconciliation Australia.

The launch was also followed by a workshop with Stretch and Elevate RAP partners, together with leaders in the child, youth and family sector. In a poignant moment, the workshop coincided with the Prime Minister's announcement of the wording of the referendum question and the 120 RAP champions in the room reflected on listening to First Nations voices, not just for their organisations but for the nation as a whole.

LOOKING AHEAD


In the year ahead, we will continue to grow the breadth and depth of the impact of the RAP network. Beyond endorsing RAPs and supporting effective RAP implementation, the team will work with partners to embed the RAP program in the practices of key Australian institutions, connecting RAP deliverables to international and domestic frameworks. We will also continue innovative pilot projects like our collaboration with Reconciliation WA and other partners to develop a framework to connect RAPs to place-based reconciliation activities.





INDIGENOUS GOVERNANCE PROGRAM
Towards Self-Determination

Indigenous Governance Awards 2022 finalists Amber and James Mercy meet Prime Minister Albanese at the National Reconciliation Breakfast at Parliament House. Photo: Andrew Taylor



The Indigenous Governance Program (IGP) supports First Nations-led organisations, creating ways to share knowledge and stories of active Indigenous governance. We help expand Indigenous governance practices, backing First Nations-led organisations to contribute to policies and programs affecting them; and enable community-led partnerships for more Indigenous governance across different sectors and systems.

FUNDING

The program commenced its new Second Generation 2023-2027 partnership with the BHP Foundation in January 2023. This follows the successful Generation One agreement of the previous five years and includes a broader focus on supporting First Nations communities to determine their own futures and for Australia to recognise and value Indigenous governance.

PROJECT EVALUATION

Social Ventures Australia (SVA) conducted an independent end-of-cycle evaluation for IGP in July 2022. This evaluation highlighted the value, importance and impact of the program, while pushing it towards braver outcomes.

As a result, the IGP's vision and strategic goals have evolved for its Second Generation; from centring on the recognition and promotion of Indigenous governance to a broader focus of supporting First Nations communities to shape their own futures.

BUILDING OUR FOUNDATIONS

We have been building on the new direction and elements to solidify the foundations of the program as it moves forward. This has included an internal monitoring, evaluation and learning framework (developed in collaboration with SVA) to support IGP's continuous quality improvement, enabling us to stay aligned with the program objectives.

The IGP has developed a five-year Communications and Engagement strategy with 33 Creative which aims to build awareness, education and action by maximising the program's impact to drive community-led self-determination.

A refreshed approach to partnering Indigenous Governance Award (IGA) finalists and organisations with a Reconciliation Action Plan (RAP), will see Reconciliation Australia act as partnership brokers to foster collaborations between these organisations. This new approach, developed with Partnership Brokers Association, will progress self-determination and promote Indigenous Governance models.

OUR PARTNER: AIGI

Reconciliation Australia and the Australian Indigenous Governance Institute (AIGI) have been longstanding partners in delivering the IGAs.

Our new Partnering Agreement, built out of a productive full-day workshop, will guide us for the delivery of the next IGAs and our new funding cycles. The co-designed agreement is a living document guiding the way we work together and co-deliver on joint initiatives.

KNOWLEDGE SHARING

Reconciliation Australia and AIGI brought together the 2022 IGA finalists to reconnect, celebrate their achievements, facilitate knowledge sharing, and strengthen our collective commitment to Indigenous governance.

Category 1 winner, AH&MRC HREC are using their prize money to host their first Aboriginal and Torres Strait Islander Ethics Health Forum to educate attendees on culturally safe research being conducted by Aboriginal people for Aboriginal people.

Category 2 winner, Brewarrina Local Aboriginal Land Council said winning the award provided them with the recognition to gain the funding they needed: "The Awards were the icing on the cake for government and funding bodies to recognise our good governance. Where we were previously overlooked, we are now receiving serious dollars."

Promotion of these outcomes were highlighted in the Indigenous Governance Newsletter and resulted in a notable 42% increase in new members signing up to be notified on the 2024 Awards launch.

LOOKING AHEAD

We have actively engaged four of our esteemed 2022 IGA Alumni to strategically scope their future collaborations with fit-for-purpose organisations that hold a Stretch or Elevate RAP. We aim to start receiving proposals from RAP organisations for the IGA Alumni in late 2023.

POLICY, RESEARCH AND STRATEGIC PROGRAMS

Driving Change through Evidence and Advocacy



2022 AUSTRALIAN RECONCILIATION BAROMETER



The launch of the 2022 Australian Reconciliation Barometer at Parliament House in November featured a robust panel of politicians and industry experts discussing Australia's reconciliation journey. L-R Senator Patrick Dodson, Senator Lidia Thorpe, SNAICC CEO Catherine Liddle and Wesfarmers Executive General Manager Naomi Flutter. Photo: Andrew Taylor

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.

AUSTRALIAN RECONCILIATION BAROMETER

The biennial Australian Reconciliation Barometer (ARB) is the only national survey of its kind, looking at the relationship between Aboriginal and Torres Strait Islander peoples and other Australians. The 2022 edition entered the field in July and was launched at a parliamentary event in November.

It found continued strong support for reconciliation and the Uluru Statement from the Heart, as well as sustained mutual trust between First Nations people and non-Indigenous Australians. The ARB results showed a long-standing trend of overwhelming support for a national representative Aboriginal and Torres Strait Islander body, and the comprehensive telling and teaching of Australia's true history.

Two further reports on different demographic respondents were developed, including state and territory-specific data, and on culturally and linguistically diverse respondents.

TRUTH-TELLING

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

The first twelve months of our BHP-funded Community Truth-telling Program focused on establishing the foundational elements of the program; including recruitment, development of the communications strategy, evaluation framework, and research plan, as well as the completion of background research, toolkits, and case studies.

Our research partnership with Deakin University's Alfred Deakin Institute exploring case studies of community truth-telling initiatives has culminated in the identification of more than 400 examples of community truth-telling around the country. Of these examples, 25 were developed into in-depth case studies for distribution to community members wanting to know more about truth-telling.

Research began on the barriers and enablers to community truth-telling by the UTS Centre for the Advancement of Indigenous Knowledges and will feed into resources going forward.

POLITICAL ENGAGEMENT

We continued to maintain relationships with MPs and key members of parliament.

As well as providing a submission to the Inquiry to Australia's Human Rights Framework, we supported Reconciliation Australia CEO Karen Mundine to provide evidence at the public hearing for the Joint Standing Committee on Aboriginal and Torres Strait Islander Affairs' Inquiry into the application of the United Nations Declaration on the Rights of Indigenous Peoples.

WORKING IN PARTNERSHIP

Working closely with state and territory reconciliation organisations, we coordinated four meetings of the Australian Reconciliation Network (ARN), including the annual two-day meeting in Adelaide, December 2022.

These meetings discussed shared priorities and opportunities for collaboration across the ARN. We provided secretariat support to the network and grants to support ARN activities during National Reconciliation Week. This year we provided the ARN with extra funding to expand NRW activities, as well as further funding for referendum education in regional areas.

We worked 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)

LOOKING AHEAD

We will support the referendum on Voice to Parliament, including through our campaign, research and policy work, and strategically develop our political and stakeholder engagement plans for a post-referendum environment.

Scoping for the 2024 State of Reconciliation in Australia report will commence, and we will work closely with the Indigenous Governance and Community Truth-telling programs to incorporate their goals into our policy and research development. We will continue to respond to policy developments through submissions and political engagement as needed.



NARRAGUNNAWALI Reconciliation in Education

Looking ahead: the Narragunnawali program is getting ready for its biennial awards in November 2023. Here Narragunnawali Awards judge Aunty Geraldine Atkinson visits Little Beacons Learning Centre in Pakenham, VIC. Photo: Wirrim Media



The Narragunnawali: Reconciliation in Education program supports Reconciliation Australia's goal of promoting and facilitating reconciliation by connecting educators with the tools they need to engage their community in reconciliation learning and action.

The 2022-23 financial year saw the Narragunnawali program enter its second generation, focused on individual, institutional and systemic change and with a vision for Aboriginal and Torres Strait Islander self-determination at the centre of education systems.

NARRAGUNNAWALI RAP COMMUNITY

More than 11,370 schools and early learning services have registered to develop a Reconciliation Action Plan (RAP) on the Narragunnawali platform. This represents over 40% of all schools and services across the continent and reflects an annual growth rate of 15.7%.

Drawing on data from the latest wave of the *Longitudinal Study of Indigenous Children*, *Narragunnawali research Report 18* indicated that parents and carers of children in schools with RAPs were less likely to report that their children did not want to go to school and more likely to report that the school understands their needs and is good for them.

The Narragunnawali Awards 2023 were launched to acknowledge schools and early learning services within the Narragunnawali RAP community that are demonstrating outstanding commitment to reconciliation. More than 100 applications were created, with Winners to be announced in November 2023.

PROFESSIONAL LEARNING AND CURRICULUM

There are more than 150,000 registered Narragunnawali platform Users, with access to the range of online professional learning and curriculum resources to support reconciliation in pedagogy and practice.

The Narragunnawali team delivered 5 live webinars, including a series focused on reconciliation and professional requirements, with guest speakers from AITSL, ACARA and ACECQA. There were more than 7,500 participant registrations across the live and on-demand webinars made available during the 2022-23 financial year.

Narragunnawali contributed to more than 60 external events to support professional learning across the education sector, as well as multiple education resource development and advisory partnerships.

WIDER SECTOR AND STAKEHOLDER ENGAGEMENT

The Narragunnawali Regional Engagement Program continues in each state, through formal partnerships with the six state-based Reconciliation Councils. Education Reconciliation Industry Network Groups (RINGs) – or equivalents – have been established in all states.

A series of face-to-face Narragunnawali workshops were delivered in the NT and ACT, through the collaborative support of regional jurisdictions and other sector and community partners.

The Narragunnawali team also committed to a range of engagements with Aboriginal and Torres Strait Islander Education bodies or community organisations across the continent, and contributed to several national policy reviews, consultations or submissions, such as the Review of the National School Reform Agreement.

Media and promotional partnerships were leveraged by the Narragunnawali team, such as in the opportunity for Narragunnawali guest speaker on an ABC Kids Behind the News episode about anti-racism.

LOOKING AHEAD

The Narragunnawali team will host the Reconciliation and Education: Past, Present and Future Forum and the Narragunnawali Awards 2023 on 24 November. The full-day forum will be co-hosted by the University of Melbourne's Ngarrngga project and explore the many critical junctures of the past, present and possible futures of education; and will culminate with the honouring of the Narragunnawali Awards 2023 winners in the evening.

PARTNERS AND SUPPORTERS

We are very proud and grateful to include many of Australia's leading organisations amongst 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

Major supporters

KPMG
PWC
Services Australia
Commonwealth Bank

Supporters

Alfred Deakin Institute for Citizenship and Globalisation, Deakin University
Arts Centre Melbourne
Australian Human Rights Commission
Australian Council of Social Services (ACOSS)
Australian Indigenous Governance Institute (AIGI)
Australian Indigenous Leadership Centre
Australian Institute for Teaching and School Leadership (AITSL)
Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS)
Be You (Beyond Blue)
Benevolent Society
Cairns Convention Centre
Canberra and District NAIDOC Aboriginal Corporation
Carbon Creative
CATSINaM
Centre for the Advancement of Indigenous Knowledges, UTS
Change the Record Campaign Steering Committee
Close the Gap Campaign Steering Committee
Committee for Economic Development of Australia (CEDA)

Diversity Council of Australia
Early Childhood Australia
Family Matters Campaign
Federation University Australia
Gilimbaa
ICC Sydney
King & Wood Mallesons
Magabala Books Aboriginal Corporation
Message Stick
NACCHO
National Australia Day Council
National Indigenous Television (NITV)
National Museum of Australia
NewsCorp
Ninti Kata
OMD Australia
Origin Energy
Polity Research and Consulting
Qantas
Reconciliation New South Wales
Reconciliation Queensland
Reconciliation South Australia
Reconciliation Tasmania
Reconciliation Victoria
Reconciliation Western Australia
Reconciliation Northern Territory
Social Ventures Australia
Supply Nation
Transdev
The Healing Foundation
Uniting Communities
University of Canberra
University of Newcastle
Vicinity Centres
Wakakirri Story-Dance Association



Yes

ReconciliationWA

Yes

Yes

Yes

Yes

Yes

I support a First Nations Voice to Parliament

I support a First Nations Voice to Parliament

Yes

ReconciliationWA

Yes

Yes

Yes

Yes

I support a First Nations Voice to Parliament

Supporters at the annual Walk for Reconciliation in Perth on 2 June 2023 organised by Reconciliation WA. Photo: Todd Russell, The Digital Factory

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 2022-23 was a surplus of \$375,685 (surplus of \$1,718,085 in 2021-22). Total revenue for the current year was \$10,221,345 (\$9,897,404 in 2021-22) and total expenditure was \$9,845,660 (\$8,179,319 in 2021-22).

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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 and BHP

Group Operations Pty Ltd. Other income is sourced from corporate supporters, private donors, event registration fees, licence fees and investment income.

WHERE DO OUR FUNDS GO?

In 2022-23 Reconciliation Australia delivered program and initiatives which accounted for 90% of the organisation's expenditure. Our primary costs relate to employees and communications.

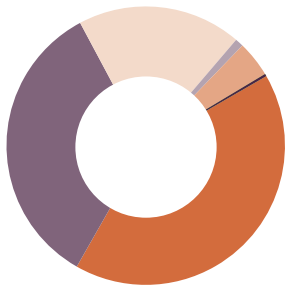
FURTHER INFORMATION

This annual review provides a summary of the financial performance and position for the financial year ended 30 June 2023. Copies of the full Annual Financial Report, including the Independent Audit Report can be obtained from our website.

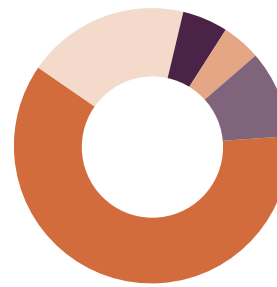
SUMMARY RESULTS

	2022-23	2021-22
Total revenue and other income	\$10,221,345	\$9,897,404
Total expenditure	\$9,845,660	\$8,179,319
Surplus / (deficit)	\$375,685	\$1,718,085

FINANCIAL PERFORMANCE

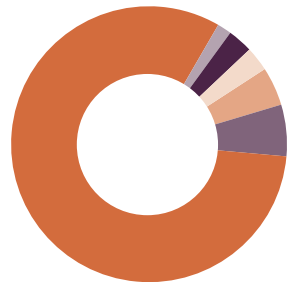


Income	2022-23
Government grants	\$4,250,000
Program funding	\$3,469,510
Fee for service	\$1,948,406
Charitable donations	\$99,044
Interest	\$427,297
Other	\$27,089
Total	\$10,221,345

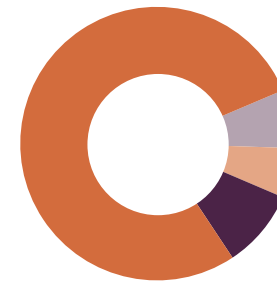


Expenses	2022-23
Programs and partnerships	\$5,978,625
Communications and engagement	\$1,880,613
Policy and research	\$526,116
Constitutional reform	\$450,000
Operations	\$1,010,305
Total	\$9,845,660

FINANCIAL POSITION



Assets	2022-23
Cash at bank	\$486,132
Receivables	\$647,453
Other financial assets	\$8,783,762
Property and equipment	\$178,805
Leased assets	\$314,065
Other	\$307,798
Total	\$10,718,015



Liabilities	2022-23
Trade creditors	\$387,031
Lease liabilities	\$330,024
Provisions	\$519,135
Contract liability	\$4,363,921
Total	\$5,600,111



RECONCILIATION
AUSTRALIA

Reconciliation Australia
PO Box 4773
Kingston ACT 2604

Tel +61 2 6153 4400
enquiries@reconciliation.org.au
reconciliation.org.au