

# Snapshot:

## The impact of Reconciliation Action Plans in 2023

**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 **1,873 RAP organisations**, this is how RAPs contributed to reconciliation from **July 2022 – June 2023**.

### Relationships

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



The reach of the RAP network continues to grow with **5,404,826 people now working or studying in an organisation with a RAP – a 44% increase** (3,743,939 in 2022).



A further **8,052,383** people are members of a **peak body or sporting club with a RAP** (6,242,562 in 2022).



Effective partnerships are core to relationship-building and embedding change.

We've seen relationships strengthened with **18,588** formal and informal **partnerships existing between RAP organisations and Aboriginal and Torres Strait Islander organisations** (16,844 in 2022).



Participation in National Reconciliation Week (NRW) keeps growing: RAP organisations hosted **6,543 NRW events** in 2023 (5,952 in 2022).

# Respect

The biennial Workplace RAP Barometer shows that ongoing cultural learning increases understanding of and support for truth-telling over time.



Participation in cultural learning continues to increase: **23,268** employees of RAP organisations participated in **cultural immersion** (18,702 in 2022) and **118,049** in **face-to-face cultural learning** (72,313 in 2022).



**701,239** employees of RAP organisations also participated in online cultural learning (528,095 in 2022). In addition, **70% of RAP Partners** (1,316) educated internal and/or external stakeholders on the **Voice to Parliament referendum**.



RAPs continue to influence organisational outcomes with **79%** of RAP organisations **changing core internal processes and/or policies because of their RAP**. A further **73%** of organisations have **changed external facing services and/or practices** because of their RAP.

## Opportunities

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



There continues to be a **sustained increase** in employment and procurement opportunities provided across the RAP network. **76,953** Aboriginal and Torres Strait Islander people were **employed** by an organisation with a RAP (73,565 in 2022).



**\$3,680,422,710** worth of **goods and services** were **procured** by RAP organisations from **Aboriginal and Torres Strait Islander-owned businesses**, an **18% increase** (\$3,112,203,909 in 2022).



Change requires leadership commitment and representation from First Nations people in decision-making positions. This has improved across the network: **606** Aboriginal and/or Torres Strait Islander people sat on **RAP organisation boards** (490 in 2022) and **574** Aboriginal and/or Torres Strait Islander people in RAP organisations were in **executive leadership roles** (491 in 2022).

**The 2023 RAP Impact Survey shows RAP organisations expanding their impact to deliver meaningful results. 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 that must be sustained.**

The number of organisations that informed their stakeholders on the Voice to Parliament referendum is also encouraging, showing that RAP partners understand the part they must play through education.

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](https://reconciliation.org.au/reconciliation-action-plans)**