

Workplace RAP Barometer

Information pack



The Workplace Reconciliation Action Plan Barometer

Running since 2012, the Workplace Reconciliation Action Plan Barometer (WRB) is a biennial survey that looks at the **attitudes towards and perceptions of** reconciliation among **employees of RAP organisations**.

Through an **interactive web-based dashboard**,¹ the WRB provides in-depth insights into the impact of your reconciliation activities, highlighting both where your organisation is pulling ahead of your peers, and where you need to focus your attention.

The results of the WRB enable Reconciliation Australia to **understand the impact of the RAP network as a whole** by comparing RAP employee responses to the results of the [Australian Reconciliation Barometer](#), showing us where RAPs are making a difference in comparison to the broader Australian population, including on racism and awareness of Australia's history.

The WRB survey is:

- Accessible and easy to complete, [especially for frontline workers](#).
- Designed to capture the attitudes and experiences of RAP employees.
- A proven tool to support RAP organisations to enhance the impact of their RAPs.
- Anonymous for all participants.

The WRB will give you:

- Insights including segmentation by demographics, role in the organisation, and geographic location.
- An [intuitive dashboard](#) for fast access and ability to download charts and graphs.²
- Tracking data to understand change over time.³

¹ Organisations with less than 30 respondents will receive Excel data tables only.

² Organisations with less than 30 respondents will receive Excel data tables only.

³ Exclusively available for organisations that participated in WRB 2022.

Benefits of the WRB for your organisation include:

- Assessing the performance of your organisation against key RAP objectives.
- Uncovering your organisation's strengths and areas of the RAP that needs greater attention.
- Reporting your successes and challenges in clear, informative data.

What we need from you:

- Register [your interest](#).
- Attend an [information webinar](#).
- Confirm your [payment and sign the agreement](#).

Participate in the 2024 Workplace RAP Barometer: getfeedback.com/r/jpf01mh2

Questions? Check out the list of questions and answers on page 3; or contact Reconciliation Australia at wrb@reconciliation.org.au and Polity at info@polityresearch.com.au

WRB 2024 key dates

Tuesday 23 April 2024: Information webinar 1 – [register to attend](#).

Tuesday 7 May 2024: Information webinar 2 – [register to attend](#).

Friday 14 June 2024: [Expressions of interest to participate](#) in the 2024 WRB closes.

Thursday 25 July 2024: Finalise [payment](#) by this date to confirm participation. Survey opens.

Friday 20 September: Survey closes.

October–November 2024: Results distributed to participating organisations.

WRB: Your questions answered

[How is the survey run?](#)

[How is the survey delivered?](#)

[Who should participate in the survey and how long does it take?](#)

[When should we run our survey?](#)

[How do we get our results and in what form?](#)

[What is the minimum number of responses?](#)

[How do we express interest in participating?](#)

[How much does the survey cost and how do we pay?](#)

[What kind of agreement do we have to sign to participate?](#)

[Can we participate if our RAP is not yet or only just endorsed?](#)

[Is participation in the WRB a RAP requirement?](#)

[Will other organisations receive information about how my organisation performs?](#)

[What information will be published about my organisation?](#)

[Can employees be identified through the survey?](#)

[Is there financial assistance available?](#)

The WRB survey: How it works

The survey is hosted and managed by [Polity Research & Consulting](#).

It is conducted online, with employees **invited to participate via email**. Employees invited should include your entire workforce to ensure results are not skewed.

The main survey takes approximately **15 minutes to complete**.

To encourage participation across the workforce the WRB has a **streamlined section of the survey for frontline employees**. This survey includes only core questions and will take about **10 minutes to complete**.

Survey delivery

The survey is delivered by either:

A unique link to employees

- Provide Polity with the email addresses of your employees and they will send a unique link to each employee, ensuring the survey is only completed once by each employee.
- Employees will be able to save their answers, close and return to the survey; and when Polity sends reminders, these will only go to employees who haven't completed the survey.
- Polity will send a reminder email to employees who have not completed the survey after one week.

A survey link for your organisation to distribute

- Polity can provide you with an open link to the survey to be distributed by you.
- This method has the potential to compromise the reliability of the data as it allows anyone with the link to access the survey and to make multiple submissions. However, this is very unlikely to happen.
- More importantly, employees will not be able to save their progress and reminders will have to be sent to all employees by your organisation.
- If you have employees without email addresses, you can host this link on your intranet or make it available on shared computers or tablets in the workplace.
- Polity will advise that you send reminders based on how response rates are going.

Survey start

Your organisation can choose a start date for the survey between **Thursday 25 July and Friday 20 September 2024**, and are recommended to run the survey **for 2 to 3 weeks**.

Polity will provide more details once you [express interest in participating](#).

There can be no extension to the closing date of 20 September 2024.

RAP requirements

Participation in the WRB is optional for Reflect and Innovate RAP organisations.

All Elevate RAP partners are required to participate and while it is not required of Stretch RAP partners, due to their role as key leaders in the RAP network, we **strongly encourage** all current and aspiring **Stretch RAP partners to participate**.

All organisations that have an endorsed RAP or are currently developing a RAP can participate.

Taking part **before your RAP is formally endorsed**, or at the **commencement of a RAP**, enables your organisation to engage with your employees and establish a baseline against which your RAP progress can be measured over time.

Express interest in participating

To confirm your organisation's interest in participating, please complete [this short online form](#) by Friday 14 June 2024 and our team will be in touch via email: getfeedback.com/r/jpf01mh2

Results and dashboard

What results you receive and in what format depends on whether you receive **30 or more responses to the survey**.

30 or more respondents

You will receive **full employee results** in an **online dashboard**.

It will include a topline analysis of your organisation's results and a comparison with aggregate results from your peer-group – i.e. if you have a Reflect or Innovate RAP, you will receive aggregate results to RAP organisations in that cohort.

The dashboard allows you to drill down into demographics and data is downloadable into Excel spreadsheets and as charts.

Access to your organisation's dashboard will be provided by Polity by 31 October 2024.

Login is via password, which you will set after the first login. There is an option to set up two-factor authentication.

[Large and corporate sized organisations](#) can have up to 3 separate admin logins. [Small and medium sized organisations](#) will be provided with a single login.

Organisations that confirm participation in 2026 WRB will have ongoing access to the dashboard. Access will end for organisations that do not participate in the 2026 WRB on 31 July 2026.

You will also receive full aggregated data in Excel format for your industry sector if five or more organisations have participated from your industry.

Less than 30 respondents

You will be provided with your organisation's aggregated data results in Excel tables format by 30 November 2024.

You will also receive full aggregated data in Excel format for your industry sector if five or more organisations have participated from your industry.

Your organisation can arrange further analyses of data, including a report comparing your results to organisations at your RAP level, directly with Polity at an additional cost.

Privacy of your organisation's results

Neither Reconciliation Australia nor Polity will provide any information about your individual organisation to external parties without your explicit written permission.

Any comparative data that is provided by Polity (e.g. data from your industry sector) will be fully aggregated and de-identified.

Reconciliation Australia will only publish aggregated, de-identified results in the public WRB report. Organisations will be listed in the final report published by Reconciliation Australia as 'participant organisations.'

Your employees' anonymity

The survey is **anonymous** to encourage employees to be honest. Data collected **will not be linked** to any individual employee and **you will not receive data** that has the potential to identify your employees.

The survey **does not** ask for any personal details such as name or date of birth.

For surveys delivered [individually to employees through a survey link](#), email addresses are removed from the data once the survey period is over and the data is compiled and aggregated.

The survey asks for a number of standard demographics, including:

- Gender
- Age
- Postcode
- Education level
- Employment status and tenure
- Job level (e.g. management, non-management etc)
- Identify as Aboriginal and/or Torres Strait Islander employees
- Born here/overseas and English spoken at home or not
- Household income range

Minimum number of responses

To ensure that individual respondents in small organisations are unable to be identified, participating organisations must have a **minimum of 20 employees that complete the survey**.

If your organisation participates but DOES NOT achieve a minimum of 20 respondents, Polity will not be able to share your data with you.

Cost, payment and agreement

The cost of the WRB depends on the **number of employees invited via email** to participate.

Number of employees invited	Tier	Participation cost (GST not included)
2000+ employees	Corporate	\$3900
500-1999 employees	Large	\$2900
100-499 employees	Medium	\$1900
30-99 employees	Small	\$900
20-29 employees invited	Small Office/Home Office	Free (Excel tables only)

Organisations with only 20-29 employees invited can take part free of charge to receive data tables only or pay \$900 to receive a PDF report.

Payment

Polity will inform you on invoicing and payment once you have registered your interest in participating. Payment is required prior to the fieldwork commencing **Thursday 25 July 2024** and confirms participation. There are no refunds once paid.

Financial assistance

If the survey fee is a barrier to participation for your organisation, **financial assistance is available on a case-by-case basis**. Complete this form by Friday 14 June 2024 to be eligible: form.asana.com/?k=ICS6JLsLCAg-AdCjkmFOcg&d=42532577316720

Agreement

We will send you a tripartite survey agreement, to be signed by your organisation, Polity and Reconciliation Australia. The agreement covers data security, party warranties and ownership and use of the survey data. The signed agreement is compulsory to participate.