

Snapshot:

The impact of Reconciliation Action Plans in 2024

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**.

This is how RAPs contributed to reconciliation from **July 2023 – June 2024**.

Key Information

- **2,283** RAP organisations reported from across the four RAP types.
1,197 **Reflect** | 917 **Innovate** | 155 **Stretch** | 14 **Elevate**
- **29%** of RAP partners had their first RAP endorsed within this period.
- **5,641,737** people worked or studied in an organisation with a RAP.
- **75,054** Aboriginal and Torres Strait Islander people were employed by an organisation with a RAP.

Relationships

At the heart of reconciliation is the relationship between the broader Australian community and Aboriginal and Torres Strait Islander peoples. RAPs contribute to creating opportunities for these meaningful relationships.



The reach of the RAP network continues to grow with a **20% increase** in members represented by a **peak body or sporting club with a RAP** (9,677,200 in 2024 and 8,052,383 in 2023).



Relationships have been strengthened with **21,726** formal and informal **partnerships existing between RAP organisations and Aboriginal and Torres Strait Islander organisations** – a 17% increase (18,588 in 2023).



Participation in National Reconciliation Week (NRW) keeps growing: RAP organisations hosted **9,246 NRW events** in 2024 – a 41% increase (6,543 in 2023).

Respect

RAP activities contribute to building a strong understanding of Aboriginal and Torres Strait Islander cultures, rights and experiences, underpinning progress towards all five dimensions of reconciliation.



Participation in cultural learning continues to rise: **24,377** employees of RAP organisations participated in **cultural immersion** (23,268 in 2023) and **123,493** in **face-to-face cultural learning** (118,049 in 2023).



817,175 employees of RAP organisations participated in **online cultural learning** – a 17% increase (701,239 in 2023).



RAPs continue to influence organisational outcomes with **75%** 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

RAPs create economic opportunities for Aboriginal and Torres Strait Islander people and businesses. This enables enhanced equal and equitable participation in a range of life opportunities which is crucial to advancing reconciliation.



There continues to be a sustained increase in procurement opportunities provided across the RAP network with **\$4,812,163,387** worth of **goods and services procured** by RAP organisations from **Aboriginal and Torres Strait Islander-owned businesses**, a 31% increase (\$3,680,422,710 in 2023).



This increase is directly related to the **42% rise in contracts** between **Aboriginal and Torres Strait Islander-owned businesses** and RAP organisations (25,237 in 2024 and 17,795 in 2023). Simplified, each contract was approximately worth \$190,679.



733 Aboriginal and/or Torres Strait Islander people sat on **RAP organisation boards** (606 in 2023) and **740** Aboriginal and/or Torres Strait Islander people in RAP organisations were in **executive leadership roles** (574 in 2023) – over 20% increase for both.

2024 was the highest level of partner participation in the RAP Impact Survey with 70% of the RAP network responding. The results show not only the expanding reach of the RAP program but also the growing number of organisations deepening their impact through strong governance and accountability.

The significant growth in procurement driven by an increase in contracts between RAP organisations and First Nations businesses, the strengthening of relationships through the rise in partnerships, as well as the increased representation of Aboriginal and Torres Strait Islander staff and representatives at the senior level are clear markers of impact that must be sustained and built upon.

There is always 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/rap-impact/