

Reconciliation Snapshot

Workplace RAP Barometer

2024 Australian Reconciliation Barometer and 2024 Workplace RAP Barometer

Reconciliation Action Plans (RAPs) provide a structured approach for organisations to advance reconciliation in Australia.

More than **3,000** organisations have a RAP, influencing the daily experiences of over **five million** people.



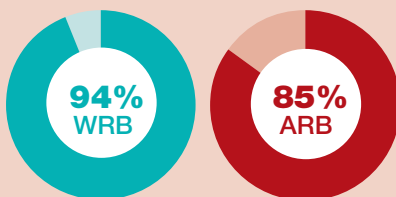
To understand how RAPs shape attitudes and behaviours, Reconciliation Australia conducts the **Workplace RAP Barometer (WRB)**, surveying employees in organisations with a RAP.¹ The survey results are compared with responses from the general population, drawn from the **Australian Reconciliation Barometer (ARB)**.² The ARB is the only survey in Australia that measures the progress of reconciliation between Aboriginal and Torres Strait Islander people and non-Indigenous Australians. The 2024 surveys were the first to measure reconciliation perspectives since the 2023 Voice Referendum.

The findings from the surveys demonstrate the positive impact RAPs are having – fostering stronger relationships, increasing respect, and creating opportunities for Aboriginal and Torres Strait Islander peoples. This snapshot highlights key insights from the WRB, showing where progress is being made and where focus is needed.

Importance of the relationship

RAP commitments drive awareness and understanding of the importance of strong relationships.

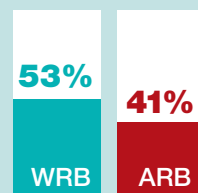
Believe the relationship between non-Indigenous and Aboriginal and Torres Strait Islander peoples is important for the nation.



Perceptions of racism

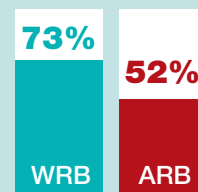
RAPs require organisations to commit to anti-racism and educate staff and leaders on its impacts.

Believe Australia is a racist country.



RAP employees see racism as more prevalent than the wider community does.

Believe the way people engaged with the referendum demonstrated that Australia is a racist country.



¹ WRB 2024 Sample Size n= 33,167 See methodology information on the Reconciliation Australia website. reconciliation.org.au/reconciliation/australian-reconciliation-barometer/

² ARB 2024 Sample Size n= 2,559 See methodology information on the Reconciliation Australia website. reconciliation.org.au/reconciliation/australian-reconciliation-barometer/

Knowledge and learning



RAPs influence hearts and minds, with opportunities for learning embedded through the framework.

RAP employees have higher knowledge of the history of colonial Australia than the general community.



Employees also indicate that they hold an overall stronger belief about the importance of learning about the past issues of European colonisation than the general community.



Most employees in RAP organisations believe the Australian people should be educating themselves about First Nations histories and cultures in response to the referendum result.



Historical acceptance and truth-telling

RAP employees are more likely than the broader community to believe in key aspects of historical acceptance. This includes high levels of support for truth-telling amongst employees of RAP organisations. RAP employees have stronger beliefs than the broader community that:

It is important to undertake truth-telling to acknowledge the reality of Australia's shared history.



White people have social and economic advantages throughout society.



The wrongs of the past must be rectified before all Australians can move forward.



The results of the Workplace RAP Barometer show that employees at RAP organisations are committed to the reconciliation journey. RAPs have made an impact on their perceptions and attitudes compared to the general Australian population.

To learn more about the Workplace RAP Barometer and the Australian Reconciliation Barometer visit: reconciliation.org.au/reconciliation/australian-reconciliation-barometer/