**List of questions**

This document is for **data collection ONLY.** Once you have collected the information, please complete the RAP Impact Survey through your organisation’s unique link.

This document contains the full list of questions organisations are required to complete this year through the RAP Impact Survey 2025. Please use this document to collate your responses prior to completing the online survey.

**Please read the definitions provided for each question carefully to assist with collecting the required information.**

**NOTE:** If your organisation’s **first RAP** was endorsed **within the last 12 months**, you will have a shorter list of questions. Only respond to questions 1-13, 17, 28, 29 and 39 (below in **GREEN**).

If you have any questions about reporting, please contact us at [RAP.reporting@reconciliation.org.au](mailto:RAP.reporting@reconciliation.org.au)

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| **Organisation demographics** | | |
| **Question** | **Answer Field** | **Definitions** |
| 1. Please enter a name and email to receive a copy of your organisation's report | Name  Email |  |
| 1. Which industry does your organisation belong to? | * Architecture Planning Placemaking * Arts & Culture * Business & Innovation Consulting * Community Development * Construction, Infrastructure & Manufacturing * Education * Environment & Resource Management * Finance & Insurance * Governance * Health & Medical * Legal Services * Marketing, PR & Content * Media * Mining * Property Development & Management * Recruitment & Training * Retail, Food & Consumer * Safety, Security & Cleaning * Science, Technology & Engineering * Social Services * Sport * Tourism * Transport |  |
| 1. Latest endorsed RAP type | * Reflect RAP * Innovate RAP * Stretch RAP * Elevate RAP | Select the latest type of RAP your organisation developed that was endorsed by Reconciliation Australia.  Select only one. |
| 1. Is your organisation a ASX200 listed company? | * Yes * No |  |

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| 1. Total number of employees in your organisation | Whole number required   * Number of total Australian based employees in your organisation | Employees include any paid full-time, part-time and casual staff within your organisation, including contracted staff over the reporting period.  Please include your response as a whole number.  For global organisations, employees refer to Australian based employees only. |
| 1. If you are a peak body, please indicate the total number of members you represent | Whole number required   * Number of members (organisations)   Number of members (individuals) | This question is applicable for peak bodies and membership-based organisations, and sporting clubs.  If this does not apply to your organisation, please enter ‘0’. |
| 1. Total number of students | Whole number required  Number of total students in your organisation | For education institutions only.  If it does not apply to your organisation, please enter ‘0’. |

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| **Engagement with Reconciliation Australia** | | |
| **Question** | **Answer Field** | **Definitions** |
| 1. To what extent do you agree or disagree:   **Reconciliation Australia provides your organisation with sufficient support, guidance, advice and direction to develop your RAP.** | * Strongly Disagree * Disagree * Neutral * Agree * Strongly Agree |  |
| 1. To what extent do you agree or disagree:   **Reconciliation Australia provides your organisation with sufficient support, guidance, advice, and direction to implement your RAP.** | * Strongly Disagree * Disagree * Neutral * Agree * Strongly Agree |  |
| 1. Is your organisation currently implementing or developing a RAP? | * We are implementing our RAP * We are currently developing a new RAP * We are doing both. Implementing our current endorsed RAP and have commenced developing a new one. | Select the latest type of RAP your organisation developed that was endorsed by Reconciliation Australia.  Select only one. |

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| 1. How would you rate your engagement with Reconciliation Australia? (between 1 July 2024 - 30 June 2025) | * 5 = We are very engaged * 4 = We are somewhat engaged * 3 = Neutral * 2 = We are not very engaged * 1 = We have not engaged with RA in the last reporting period | This question seeks to understand the degree to which your organisation has engaged with Reconciliation Australia. This may include through:   * Meetings, phone calls, emails * Workshops * Collaborative projects |
| 1. How often did your organisation participate in an event hosted by Reconciliation Australia? (between 1 July 2024 – 30 June 2025) | * 1 event * 2 events * 3 events * 4 events * More than 4 events * We did not attend any events hosted by Reconciliation Australia | This question seeks to understand your organisation’s participation in learning events that are run by Reconciliation Australia. It may include:   * Webinars and online gatherings * In person workshops   In-person or online networking events |
| 1. Was your organisation’s very first RAP endorsed in the last 12 months? | * Yes * No * Our RAP was endorsed less than 12 months ago, and we would still like to complete the full survey | Select ‘yes’, if your organisation has joined the RAP program for the first time, having its first RAP endorsed between 1 July 2024 - 30 June 2025.  If you select ‘yes’, you will be directed to a shorter version of the survey. |

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| **Relationships** | | |
| **Question** | **Answer Field** | **Definitions** |
| 1. Does your organisation have a documented Aboriginal and Torres Strait Islander engagement strategy? | * Yes * No | This question seeks to determine if your organisation has a formal documented engagement strategy or plan.  If you’re unable to confirm whether your organisation has this in place, please select ‘no’. |
| 1. How many Aboriginal and Torres Strait Islander organisations have you formed or maintained a partnership with in the last 12 months? | * Number of formal partners * Number of informal partners | An Aboriginal and Torres Strait Islander organisation/business is one that is at least 50% owned by an Aboriginal and/or Torres Strait Islander person/s.  A partnership is a mutually beneficial relationship where both parties have equal input into goal setting. The following activities performed in isolation, where mutually beneficial outcomes do not occur, does not constitute a partnership (service delivery, sub-contracted work, funding agreement, contracting services, procurement, pro-bono support).  Formal partners refer to partnerships that have been formalised with a contract or Memorandum of Understanding (MOU).  An informal partnership may include those where there is an ongoing relationship between organisations, however the scope and timeframe for working together has not been defined.  For more information on partnerships, please read our [Partnerships Guide](https://www.reconciliation.org.au/wp-content/uploads/2025/06/2025-RAP-Impact-Survey-Partnerships-Guide.pdf). |
| 1. Please indicate if you have partnered with these organisations or any others to help meet your RAP objectives during the reporting period: | * CareerTrackers * Supply Nation * Jawun * Other (please specify) | Select all that apply.  This question seeks to identify the organisations that you have partnered with, that were critical to delivering on your RAP commitments.  For more information on partnerships, please read our [Partnerships Guide](https://www.reconciliation.org.au/wp-content/uploads/2025/06/2025-RAP-Impact-Survey-Partnerships-Guide.pdf). |

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| 1. How did your organisation participate in National Reconciliation Week (NRW) 2025? | * Hosted/organised an internal activity/event * Hosted/organised an external activity/event * Supported employees to participate in internal and/or external events * Our organisation did not participate in NRW this year | Select all that apply. |
| 1. How many NRW events did your organisation host this year? | * Number of internal events * Number of external events | This includes both internal and external NRW events. An NRW event could be a small morning tea with staff, online learning forums, or a large public gathering in commemoration of reconciliation. An event specifically refers to convening individuals to connect and raise awareness of reconciliation. |
| 1. Does your organisation have a documented staff engagement strategy to encourage participation in reconciliation across your workforce? | * Yes * No * Unsure | This question seeks to determine if your organisation has a formal strategy and/or plan in place that encourages staff awareness, and participation in reconciliation activities and initiatives. |
| 1. Does your organisation have formalised anti-discrimination policies/provisions in place? | * Yes - a dedicated anti-discrimination policy * Yes - anti-discrimination provisions housed under another policy * No - no formal anti-discrimination provisions in place * Unsure | This question seeks to determine if your organisation has a formal anti-discrimination policy in place.  The second option would apply to your organisation if your anti-discrimination provisions sit under another policy. This could be a Harassment, Bullying and Discrimination Prevention Policy or an Equal Employment Opportunity and Diversity Policy.  If you’re unable to confirm whether your organisation has any anti-discrimination provisions in place, please select ‘no’. |

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| **Respect** | | |
| **Question** | **Answer Field** | **Definitions** |
| 1. Does your organisation have a documented Aboriginal and Torres Strait Islander cultural learning strategy? | * Yes * No * Unsure | This question seeks to determine if your organisation has a formal documented cultural learning strategy or framework. |
| 1. How many staff have undertaken a structured cultural learning program during the reporting period? | Whole numbers required   * Number of staff who participated in an E-learning cultural program * Number of staff who participated in a Face-to-face cultural program * Number of staff who participated in a Cultural immersion program | A cultural immersion program refers to a cultural experience; being immersed in Aboriginal and/or Torres Strait Islander culture, out of the office and on Country, guided by a local Traditional Owner. |
| 1. Does your organisation have an Aboriginal and Torres Strait Islander cultural protocols document? | * Yes * No | This question seeks to determine if your organisation has a formal document to advise on cultural protocols.  If you’re unable to confirm whether your organisation has this in place, please select ‘no’. |
| 1. Have you changed any of your external facing services and/or practices as a result of your RAP commitments? | * Yes * No | Select ‘yes’ if your RAP has influenced how your organisation operates externally on a daily basis. |
| 1. Have you changed any of your internal practices and/or policies as a result of your RAP commitments? | * Yes * No | Select ‘yes’ if your RAP has influenced how your organisation operates internally on a daily basis (beyond RAP specific activities). |

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| **Opportunities** | | |
| **Question** | **Answer Field** | **Definitions** |
| 1. Does your organisation have a documented Aboriginal and Torres Strait Islander employment, retention, and professional development strategy? | * Yes * No | This question seeks to determine if your organisation has a formal documented employment, retention, and professional development strategy.  If you’re unable to confirm whether your organisation has this in place, please select ‘no’. |
| 1. What is your target for Aboriginal and Torres Strait Islander employment in this reporting period? | Whole numbers required   * Target number (overall) * Target number (leadership and management positions) * Do not have a target | Please include a response for all options that apply to your organisation.  If this does not apply to your organisation, please enter ‘0’ under *do not have a target.* |
| 1. How many Aboriginal and Torres Strait Islander staff does your organisation currently employ (as of 30 June 2025)? | * Total number of Aboriginal and Torres Strait Islander staff * We do not collect this data     Breakdown:   * Permanent (full or part-time) * Non-ongoing (full/part-time) * Casual * Apprentices/cadetships * Traineeships/internships * Contractors | If you do not know whether you have **any** Aboriginal and/or Torres Strait Islander employees, please enter ‘0’, under *we do not collect this data*.  Enter the **minimum known number** of First Nations employees, even if this may not be indicative of the total number of employees.  The total number you enter should match the sum of the breakdown.  Permanent employment refers to employees who have an employment contract of 12 months or more.  Non-ongoing employment refers to staff that have been employed for a specific project, or short-term contract (less than 12 months). This includes secondees. |

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| 1. Please indicate the number of Aboriginal and Torres Strait Islander staff that are in: | * Board positions * Councillors * Senior executive roles * Other senior and middle management positions * Entry level or junior roles | Senior executive roles refer to members of the senior leadership team that oversees senior and middle management.  Senior and middle management roles refer to managers responsible for directly managing /coordinating the activities of employees and/or departments.  Entry level or junior roles include staff employed that aren’t middle managers or above. This includes employees in traineeships and internships. |
| 1. Please select the category that best represents the range of procurement your organisation made from Aboriginal and Torres Strait Islander businesses | * $0 to <$5,000 * $5,000 to <$100,000 * $100,000 to <$500,000 * $500,000 to <$1million * $1million to <$5million * $5million to <$10million * Over $10million * Over $20million * Over $50million * Over $100million | Please select the range that best suits your organisation.  We consider Aboriginal and Torres Strait Islander businesses to be those businesses which are at least 50% Aboriginal and/or Torres Strait Islander owned.  The next question will ask you for the exact dollar value. |
| 1. What was the total dollar value of procurement from Aboriginal and Torres Strait Islander businesses in the reporting period? | Enter the dollar amount in full (e.g. 3,000 not 3)   * Enter the dollar value of goods and/or services procured from Aboriginal and Torres Strait Islander businesses | We consider Aboriginal and Torres Strait Islander businesses to be those businesses which are at least 50% Aboriginal and/or Torres Strait Islander owned.  If this does not apply to your organisation, please enter ‘0’. |
| 1. What was the dollar value of procurement from businesses certified by Supply Nation? | Enter the dollar amount in full (e.g. 3,000 and not 3)   * Enter the dollar value of spend from businesses certified by Supply Nation | Further information around requirements for Supply Nation certification can be found [here](https://supplynation.org.au/benefits/supplier/#registration).  If you do not collect this breakdown for your organisation, please enter ‘0’. |
| 1. How many Aboriginal and Torres Strait Islander businesses did you enter a contract with, during the reporting period? | * Enter the number of Aboriginal and Torres Strait Islander businesses | We consider Aboriginal and Torres Strait Islander businesses to be those businesses which are at least 50% Aboriginal and/or Torres Strait Islander owned.  This number should include businesses that are registered and/or certified by Supply Nation.  If this does not apply to your organisation, please enter ‘0’. |

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| 1. Is your organisation a Supply Nation member? |  Yes   No | Select ‘yes’ if your organisation was a member of Supply Nation any time during the reporting period. |
| 1. What was the dollar value of donations made directly to Aboriginal and Torres Strait Islander organisations in the reporting period? | Enter the dollar amount in full (e.g. 3,000 and not 3)   * Dollar value of amount donated | This refers specifically to financial donations made directly to organisations during the reporting period.  If this does not apply to your organisation, please enter ‘0’. |
| 1. What was the dollar value of contributions to support Aboriginal and Torres Strait Islander students and education scholarships in the reporting period? | Enter the dollar amount in full (e.g. 3,000 and not 3)   * Dollar amount for direct funding of education scholarships * Dollar amount of contributions to organisations that support Aboriginal and Torres Strait Islander students (excluding scholarship contributions) | An example of a scholarship includes your organisation funding or partially funding a place at a university or in a TAFE course for Aboriginal and Torres Strait Islander students.  If this does not apply to your organisation, please enter ‘0’.  An example of a contribution would be your organisation providing funds to an organisation which supports Aboriginal and Torres Strait Islander students to complete study.  If this does not apply to your organisation, please enter ‘0’. |
| 1. What is the value of pro bono services provided to Aboriginal and Torres Strait Islander individuals, organisations, or communities in the last 12 months? | * Hours of pro bono services provided * Dollar value of pro bono services provided * This does not apply to my organisation | Pro bono service is professional work undertaken for free (or at a substantially reduced fee) to individuals, organisations and communities who can demonstrate a need for assistance but cannot afford cost of services at market rate, or organisations working on behalf of these communities.  Please respond to the option that applies to your organisation. If neither applies, please enter ‘0’ under *this does not apply to my organisation.* |

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| **Governance** | | |
| **Question** | **Answer Field** | **Definitions** |
| 1. Does your organisation have internal and/or external governance structures to include and listen to First Nations stakeholders? | * Our organisation has an internal First nations employee group which has input and influence within the organisation and access to senior leadership * Our organisation has an external First Nations advisory group to guide our organisation’s work * Our organisation has consulted with First Nations stakeholders to evaluate existing governance structures * Our organisation has undertaken a formal evaluation of governance structures to assess existing and identify potential new structures to listen and respond to the voices of First Nations stakeholders * No formal governance structures in place * Other (please specify) | Select all that apply.  First Nations stakeholders refer to both internal and external stakeholders (e.g. staff/customers/advisors).  Please note there is a word limit of 250 words under *other*. |
| 1. What level of engagement have your senior leaders demonstrated towards reconciliation in the period 1 July 2024 – 30 June 2025? | * 5 = most of our senior leaders are instrumental in delivering on RAP commitments * 4 = some of our senior leaders are instrumental in delivering on RAP commitments * 3 = a few of our senior leaders engage in our RAP commitments * 2 = our senior leaders rarely engage in the RAP * 1= our leaders have not yet engaged with the RAP | Senior leaders include:   * CEO * Managing directors * Executive directors * General managers * Partners * Department heads |
| 1. Of the four strategies/approaches listed here, which one has most supported your organisation to drive positive outcomes over the last 12 months? (Optional question) | * Cultural learning framework/strategy * Employment, retention and professional * Procurement strategy * Anti-racism framework/strategy * Other (please provide) | Please note there is a word limit of 250 words under *other.* |
| 1. In 500 words or less please describe the positive outcome/s of this strategy including any key partnerships that have contributed to these outcomes. | Open text box | Please note there is a word limit of 500 words. |
| **End of survey** | | |