

2025 RAP Impact Survey



About the RAP Impact Survey

Participation in the RAP Impact Survey is the **annual** reporting requirement for organisations within the RAP network.

This is administered through an online survey that is distributed in July each year. Your organisation's primary contact will be sent a unique link to complete the RAP Impact Survey.

The survey will ask you for information on reconciliation activities completed in the previous financial year 1 July 2024 – 30 June 2025.

The survey must be completed by **11:59pm (AEST) Tuesday 30 September 2025**.

We've included the complete set of questions in this guide to help you prepare for data collection prior to submitting your final responses through the online survey.

[Download a Word version of the survey questions here.](#)

The RAP Impact Survey provides an important mechanism for your organisation to measure annual performance and progression against core RAP commitments, and to ensure you remain accountable in tracking and reporting on your ongoing RAP commitments.

The information collected through the RAP Impact Survey enables Reconciliation Australia to understand the breadth of impact of the RAP network. Through annual reporting, your organisation is demonstrating its commitment to accountability and transparency.

Aggregate data is published in Reconciliation Australia's annual [RAP Impact Report](#), which outlines the collective impact of RAPs each year.

The data you share through reporting contributes to the ongoing evaluation of the RAP Program and helps us deepen the impact of Reconciliation Action Plans.

How to complete the RAP Impact Survey

Your unique link to complete reporting will be sent to the primary and secondary contacts listed for your organisation in July each year.

Your unique link will direct you to our online survey platform, where you will input your collected data. This link will remain open until 30 September 2025.

There are 41 questions in total. A copy of the full list is on page 3 of this document. We recommend using this guide before completing the online survey.

Note: please plan to input all collected data into the online survey in one sitting. The platform may not save your data if you exit the survey.

The deadline to complete the online survey is 11:59pm (AEST) Tuesday 30 September 2025.

Data confidentiality

All data entered into the online RAP Impact Survey will be kept confidential. We do not publicly release data from any individual organisation and only aggregated data is used to prepare the annual RAP Impact Report.

We endeavour to protect the information from misuse, interference and loss, and unauthorised access or modification. For more information, please see Reconciliation Australia's [privacy policy](#).

We're here to help!

Join one of our information sessions

If you're new to reporting through the RAP Impact Survey, register for one of the three webinars being held on:

[Wednesday 23 July](#) 1:30pm – 2:30pm AEST

[Wednesday 13 August](#) 11am – 12pm AEST

[Wednesday 3 September](#) 1:30pm – 2:30pm AEST

Get in touch via phone 02 6153 4400 or email RAP.reporting@reconciliation.org.au

If you do not receive an email with your organisation's unique reporting link by Thursday 1 August 2025, or you need to update your organisation's contact details with us, please contact us at RAP.reporting@reconciliation.org.au.

Who should report?

1. All RAP Organisations

If your organisation has had at least one RAP endorsed by Reconciliation Australia, you must report annually via the RAP Impact Survey—even if your RAP has expired or you're drafting a new one.

If you are currently implementing a RAP, you are required to report to us annually through the RAP Impact Survey.

Reporting consistently each year to Reconciliation Australia is a core requirement in all RAP types and a key accountability measure for your organisation.

Failure to submit your annual reporting to Reconciliation Australia by the due date will impact your organisation's accountability as a member of the RAP network, and as a result may affect the next RAP type you are able to develop.

2. Recently expired RAPs

You still need to report if your RAP has recently expired or you're working on your next one. Reconciliation activities continue beyond the formal RAP duration.

The annual reporting requirement is designed to measure the breadth of reconciliation activities occurring across the entire RAP network each year.

If your organisation is still implementing its RAP commitments even after its official end date, complete reporting.

3. New RAP organisations

If your **FIRST RAP** was endorsed less than 12 months ago, your organisation is **required to report**.

You'll complete a **shorter version** of the survey with 17 baseline questions.

For organisations in this category, only questions 1-13, 17, 28, 29 and 39 apply.

This subset of questions is designed for organisations that are new to their reconciliation journey. It is intended to capture baseline data for your organisation.

Organisations in this category can still choose to complete the full survey (41 questions).

Questions and definitions

This document contains the full list of questions that are asked in the online RAP Impact Survey.

You can also [download a Word document version](#) of the questions to assist with data collection.

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**).

Organisation demographics

Question	Answer Field	Definitions
1. Please enter a name and email to receive a copy of your organisation's report	Name Email	
2. Which industry does your organisation belong to?	<input type="checkbox"/> Architecture Planning Placemaking <input type="checkbox"/> Arts & Culture <input type="checkbox"/> Business & Innovation Consulting <input type="checkbox"/> Community Development <input type="checkbox"/> Construction, Infrastructure & Manufacturing <input type="checkbox"/> Education <input type="checkbox"/> Environment & Resource Management <input type="checkbox"/> Finance & Insurance <input type="checkbox"/> Governance <input type="checkbox"/> Health & Medical <input type="checkbox"/> Legal Services <input type="checkbox"/> Marketing, PR & Content <input type="checkbox"/> Media <input type="checkbox"/> Mining <input type="checkbox"/> Property Development & Management <input type="checkbox"/> Recruitment & Training <input type="checkbox"/> Retail, Food & Consumer <input type="checkbox"/> Safety, Security & Cleaning <input type="checkbox"/> Science, Technology & Engineering <input type="checkbox"/> Social Services <input type="checkbox"/> Sport <input type="checkbox"/> Tourism <input type="checkbox"/> Transport	

3. Latest endorsed RAP type	<input type="checkbox"/> Reflect RAP <input type="checkbox"/> Innovate RAP <input type="checkbox"/> Stretch RAP <input type="checkbox"/> Elevate RAP	Select the latest type of RAP your organisation developed that was endorsed by Reconciliation Australia. Select only one.
4. Is your organisation a ASX200 listed company?	<input type="checkbox"/> Yes <input type="checkbox"/> No	
5. Total number of employees in your organisation	Whole number required <input type="checkbox"/> 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.
6. If you are a peak body, please indicate the total number of members you represent	Whole number required <input type="checkbox"/> 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'.
7. 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'.

Engagement with Reconciliation Australia

Question	Answer Field	Definitions
<p>8. To what extent do you agree or disagree:</p> <p>Reconciliation Australia provides your organisation with sufficient support, guidance, advice and direction to develop your RAP.</p>	<input type="checkbox"/> Strongly Disagree <input type="checkbox"/> Disagree <input type="checkbox"/> Neutral <input type="checkbox"/> Agree <input type="checkbox"/> Strongly Agree	
<p>9. To what extent do you agree or disagree:</p> <p>Reconciliation Australia provides your organisation with sufficient support, guidance, advice, and direction to implement your RAP.</p>	<input type="checkbox"/> Strongly Disagree <input type="checkbox"/> Disagree <input type="checkbox"/> Neutral <input type="checkbox"/> Agree <input type="checkbox"/> Strongly Agree	
<p>10. Is your organisation currently implementing or developing a RAP?</p>	<input type="checkbox"/> We are implementing our RAP <input type="checkbox"/> We are currently developing a new RAP <input type="checkbox"/> We are doing both. Implementing our current endorsed RAP and have commenced developing a new one.	<p>Select the latest type of RAP your organisation developed that was endorsed by Reconciliation Australia.</p> <p>Select only one.</p>
<p>11. How would you rate your engagement with Reconciliation Australia? (between 1 July 2024 - 30 June 2025)</p>	<input type="checkbox"/> 5 = We are very engaged <input type="checkbox"/> 4 = We are somewhat engaged <input type="checkbox"/> 3 = Neutral <input type="checkbox"/> 2 = We are not very engaged <input type="checkbox"/> 1 = We have not engaged with RA in the last reporting period	<p>This question seeks to understand the degree to which your organisation has engaged with Reconciliation Australia. This may include through:</p> <ul style="list-style-type: none"> • Meetings, phone calls, emails • Workshops • Collaborative projects

<p>12. How often did your organisation participate in an event hosted by Reconciliation Australia? (between 1 July 2024 – 30 June 2025)</p>	<ul style="list-style-type: none"> <input type="checkbox"/> 1 event <input type="checkbox"/> 2 events <input type="checkbox"/> 3 events <input type="checkbox"/> 4 events <input type="checkbox"/> More than 4 events <input type="checkbox"/> We did not attend any events hosted by Reconciliation Australia 	<p>This question seeks to understand your organisation's participation in learning events that are run by Reconciliation Australia. It may include:</p> <ul style="list-style-type: none"> • Webinars and online gatherings • In person workshops • In-person or online networking events
<p>13. Was your organisation's very first RAP endorsed in the last 12 months?</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Our RAP was endorsed less than 12 months ago, and we would still like to complete the full survey 	<p>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.</p> <ul style="list-style-type: none"> • If you select 'yes', you will be directed to a shorter version of the survey.

Continued on next page.

Relationships

Question	Answer Field	Definitions
<p>14. Does your organisation have a documented Aboriginal and Torres Strait Islander engagement strategy?</p>	<p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p>	<p>This question seeks to determine if your organisation has a formal documented engagement strategy or plan.</p> <p>If you're unable to confirm whether your organisation has this in place, please select 'no'.</p>
<p>15. How many Aboriginal and Torres Strait Islander organisations have you formed or maintained a partnership with in the last 12 months?</p>	<p><input type="checkbox"/> Number of formal partners</p> <p><input type="checkbox"/> Number of informal partners</p>	<p>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.</p> <p>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).</p> <p>Formal partners refer to partnerships that have been formalised with a contract or Memorandum of Understanding (MOU).</p> <p>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.</p> <p>For more information on partnerships, please read our Partnerships Guide.</p>

<p>16. Please indicate if you have partnered with these organisations or any others to help meet your RAP objectives during the reporting period:</p>	<p><input type="checkbox"/> CareerTrackers <input type="checkbox"/> Supply Nation <input type="checkbox"/> Jawun <input type="checkbox"/> Other (please specify)</p>	<p>Select all that apply.</p> <p>This question seeks to identify the organisations that you have partnered with, that were critical to delivering on your RAP commitments.</p> <p>For more information on partnerships, please read our Partnerships Guide.</p>
<p>17. How did your organisation participate in National Reconciliation Week (NRW) 2025?</p>	<p><input type="checkbox"/> Hosted/organised an internal activity/event <input type="checkbox"/> Hosted/organised an external activity/event <input type="checkbox"/> Supported employees to participate in internal and/or external events <input type="checkbox"/> Our organisation did not participate in NRW this year</p>	<p>Select all that apply.</p>
<p>18. How many NRW events did your organisation host this year?</p>	<p><input type="checkbox"/> Number of internal events <input type="checkbox"/> Number of external events</p>	<p>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.</p>
<p>19. Does your organisation have a documented staff engagement strategy to encourage participation in reconciliation across your workforce?</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Unsure</p>	<p>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.</p>

<p>20. Does your organisation have formalised anti-discrimination policies/provisions in place?</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Yes - a dedicated anti-discrimination policy <input type="checkbox"/> Yes - anti-discrimination provisions housed under another policy <input type="checkbox"/> No - no formal anti-discrimination provisions in place <input type="checkbox"/> Unsure 	<p>This question seeks to determine if your organisation has a formal anti-discrimination policy in place.</p> <p>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.</p> <p>If you're unable to confirm whether your organisation has any anti-discrimination provisions in place, please select 'no'.</p>
--	--	--

Respect

Question	Answer Field	Definitions
<p>21. Does your organisation have a documented Aboriginal and Torres Strait Islander cultural learning strategy?</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Unsure 	<p>This question seeks to determine if your organisation has a formal documented cultural learning strategy or framework.</p>
<p>22. How many staff have undertaken a structured cultural learning program during the reporting period?</p>	<p>Whole numbers required</p> <ul style="list-style-type: none"> <input type="checkbox"/> Number of staff who participated in an E-learning cultural program <input type="checkbox"/> Number of staff who participated in a Face-to-face cultural program <input type="checkbox"/> Number of staff who participated in a Cultural immersion program 	<p>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.</p>

23. Does your organisation have an Aboriginal and Torres Strait Islander cultural protocols document?	<input type="checkbox"/> Yes <input type="checkbox"/> No	<p>This question seeks to determine if your organisation has a formal document to advise on cultural protocols.</p> <p>If you're unable to confirm whether your organisation has this in place, please select 'no'.</p>
24. Have you changed any of your external facing services and/or practices as a result of your RAP commitments?	<input type="checkbox"/> Yes <input type="checkbox"/> No	<p>Select 'yes' if your RAP has influenced how your organisation operates externally on a daily basis.</p>
25. Have you changed any of your internal practices and/or policies as a result of your RAP commitments?	<input type="checkbox"/> Yes <input type="checkbox"/> No	<p>Select 'yes' if your RAP has influenced how your organisation operates internally on a daily basis (beyond RAP specific activities).</p>

Opportunities

Question	Answer Field	Definitions
26. Does your organisation have a documented Aboriginal and Torres Strait Islander employment, retention, and professional development strategy?	<input type="checkbox"/> Yes <input type="checkbox"/> No	<p>This question seeks to determine if your organisation has a formal documented employment, retention, and professional development strategy.</p> <p>If you're unable to confirm whether your organisation has this in place, please select 'no'.</p>
27. What is your target for Aboriginal and Torres Strait Islander employment in this reporting period?	<p>Whole numbers required</p> <input type="checkbox"/> Target number (overall) <input type="checkbox"/> Target number (leadership and management positions) <input type="checkbox"/> Do not have a target	<p>Please include a response for all options that apply to your organisation.</p> <p>If this does not apply to your organisation, please enter '0' under <i>do not have a target</i>.</p>

28. 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.

29. 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.

<p>30. Please select the category that best represents the range of procurement your organisation made from Aboriginal and Torres Strait Islander businesses</p>	<p> <input type="checkbox"/> \$0 to <\$5,000 <input type="checkbox"/> \$5,000 to <\$100,000 <input type="checkbox"/> \$100,000 to <\$1m <input type="checkbox"/> \$1m to <\$5m <input type="checkbox"/> \$5m to <\$10m <input type="checkbox"/> Over \$10million <input type="checkbox"/> Over \$20million <input type="checkbox"/> Over \$50million <input type="checkbox"/> Over \$100million </p>	<p>Please select the range that best suits your organisation.</p> <p>The next question will ask you for the exact dollar value.</p>
<p>31. What was the total dollar value of procurement from Aboriginal and Torres Strait Islander businesses in the reporting period?</p>	<p>Enter the dollar amount in full (e.g. 3,000 not 3)</p> <p> <input type="checkbox"/> Enter the dollar value of goods and/or services procured from Aboriginal and Torres Strait Islander businesses </p>	<p>We consider Aboriginal and Torres Strait Islander businesses to be those businesses which are at least 50% Aboriginal and/or Torres Strait Islander owned.</p> <p>If this does not apply to your organisation, please enter '0'.</p>
<p>32. What was the dollar value of procurement from businesses certified by Supply Nation?</p>	<p>Enter the dollar amount in full (e.g. 3,000 and not 3)</p> <p> <input type="checkbox"/> Enter the dollar value of spend from businesses certified by Supply Nation </p>	<p>Further information around requirements for Supply Nation certification can be found here.</p> <p>If you do not collect this breakdown for your organisation, please enter '0'.</p>
<p>33. How many Aboriginal and Torres Strait Islander businesses did you enter a contract with, during the reporting period?</p>	<p> <input type="checkbox"/> Enter the number of Aboriginal and Torres Strait Islander businesses </p>	<p>We consider Aboriginal and Torres Strait Islander businesses to be those businesses which are at least 50% Aboriginal and/or Torres Strait Islander owned.</p> <p>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'.</p>
<p>34. Is your organisation a Supply Nation member?</p>	<p> <input type="checkbox"/> Yes <input type="checkbox"/> No </p>	<p>Select 'yes' if your organisation was a member of Supply Nation any time during the reporting period.</p>

<p>35. What was the dollar value of donations made directly to Aboriginal and Torres Strait Islander organisations in the reporting period?</p>	<p>Enter the dollar amount in full (e.g. 3,000 and not 3)</p> <p><input type="checkbox"/> Dollar value of amount donated</p>	<p>This refers specifically to financial donations made directly to organisations during the reporting period.</p> <p>If this does not apply to your organisation, please enter '0'.</p>
<p>36. What was the dollar value of contributions to support Aboriginal and Torres Strait Islander students and education scholarships in the reporting period?</p>	<p>Enter the dollar amount in full (e.g. 3,000 and not 3)</p> <p><input type="checkbox"/> Dollar amount for direct funding of education scholarships</p> <p><input type="checkbox"/> Dollar amount of contributions to organisations that support Aboriginal and Torres Strait Islander students (excluding scholarship contributions)</p>	<p>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.</p> <p>If this does not apply to your organisation, please enter '0'.</p> <p>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.</p> <p>If this does not apply to your organisation, please enter '0'.</p>
<p>37. What is the value of pro bono services provided to Aboriginal and Torres Strait Islander individuals, organisations, or communities in the last 12 months?</p>	<p><input type="checkbox"/> Hours of pro bono services provided</p> <p><input type="checkbox"/> Dollar value of pro bono services provided</p> <p><input type="checkbox"/> This does not apply to my organisation</p>	<p>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.</p> <p>Please respond to the option that applies to your organisation. If neither applies, please enter '0' under this does not apply to my organisation.</p>

Governance

Question	Answer Field	Definitions
<p>38. Does your organisation have internal and/or external governance structures to include and listen to First Nations stakeholders?</p>	<p><input type="checkbox"/> Our organisation has an internal First Nations employee group which has input and influence within the organisation and access to senior leadership</p> <p><input type="checkbox"/> Our organisation has an external First Nations advisory group to guide our organisation's work</p> <p><input type="checkbox"/> Our organisation has consulted with First Nations stakeholders to evaluate existing governance structures</p> <p><input type="checkbox"/> 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</p> <p><input type="checkbox"/> No formal governance structures in place</p> <p><input type="checkbox"/> Other (please specify)</p>	<p>Select all that apply.</p> <p>First Nations stakeholders refer to both internal and external stakeholders (e.g. staff/customers/advisors).</p> <p>Please note there is a word limit of 250 words under <i>other</i>.</p>
<p>39. What level of engagement have your senior leaders demonstrated towards reconciliation in the period 1 July 2024 – 30 June 2025?</p>	<p><input type="checkbox"/> 5 = most of our senior leaders are instrumental in delivering on RAP commitments</p> <p><input type="checkbox"/> 4 = some of our senior leaders are instrumental in delivering on RAP commitments</p> <p><input type="checkbox"/> 3 = a few of our senior leaders engage in our RAP commitments</p> <p><input type="checkbox"/> 2 = our senior leaders rarely engage in the RAP</p> <p><input type="checkbox"/> 1 = our leaders have not yet engaged with the RAP</p>	<p>Senior leaders include:</p> <ul style="list-style-type: none"> • CEO • Managing directors • Executive directors • General managers • Partners • Department heads

<p>40. 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)</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Cultural learning framework/strategy <input type="checkbox"/> Employment, retention and professional development strategy <input type="checkbox"/> Procurement strategy <input type="checkbox"/> Anti-racism framework/strategy <input type="checkbox"/> Other (please provide) 	<p>Please note there is a word limit of 250 words under <i>other</i>.</p>
<p>41. In 500 words or less please describe the positive outcome/s of this strategy including any key partnerships that have contributed to these outcomes.</p>	<p>Open text box</p>	<p>Please note there is a word limit of 500 words.</p>
<p style="text-align: center;">End of survey</p>		

