

# Workplace RAP Barometer

## Information pack



## The Workplace Reconciliation Action Plan Barometer

The Workplace Reconciliation Action Plan Barometer (WRB) survey examines **attitudes towards, and perceptions of, reconciliation among employees of RAP organisations**. It has run every second year since 2012.

The online survey invites individual employees of RAP organisations to share their views on reconciliation. The results are aggregated and shared with each organisation and also contribute to Reconciliation Australia's broader understanding of the impact of RAPs nationwide.

Organisations with more than 30 respondents will receive a unique, interactive web-based dashboard<sup>1</sup> providing in-depth insights into the impact of your reconciliation activities. The dashboard highlights 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.

In 2024, over 230 RAP organisations participated in the survey, including over 33,000 individual employee responses.

Find out more about the survey by attending one of our [webinars in 2026](#).

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<sup>1</sup> [Organisations with less than 30 respondents will receive Excel data tables only.](#)

## **The WRB survey is:**

- accessible and easy to complete, including for front line workers
- designed to capture the attitudes and experiences of RAP employees
- a proven tool to support RAP organisations enhance the impact of their RAPs
- anonymous for all participants.

## **The WRB survey will give you:**

- insights including segmentation by demographics<sup>2</sup>, including gender, level in the organisation, and state/territory location
- an [intuitive dashboard](#) for fast access and ability to download charts and graphs<sup>3</sup>
- tracking data to understand change over time<sup>4</sup>
- comparison against all organisations with RAPs.

## **The WRB survey will measure:**

- employee engagement with your organisation's reconciliation related activities
- employee awareness of your organisation's Reconciliation Action Plan and its objectives
- employee attitudes and behaviour regarding key reconciliation indicators
- leadership demonstrated by the organisation's Reconciliation Action Plan
- effectiveness of key reconciliation strategies, including staff cultural competency, anti-racism, employment, engagement with First Nations stakeholders and commitment to reconciliation goals.

## **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 need greater attention
- reporting your successes and challenges using clear, informative data.

## **What past participants have said about the survey**

"We have valued seeing where we sit against other RAP organisations as well as learning to focus our future efforts when we see the survey results."

"We review the data from the survey and then have either designed professional learning to address any gaps or incorporate new strategies into a new RAP."

"There is so much value in understanding where your organisation is, including the positives and areas for improvements. It supports us to focus our efforts."

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<sup>2</sup> [Organisations with less than 30 respondents will receive unsegmented Excel data tables only.](#)

<sup>3</sup> [Organisations with less than 30 respondents will receive Excel data tables only.](#)

<sup>4</sup> Exclusively available for organisations that participated in WRB 2022.

What we need from you:

- [Express your interest](#)
- [Attend an information webinar](#)

**Additional details and next steps will be sent following receipt of your expression of interest.**

**Questions?** Check out the list of [questions and answers](#); or contact Reconciliation Australia at [wrb@reconciliation.org.au](mailto:wrb@reconciliation.org.au).

## WRB 2026 Key Dates

**Wednesday 25 March 2026 1:30pm (AEDT):** Information webinar 1 – [register to attend](#).

**Wednesday 22 April 2026 1:30pm (AEST):** Information webinar 2 – [register to attend](#).

**Thursday 23 July 2026:** Finalise [payment](#) by this date to confirm participation. Survey opens.

**Friday 18 September 2026:** Survey closes.

**From late October 2026:** 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 by your organisation via email**. Employees invited should include your entire workforce to maximise participation and ensure results are not skewed. [Tips on how to increase participation](#) are detailed below

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

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

### Survey delivery

**A survey link for your organisation to distribute internally.**

#### Important things to note:

- Polity will provide you with an open link to the survey to be distributed by you.
- Employees should be informed in the initial email that they will not be able to save their progress and should complete the survey in a single session, otherwise they will need to start over.
- Also, reminders will need to be sent to all employees by your organisation. We recommend sending at least one reminder to all employees during your 2 – 3 week survey window to maximise participation.
- 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.

### Survey start

Your organisation can choose a start date for the survey between **Thursday 23 July and Friday 18 September 2026**, and it is recommended you **run the survey for 2 to 3 weeks**.

Polity will provide more details following your [expression of interest](#).

The survey will close Friday 18 September 2026 (COB). Extensions are not possible.

## Survey Success

To support employee participation, please consider the following tips:

1. Consider multiple communication channels to promote the WRB such as:

- Email
- Internal messaging platforms
- Intranet
- Team meetings
- Employee networks
- Desktop screen savers
- Managers to remind team members
- In person reminders

This will help to ensure that the invitation to participate reaches employees through their preferred channels. It's important any communication clearly explains the WRB's purpose and key details, including why participation is important, employee anonymity, how to participate, how long the survey will be open and how long the survey takes to complete.

2. Ensure communication with Aboriginal and Torres Strait Islander employees is culturally appropriate, that it is strengths based and demonstrates a genuine value for First Nations participation. Create safe spaces for open dialogue to listen and address questions.
3. Ensure visible and ongoing support from your organisational leaders, including your CEO and RAP Champions. Senior executive support helps champion the importance of the WRB and sends a strong message that employee feedback and lived experience is important to your organisation.
4. Provide adequate time for employees to complete the survey. Consider reminders throughout the 2 – 3 week survey period. Remove barriers to participation for employees who work part time or in rostered environments by providing dedicated time during their working hours to participate.
5. Assure employees that their responses will remain anonymous. Employees who feel safe are more likely to participate with open and honest feedback. Ensure participation is framed as an invitation, not an expectation. Some employees may choose not to participate and that is okay.

NOTE: in the past, it has been possible for organisations to provide Polity with a staff email list, so that Polity would manage the survey in full. However, due to privacy and data protection, this option is no longer available. This also ensures all responses are anonymous at all stages of the survey process.

## Aboriginal and Torres Strait Islander Employee Wellbeing

Reconciliation Australia and Polity acknowledge that Aboriginal and Torres Strait Islander employees participating in the survey may find some questions confronting as they reflect on lived experiences in the workplace.

13YARN (13 92 76) is a free and confidential service with an Aboriginal or Torres Strait Islander Crisis Supporter over the phone any time day or night. 13YARN provides a culturally safe space to yarn about needs, worries or concerns and can work with Aboriginal and Torres Strait Islander employees to explore options for on-going support and listen without judgement or shame.

## RAP requirements

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

**All Elevate RAP partners are required to participate**, including organisations who are implementing a Stretch but have Elevate aspirations for their next RAP. While it is not required of Stretch RAP partners, as key leaders in the RAP network, we **strongly encourage all 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 from the start and establish a baseline against which your RAP progress can be measured over time.

## Express interest in participating

To express your organisation's interest in participating, please complete [this short form](#).

Note: this form is to register your interest only. Your details will be recorded for Polity Research & Consulting to contact you early 2026 and work with you to coordinate payment and next steps.



## Results and dashboard

Your results, and their format, depend 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 in your RAP type. For example, if you have a Reflect or Innovate RAP, you will receive aggregated results that show how your organisation compares with others in the same RAP cohort. You will also receive full aggregated data in Excel format for your industry sector, if five or more organisations have participated from your industry.

The dashboard allows you to drill down into demographics (depending on final sample characteristics) and data is downloadable into Excel spreadsheets and as charts.

Access to your organisation's dashboard will be provided by Polity by 31 October 2026.

Login is via password, which you will be sent 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 the 2026 WRB will have ongoing access to their dashboard up until 31 July 2028. Access will then end, unless your organisation participates again in the 2028 WRB survey.

### Less than 30 respondents

You will be provided with your organisation's aggregated data results in Excel tables by 30 November 2026.

Due to the small sample size, you will not receive demographic splits.

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 data analysis, including a report comparing your results to organisations within your RAP type, 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 not attributable to any single organisation.

Reconciliation Australia will only publish aggregated results in any public WRB communications. 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 identifying details such as name or date of birth.

The survey asks for several 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 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	\$4,500
500-1999 employees	Large	\$3,500
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 share invoice and payment details once you have registered your interest to participate. **Payment is required prior to the fieldwork commencing Thursday 23 July 2026** and confirms participation. There are no refunds once paid, so please ensure your organisation WILL be going ahead before finalising.

### 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 12 June 2026 to be considered.](#)

### 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.

**Questions?** Contact Reconciliation Australia at [wrb@reconciliation.org.au](mailto:wrb@reconciliation.org.au).