

Snapshot:

The impact of Reconciliation Action Plans in 2025

Every year Reconciliation Australia measures the extraordinary impact that organisations with Reconciliation Action Plans (RAPs) are having across the country.

The RAP program began in 2006 with just eight organisations spanning government, corporate, community and not-for-profit. Twenty years later and its impact can be seen not only in its growth but in the way it has supported organisations to turn intent into action.

Built on foundations of strong governance, every RAP drives change through three core pillars: **Relationships**, **Respect**, and **Opportunities**.

This data collected from **2,190 RAP organisations** shows how RAPs contributed to reconciliation from **July 2024 – June 2025**.

Key Information

- **2,190** RAP organisations reported from across the four RAP types: 1,085 **Reflect** | 936 **Innovate** | 157 **Stretch** | 12 **Elevate**
- **20%** of organisations that reported had their first RAP endorsed within this period.
- **5,923,174** people worked or studied in an organisation with a RAP.
- **62,197** 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.



The reach of the RAP network continues to grow with **5,923,174** people now **working or studying** in an organisation with a RAP.



A further **10,383,148** are members of a **peak body or sporting club with a RAP**.



Effective partnerships are core to relationship-building and embedding change.

We've seen relationships strengthened with **24,463** formal and informal **partnerships** existing between **RAP organisations and Aboriginal and Torres Strait Islander organisations**.



Participation in National Reconciliation Week (NRW) keeps growing: RAP organisations hosted **9,532 NRW events**.

Respect

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



Employees of RAP organisations continue to participate in on Country cultural learning with **35,264** employees taking part in **cultural immersion**. **119,143** employees of RAP organisations participated in **face-to-face cultural learning**.



744,342 employees of RAP organisations participated in **online cultural learning** in 2025.



RAPs continue to influence organisational outcomes with **65%** of RAP organisations **changing core internal processes and/or policies because of their RAP**. A further **55%** of organisations have **changed external facing services and/or practices** because of their RAP.

Opportunities

RAPs promote and enable Aboriginal and Torres Strait Islander peoples' equal and equitable participation in a range of life opportunities which is crucial to reconciliation.



62,197 Aboriginal and Torres Strait Islander peoples were **employed by an organisation with a RAP** in 2025.



The RAP network continues to provide significant procurement opportunities with **\$5,618,181,896** worth of **goods and services procured** by RAP organisations from **Aboriginal and Torres Strait Islander-owned businesses**.



681 Aboriginal and/or Torres Strait Islander people sat on **RAP organisation boards** and **598** Aboriginal and/or Torres Strait Islander people in RAP organisations were in **executive leadership roles**.

The 2025 RAP Impact Survey shows RAP organisations expanding their impact by embedding reconciliation into decision-making, investment and everyday practice to deliver meaningful outcomes.

The increase in spend with Aboriginal and Torres Strait Islander businesses, the growth in partnerships between RAP organisations and First Nations organisations, and the positive influence RAPs have had on employee behaviours and attitudes, as demonstrated by the **2024 Workplace RAP Barometer**, show impact that must be sustained.

As always there is 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/

Interested in developing a RAP or continuing your RAP journey? Submit an EOI to get started: rap.reconciliation.org.au/s/eoi