

2026 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 and secondary contacts 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 2025 – 30 June 2026.

The survey must be completed by **11:59pm (AEST) Wednesday 30 September 2026**.

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.

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.

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 as of 14 July 2026. This link will direct you to our online survey platform, where you will input your collected data, and will remain open until 30 September 2026.

There are 39 questions in total. We recommend using this guide before completing the online survey.

Note: from 2026 onwards, this survey will be run through SurveyMonkey. If your organisation experiences any issues accessing the survey due to website blockers or other security, please reach out to RAP.reporting@reconciliationorg.au so we can provide you with guidance on an alternative method of submission.

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.

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 two webinars being held on:

[Wednesday 29 July 1:30pm – 2:30pm AEST](#)

[Tuesday 25 August 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 Monday 3 August 2026, or if you need to update your organisation contact details, please contact 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.

List continues on next page

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 1-12, 16, 25 – 27, and 37 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 (39 questions).

Question list on next page

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 question list](#).

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 1-12, 16, 25 – 27, and 37 (below in **GREEN**).

If you have any questions about reporting, please contact us at RAP.reporting@reconciliation.org.au

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	Latest endorsed RAP type	Select only one ☐ Reflect RAP ☐ Innovate RAP ☐ Stretch RAP ☐ Elevate RAP	Select the latest type of RAP your organisation developed that was endorsed by Reconciliation Australia.
3	Is your organisation an ASX200 listed company?	☐ Yes ☐ No	
4	Total number of Australian-based employees in your organisation	Whole numbers 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. For global organisations, employees refer to Australian based employees only.
5	If you are a peak body, membership-based organisations, or sporting club, please indicate the total number of members you represent	Whole numbers required If this does not apply to your organisation, please enter '0'. - Number of members (organisations) - Number of members (individuals)	This question is applicable for peak bodies and membership-based organisations, and sporting clubs.
6	If you are an education institution, please indicate the total number of students in your setting	Whole number required If this does not apply to your organisation, please enter '0'. Number of total students in your organisation	For education institutions only.

Engagement with Reconciliation Australia			
#	Question	Answer field	Definitions
7	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	
8	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	
9	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.	
10	How would you rate your engagement with Reconciliation Australia? (between 1 July 2025 - 30 June 2026)	☐ 1: We have not engaged with RA in the last reporting period ☐ 2: We are not very engaged ☐ 3: Neutral ☐ 4: We are somewhat engaged ☐ 5: We are very engaged	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 or collaborative projects
11	How often did your organisation participate in an event hosted by Reconciliation Australia? (between 1 July 2025 – 30 June 2026)	☐ 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
12	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 2025 - 30 June 2026.

Relationships			
#	Question	Answer field	Definitions
13	Does your organisation have a formal documented Aboriginal and Torres Strait Islander engagement strategy?	☐ Yes ☐ No	If you're unable to confirm whether your organisation has this in place, please select 'no'.

Partnerships information relevant to questions 14 and 15

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.](#)

14	How many Aboriginal and Torres Strait Islander organisations have you formed or maintained a partnership with in the last 12 months?	Whole numbers required ▪ Number of formal partners ▪ Number of informal partners	
15	Please indicate if you have partnered with these organisations or any others to help meet your RAP objectives during the reporting period:	Select all that apply ☐ CareerTrackers ☐ Supply Nation ☐ Jawun ☐ Other (please specify)	This question seeks to identify the organisations that you have partnered with, that were critical to delivering on your RAP commitments.
16	How did your organisation participate in National Reconciliation Week (NRW) 2026?	Select all that apply ☐ 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	
17	How many NRW events did your organisation host this year?	Whole numbers required ▪ 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.
18	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.

19	Does your organisation have formalised anti-discrimination policies/provisions in place?	☐ Yes - a dedicated anti-discrimination policy ☐ Yes – a dedicated anti-racism strategy/framework ☐ Yes - anti-discrimination provisions housed under another policy ☐ No - no formal anti-discrimination provisions in place	The third option applies 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.
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Respect

#	Question	Answer field	Definitions
20	Does your organisation have a formal documented Aboriginal and Torres Strait Islander cultural learning strategy or framework?	☐ Yes ☐ No	
21	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.
22	Does your organisation have a formal document to advise on Aboriginal and Torres Strait Islander cultural protocols?	☐ Yes ☐ No	If you're unable to confirm whether your organisation has this in place, please select 'no'.

Opportunities

#	Question	Answer field	Definitions
23	Does your organisation have a formal documented Aboriginal and Torres Strait Islander employment, retention, and professional development strategy?	☐ Yes ☐ No	If you're unable to confirm whether your organisation has this in place, please select 'no'.
24	What is your target for Aboriginal and Torres Strait Islander employment in this reporting period?	Whole numbers required If this does not apply to your organisation, please enter '0' under <i>do not have a target</i> . - 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.

25	How many Aboriginal and Torres Strait Islander staff does your organisation currently employ (as of 30 June 2026)?	Whole number required If you do not know whether you have any Aboriginal and/or Torres Strait Islander employees, please enter '0', under <i>we do not collect this data</i>. ▪ Total number of Aboriginal and Torres Strait Islander staff ☐ 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 in Q26.
26	If you collect this data, please provide a breakdown of the above total number of Aboriginal and Torres Strait Islander staff your organisation employs	Whole numbers required ▪ Permanent (full or part-time) ▪ Non-ongoing (full/part-time) ▪ Casual ▪ Apprentices/cadetships ▪ Traineeships/internships ▪ Contractors	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.
27	Please indicate the number of Aboriginal and Torres Strait Islander staff that are in:	Whole numbers required ▪ 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 traineeships and internships.
28	Please select the category that best represents the range of procurement your organisation made from Aboriginal and Torres Strait Islander businesses	Please select the range that best suits your organisation. ☐ \$0 - <\$5,000 ☐ \$5,000 - <\$100,000 ☐ \$100,000 - <\$500,000 ☐ \$500,000 - <\$1 million ☐ \$1 million - <\$5 million ☐ \$5 million - <\$10 million ☐ Over \$10 million ☐ Over \$20 million ☐ Over \$50 million ☐ Over \$100 million	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.

29	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) If this does not apply to your organisation, please enter '0'. 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.
30	What was the dollar value of procurement from businesses certified by Supply Nation?	Enter the dollar amount in full (e.g. 3,000 not 3) If you do not collect this breakdown for your organisation, please enter '0'. Enter the dollar value of goods and/or services procured from business certified by Supply Nation	Further information on requirements for Supply Nation certification can be found here .
31	How many Aboriginal and Torres Strait Islander businesses did you enter a contract with during the reporting period?	Whole number required Enter the number of Aboriginal and Torres Strait Islander businesses	
32	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.
33	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 not 3) If this does not apply to your organisation, please enter '0'. Dollar value of amount donated	This refers specifically to financial donations made directly to organisations during the reporting period.
34	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 not 3) If this does not apply to your organisation, please enter '0'. - Dollar amount for direct funding of education and 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 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
35	What is the value of pro bono services provided to Aboriginal and Torres Strait Islander individuals, organisations, or communities in the last 12 months?	Please respond to the option that applies to your organisation. If neither applies, please enter '0' under <i>this does not apply to my organisation</i>. - 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.

Governance

#	Question	Answer field	Definitions
36	Does your organisation have internal and/or external governance structures to include and listen to First Nations stakeholders?	Select all that apply ☐ 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)	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 <i>other</i>.
37	What level of engagement have your senior leaders demonstrated towards reconciliation in the period 1 July 2025 – 30 June 2026?	☐ 1: Our leaders have not yet engaged with the RAP ☐ 2: Our senior leaders rarely engage in the RAP ☐ 3: A few of our senior leaders engage in our RAP commitments ☐ 4: Some of our senior leaders are instrumental in delivering on RAP commitments ☐ 5: Most of our senior leaders are instrumental in delivering on RAP commitments	Senior leaders include CEO, managing directors, executive directors, general managers, partners, department heads
38	(optional question) Of the four strategies/approaches listed here, which one has most supported your organisation to drive positive outcomes over the last 12 months?	☐ 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 <i>other</i>.
39	(optional question) 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	

End of survey