

The Reconciliation Action Plan program

Reconciliation Action Plans (RAPs) provide a blueprint for organisations to contribute to reconciliation by turning good intentions into action.

Built on relationships, respect and opportunities, RAPs create the right workplace environment for meaningful interaction between Aboriginal and Torres Strait Islander employees and their colleagues. In so doing they help foster a better Australia for all.

RAPs are driving social change and improving economic opportunities for Aboriginal and Torres Strait Islander Australians.

RAP organisations are part of a dynamic community helping to redress disparities in employment, education and health.

RAPs are making a difference



Respect

590

Australian organisations now have a Reconciliation Action Plan

2.4 million

Australians work or study in an organisation with a RAP

137,934

employees have completed cultural awareness training



Relationships

1,879

partnerships exist between RAP organisations and Aboriginal and Torres Strait Islander organisations or communities

\$41.7 million

in pro-bono support provided to Aboriginal and Torres Strait Islander organisations or communities



Opportunities

29,514

Aboriginal and Torres Strait Islander people employed in RAP organisations

\$54.7 million

provided for Indigenous education scholarships by RAP organisations

\$20.2 million

in goods and services purchased from Supply Nation accredited businesses (2014) by RAP organisations

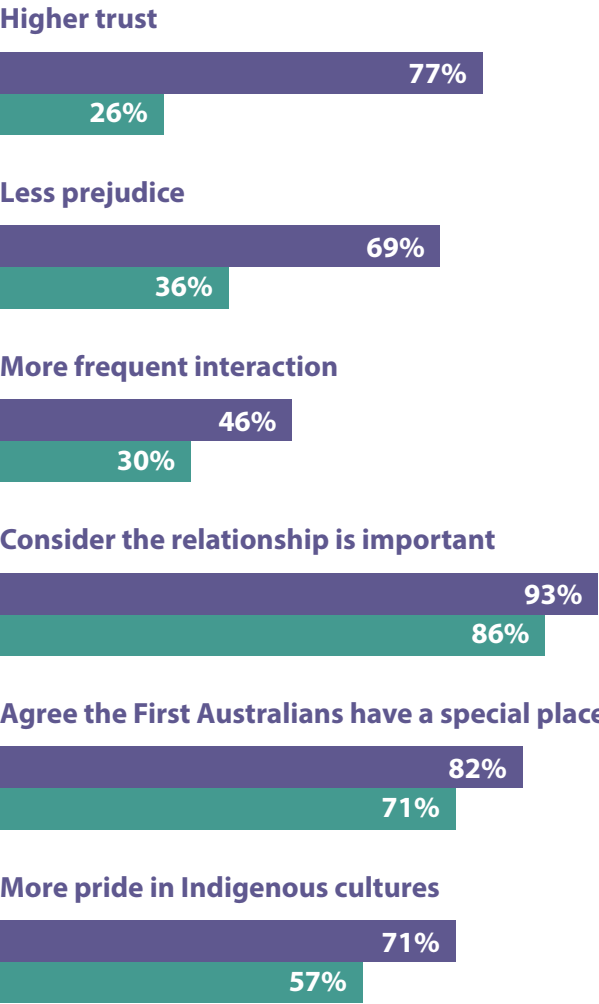
Creating a better Australia for tomorrow, today

Join the movement for change

Through your RAP, you can be part of a movement that creates a more inclusive Australia. RAPs help improve attitudes and behaviours between Aboriginal and Torres Strait Islander and non-Indigenous Australians.

In RAP organisations, Aboriginal and Torres Strait Islander employees and their non-Indigenous colleagues relate more positively with each other. Our Workplace RAP Barometer has measured the positive changes in RAP organisations.

- Organisations with RAPs
- General community



‘Creating a more just, equitable and reconciled Australia’

Reconciliation Australia’s mission statement pushes us each day, and we take pride in creating a community of organisations who are similarly inspired. Through our programs and initiatives we work to connect and engage people and organisations, build frameworks for action, provide resources and policy advice and promote the many stories of success.



Relationships

High levels of goodwill exist throughout Australia to improve the relationships between Aboriginal and Torres Strait Islander and non-Indigenous Australians. Reconciliation Australia works with schools, workplaces, community groups and Aboriginal and Torres Strait Islander organisations to convert this goodwill into action.



Respect

Knowledge and understanding are the foundations of respectful relationships. Learning the histories and cultures of Aboriginal and Torres Strait Islander Australians stimulates greater awareness, empathy and understanding. Like the RAP program, our new Narragunnawali: Reconciliation in Schools and Early Learning program also aims to make greater respect a reality, by working with the next generation of Australians.



Opportunities

Reconciliation Action Plans are a positive way to address the social and economic inequalities experienced by Aboriginal and Torres Strait Islander peoples. RAPs help dismantle barriers, enhance life choices and create meaningful employment and business prospects thereby enabling Aboriginal and Torres Strait Islander peoples to enjoy the same economic and social opportunities as the wider community.

RAP Impact Measurement

At Reconciliation Australia we regularly monitor and evaluate programs to measure their ongoing success. To ensure the RAP program remains effective, we ask RAP organisations to report annually on their performance against key RAP targets such as partnerships, employment and procurement. We use this data to track and measure the broader impact of the RAP program, as shown in the previous pages. In 2014, 261 of RAP organisations participated between 14 October 2014 and 31 December 2014.

Australian Reconciliation Barometer and Workplace RAP Barometer

Every two years, we conduct the Australian Reconciliation Barometer to measure national progress towards reconciliation. The Barometer asks people from urban, regional and remote locations about reconciliation and their understanding and respect for Aboriginal and Torres Strait Islander peoples, cultures and histories. At the same time, we ask members of our RAP community to complete the Workplace RAP Barometer, which contains a similar series of questions. The two surveys allow us to compare the opinions and behaviours of people in RAP organisations to those in the general community.

In 2014, the two surveys were conducted between September and October 2014. The Australian Reconciliation Barometer comprised a nationally representative sample of 1,100 Australians. The Workplace RAP Barometer comprised 8,768 people, drawn from 29 RAP organisations across corporate, government and not-for-profit sectors. RAP organisations were at various stages of RAP development, participated willingly and no incentive was offered or paid to respondents.



Reconciliation Action Plans

a powerful movement
for social change

By improving relationships, respect and opportunities today, we are working to create a just, equitable and reconciled Australia tomorrow. Join us.

www.reconciliation.org.au



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Cover image: (from left) Kyle Vander-Kuyp, Jade Hull and Ralph White from AFL Sportsready Education & Employment. (Image by Cole Bennetts)

Reconciliation Australia acknowledges the Traditional Owners of Country throughout Australia and recognises their continuing connection to land, waters and community. We pay our respect to them and their cultures, and to Elders both past and present.

