



RECONCILIATION ACTION THAT LEADS TO TRANSFORMATION

Peter Morris
Reconciliation Australia



Scholarship

The Rotary Club of Wahroonga seeks a suitable candidate to nominate for a Rotary Ambassadorial Sponsorship for one year's study at an overseas university in 2001-2002. The 'Ambassadorial Scholarship' provides for an amount up to US\$22,000 to be used towards post-graduate study or for a senior year in an undergraduate degree program. The scholarship is awarded on the basis of competition to the most suitable candidate.


For more information contact Rotarian Vic Deeble during office hours on [REDACTED] by the 22nd May.

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RECONCILIATION
AUSTRALIA



A black and white close-up portrait of Rev. Dr. Martin Luther King, Jr. He is looking slightly to the right with a thoughtful expression. His hands are visible in the foreground, with fingers slightly curled as if gesturing. The background is dark and out of focus.

**The arc of the
moral universe is long,
but it bends
toward justice.**

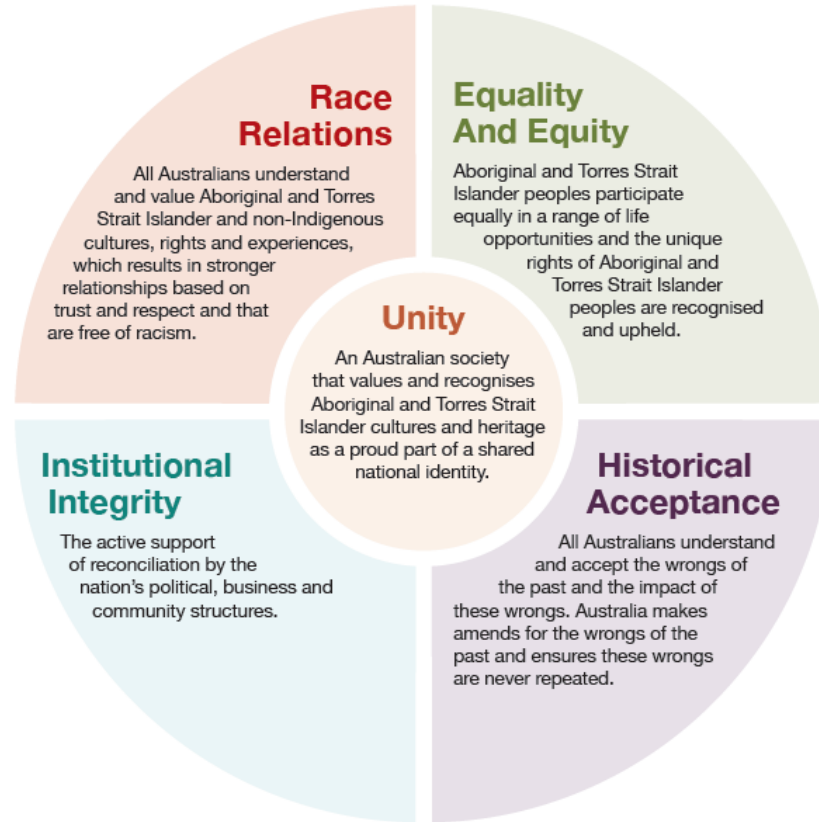
—Rev. Dr. Martin Luther King, Jr.


What is reconciliation?

At its heart, reconciliation is about strengthening relationships between non-Indigenous people and Aboriginal and Torres Strait Islander peoples, for the benefit of all Australians.

- *Reconciliation Australia*

Five Dimensions of Reconciliation



BE A  **VOICE**
FOR
GENERATIONS

**NATIONAL
RECONCILIATION
WEEK 2023**

27 MAY — 3 JUNE

ACT TODAY FOR A RECONCILED TOMORROW

Uluru Statement from the Heart



95% of the general community

94% of Aboriginal and Torres Strait Islander people

believe it is important for **Aboriginal and Torres Strait Islander people to have a say in matters that affect them.**

86% of the general community (85% in 2018)

91% of Aboriginal and Torres Strait Islander people (90% in 2018)

believe it is important to **establish a representative Indigenous Body.**

81% of the general community (77% in 2018)

88% of Aboriginal and Torres Strait Islander people (86% in 2018)

believe it is important to **protect an Indigenous Body within the Constitution, so it can't be removed by any government.**

The RISE framework

- A long-term, structured journey
- Use our framework to develop a RAP that is unique to their organisation
- A cycle of innovation and change



The extent of RAP impact

Relationships

 **3,907,472**
people work or study in a
RAP partner organisation

 **4,692**
formal partnerships

 **8,899**
informal partnerships

 **4,173**
National Reconciliation
Week events

Over 50% of employment and procurement by RAP organisations is linked directly to targets and strategies developed in their RAP

Respect


 **102,245**
employees in RAP organisations
participated in a cultural immersion
program

 **506,086**
participated in online
cultural learning

 **140,653**
participated in face-to-face
cultural learning

 **66%**
of RAP organisations have
changed core operations and/or
services as a result of their RAP

Opportunities

 **61,263**
Aboriginal and/or Torres Strait
Islander people were **employed**
by RAP organisations in the
2020-2021 reporting year

 **\$2,799,542,877**
worth of goods and services were
procured from Aboriginal and Torres
Strait Islander owned businesses

 **362**
Aboriginal and/or Torres Strait
Islander people **sat on Boards**

 **388**
Aboriginal and/or Torres Strait
Islander people were in **executive**
leadership roles

Why take action with a RAP?

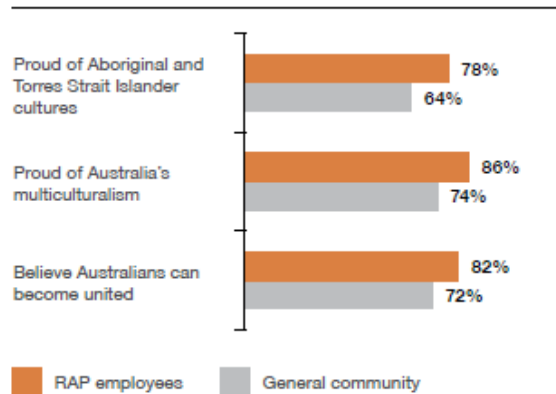
- Proven theory of change over 16 years
- Trusted and valued external accountability
- A network of partners impacting almost 4 million Australians
- Measurable impact on attitudes

Control group of 100 organisations that supported reconciliation but did not have a RAP were studied in the **2019 RAP Program Evaluation**. Data demonstrated those organisations were less likely to successfully sustain strategic reconciliation efforts when compared to their peers in the RAP network.

Unity

An Australian society that values and recognises Aboriginal and Torres Strait Islander cultures and heritage as a proud part of a shared national identity.

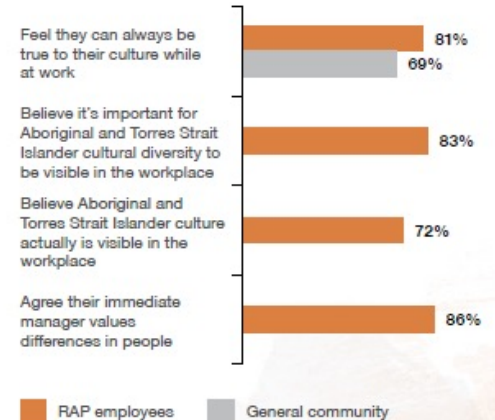
RAP employees have high levels of pride in Aboriginal and Torres Strait Islander cultures and in Australia's multiculturalism. More of them than ever believe Australians can unite.



Institutional Integrity

The active support of reconciliation by the nation's political, business and community structures.

Most RAP employees believe that by having a RAP their organisation shows effective leadership and allows them to be true to their cultures while at work.



Why act now?

- Increased consciousness of structural racism
- Changing social expectations of leading businesses

Almost all Australians think the relationship is important.



95%

Aboriginal and Torres Strait Islander people (94% in 2018) and **91%** of the general community (90% in 2018) **feel our relationship is important.**

Australians increasingly want to do something to **help improve reconciliation.**



78% of Aboriginal and Torres Strait Islander people (73% in 2018)

61% of the general community (54% in 2018)

And more of us **know what we can do to help:**

56% of Aboriginal and Torres Strait Islander people (44% in 2018)

32% of the general community (29% in 2018)

- Widespread public support
- Send a broader message regarding diversity and inclusion

The **2019 RAP Program Evaluation** reported that women and people from culturally and linguistically diverse backgrounds looked to **RAP organisations as employers of choice.**

Data framework – WRB 2022

- 2022 Workplace RAP Barometer (WRB) – a survey of 32,566 employees of 203 RAP organisations
- Initial findings:
 - **Participation drives understanding** – analysis of RAP employees who participated in three or more RAP activities (from cultural learning to an NRW event) in the last 12 months shows a marked increase in key measures (the importance of the relationship, support for truth-telling etc.)
 - **Education strengthens support** – while Australian Reconciliation Barometer (ARB) results are reported in combination, the WRB research shows a significant increase in *strength* of support at the top end of the scale compared to the general population and over time since 2014 (i.e. increase in those who believe the relationship is “very important” as a result of being part of a RAP organisation).
 - **Awareness of history increases support to address past injustice** – there is a parallel between the higher acceptance of historical truths among RAP employees and increased support for the need to address past injustice before we can move forward.



Participation

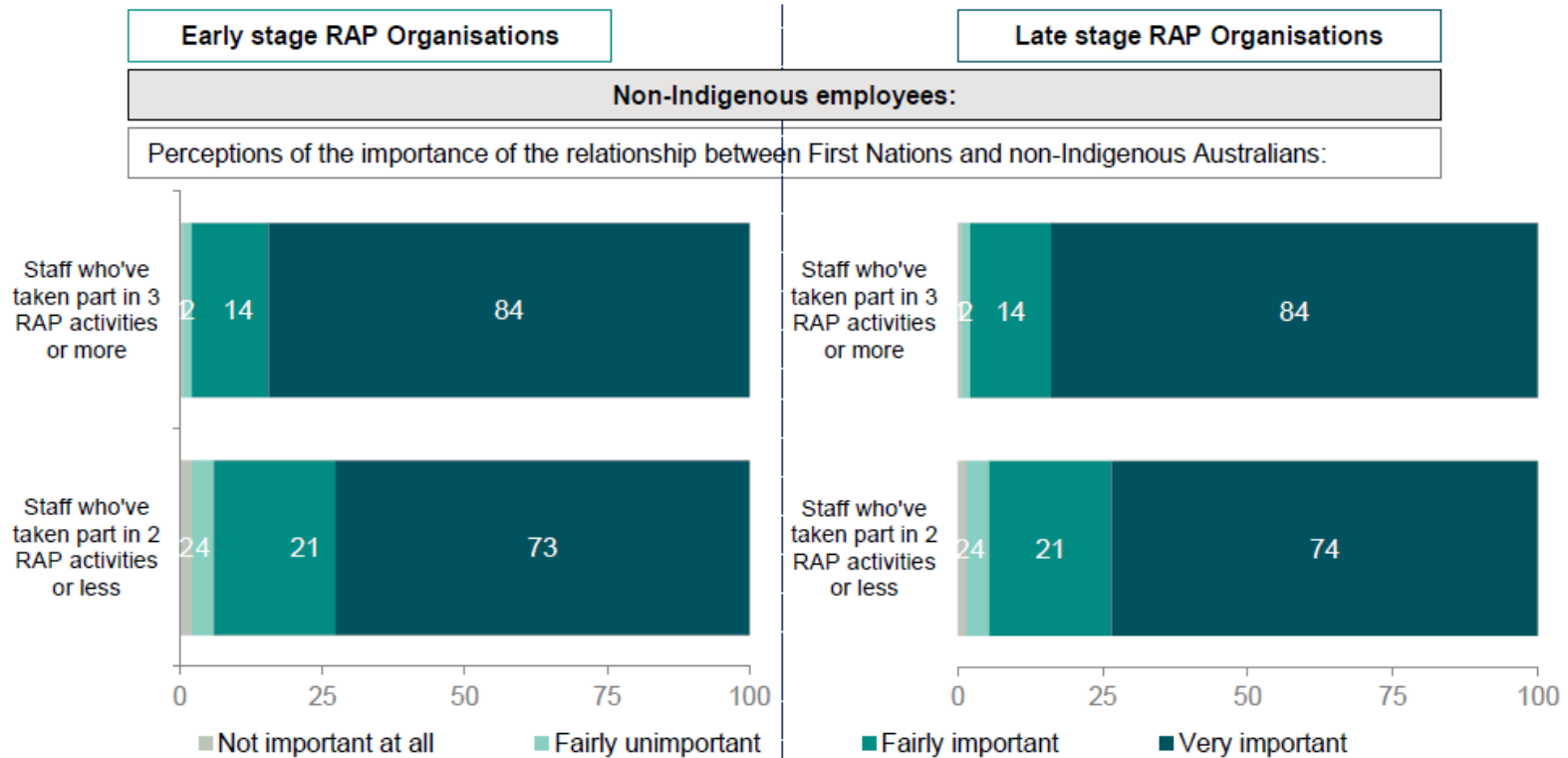


RECONCILIATION
ACTION PLAN

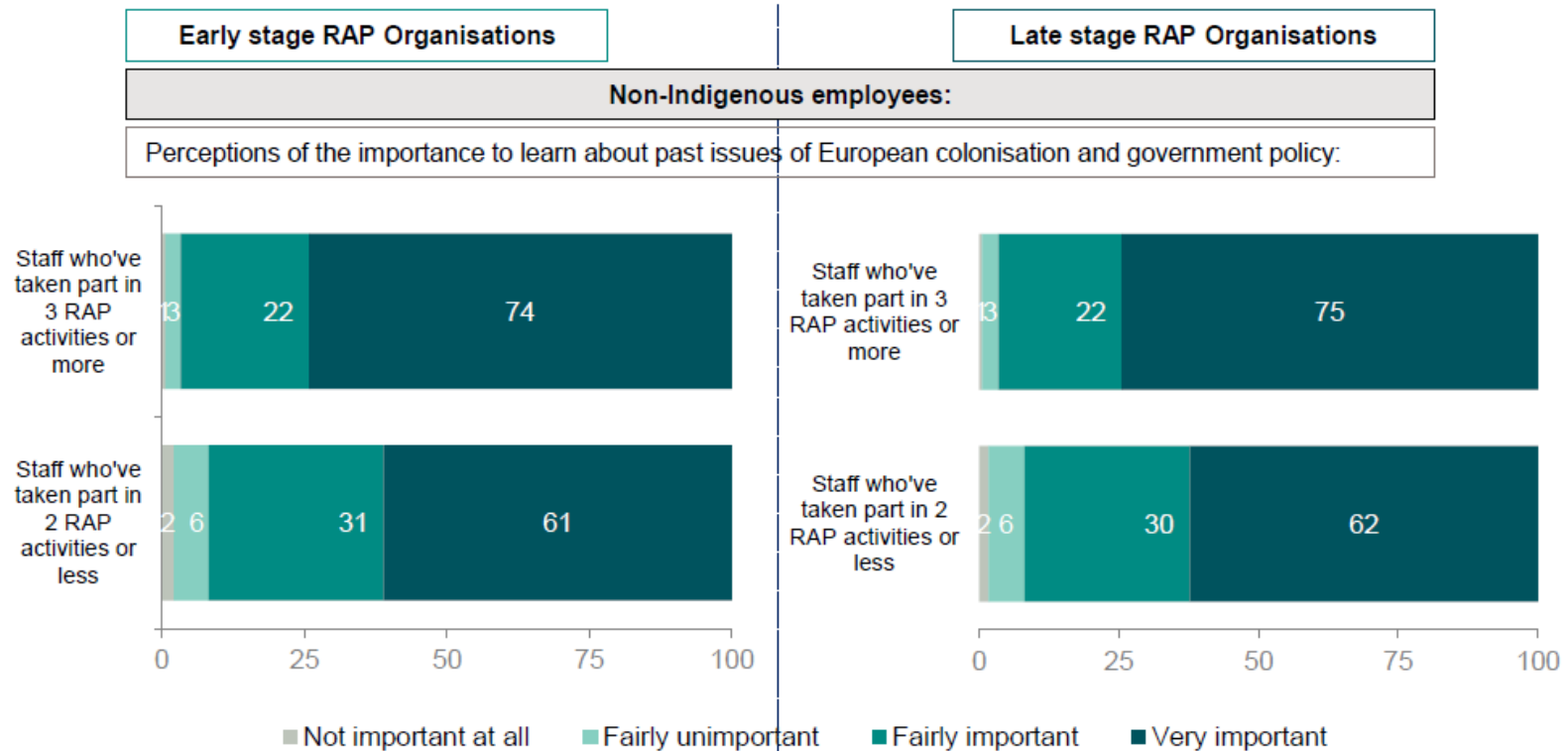
Key ARB vs WRB measures

	General community (important & very important)	3 or more RAP activities (important & very important)	2 or less RAP activities (important & very important)	General Community (very important alone)	3 or more RAP activities (very important alone)	2 or less RAP activities (very important alone)
Importance of relationship – First Nations and non-Indigenous Australians	89%	98%	94%	52%	84%	73%
Importance of learning about past issues of European colonisation	86%	96%	92%	48%	74%	61%
Importance of undertaking truth-telling processes	83%	96%	90%	42%	75%	63%

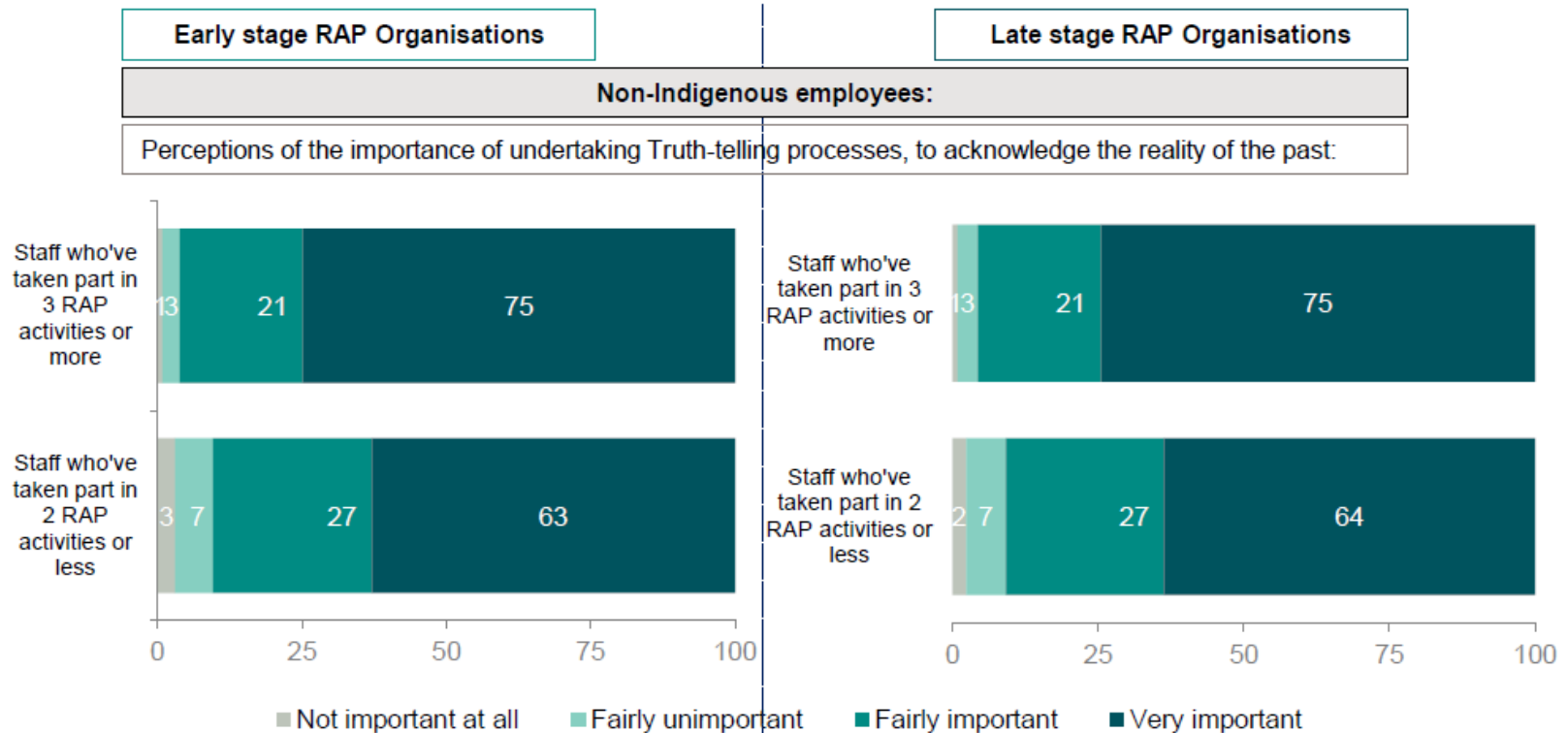
Participation helps drive the importance of the relationship



Participation helps drive importance to learn more about past issues of colonisation



Participation helps drive importance to undertake Truth-telling processes

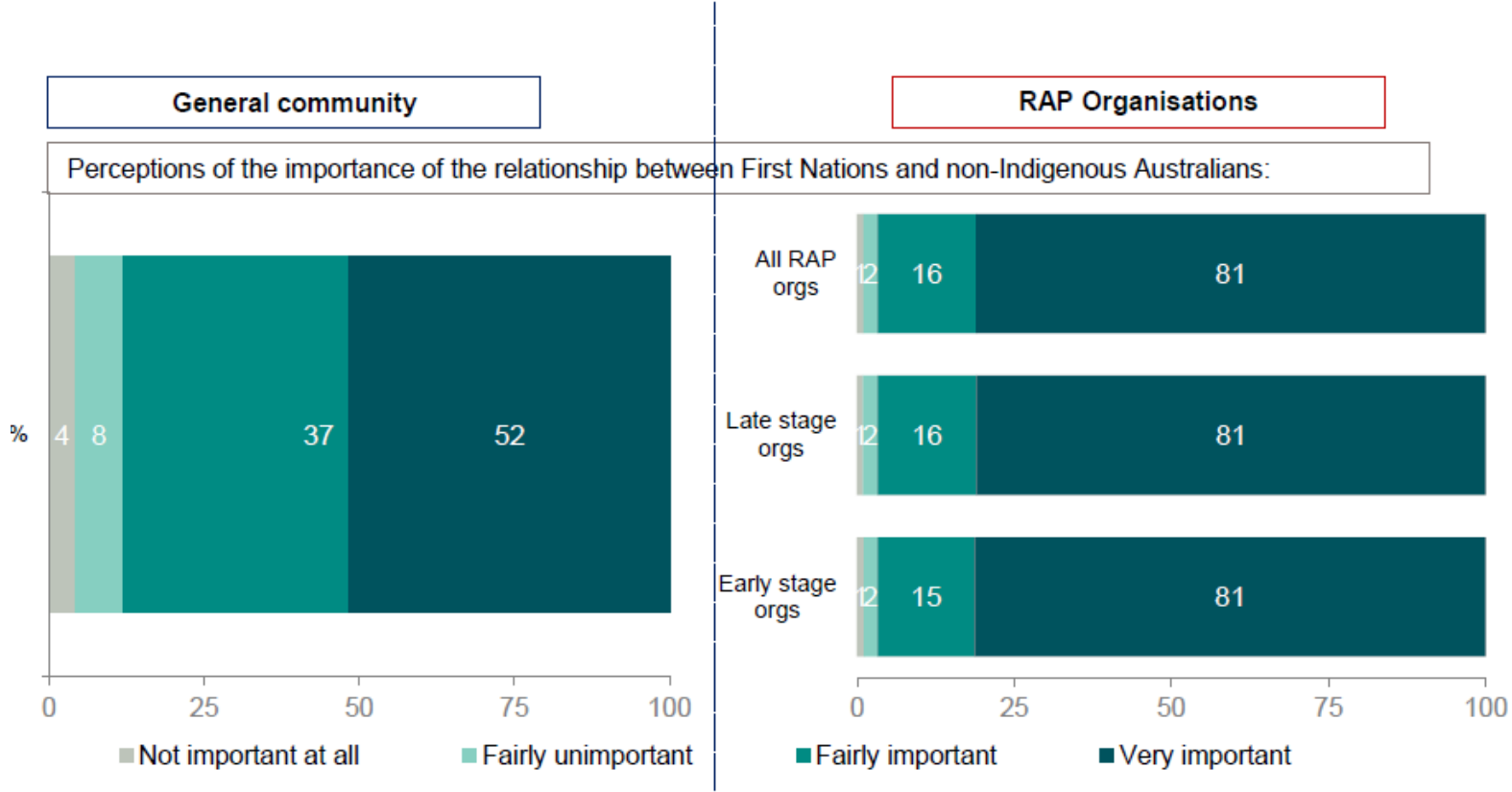


Trust

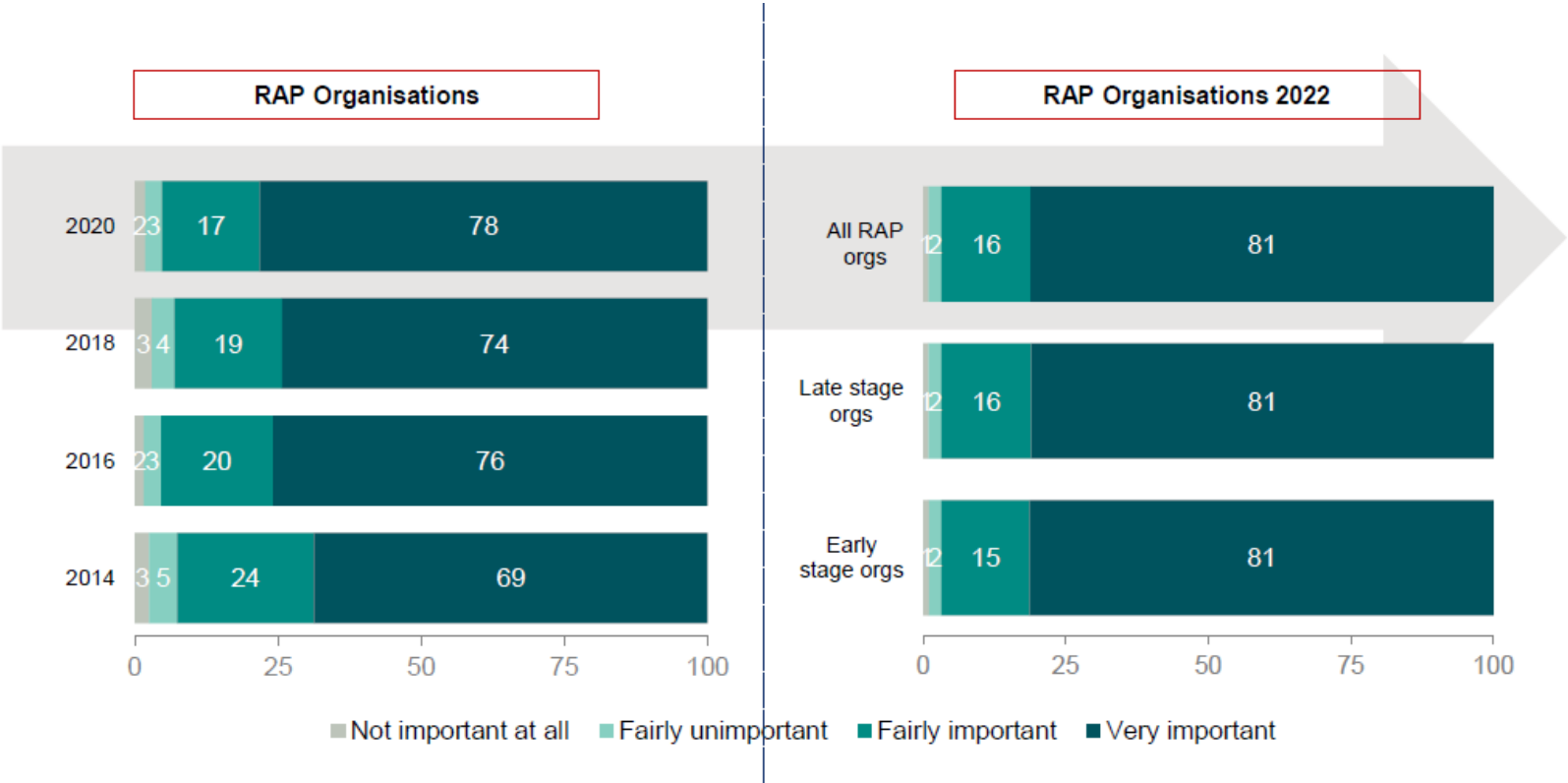


RECONCILIATION
ACTION PLAN

How important is the relationship?



How important is the relationship? 2014-2022

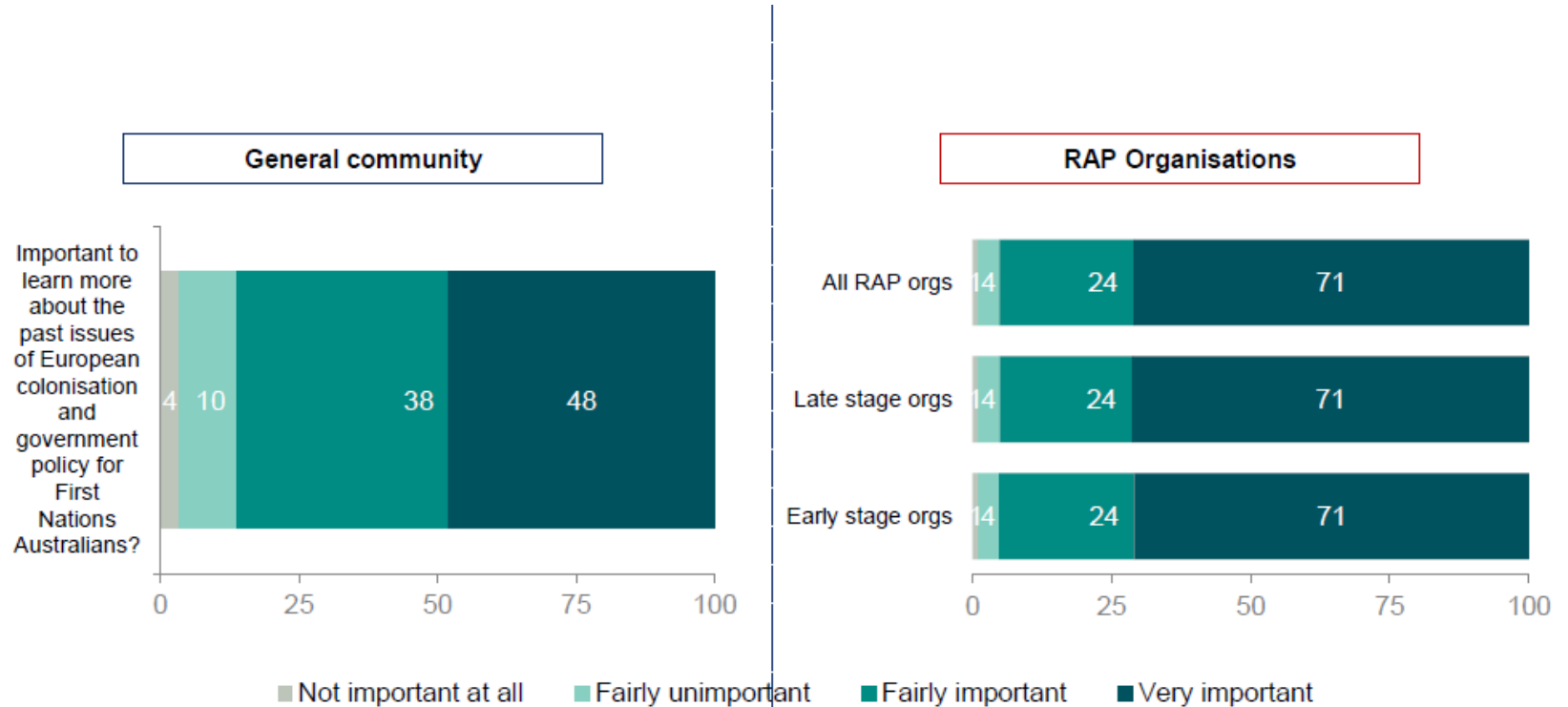


Truth-telling

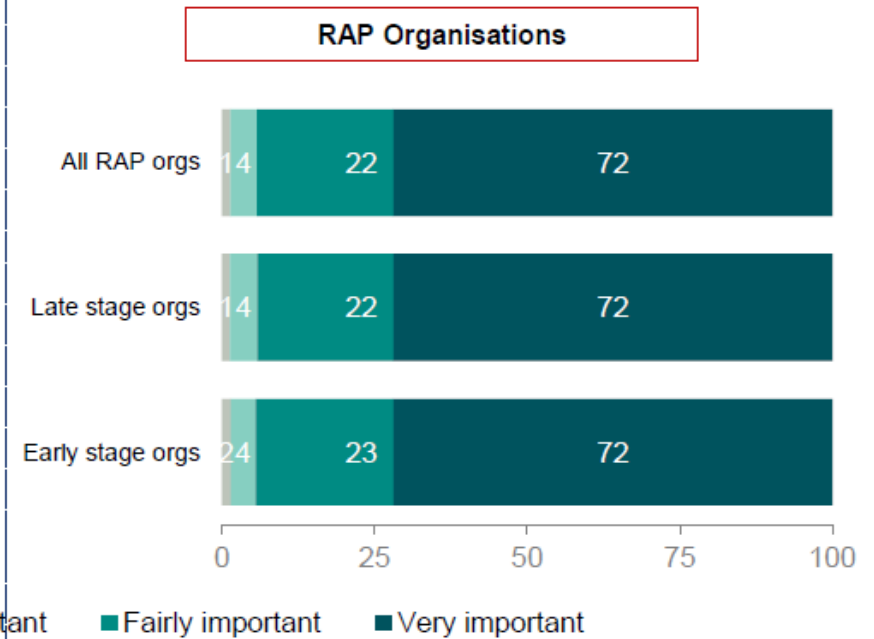
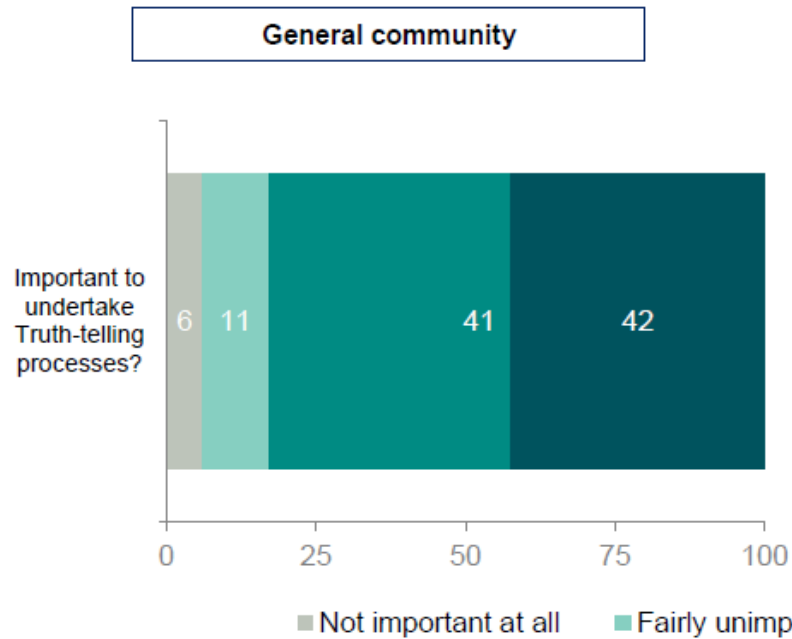


RECONCILIATION
ACTION PLAN

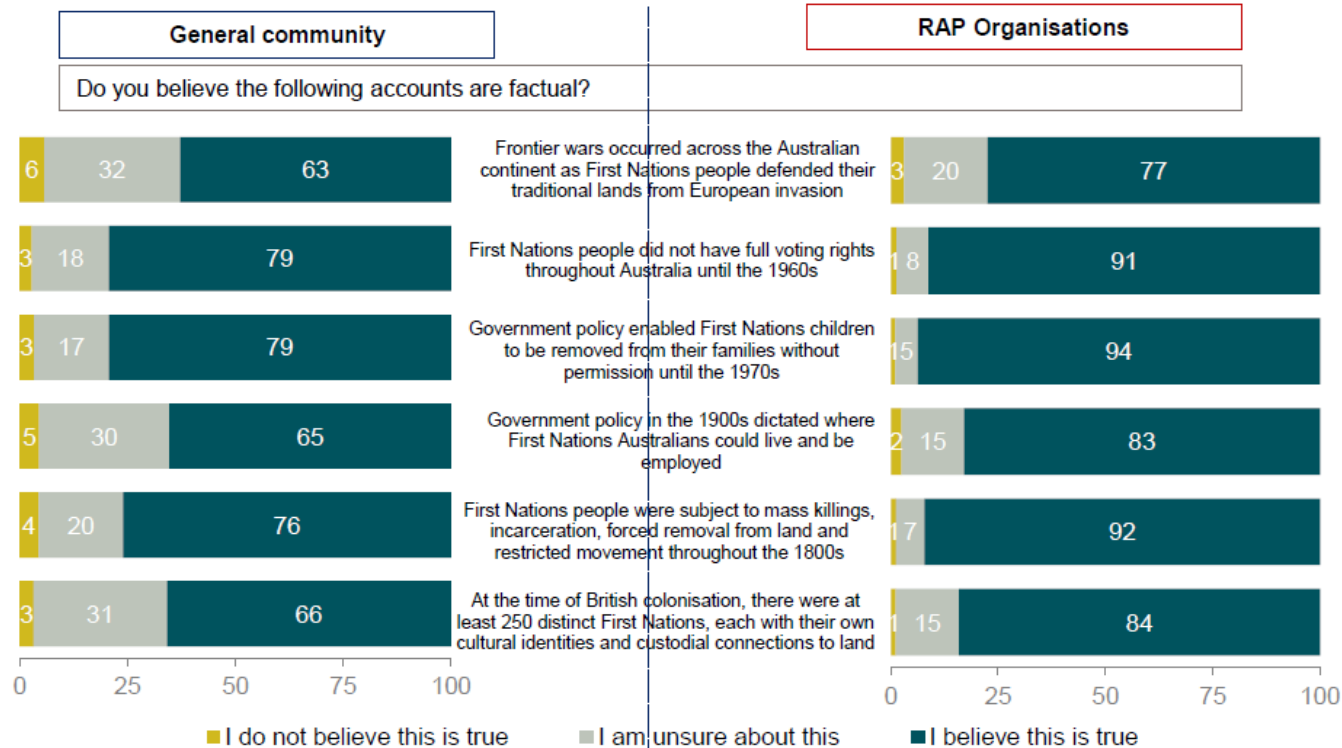
Staff widely agree it is important for all Australians to learn more about past issues of colonisation



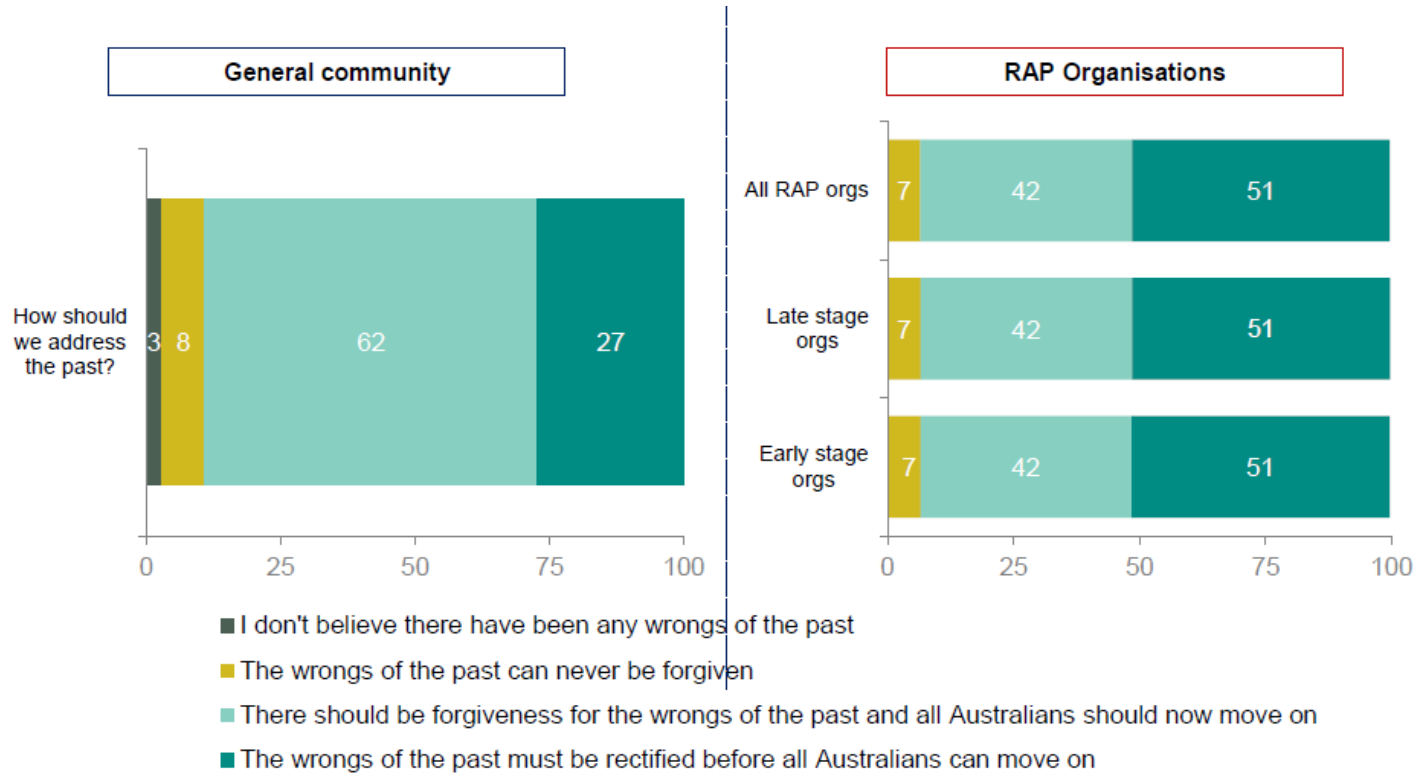
Most staff believe it is important to undertake Truth-telling processes



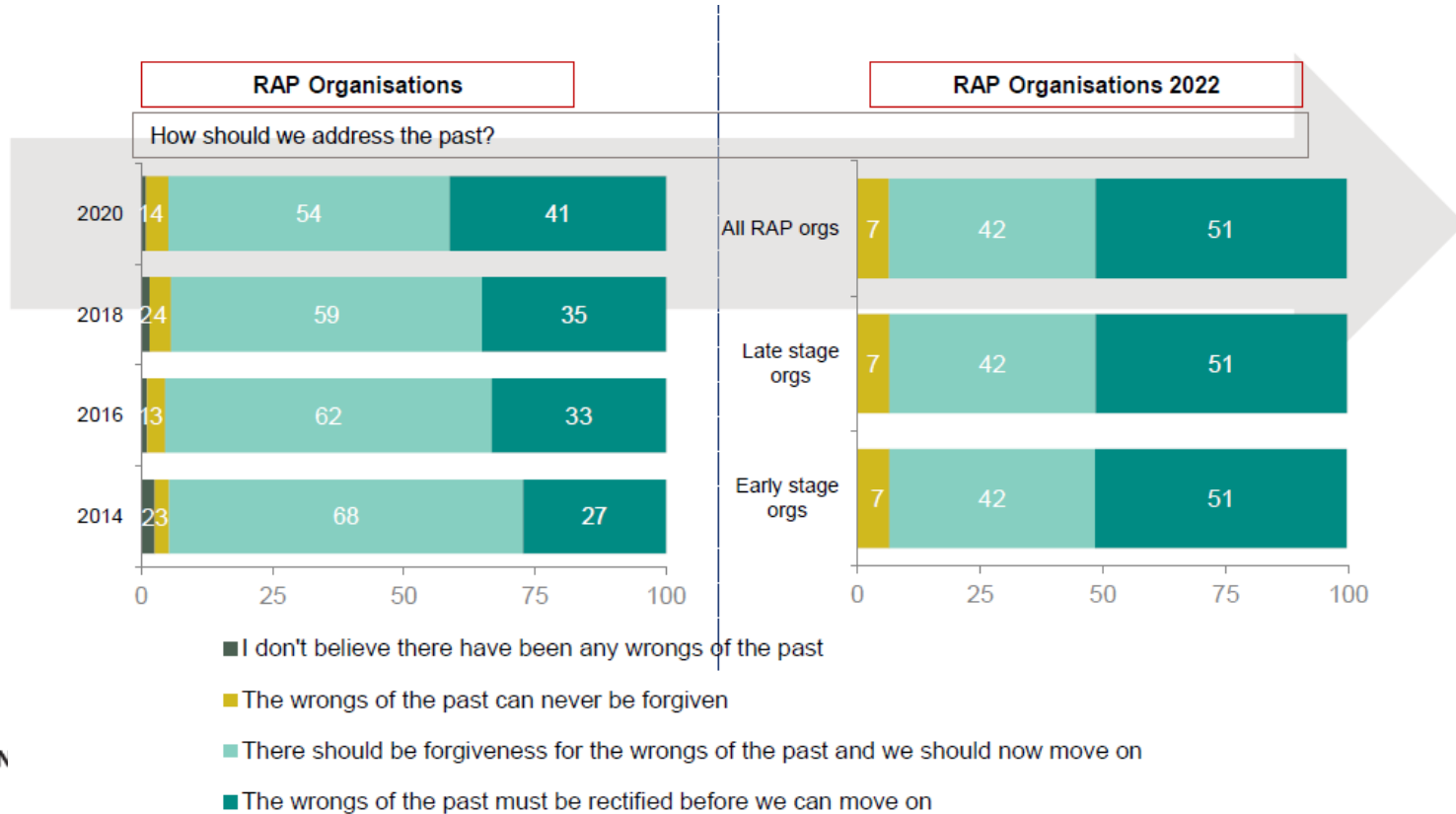
Staff mostly believe key facts about Australia's colonial past and injustices are true



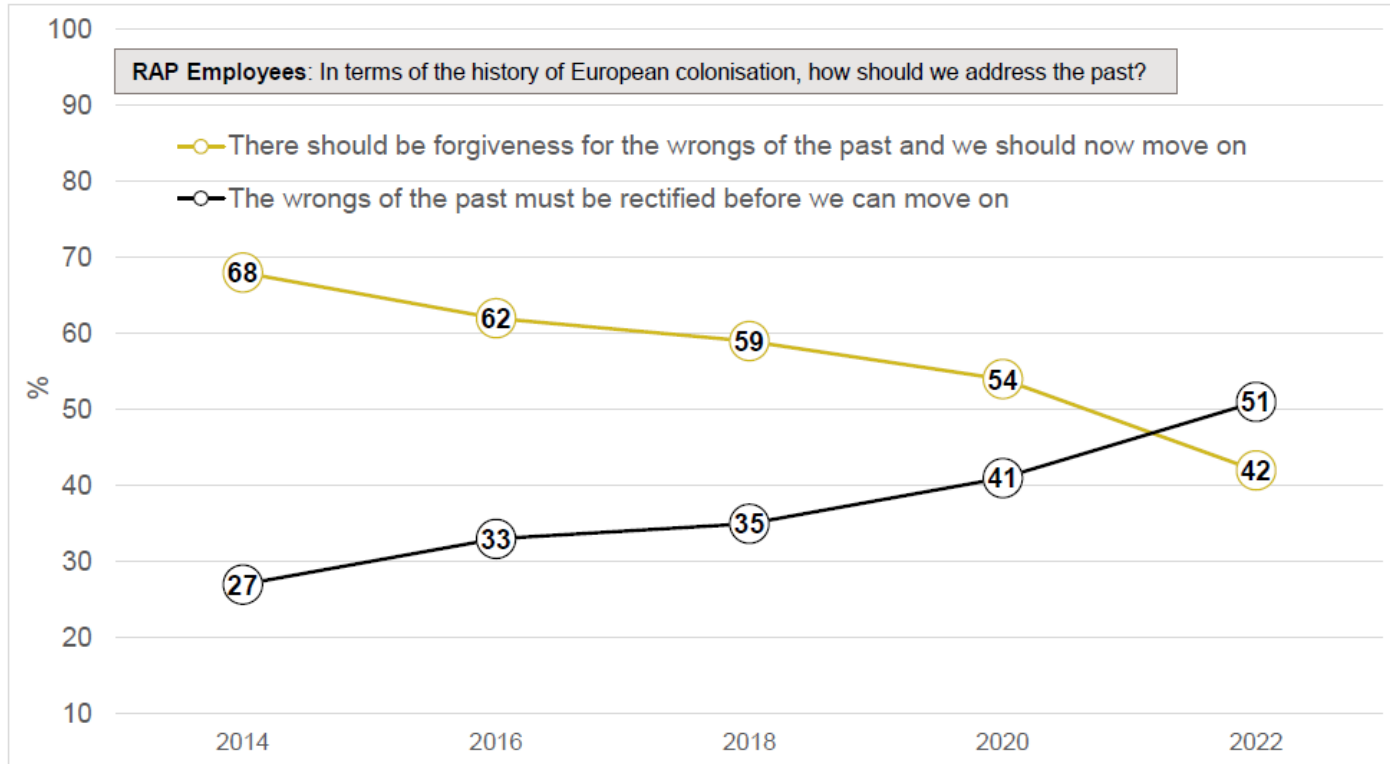
RAP staff mostly believe that past issues must be rectified, before we can move on



RAP employees in 2014 similar to 2022 general community



Cross over effect - need to rectify the past



“We seek constitutional reforms to empower our people and take a rightful place in our own country. When we have power over our destiny our children will flourish. They will walk in two worlds and their culture will be a gift to their country.”

“We call for the establishment of a First Nations **Voice** enshrined in the Constitution...

We seek a Makarrata Commission to supervise a process of **agreement-making** between governments and First Nations and **truth-telling** about our history.”



“In 1967 we were counted, in 2017 we seek to be heard. We leave base camp and start our trek across this vast country. We invite you to walk with us in **a movement of the Australian people** for a better future.”

The journey ahead

1. Face the truth
2. Close the gap
3. Be brave,
make change

