

POLITY

RESEARCH & CONSULTING



Workplace RAP Barometer 2016

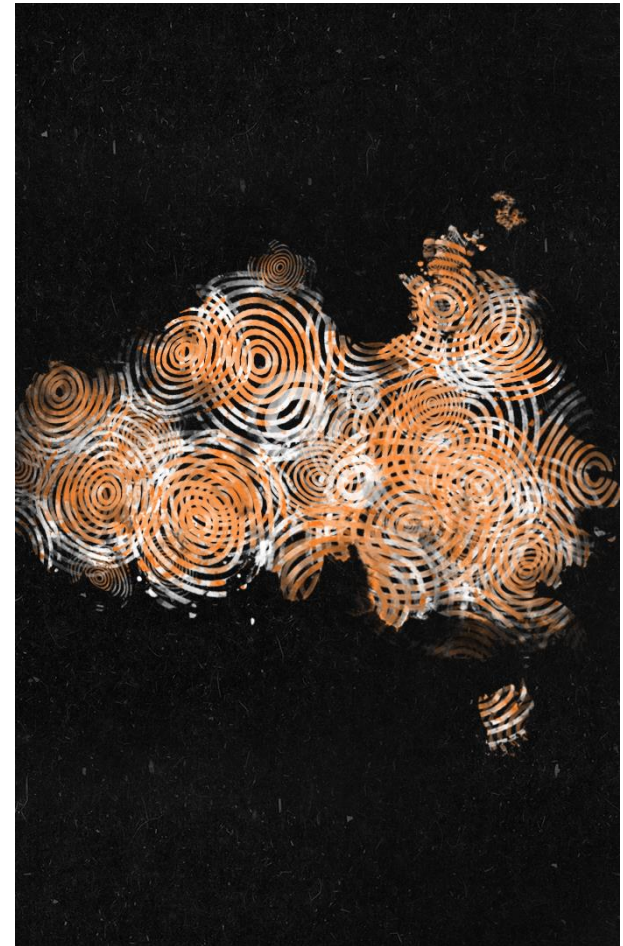
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Introduction & background

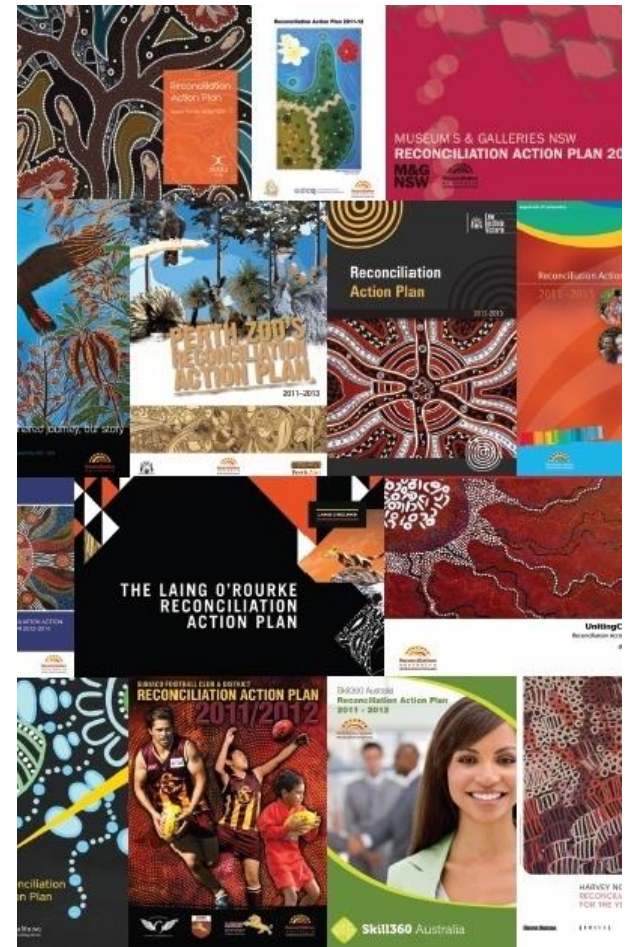
Reconciliation Australia (RA) has monitored reconciliation initiatives at the workplace level since 2012, through regular online surveys of participating employees. RA uses this information to broadly inform how its Reconciliation Action Plan (RAP) program is performing, but also to work more closely with specific partner organisations, helping them implement and improve the performance of their workplace RAP.

To date, surveys have been conducted in:

- August 2012
- Sept – Oct 2014
- Aug – Sept 2016

This report presents the latest wave of this tracking, and where possible compares results to those in the previous waves. Also, workplace results are directly compared with findings among the general public, where possible, to demonstrate the effects Reconciliation Action Plans are having on perceptions, attitudes and behaviours, vis-à-vis the general Australian population.

It is acknowledged that, in the interests of graphical and reporting brevity, the abbreviation “Indigenous” has been occasionally used in this report, to refer to Aboriginal and Torres Strait Islander peoples.



Survey method

The main results presented in this report are based on an online survey of working adults (aged 16+) in Australia (i.e. “employees”), conducted in August and September 2016.

- The total sample of n=18,385 was drawn from the workforce of participating organisations, across corporate, government and not-for-profit sectors. With this sample size, the accuracy of the results is +/-1.0% at the 95% confidence interval. This means that if a result of 50% is found, we can be 95% confident the real result is between 49% and 51%.
- Participating organisations were at various stages of their RAP development, at the time of the survey, and were invited to take part by Reconciliation Australia.
- Organisations participated of their own volition, as did the employees of those organisations (no incentive was offered or paid to respondents).
- Because the sample is based on voluntary participation and focused on organisations with a RAP, results are not intended to be seen as representative of the Australian workforce as a whole. Accordingly, data has not been weighted for the workplace results.
- Since 2014, the survey fieldwork has also included a number of organisations in the planning stages of implementing a formal RAP. Those results are not included here.

The Workplace RAP Barometer results have been tracked (where possible) against results from 2012 and 2014, and also compared with relevant results from the National Australian Reconciliation Barometer (ARB), among the general population. The ARB was conducted during July-August 2016 (for more details see page 5).

- The general population sample was drawn from a professional online market and social research panel.
- The ARB data is weighted to ABS population data (in terms of age, gender and residential location), using 2011 Census statistics. With a sample size of n=2277, the accuracy of the results for the general community sample is +/-2.1% at the 95% confidence interval.
- Note: For both surveys, respondents were informed that the term “Australians” was used to refer to all people who live in Australia, including both Australian and non-Australian citizens. All percentage figures in this report are rounded. Accordingly, totals may not add up to 100%.

Workplace RAP Barometer 2012

- ▶ The main results in this report are tracked against results from the inaugural workplace survey, where possible.
- ▶ The first Workplace RAP Barometer was an online survey of 4612 respondents from 19 participating RAP organisations, and was conducted in July 2012.
- ▶ With a sample size of n=4612, the accuracy of the results at the overall level was +/-1.4% at the 95% confidence interval.
- ▶ Participating organisations were mostly in the advanced Elevate RAP stage and included corporate, government, and not-for-profit sectors.
- ▶ **Note: All percentage figures in this report are rounded. Accordingly, totals may not add up to 100%.**

Workplace RAP Barometer 2014

- ▶ The 2014 results in this report are based upon an online survey of 8768 respondents from 29 participating RAP organisations, conducted in Aug-Sept 2014.
- ▶ Employees were invited by the participating organisations to undertake the survey. These organisations were at various stages of their RAP.
- ▶ With a sample size of n=8768, the accuracy of the results at the overall level is +/-1% at the 95% confidence interval. This means, for example, that if the survey returns a result of 50%, there is 95% probability that the actual result will be between 49% and 51%.

2016 General Community Barometer (ARB)

Around half the questions in the WRB replicate questions in the most recent Australian Reconciliation Barometer. This allows a comparison of attitudes towards reconciliation between RAP employees and the general community.

The ARB is also a biennial survey that monitors the progress of reconciliation between Indigenous and non-Indigenous Australians.

The general community Barometer results are based upon a July-Aug 2016 survey of n=2277 Australians, drawn from a professional market and social research panel and weighted to be representative of the Australian population by age, gender and residential location.

The margin of error is +/- 2.1% at the 95% confidence level.

Considerations

- ▶ The WRB survey covers only working age people (16+) in employment, compared to the general community survey which includes all ages over 18 and with respondents from a range of working situations (e.g. unemployed and retired).
- ▶ 2014 and 2016 results comprise organisations at various stages of their RAP, compared to the 2012 results which were mostly from advanced RAP organisations.
- ▶ These differences should be considered in evaluating the results. Despite this, we believe that through a combination of comparison of the barometer questions, together with the other survey measures, this report provides a robust analysis of the impact of RAPs on the attitudes of employees in Australia.

Workplace RAP Barometer 2016 Insights

Key findings and trends analysis

Reconciliation outcomes have strongly improved among RAP employees

Overall, there have been upward trends in reconciliation attitudes and perceptions of workplace RAP impact among employees since 2014

Employee engagement with RAP activities undertaken by their organisation has mostly improved since 2014, including:

- A strong increase in those who've undertaken various RAP activities with their current organisation
- A solid increase in those who agree taking part in a RAP activity had a positive effect for them

In particular, there have been increases in the level of employees aware of Indigenous staff and the take-up of cultural awareness training, compared with 2014. However, awareness of their organisation having a Reconciliation Action Plan remains mixed, with half of all employees saying they “don't know” if that is the case or not.

Outcomes for key RAP objectives have improved since 2014

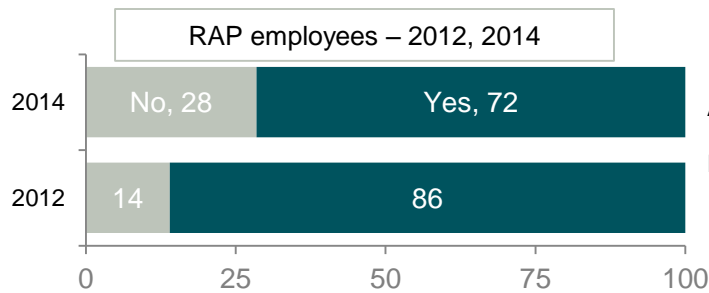
Measures for key reconciliation goals have also mostly improved. For example, **3 out of 4 RAP employees (76%) feel the relationship between Indigenous and non-Indigenous Australians is very important**, compare to 69% in 2014.

It is also very clear that participation in reconciliation activities continues to be effective, in creating a greater prevalence of positive views:

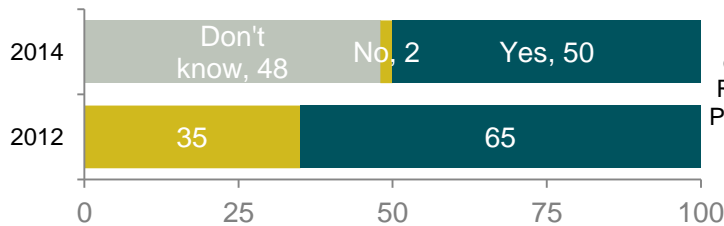
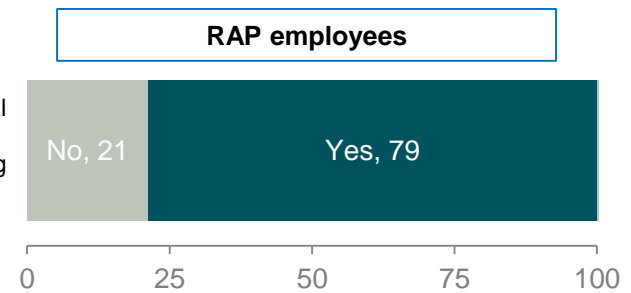
- Employees who've participated in at least one RAP activity with their current organisation are more likely to see the relationship between Indigenous and non-Indigenous colleagues as very good (57%), compared with those who haven't (46%)
- Employees who've participated in at least one RAP activity with their current organisation are more likely to hold very high trust (31%) for Indigenous colleagues, compared with those who haven't (22%).
- Employees who've participated in at least one RAP activity with their current organisation are more likely to strongly agree (56%) Indigenous people hold a unique place as the First Australians, compared with those who haven't (44%).

In particular, employees who've participated are also considerably more likely to feel the RAP is having a positive impact on all key workplace reconciliation outcomes, than those who haven't.

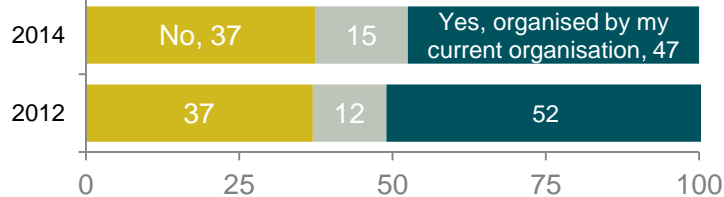
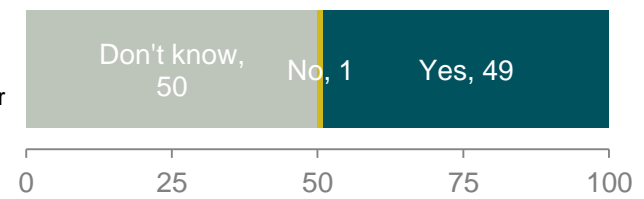
Awareness of Indigenous colleagues and cultural awareness training have both increased



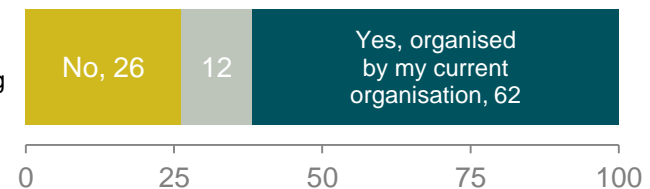
Aware of any Aboriginal and Torres Strait Islander people working in your organisation?



Does your organisation have a Reconciliation Action Plan (RAP) in place or not?



Received Cultural Awareness Training



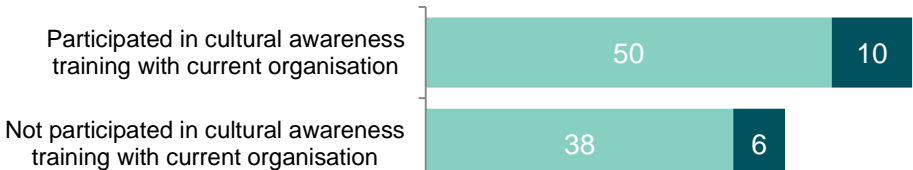
There has been an increase in the level of RAP employee awareness of Indigenous staff and of take-up of cultural awareness training, since 2014.

However, employee awareness of their organisation having a Reconciliation Action Plan remains at only half of staff.

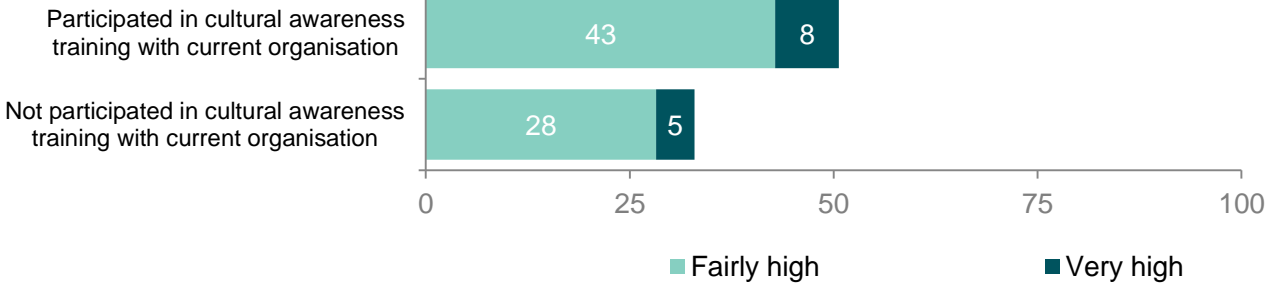
Participation in cultural awareness training improves knowledge of Indigenous people and cultures

RAP employees

Knowledge about the history of Aboriginal and Torres Strait Islander people in Australia:



Knowledge about Aboriginal and Torres Strait Islander cultures:

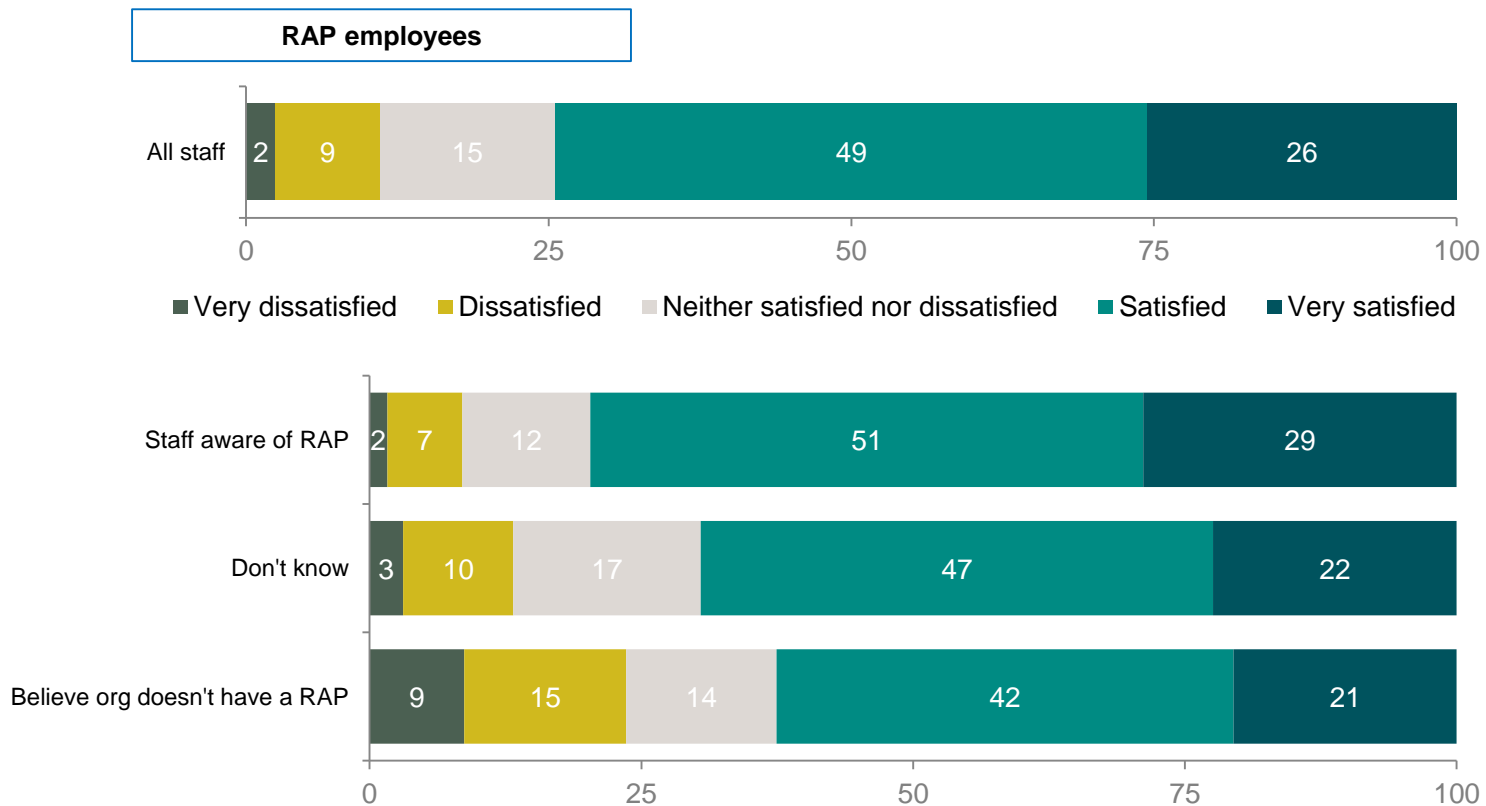


Employees who've participated in at least one RAP activity with their current organisation are more likely to have high knowledge about Indigenous people and cultures, compared with those who haven't.

Awareness of organisational RAP helps drive satisfaction with current job

RAP employees who are aware their organisation has a Reconciliation Action Plan (80%) are more likely to be satisfied with their current job, compared to those who aren't aware. They are also most likely to be very satisfied (29%).

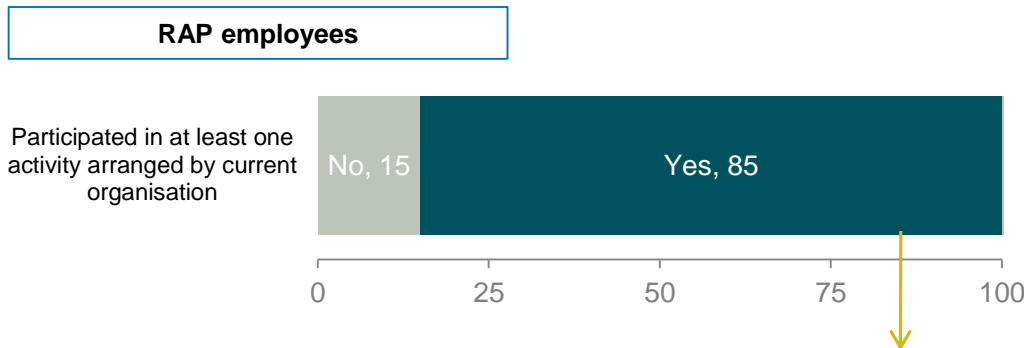
Conversely, staff who believe their organisation does not have a RAP are most likely to be dissatisfied (24%).



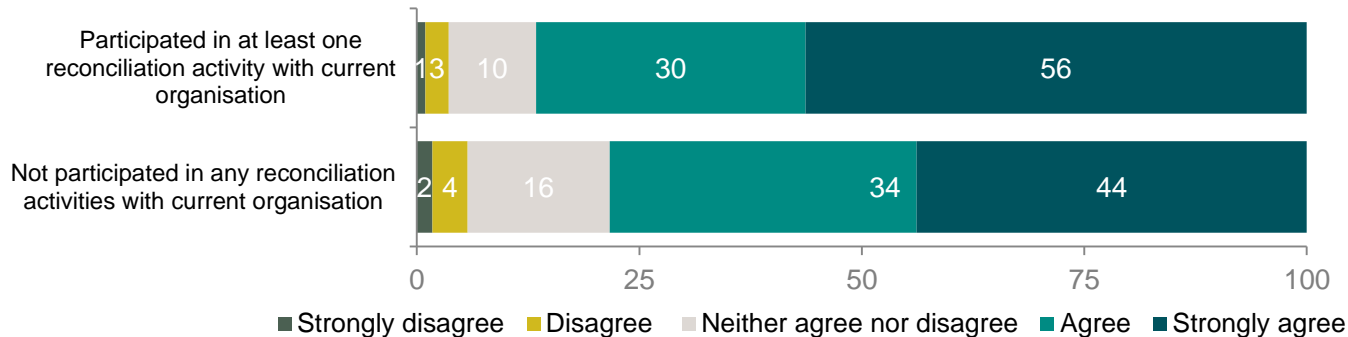
Workplace RAP Barometer 2016 Insights

RAP participation analysis

Participation in reconciliation activities improves employee views of Indigenous significance



Overall impact of reconciliation activities on views that Aboriginal and Torres Strait Islander people hold a unique place as the first Australians:



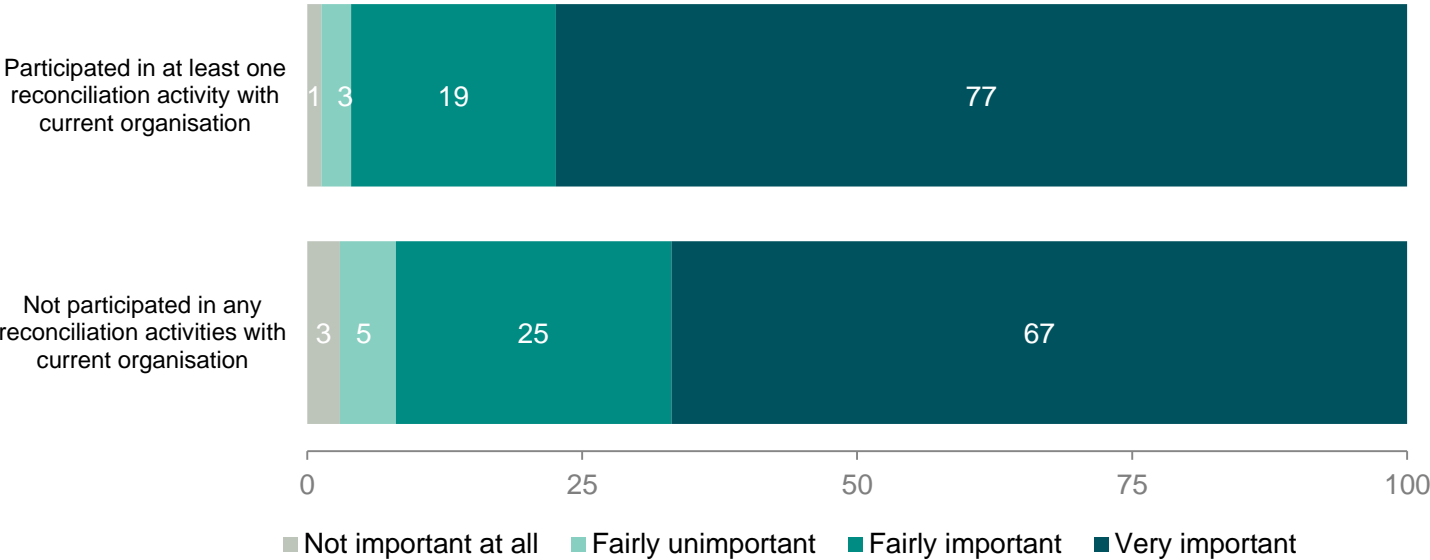
Participation in reconciliation activities continues to be effective, in creating a greater prevalence of positive views.

For example, employees who've participated in at least one RAP activity with their current organisation are more likely to believe strongly that Indigenous Australians do hold a unique place (56%), compared with those who haven't (44%).

Participation in reconciliation activities improves employee views of the importance of the relationship

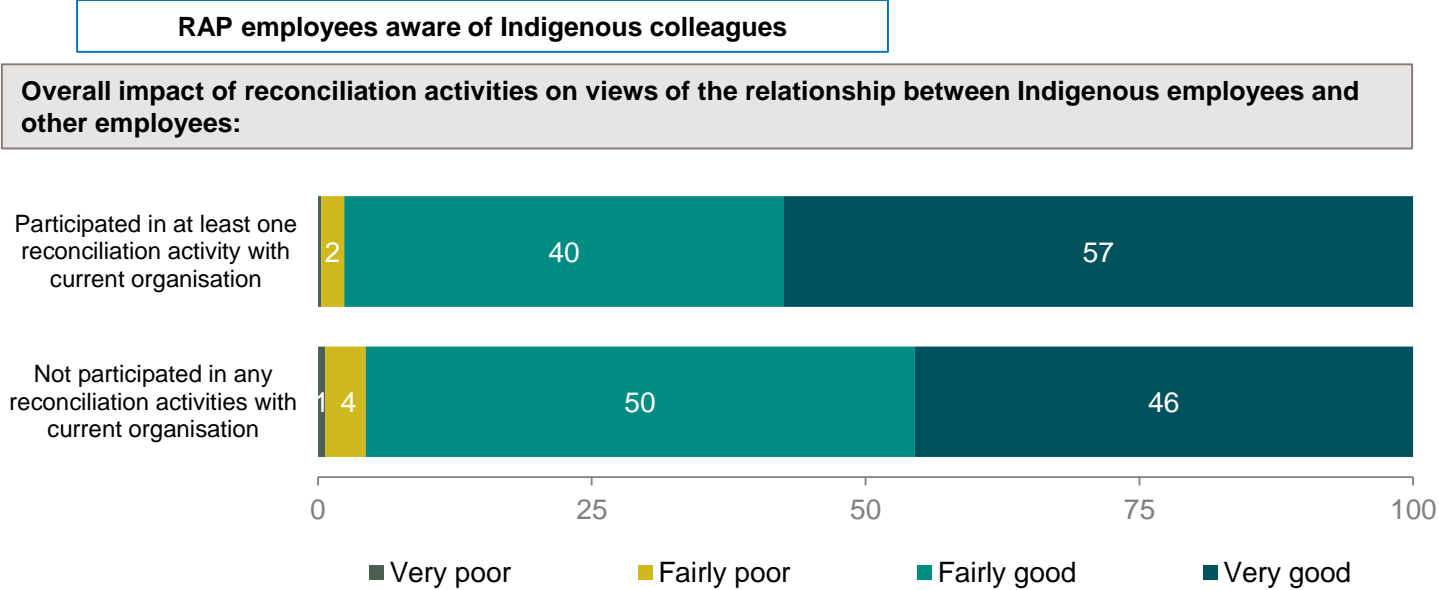
RAP employees

Overall impact of reconciliation activities on views of how important the relationship is for Australia:



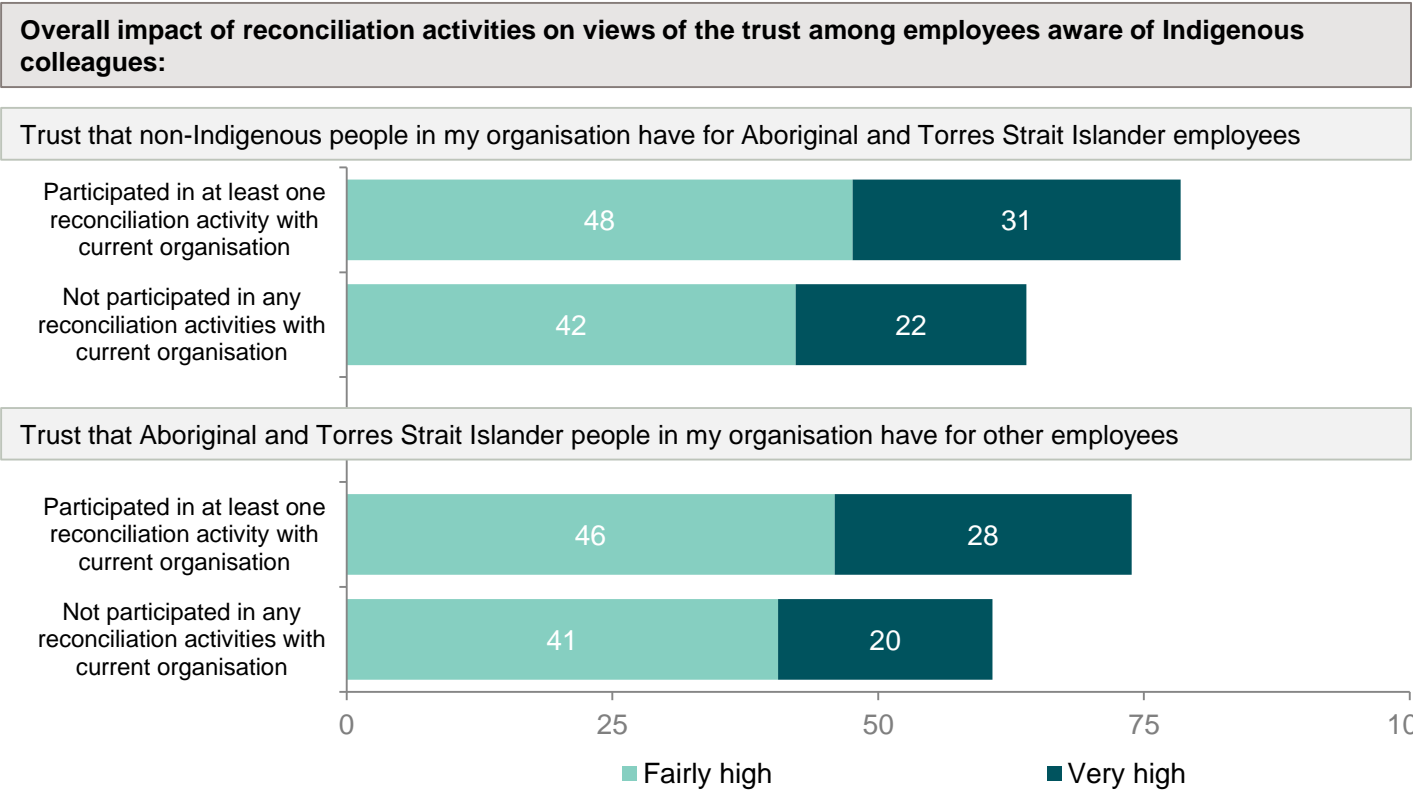
Employees who've participated in at least one RAP activity with their current organisation are more likely to see the relationship between Indigenous and non-Indigenous Australians as very important (77%), compared with those who haven't (67%).

Participation in reconciliation activities improves employee views of colleague relationships



Employees who've participated in at least one RAP activity with their current organisation are more likely to see the relationship between Indigenous and non-Indigenous colleagues as very good (57%), compared with those who haven't (46%).

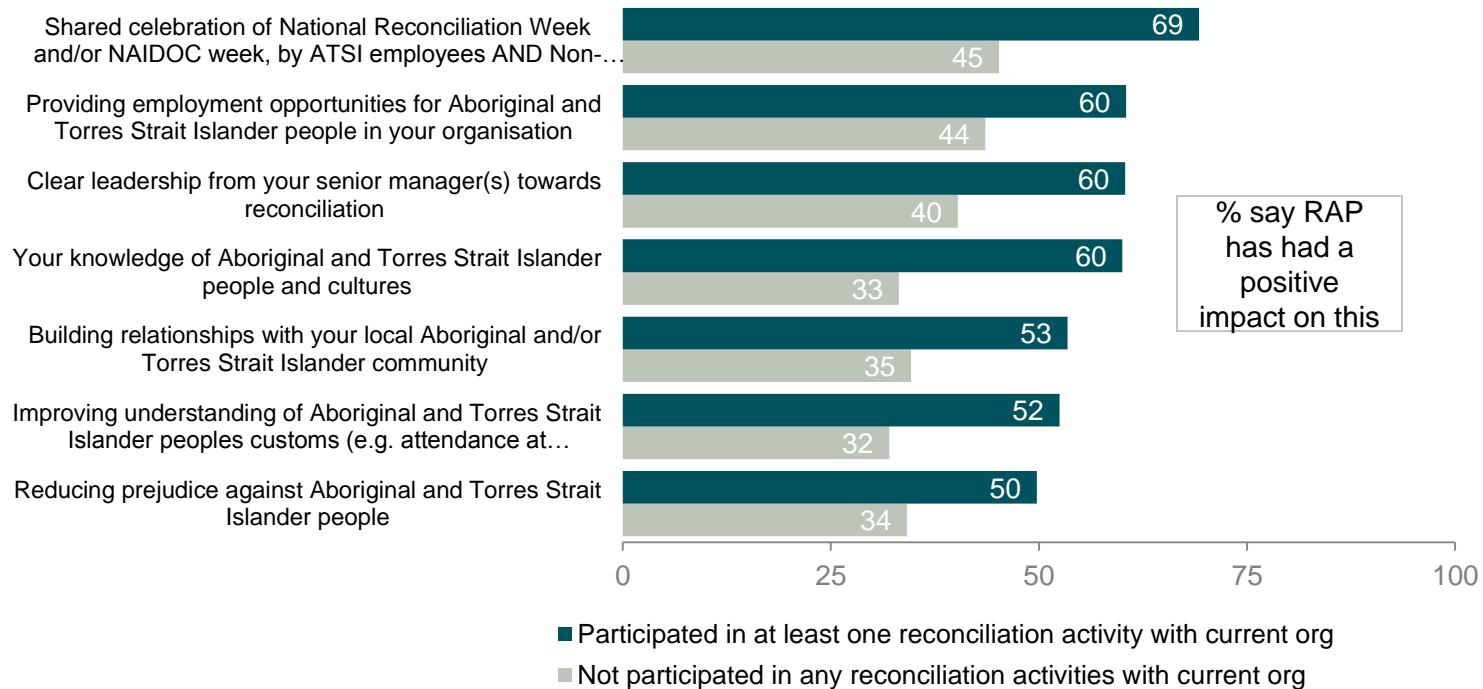
Participation in reconciliation activities improves employee views of trust



Employees who've participated in at least one RAP activity with their current organisation are more likely to see the trust between Indigenous and non-Indigenous colleagues as high, compared with those who haven't.

Participation in reconciliation activities improves employee views of RAP outcomes

Overall impact of reconciliation activities on positive views of key RAP outcomes among employees aware of RAP:

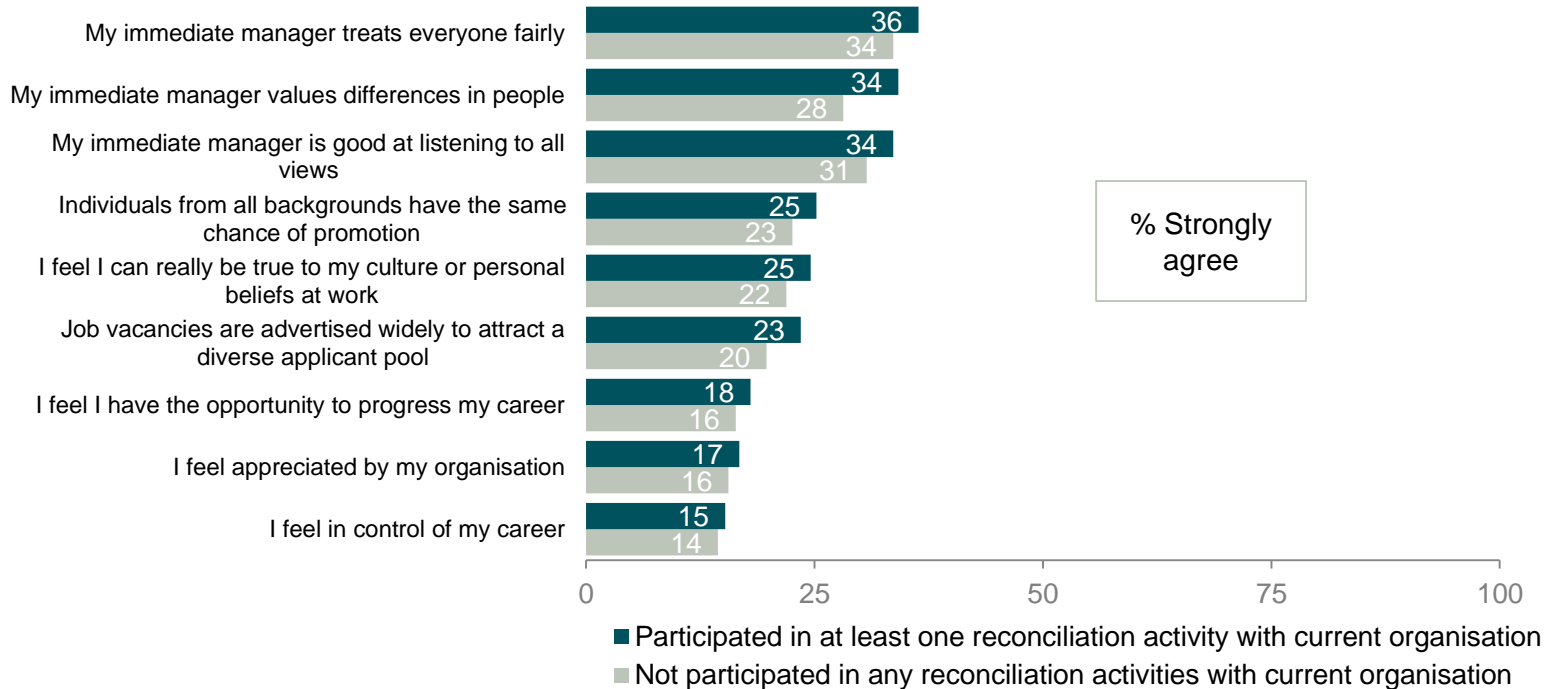


Employees who've participated in at least one RAP activity with their current organisation are more likely to consider the RAP has had a positive impact on key organisational practices, compared with those who haven't..

Participation in reconciliation activities improves employee views of the organisation

Overall impact of reconciliation activities on positive employee perceptions of workplace at current organisation:

RAP employees

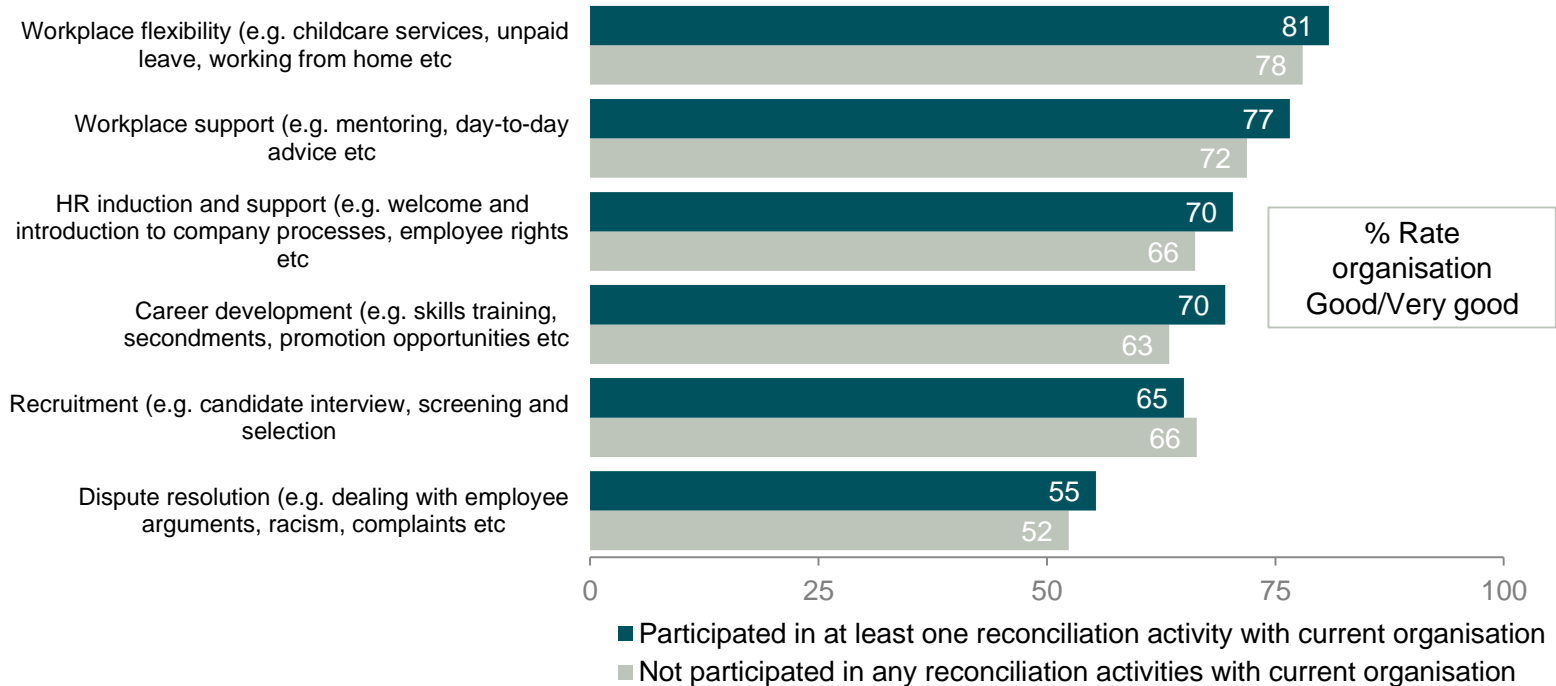


Employees who've participated in at least one RAP activity with their current organisation are more likely to strongly agree their organisation is achieving key reconciliation practices, compared with those who haven't. This is particularly evident in terms of employee perceptions of management attitudes and support for reconciliation.

Participation in reconciliation activities improves employee views of the organisation

Overall impact of reconciliation activities on positive employee ratings of workplace at current organisation:

RAP employees

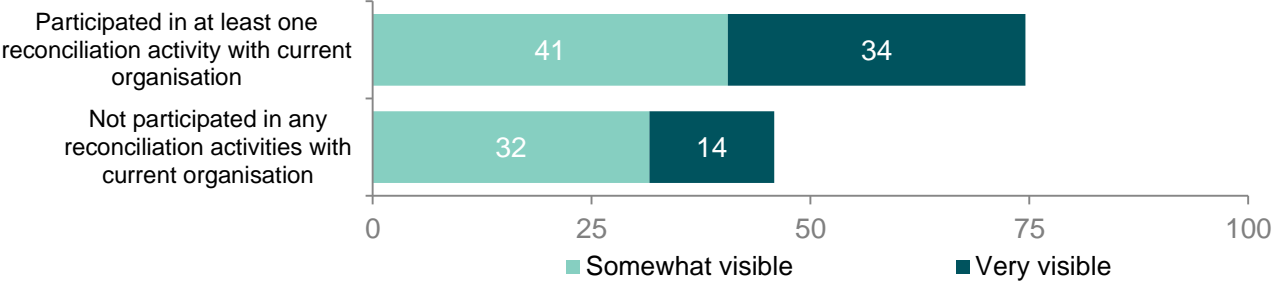


Employees who've participated in at least one RAP activity with their current organisation are slightly more likely to rate their organisation as having good workplace practices, compared with those who haven't.

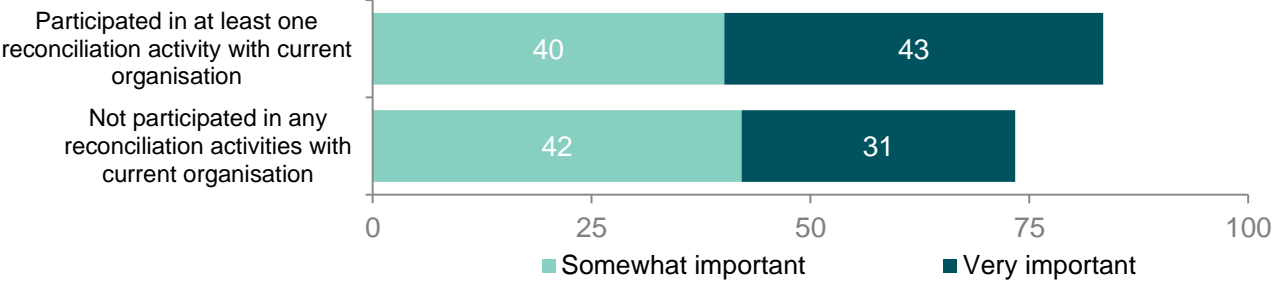
Participation in reconciliation activities improves employee views of cultural safety in the workplace

RAP employees

Overall impact of reconciliation activities on visibility of Indigenous culture at current organisation:



Overall impact of reconciliation activities on importance of Indigenous culture visibility in the workplace:

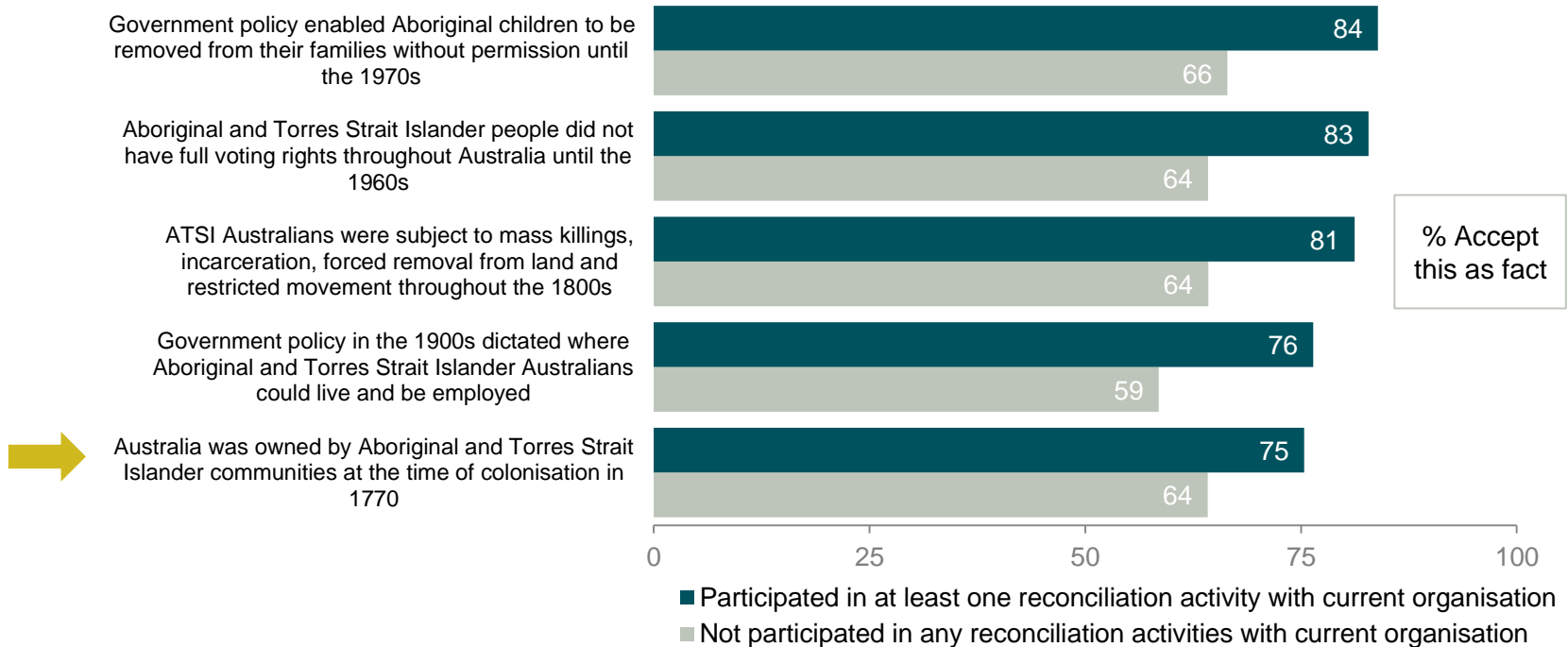


Employees who've participated in at least one RAP activity with their current organisation are more likely to be aware of Indigenous cultures being visible in their workplace and to consider that visibility is very important, compared with those who haven't.

Participation in reconciliation activities improves employee acceptance of past facts

Overall impact of reconciliation activities on employee acceptance of historical facts:

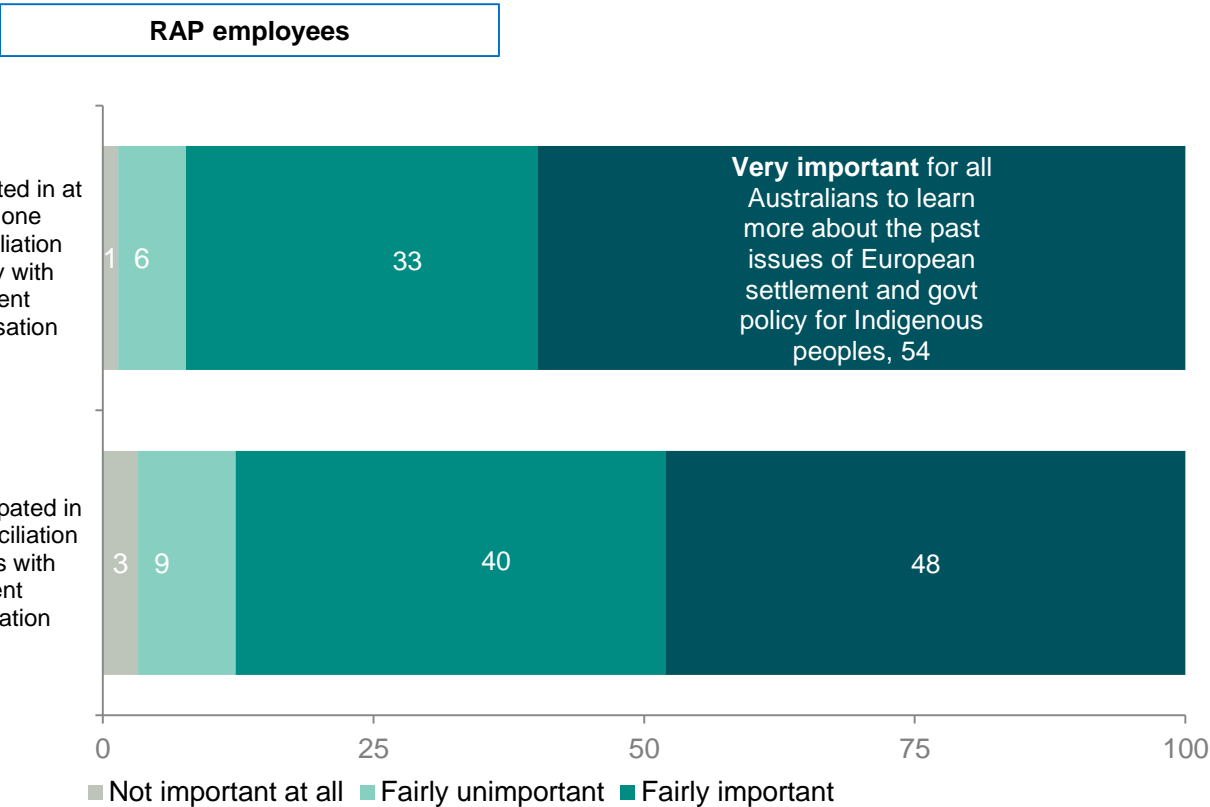
RAP employees



Employees who've participated in at least one RAP activity with their current organisation are more likely to accept a range of historical issues for Aboriginal and Torres Strait Islander peoples as facts, compared with those who haven't.

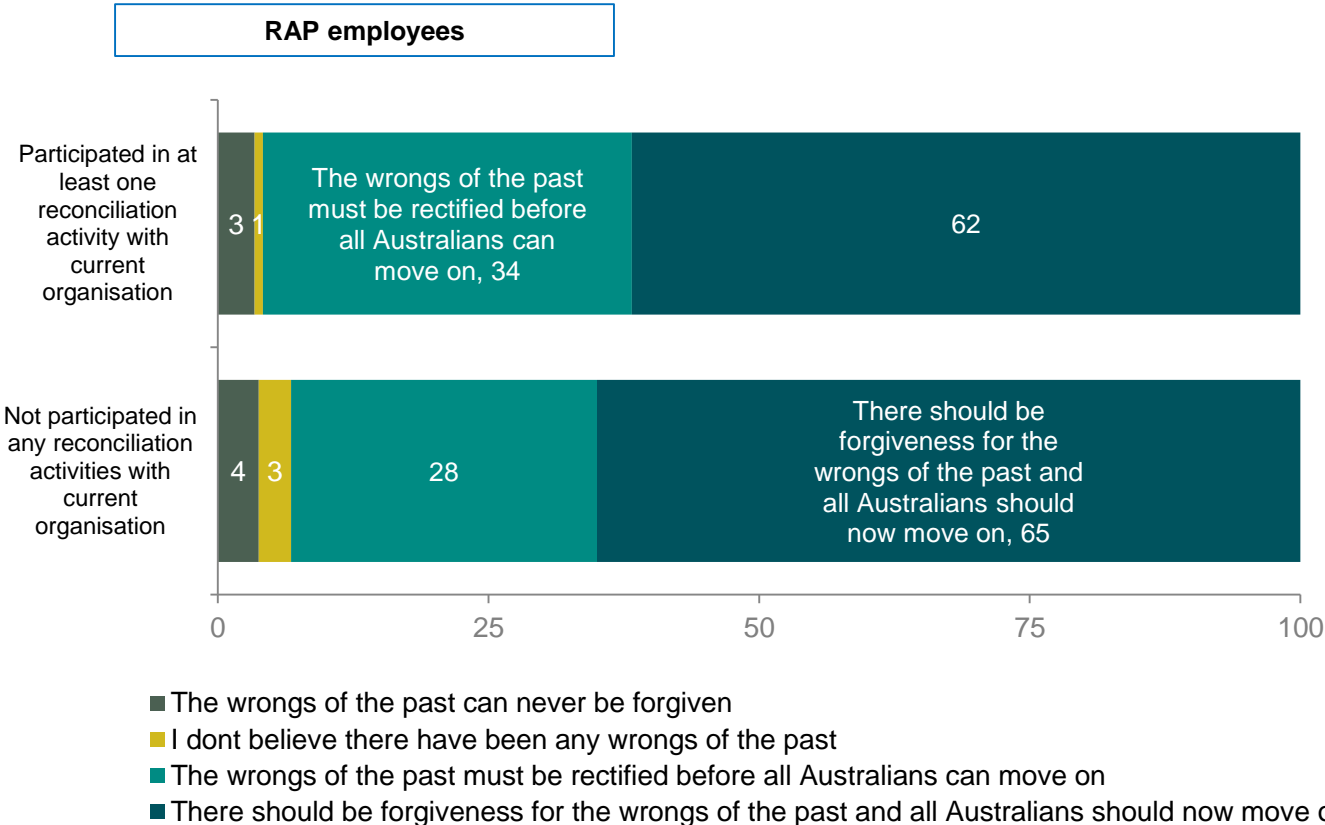
Participation in reconciliation activities influences employee views of the importance to learn more

Employees who've participated in at least one RAP activity with their current organisation are more likely to feel it is very important for all Australians to learn more about the past issues of European settlement and government policy for Indigenous Australians.



Participation in reconciliation activities influences employee views of historical acceptance

Employees who've participated in at least one RAP activity with their current organisation are more likely to feel that wrongs of the past must be rectified before all Australians can move on (34%), compared with those who haven't (28%).



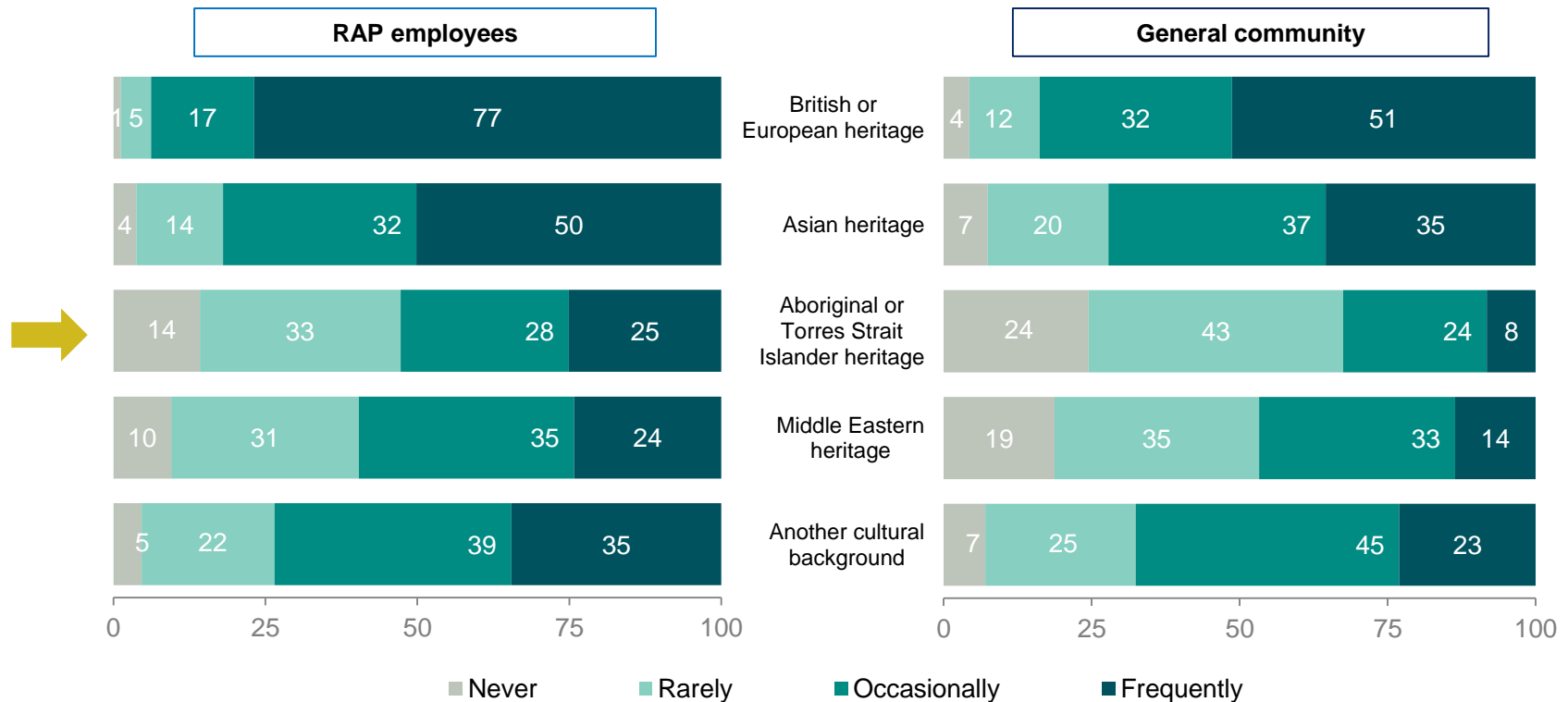
Workplace Reconciliation Barometer 2016

Full results tracking and comparisons between RAP
organisation employees and the general public

Workplace Reconciliation Barometer 2016

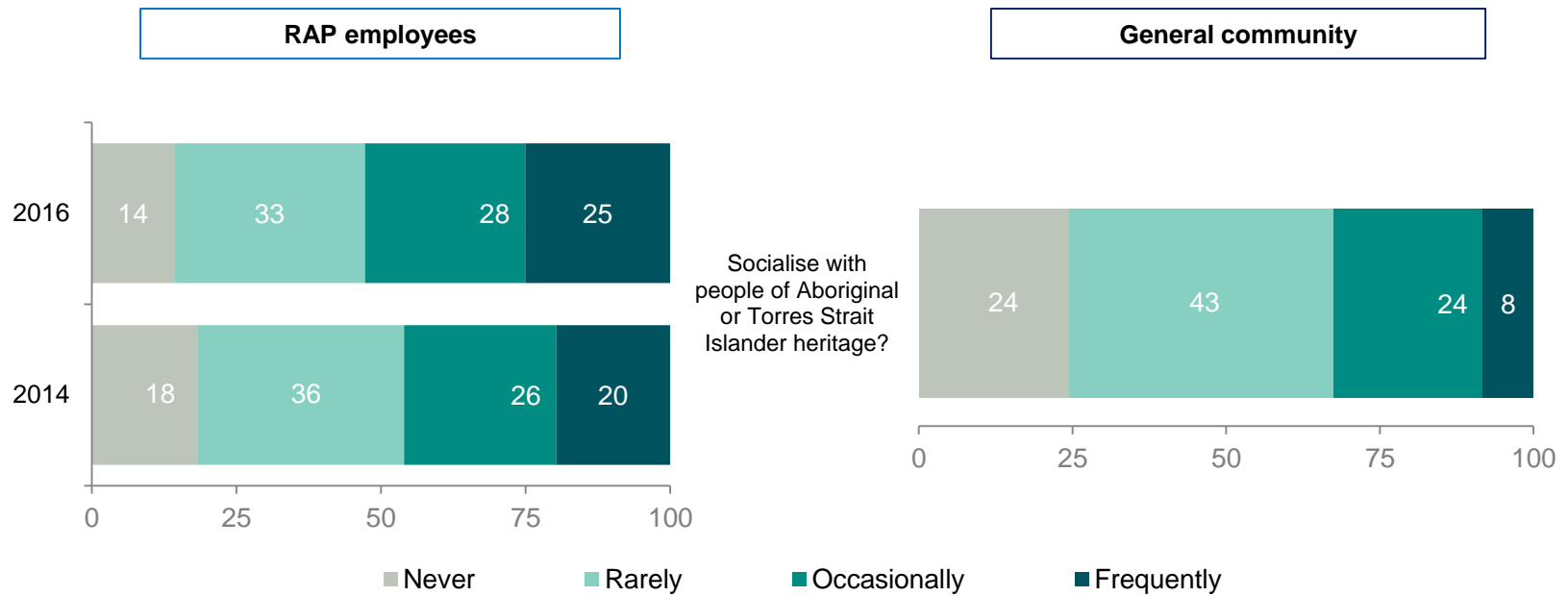
Race relations, Unity & Historical acceptance in the workplace: Comparisons with the national situation

Race relations



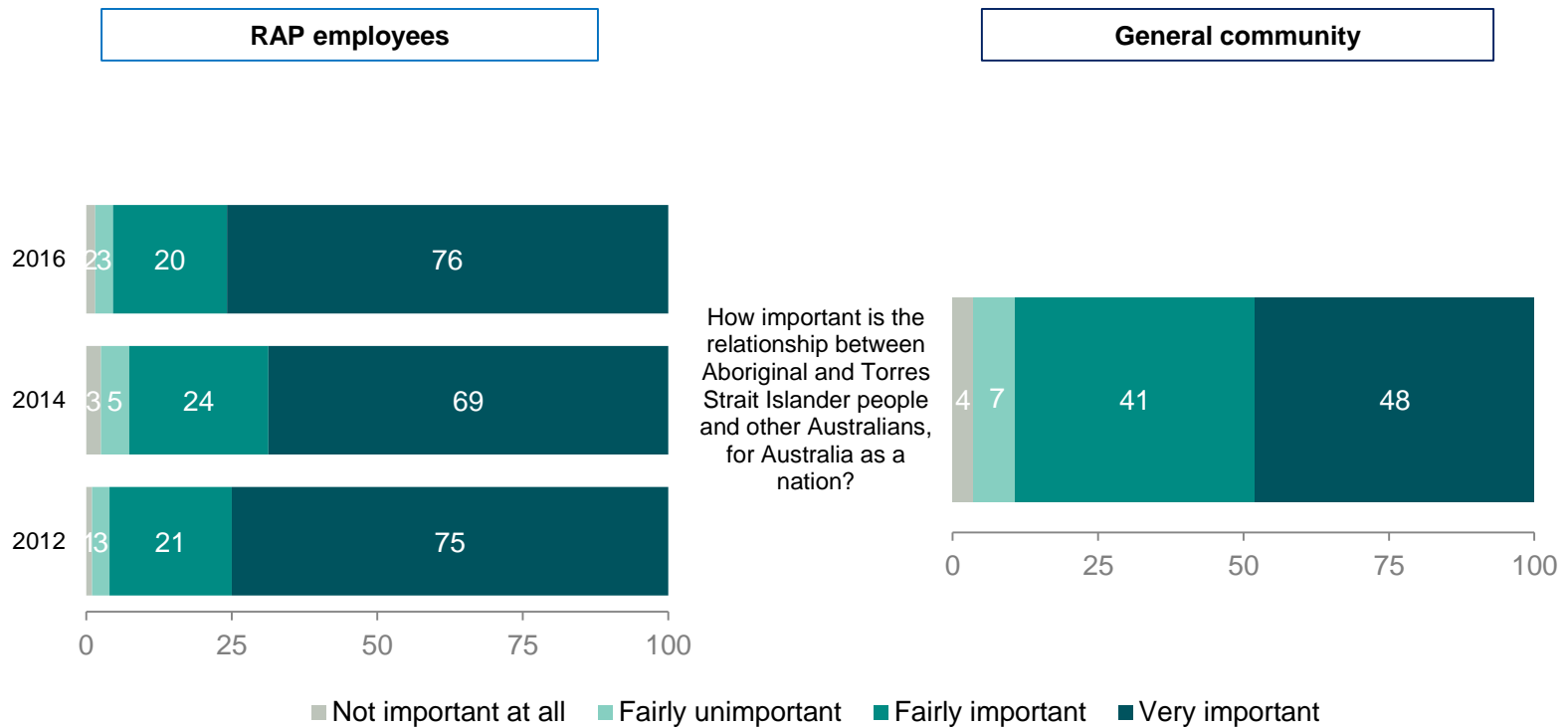
RAP employees are most likely to socialise with people of British or European cultural backgrounds on a frequent basis (77%), as are the general public (51%). When it comes to socialising with Indigenous people, RAP employees are much more likely to do so frequently (25%) than the general public (8%). However, both RAP employees (14%) and the general public (24%) are still less likely to socialise with Indigenous people than with any other major cultural group.

Race relations



More RAP employees are now likely to socialise with Indigenous people frequently (25%), than in 2014 (20%). Similarly, fewer RAP employees (14%) now say they never socialise with Indigenous people, compared to two years ago (18%).

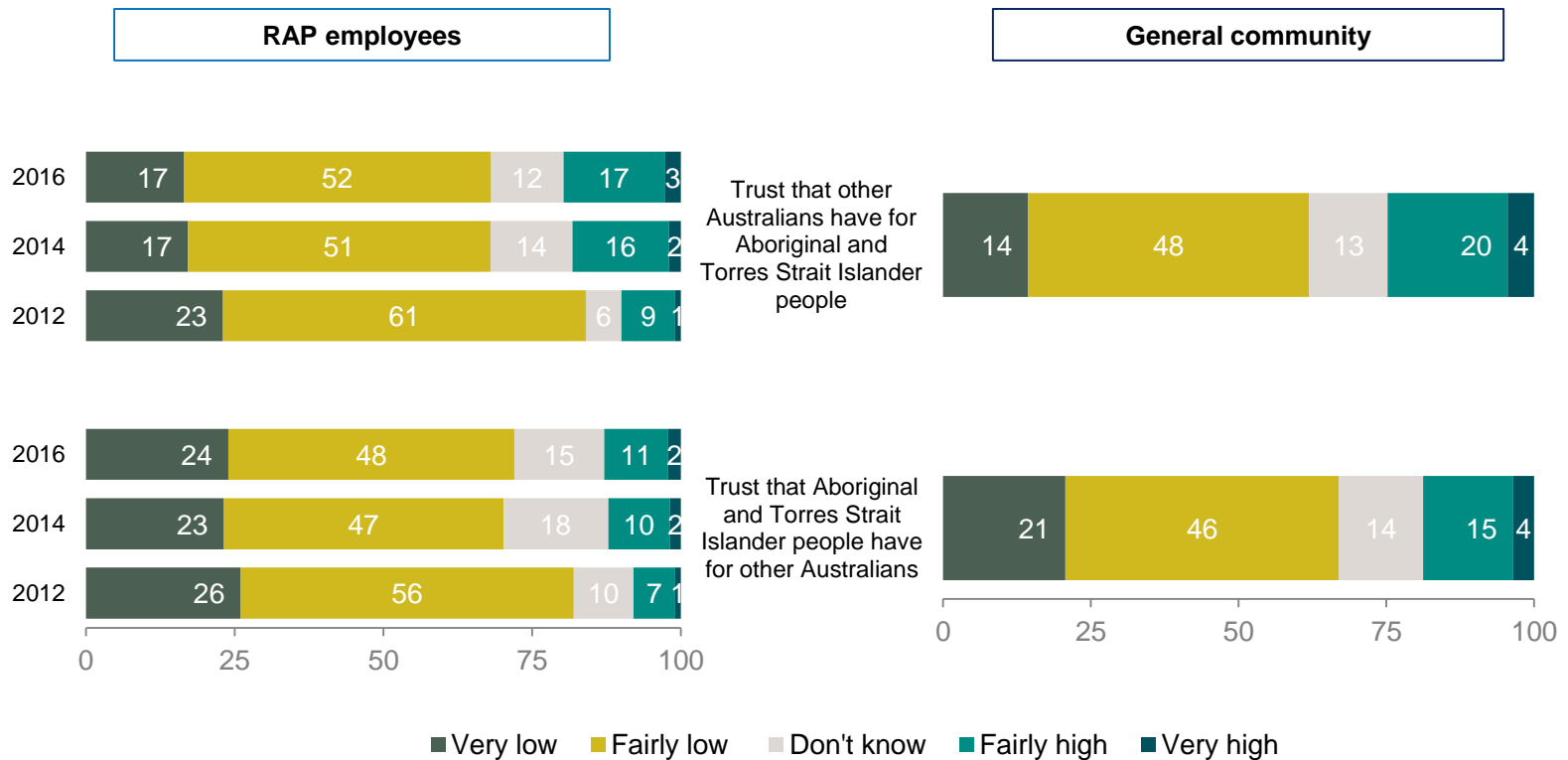
Race relations



RAP employees continue to be more likely to consider the relationship between Indigenous and non-Indigenous Australians as very important (76%) than the general public (48%).

This is also much higher than in 2014 (69%), and also reflects an upward trend in the general public, compared to two years ago (43%).

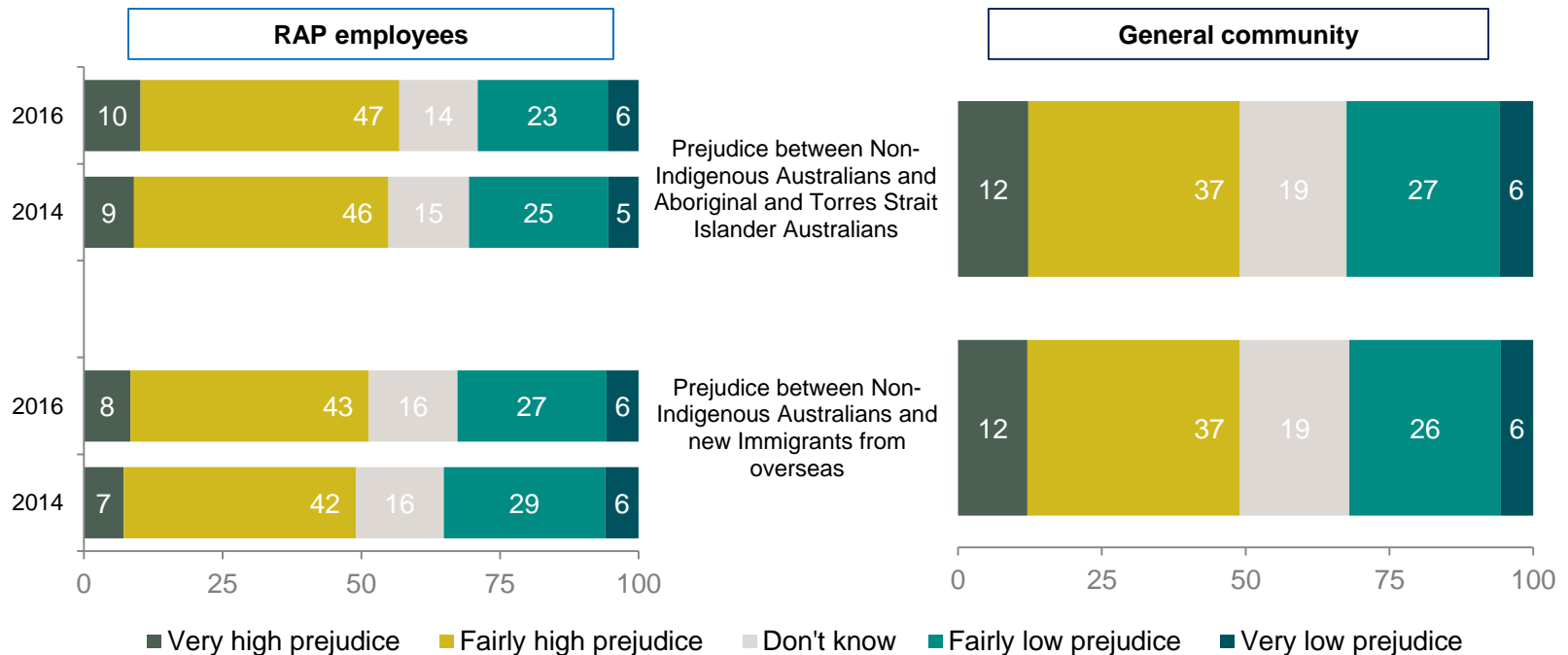
Race relations



RAP employees continue to be more likely than the general public to consider the trust between Indigenous and non-Indigenous Australians is low.

However, there has been a continued improvement since 2012, with more RAP employees now considering trust levels as fairly high or very high.

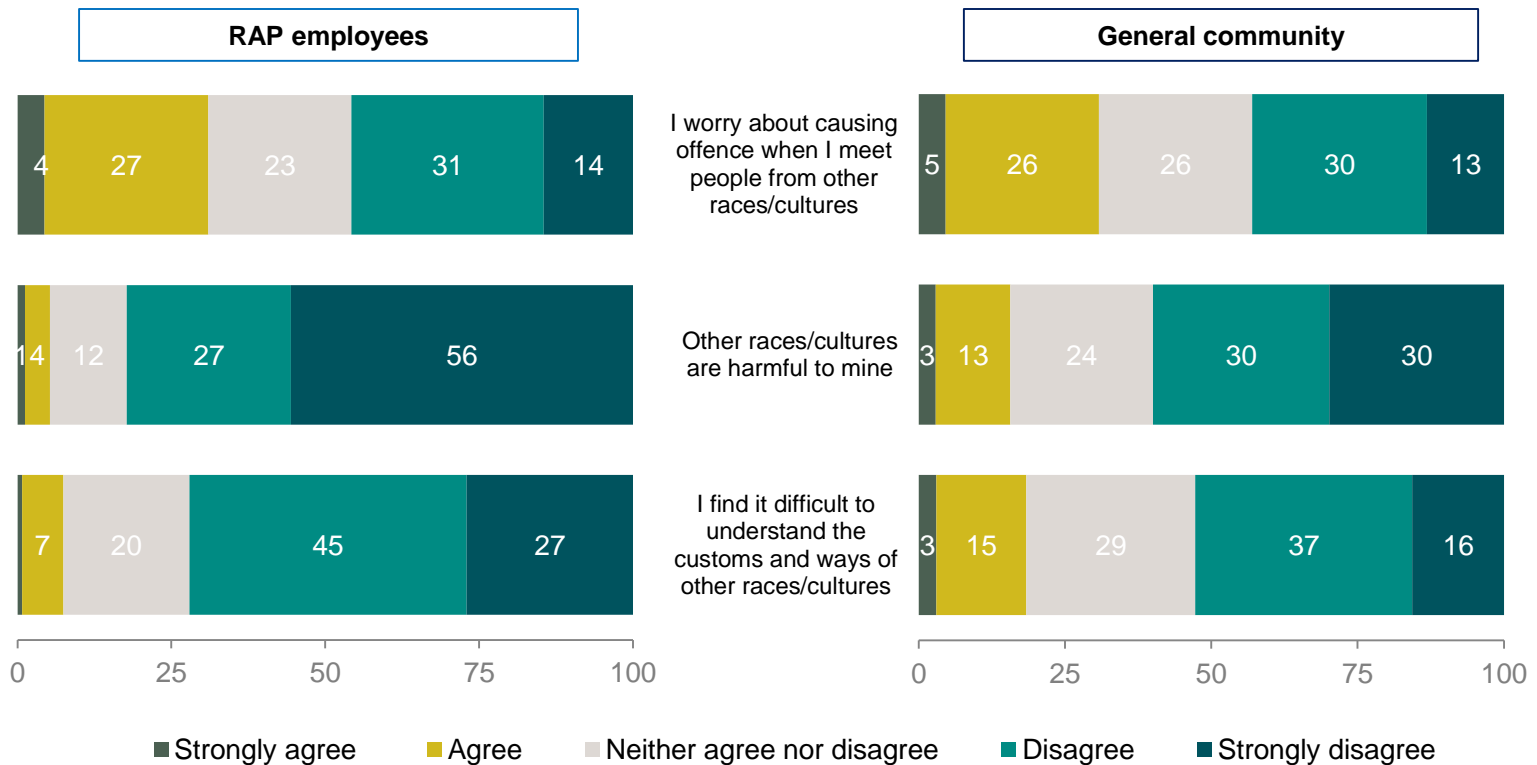
Race relations



RAP employees remain more likely than the general public to consider the level of prejudice between Indigenous and non-Indigenous Australians is high.

They are also more likely to believe that prejudice is high between those two groups than between non-Indigenous people and new immigrants from overseas, in line with 2014.

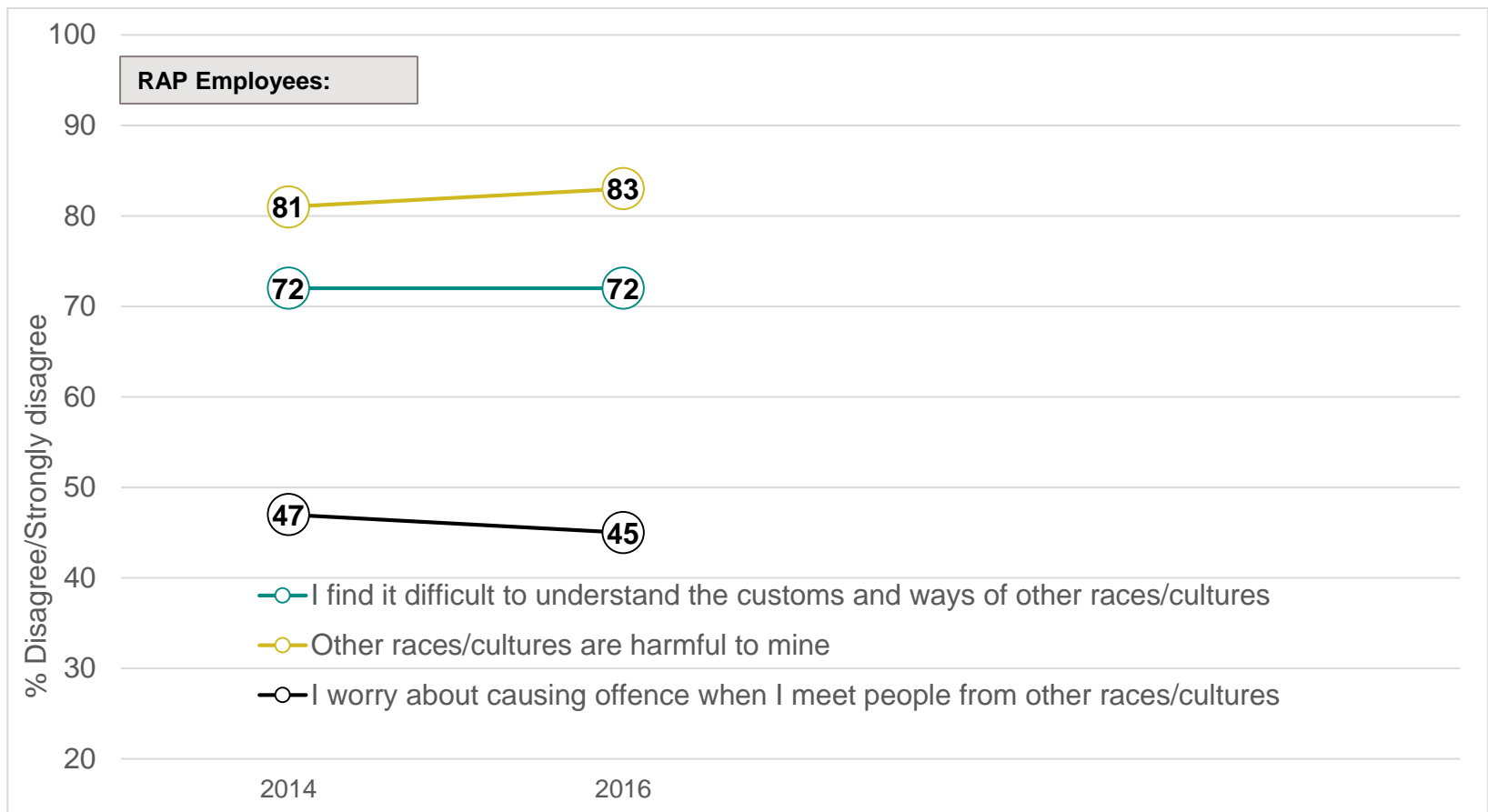
Race relations



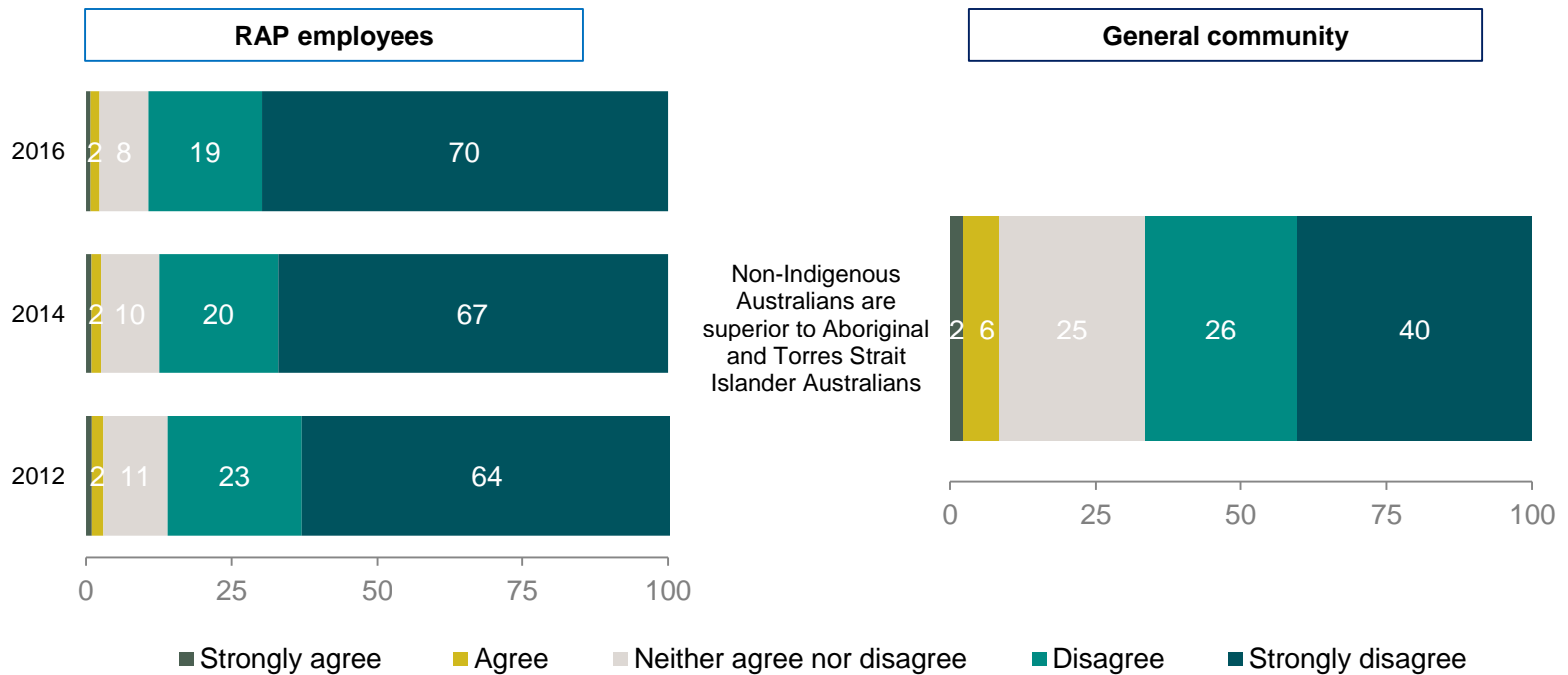
RAP employees remain much more likely than the general public to disagree that other races/cultures are harmful to their own or that they find it difficult to understand other races/cultures. However, the same percentage of RAP employees (31%) and the general public (31%) still agree they are concerned about causing offence when meeting people from other races/cultures.

Race Relations

The percentage of RAP employees who are not worried about other races/cultures remains stable from 2014. In particular, most employees of RAP organisations continue to disagree that other races/cultures are harmful to their own (83%) – in line with two years ago (81%).



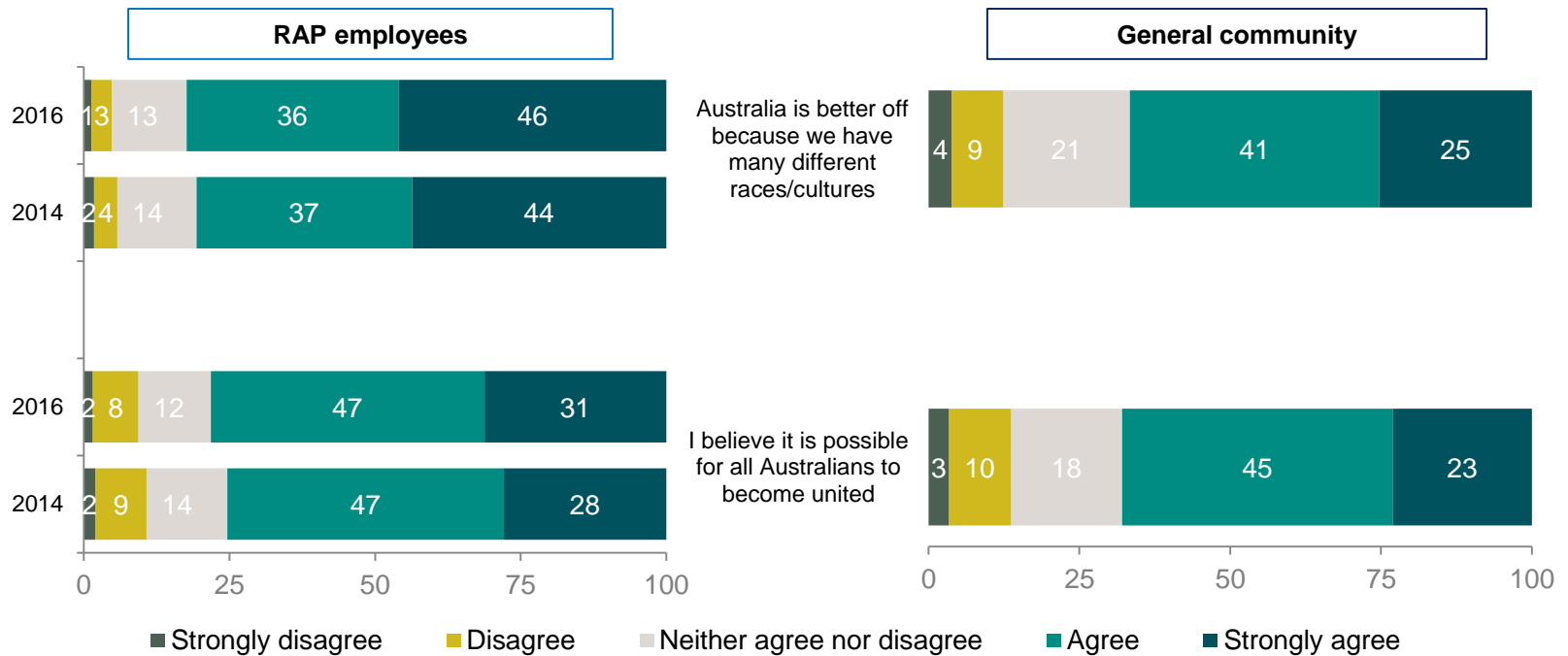
Race relations



RAP employees (70%) remain more likely than the general public (40%) to strongly disagree that non-Indigenous Australians are superior to Indigenous Australians.

This continues a slow improving trend since 2012, in the prevalence of this view.

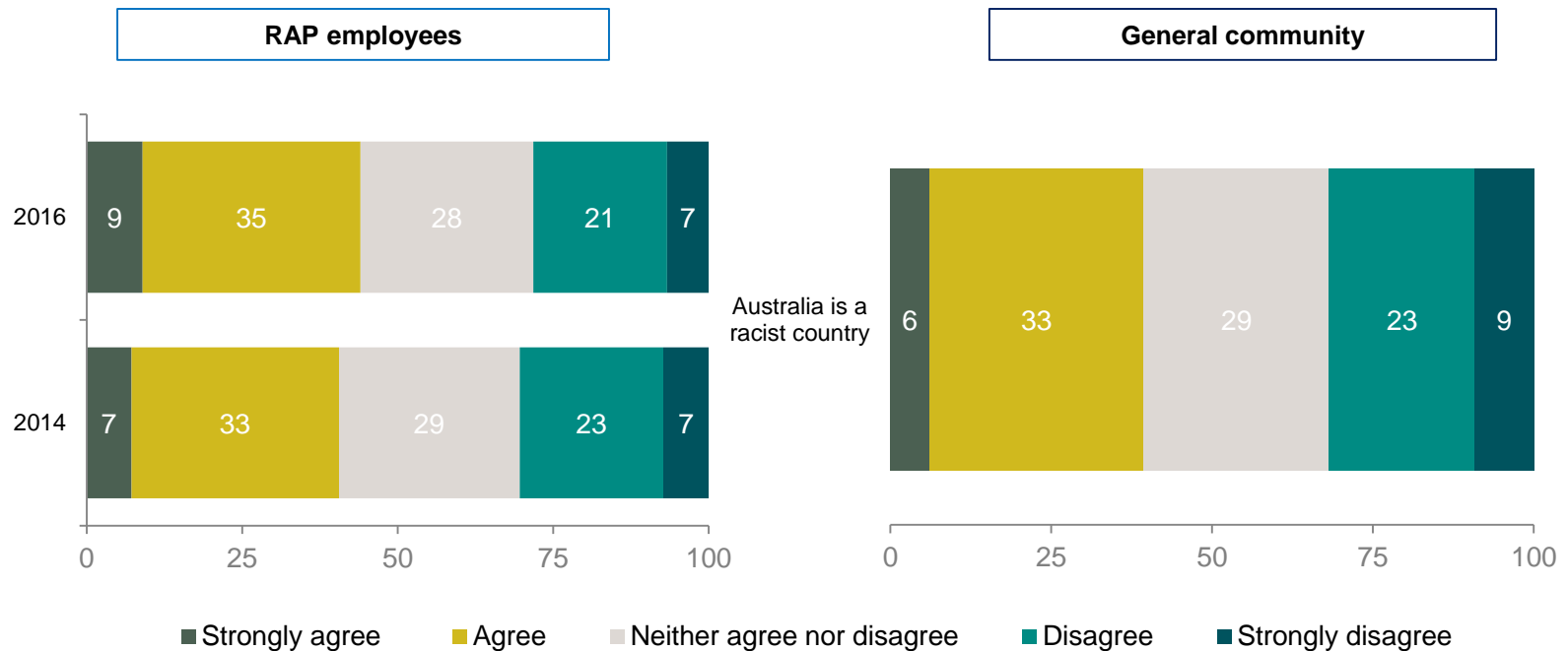
Race relations



RAP employees remain more likely than the general public to agree that Australia is better off with many different races/cultures and that it is possible for all Australians to be united.

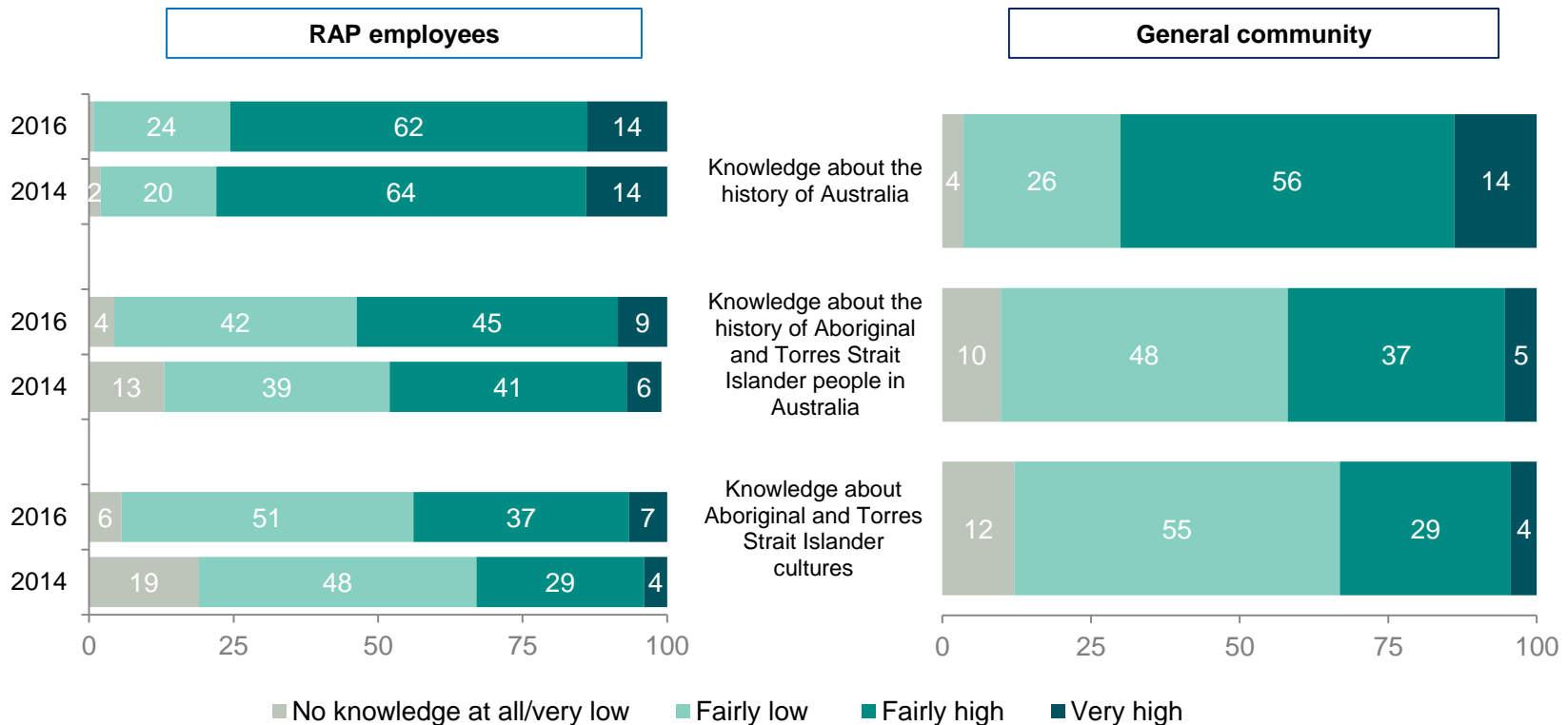
Furthermore, there has been a slight improvement in the numbers strongly agreeing with those sentiments, since 2014.

Race relations



RAP employees (44%) remain more likely than the general public (39%) to agree that Australia is a racist country. Furthermore, this sentiment is now more widely held among RAP employees than in 2014 (40%).

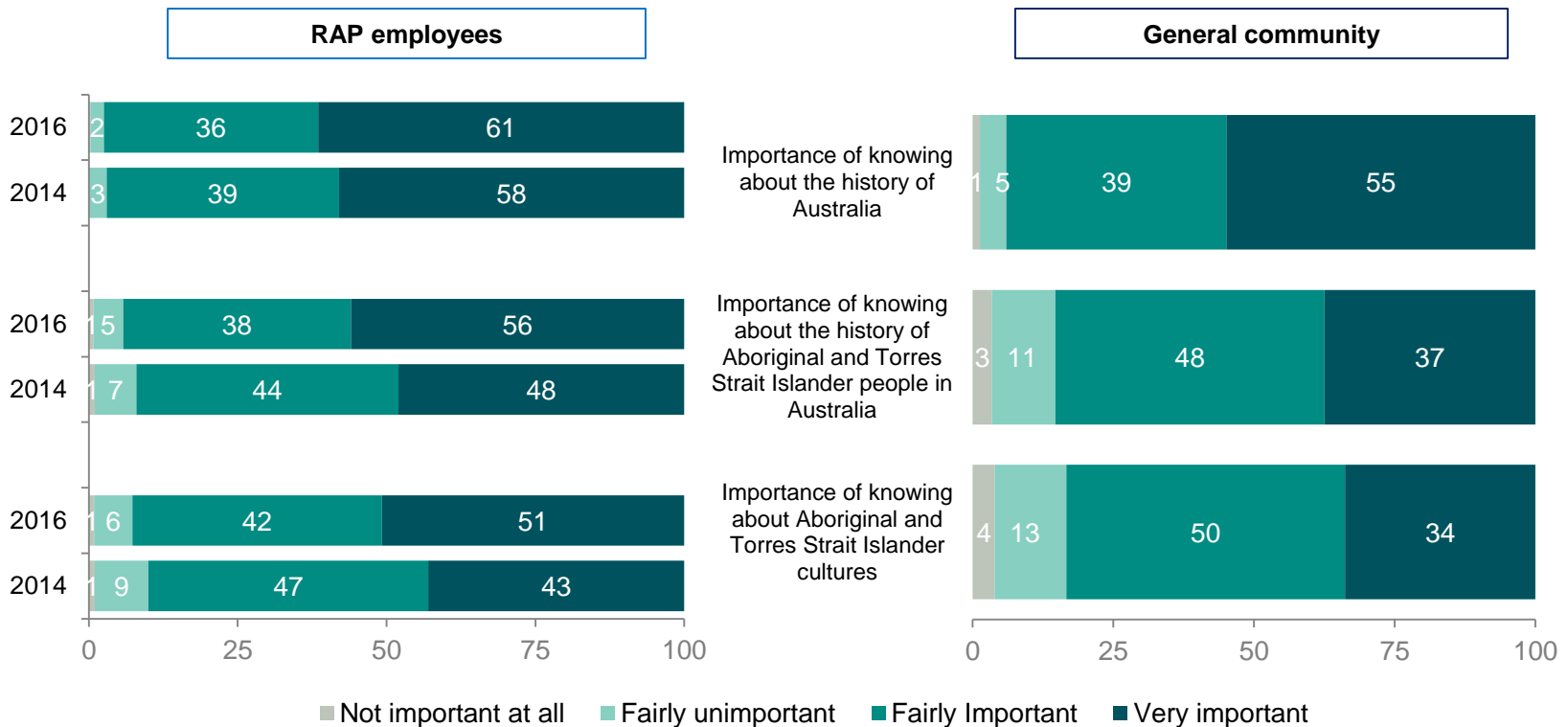
Knowledge and cultural understanding



RAP employees continue to be more likely than the general public to feel that their knowledge of Aboriginal and Torres Strait Islander history and cultures is high.

Furthermore, there has been a steady improvement in these levels since 2014.

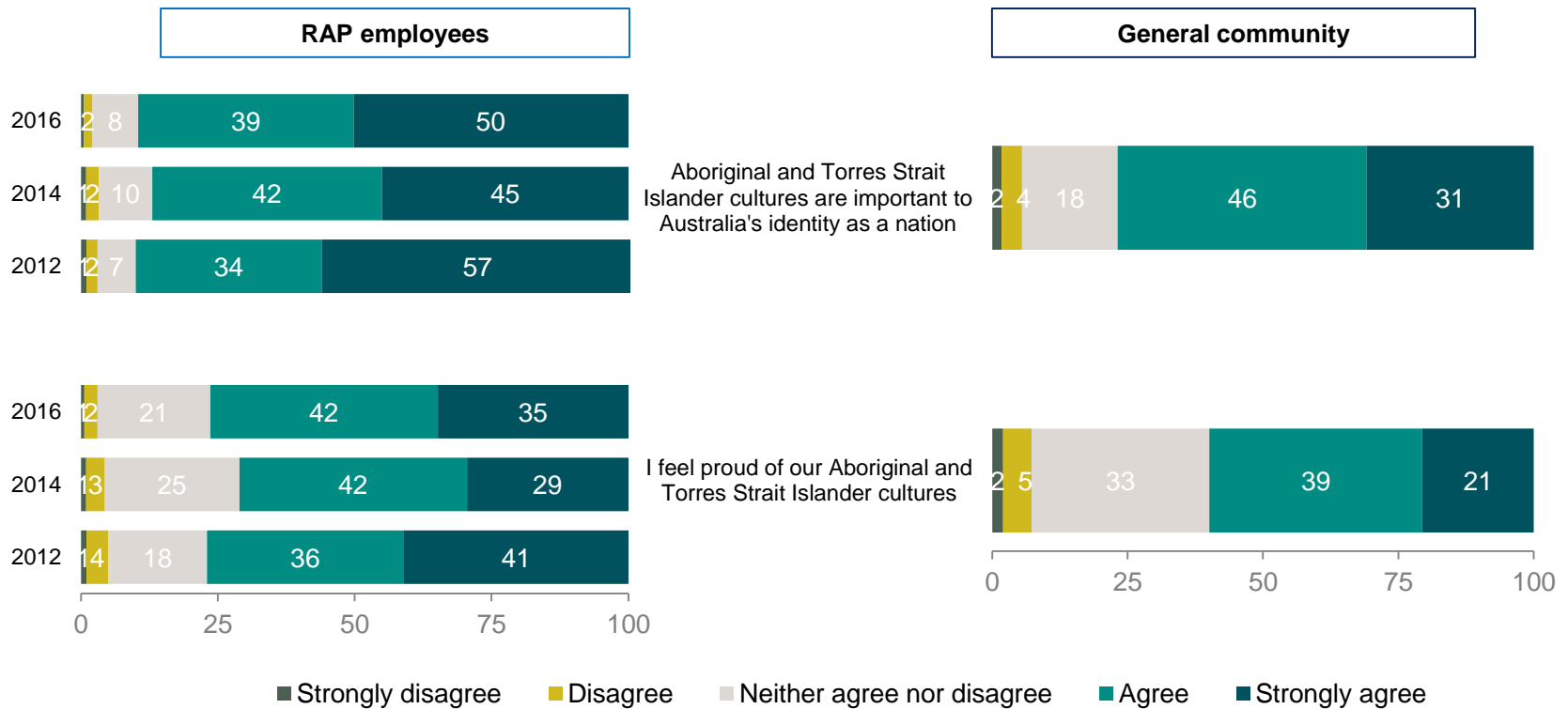
Knowledge and cultural understanding



RAP employees continue to be more likely than the general public to believe it is important for Australians to know about Aboriginal and Torres Strait Islander history and cultures. Furthermore, while both groups more widely rate the importance of Australian history as high, the gap in these views has narrowed among RAP staff, since 2014.

For example, 10% more staff felt Australian history was very important (58%) than Indigenous history (48%) in 2014. This gap has narrowed to 5% in 2016 (61% vs 56%).

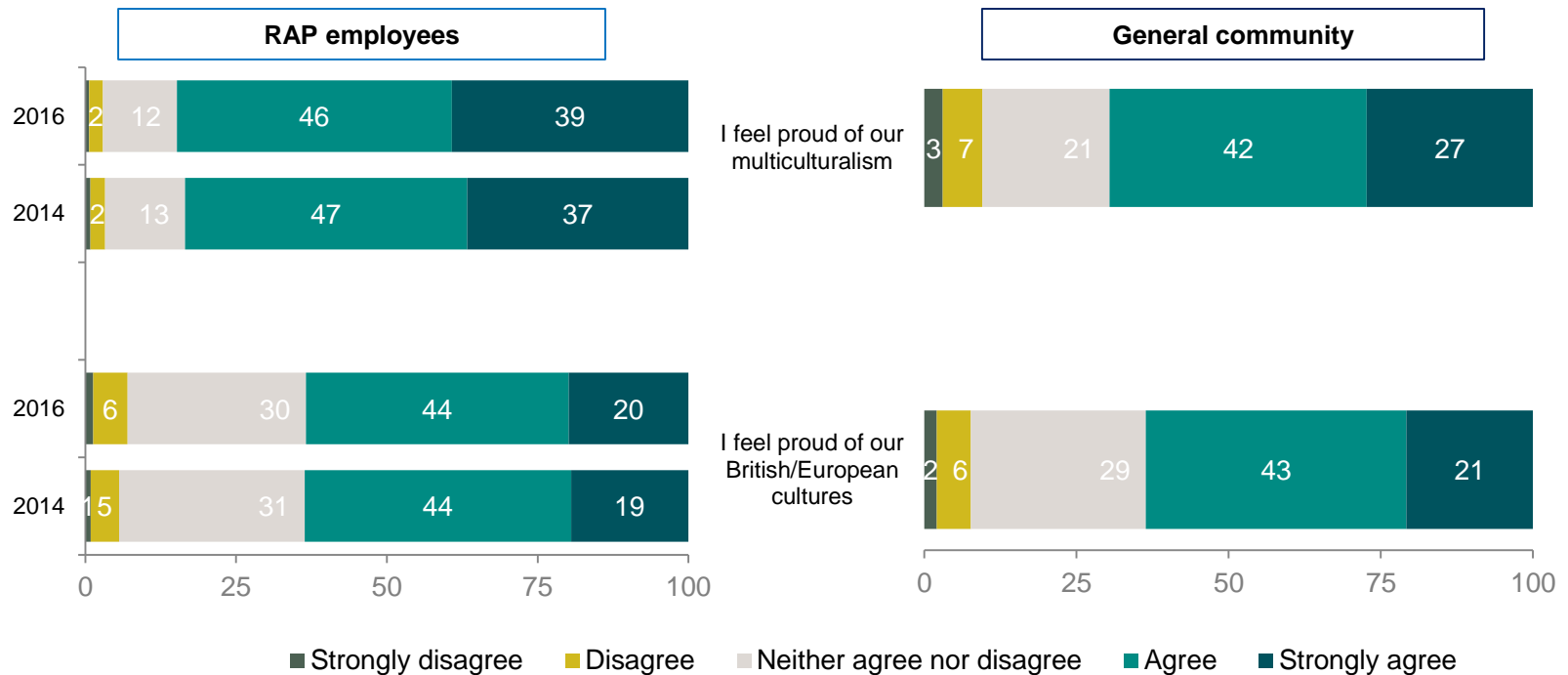
Knowledge and cultural understanding



RAP employees are more likely than the general public to be proud of Australia's Indigenous cultures and to see the cultures as important to Australia's national identity.

Furthermore, there has been an improvement since 2014, with more employees now agreeing with those statements.

Knowledge and cultural understanding

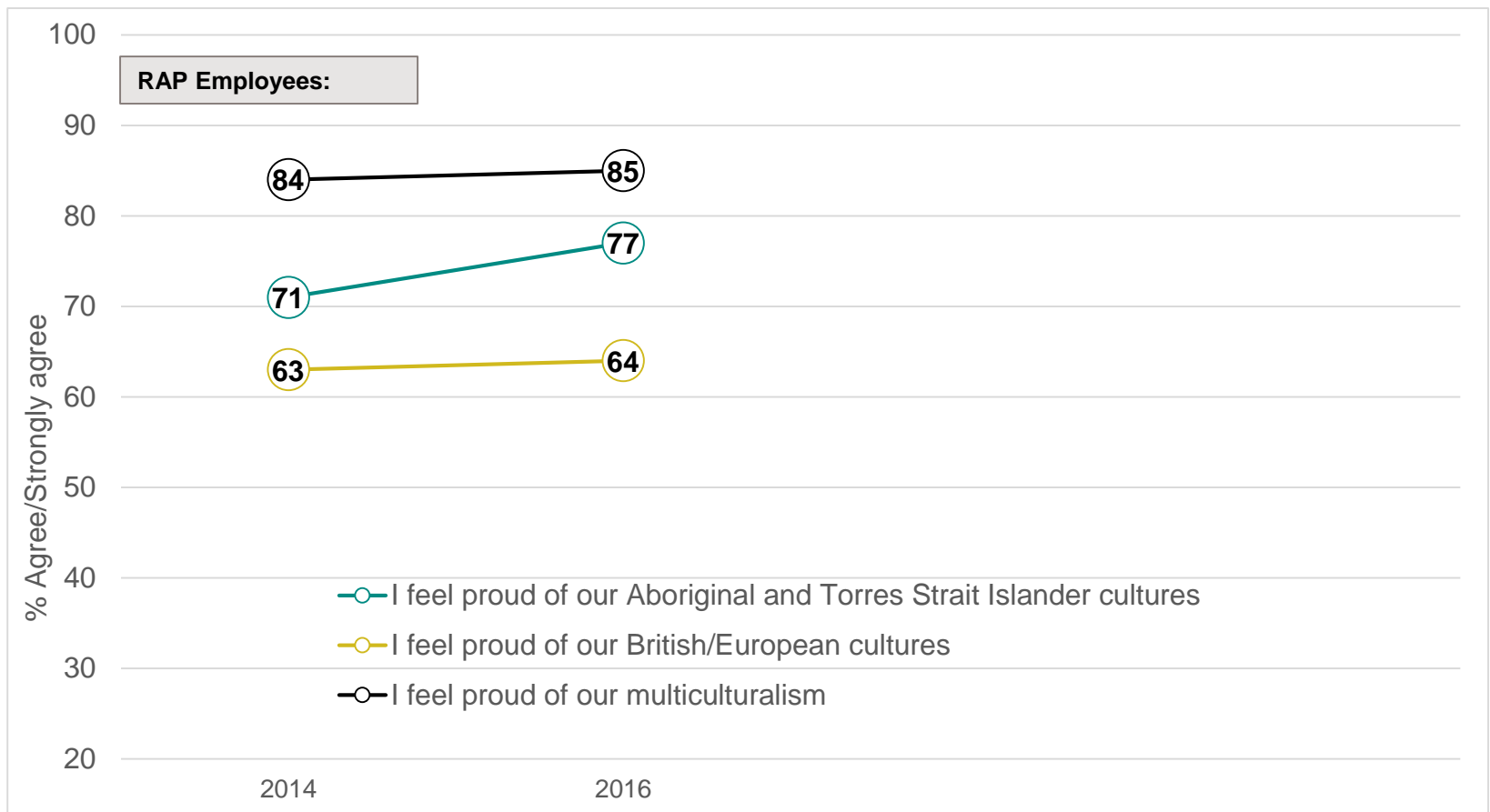


RAP employees (85%) remain more likely than the general public (69%) to feel proud of Australia’s multiculturalism. Conversely, similar percentages of RAP employees and the general public continue to agree they are proud of Australia’s British and European cultures.

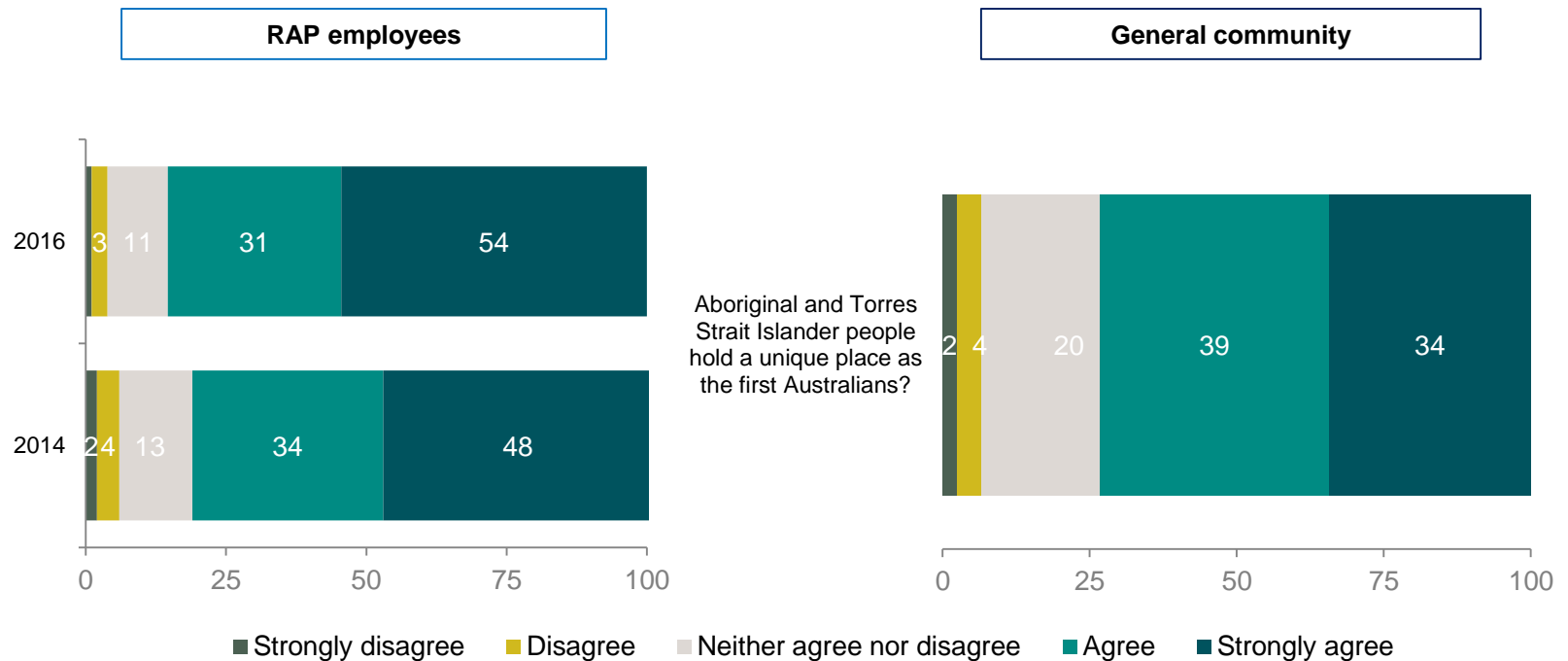
Knowledge and cultural understanding

The percentage of RAP employees who feel proud of our Indigenous cultures (77%) has increased from 2014 (71%).

However, more employees of RAP organisations continue to feel proud of our multiculturalism in general (85%) – in line with two years ago (84%).



Knowledge and cultural understanding



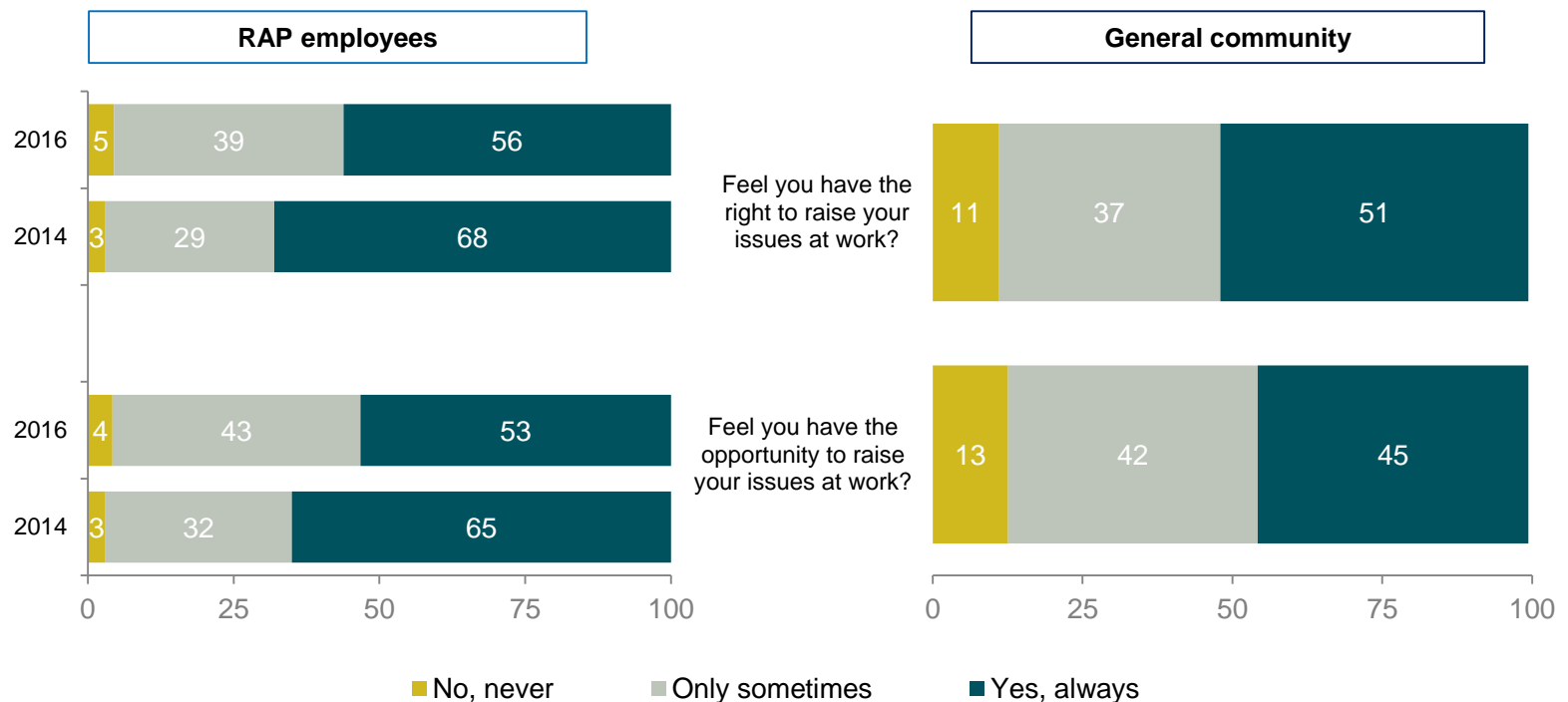
RAP employees (85%) are still more likely than the general public (73%) to agree that Indigenous Australians hold a unique place as the first Australians (73%).

Furthermore, there has been a solid increase in the numbers of staff who strongly agree with this sentiment, since 2014.

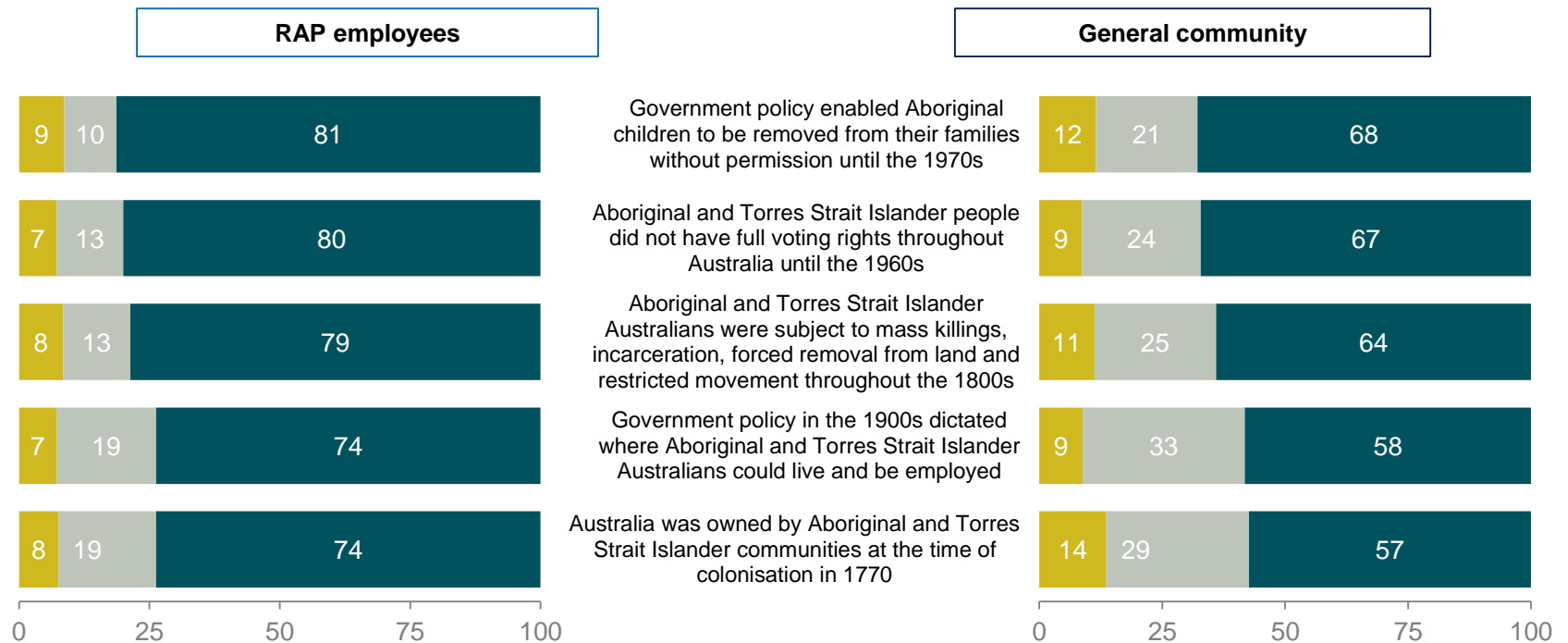
Inclusive workplaces

RAP employees are more likely than the general public to feel they always have the right and the opportunity to raise their issues at work, if they are unhappy about something.

However, there has been a decrease in both these sentiments since 2014.



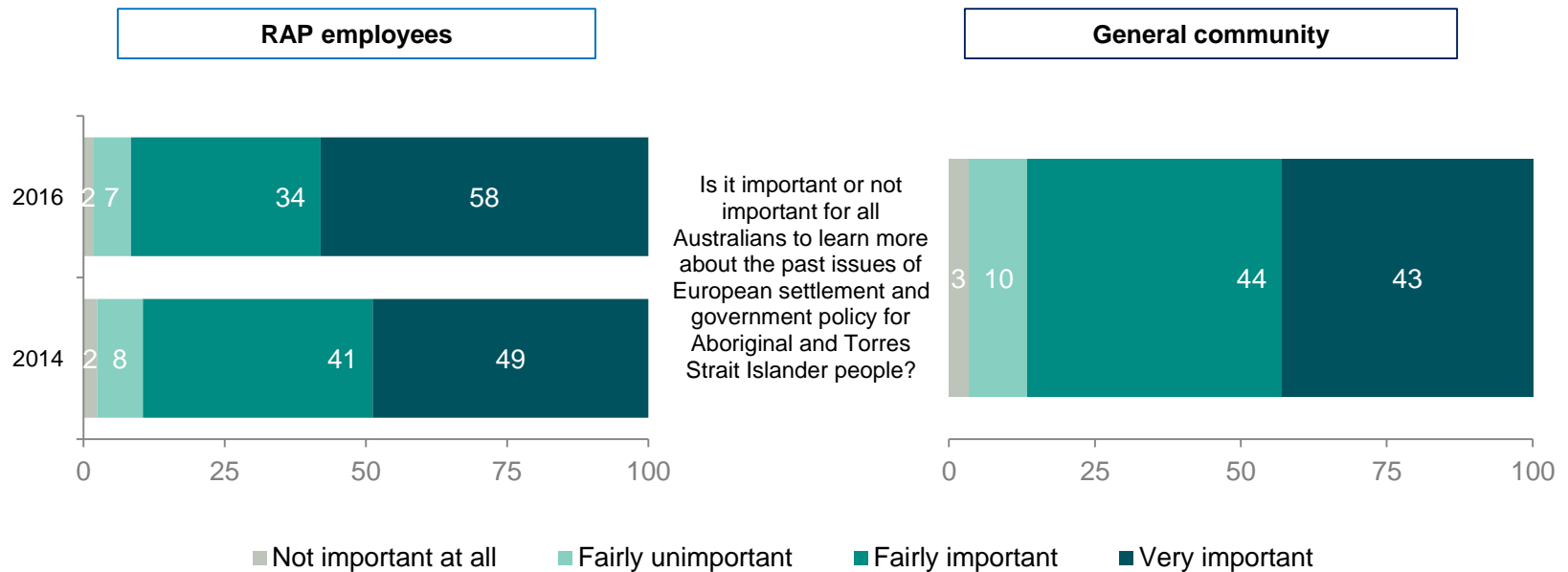
Historical acceptance



RAP employees are more likely than the general public to accept as facts, many of the consequences of European settlement and government policy for Indigenous people in Australia.

However, both groups are least likely to accept that Australia was owned by Indigenous people, prior to colonisation.

Historical acceptance



RAP employees remain more likely than the general public to feel it is very important for all Australians to learn more about the past issues and consequences of European settlement and government policy for Indigenous people in Australia.

Furthermore, there has been a strong increase in the numbers of staff who feel it's very important (58%), since 2014 (49%).

Historical acceptance

The majority of both RAP employees (62%) and the general public (61%) continue to feel there should be forgiveness for the past issues of European settlement and government policy and all Australians should now move on.

However, more staff now feel the wrongs of the past must be rectified first (33%), than in 2014 (27%).



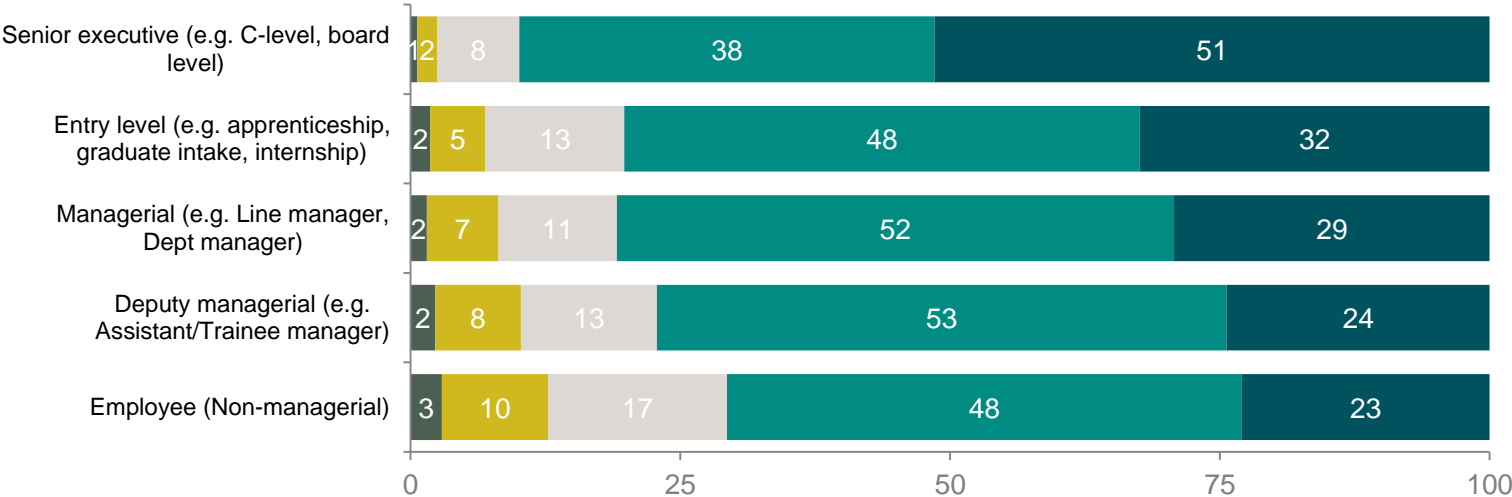
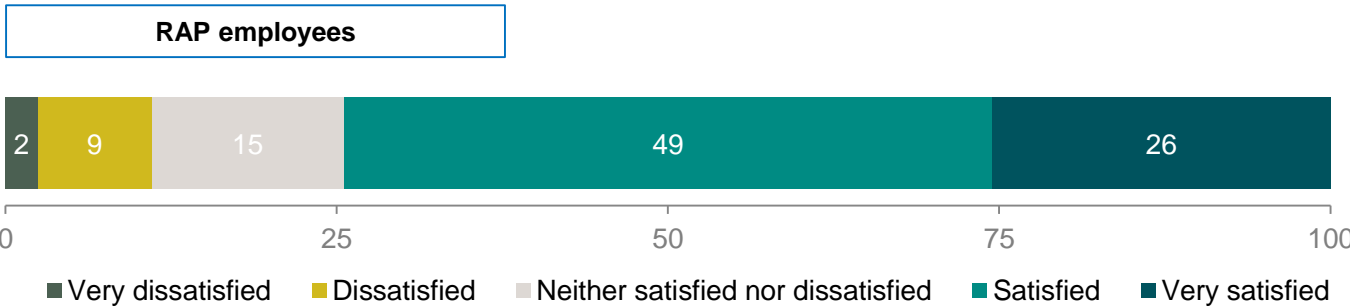
Workplace Reconciliation Barometer 2016

Workplace practices, RAP outcomes & Employee satisfaction

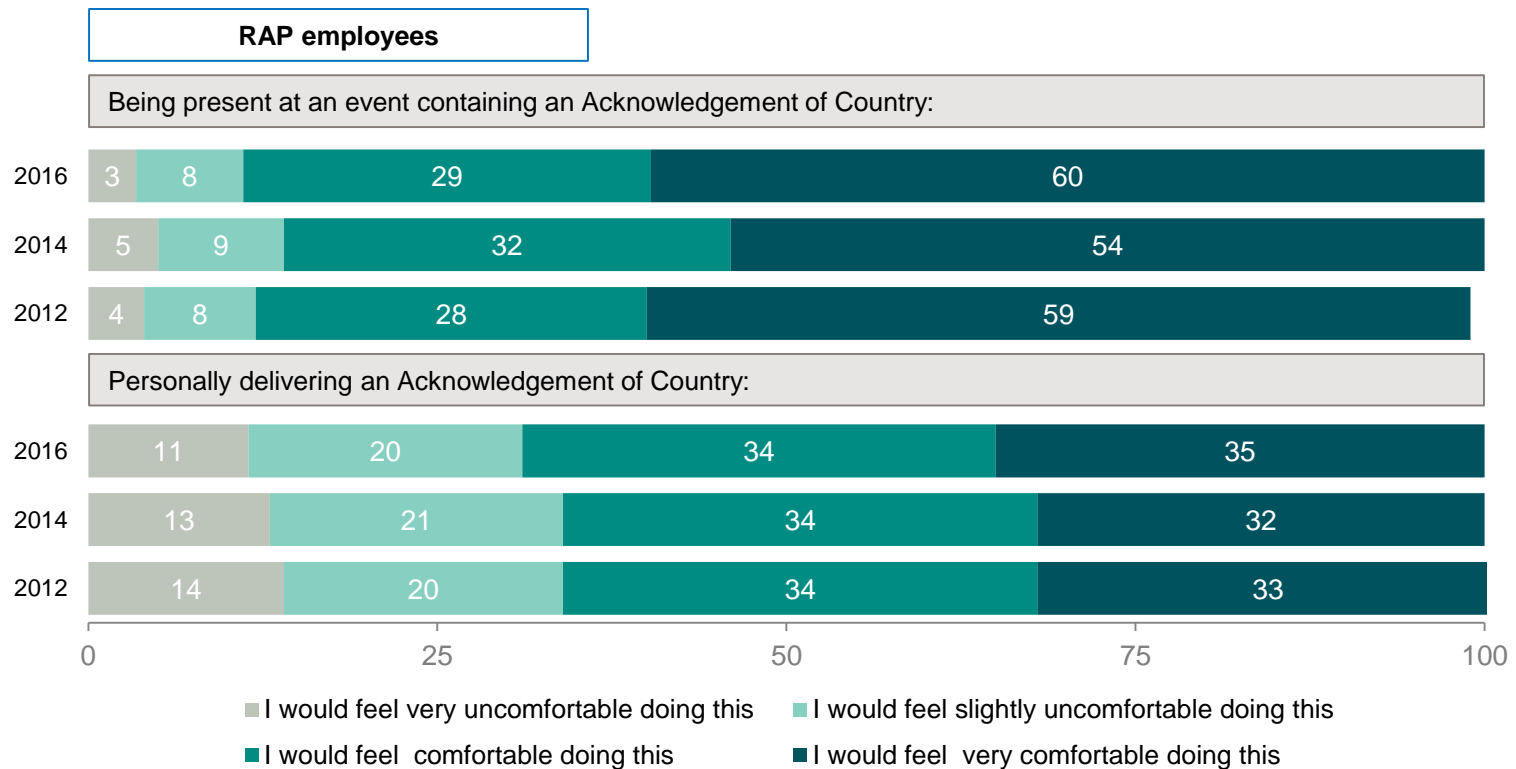
Organisational practices and RAP outcomes

Most RAP employees (75%) are satisfied with their current job.

Senior execs (51%) and entry level employees (32%) are most likely to be very satisfied, compared to other staff levels.

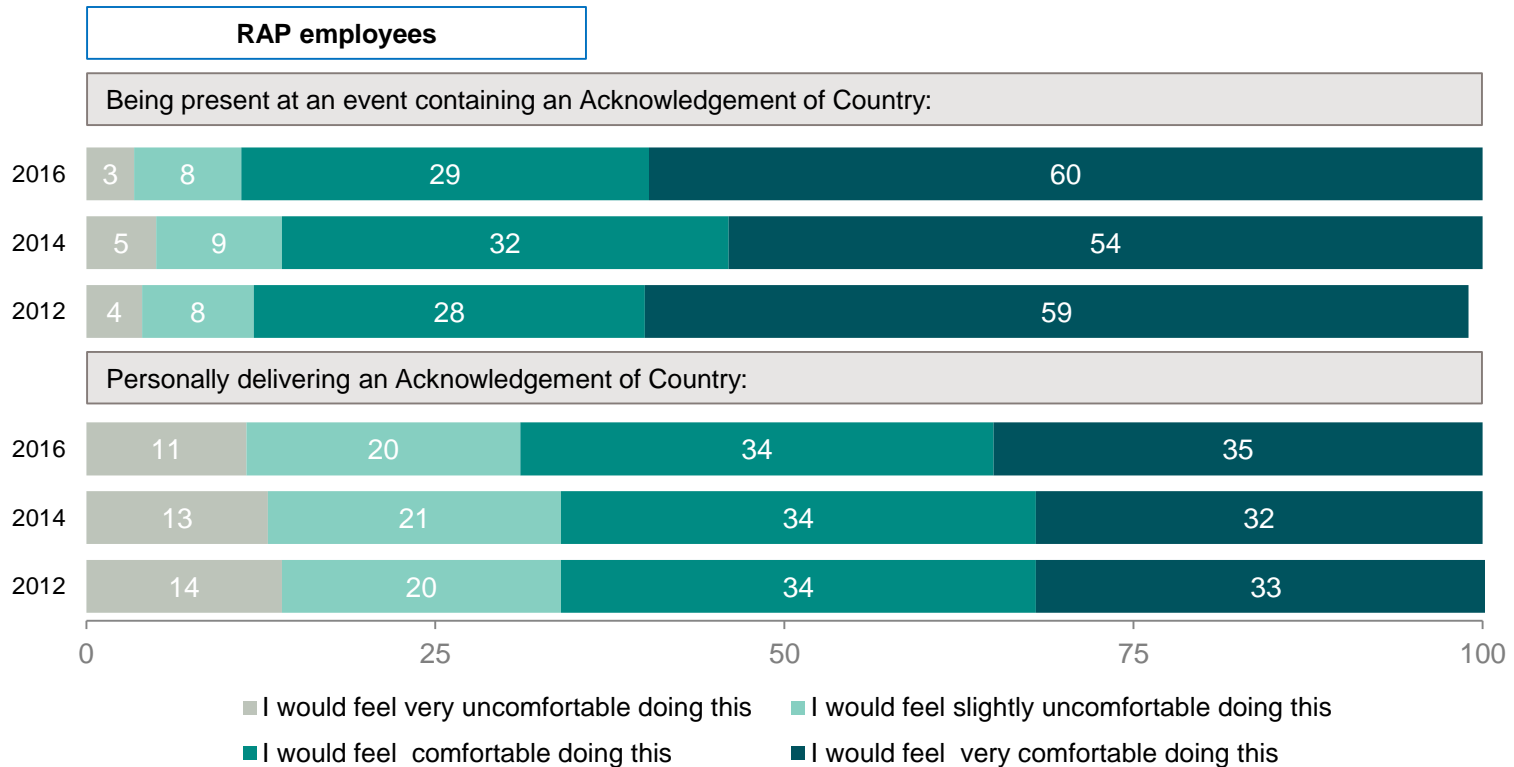


Knowledge and cultural understanding



There has been slight increase since 2014 in the percentage of RAP employees that would feel comfortable personally delivering an Acknowledgement of Country. Similarly, more RAP employees (60%) would feel very comfortable being present at such an event, compared with 2014 (54%).

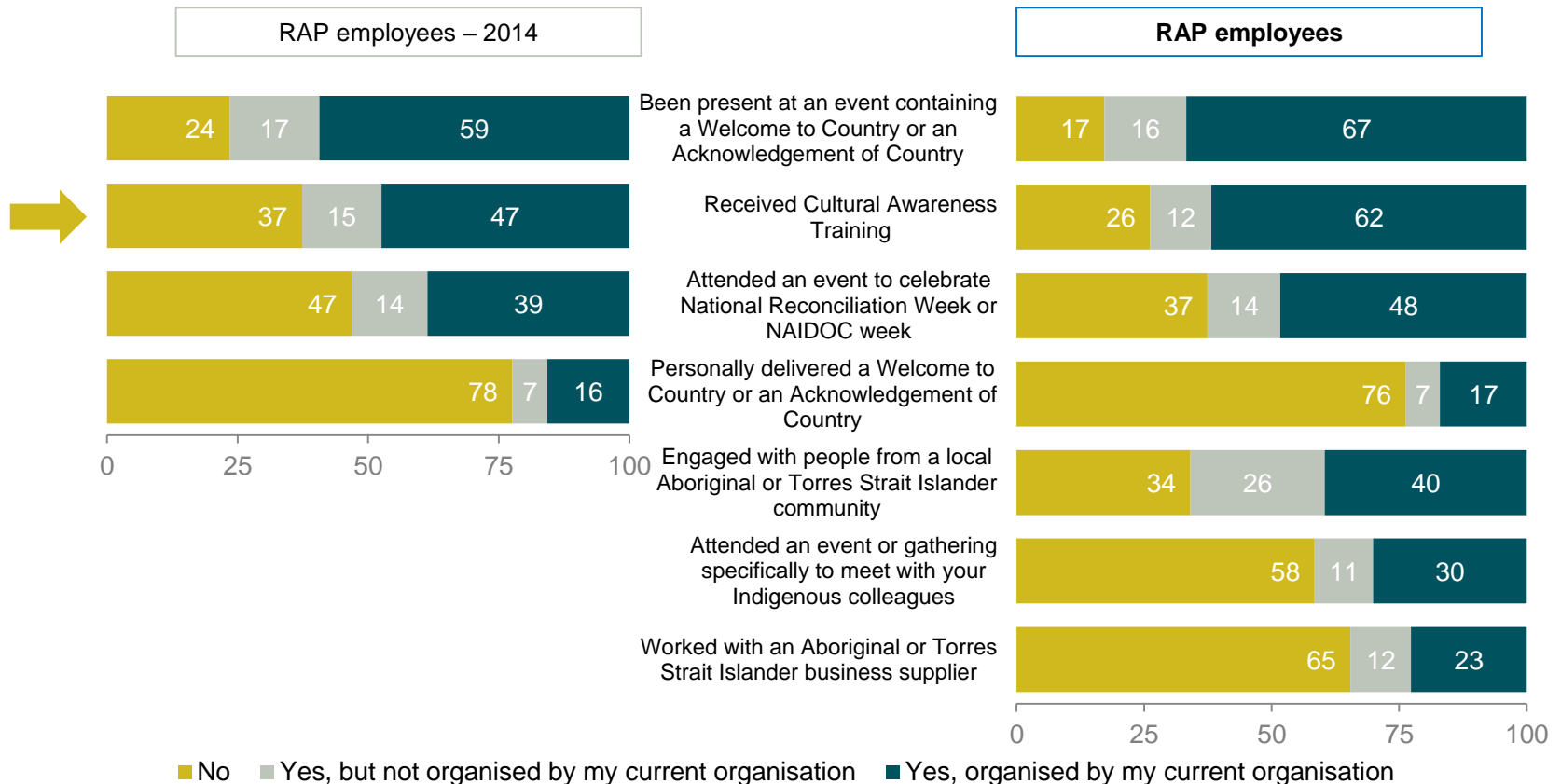
Knowledge and cultural understanding



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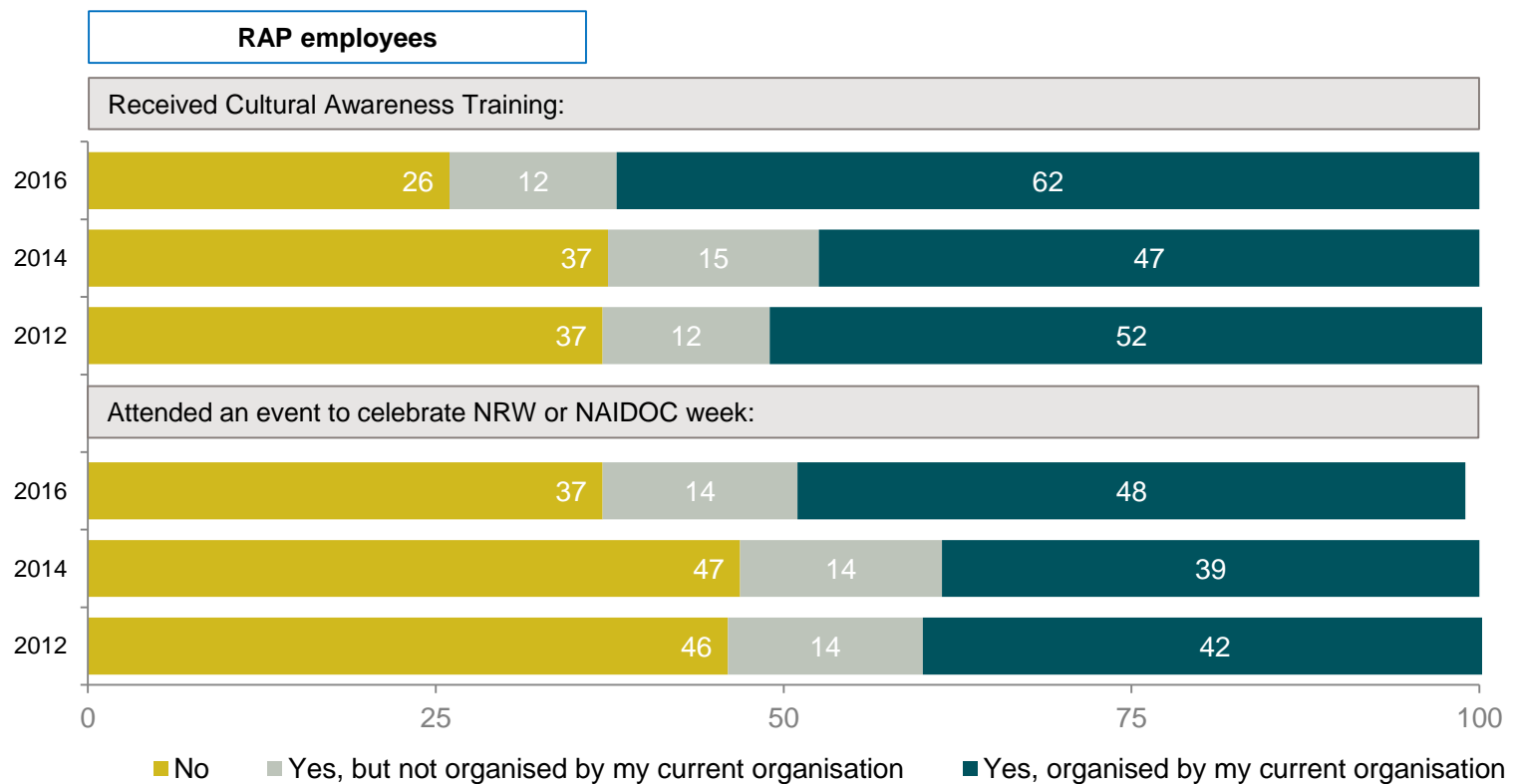
Organisational practices and RAP outcomes

There has been a solid increase since 2014 in the percentage of RAP employees that have participated in various reconciliation activities at their current organisation. Most notably, more RAP employees (62%) have received cultural awareness training, than in 2014 (47%).



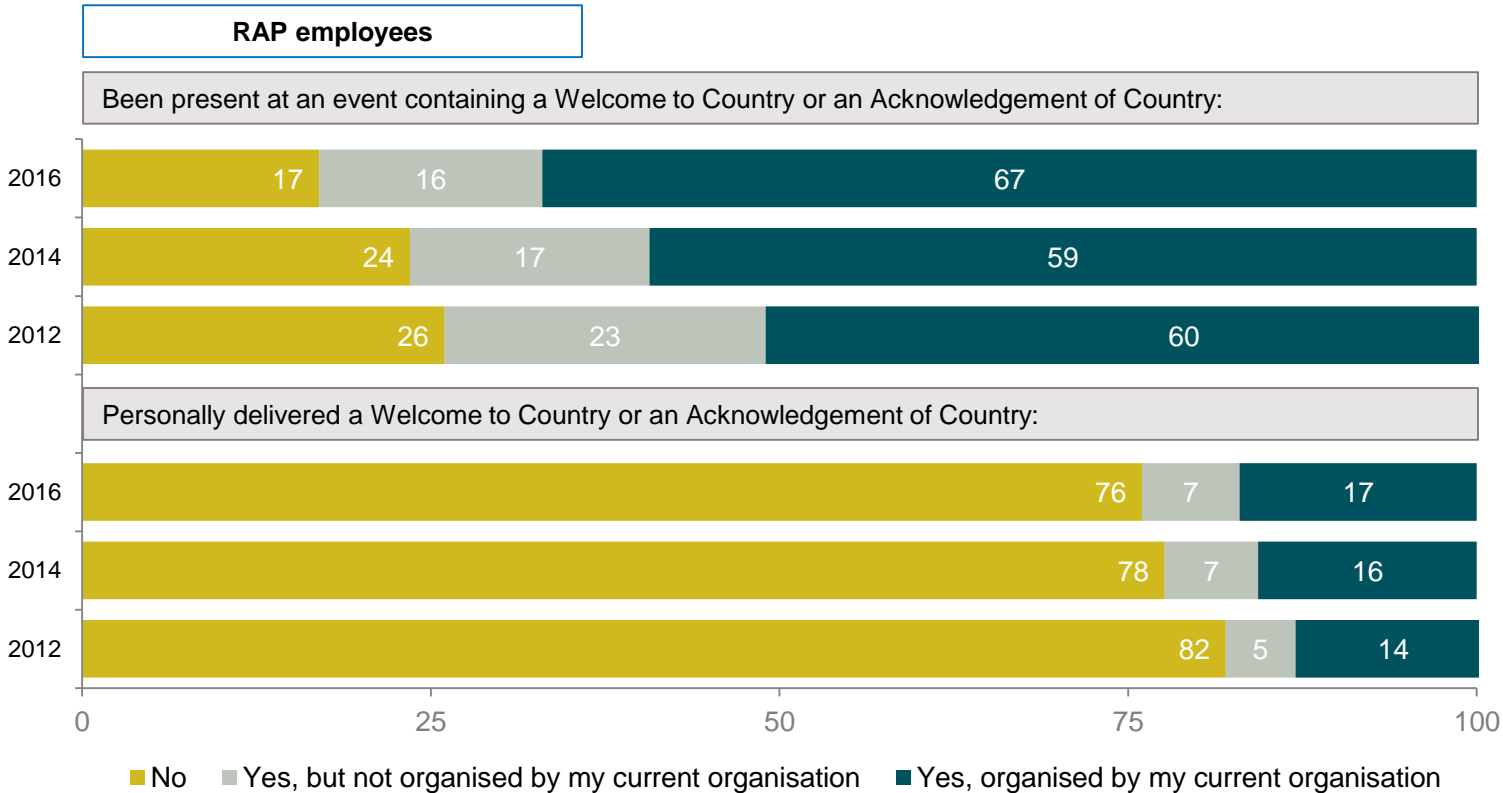
Organisational practices and RAP outcomes

There has been a strong increase since 2012 in the percentage of RAP employees that have received cultural awareness training and/or attended an NRW or NAIDOC week event, with their current organisation.

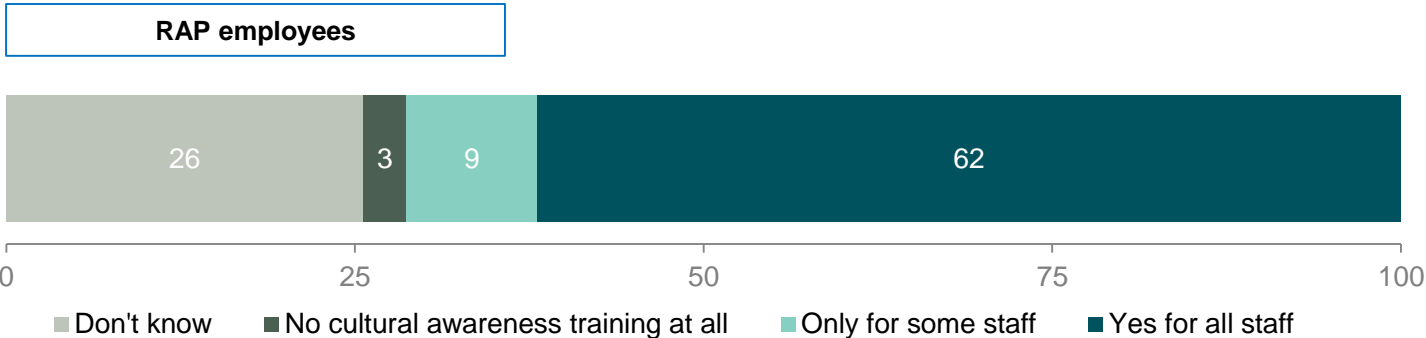


Organisational practices and RAP outcomes

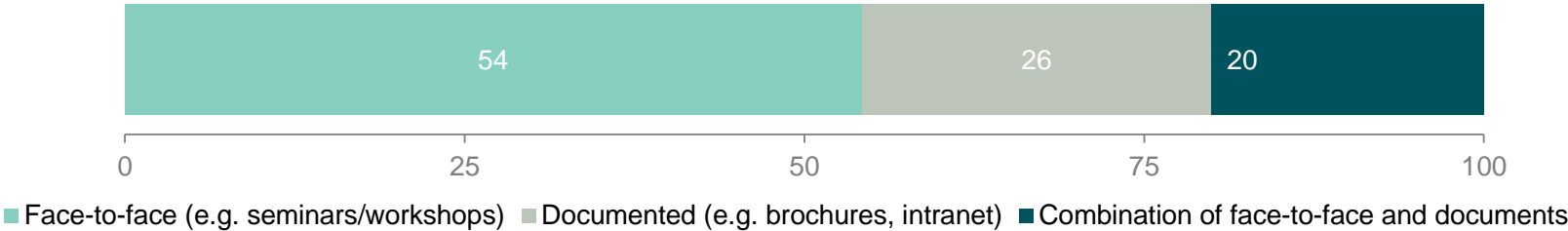
There has been a strong increase since 2012 in the percentage of RAP employees that have been present at an event with a Welcome to Country or an Acknowledgement of Country, at their current organisation. However, most staff have still never personally delivered such an address.



Organisational practices and RAP outcomes



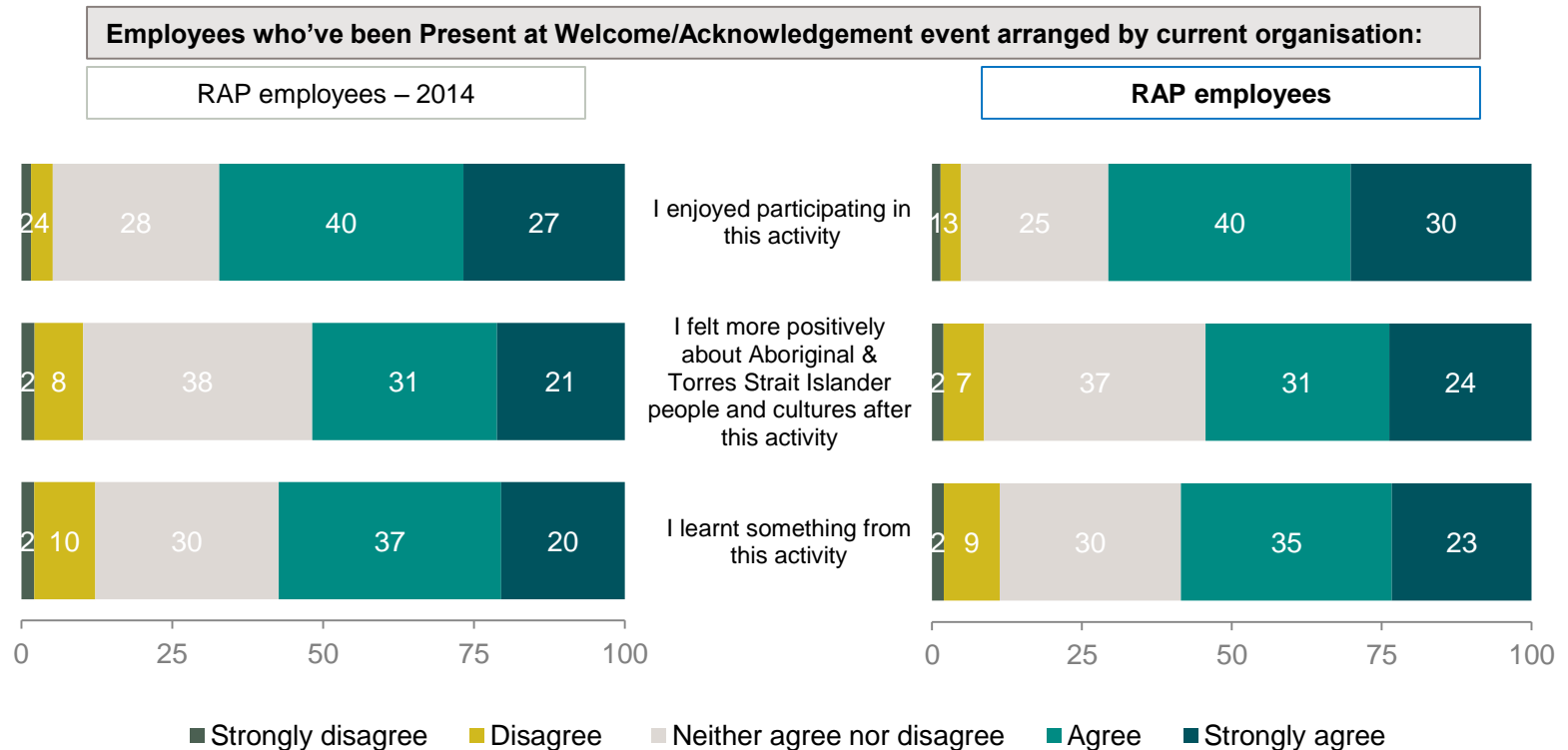
Employees who've undertaken Cultural Awareness Training by current organisation:



Most RAP employees (62%) say their organisation conducts cultural awareness training for all staff. However, one in four (26%) of staff at organisations with a RAP 'don't know' if this is the case or not.

Most staff who've undertaken cultural awareness training did so in face-to-face seminars or workshops (54%).

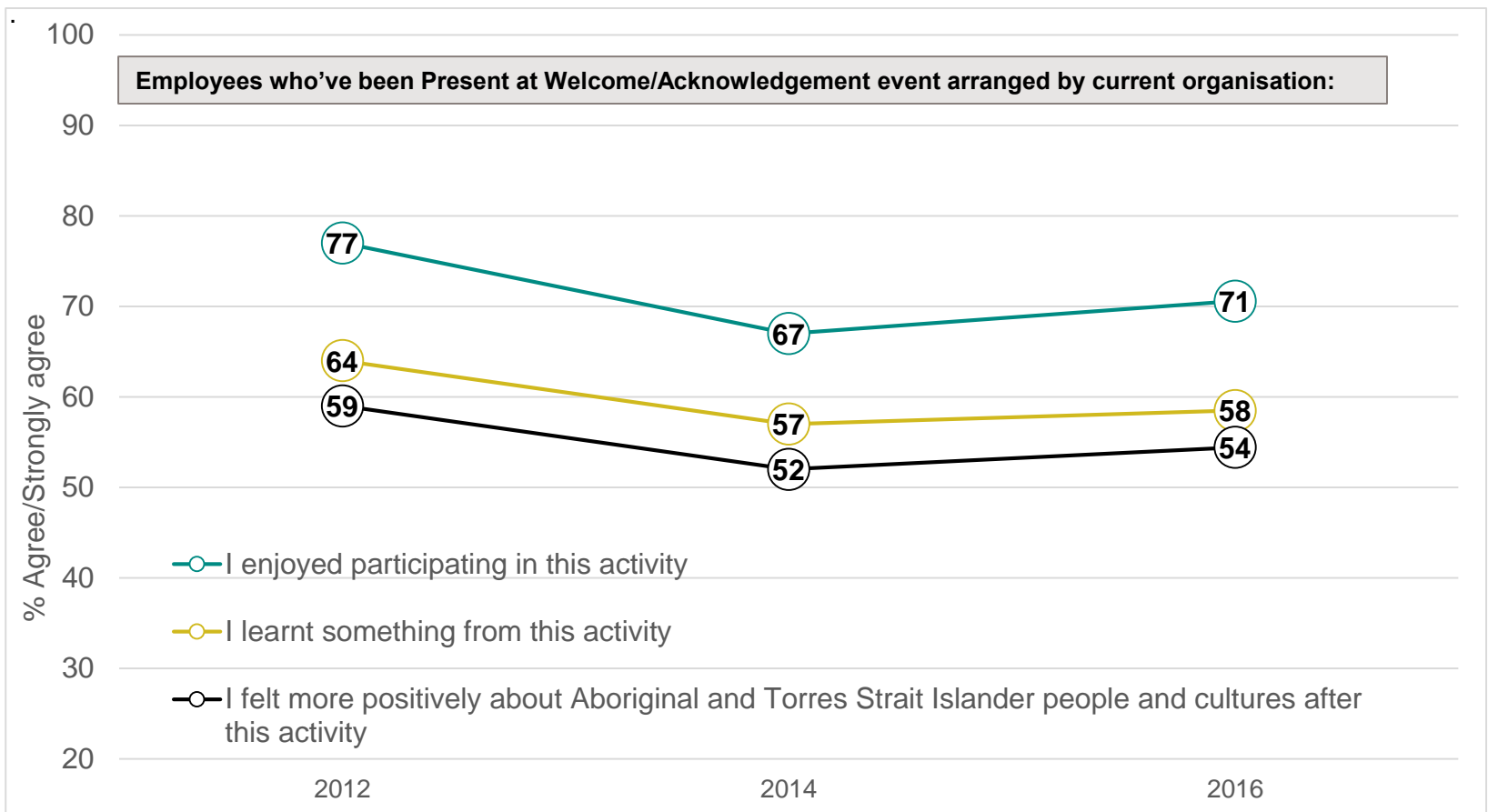
Organisational practices and RAP outcomes



There has been a slight increase since 2014 in the percentage of RAP employees who agree they learnt something from being present at a Welcome to Country or an Acknowledgement of Country, or that they enjoyed it, or that they felt more positively towards Indigenous people and cultures after attending such an event.

Organisational practices and RAP outcomes

More RAP employees continue to agree they enjoyed being present at a Welcome to Country or an Acknowledgement of Country, than say they learnt something from it, or that they felt more positively towards Indigenous people and cultures after attending such an event. This trend has remained uniform since 2012.

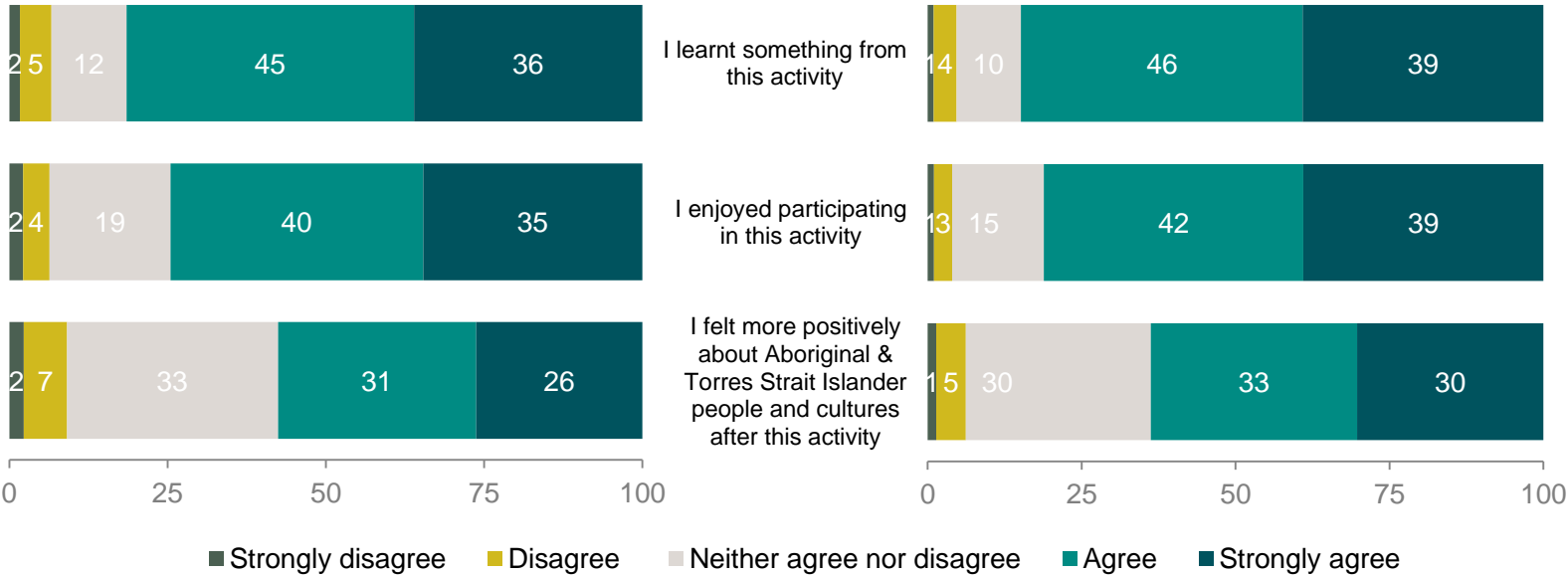


Organisational practices and RAP outcomes

Employees who've undertaken Cultural Awareness Training arranged by current organisation:

RAP employees – 2014

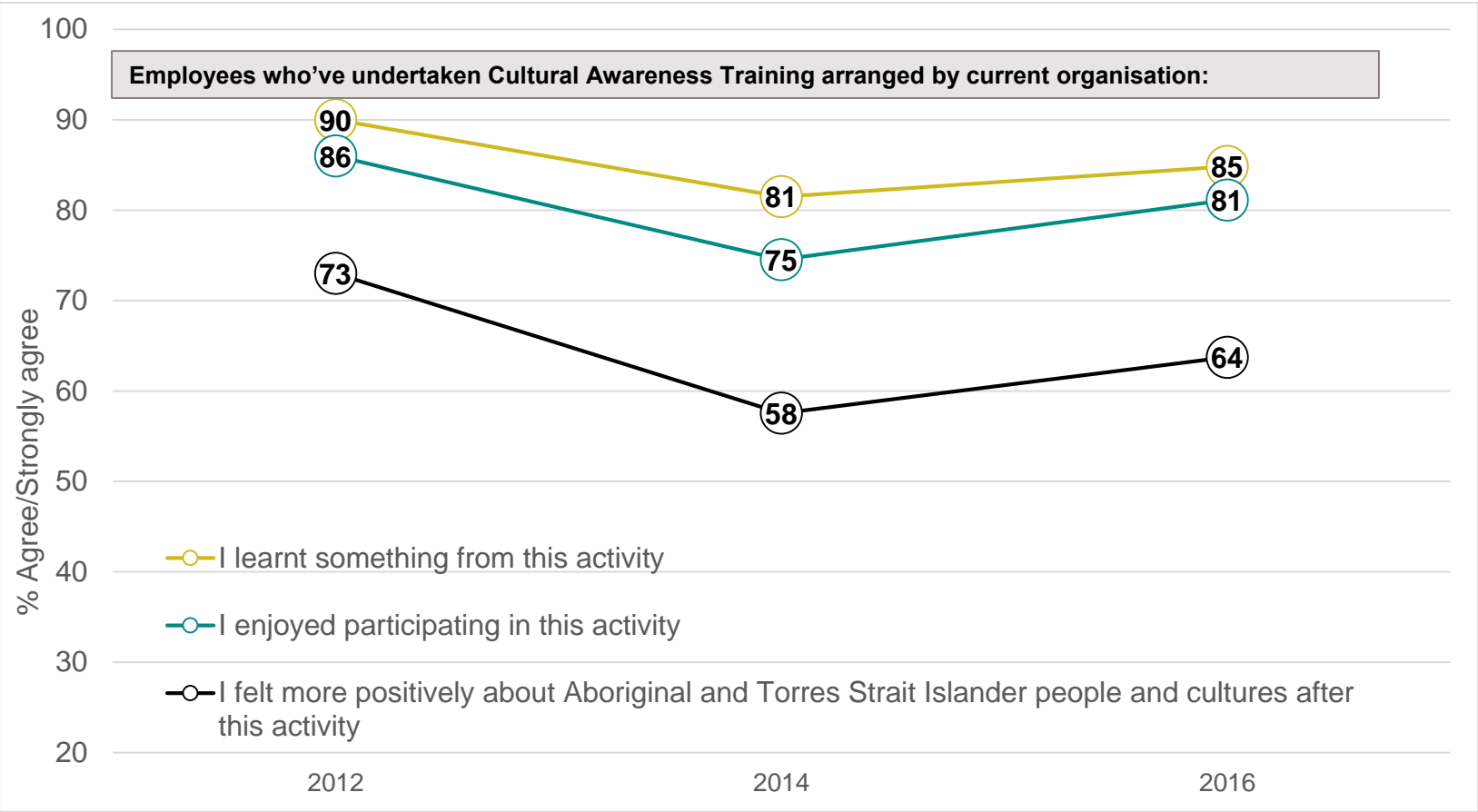
RAP employees



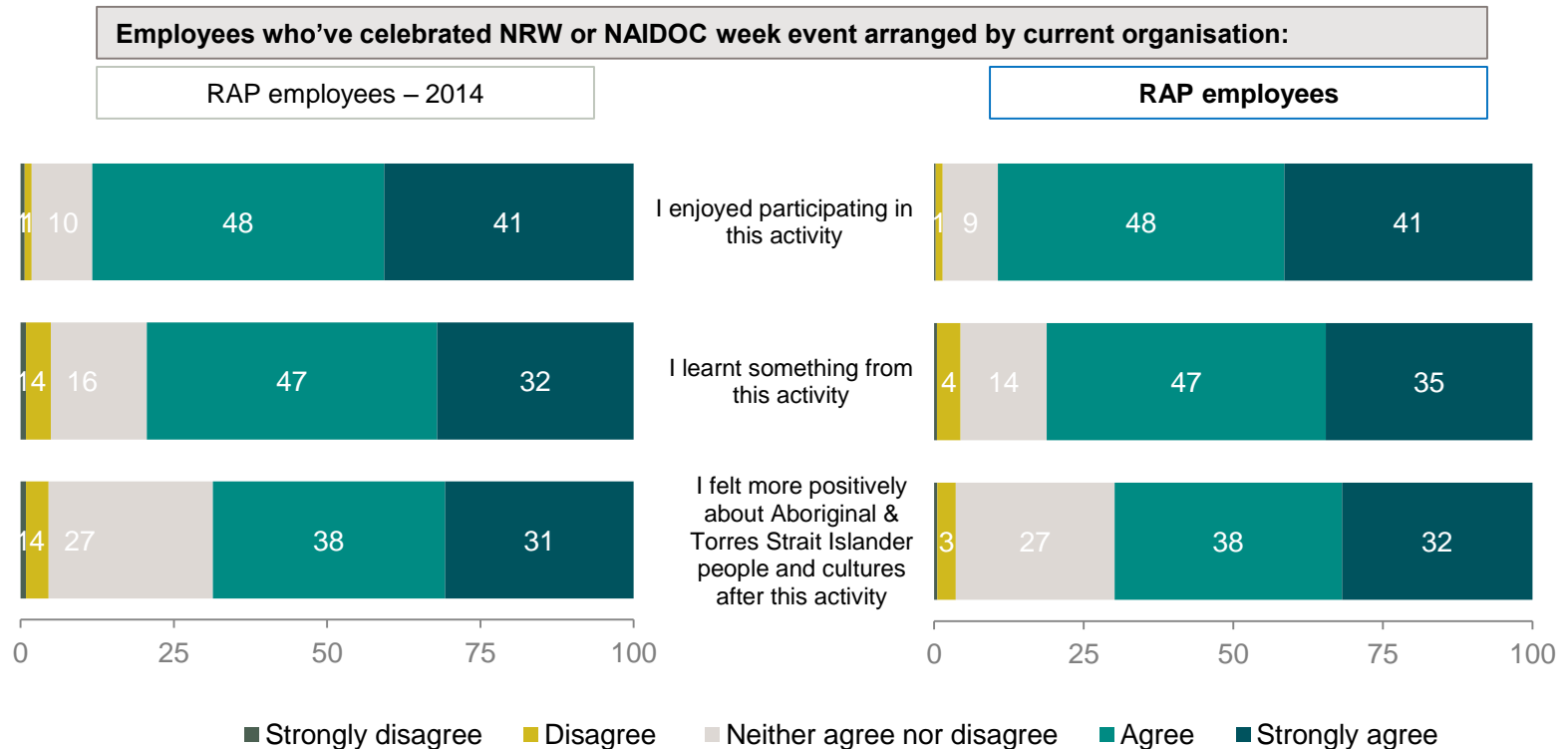
There has been a slight increase since 2014 in the percentage of RAP employees who agree they learnt something from cultural awareness training, or that they enjoyed it, or that they felt more positively towards Indigenous people and cultures after training.

Organisational practices and RAP outcomes

More RAP employees continue to agree they learnt something from cultural awareness training, than say they enjoyed it, or felt more positively towards Indigenous people and cultures after training. This trend has remained uniform since 2012.



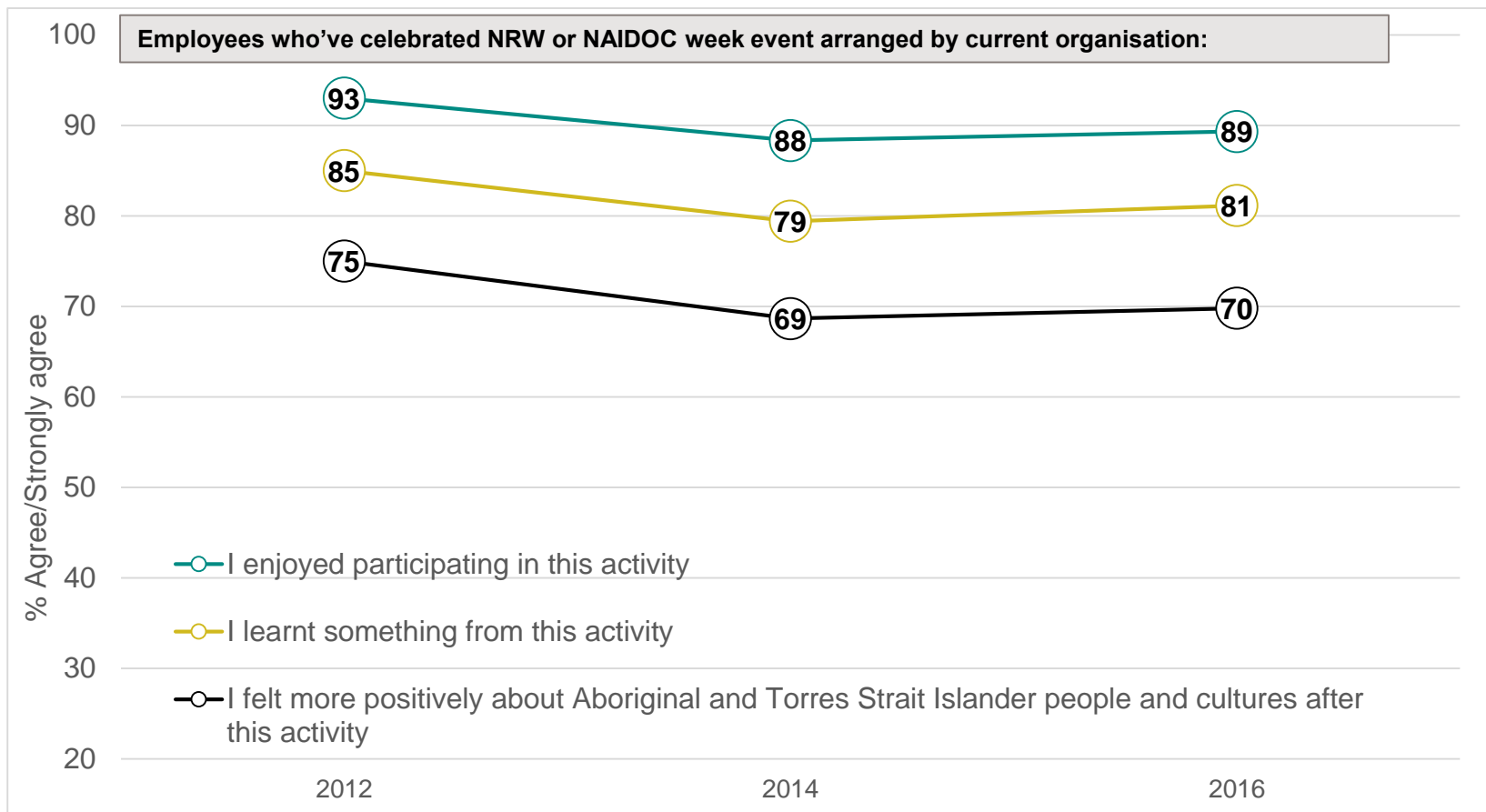
Organisational practices and RAP outcomes



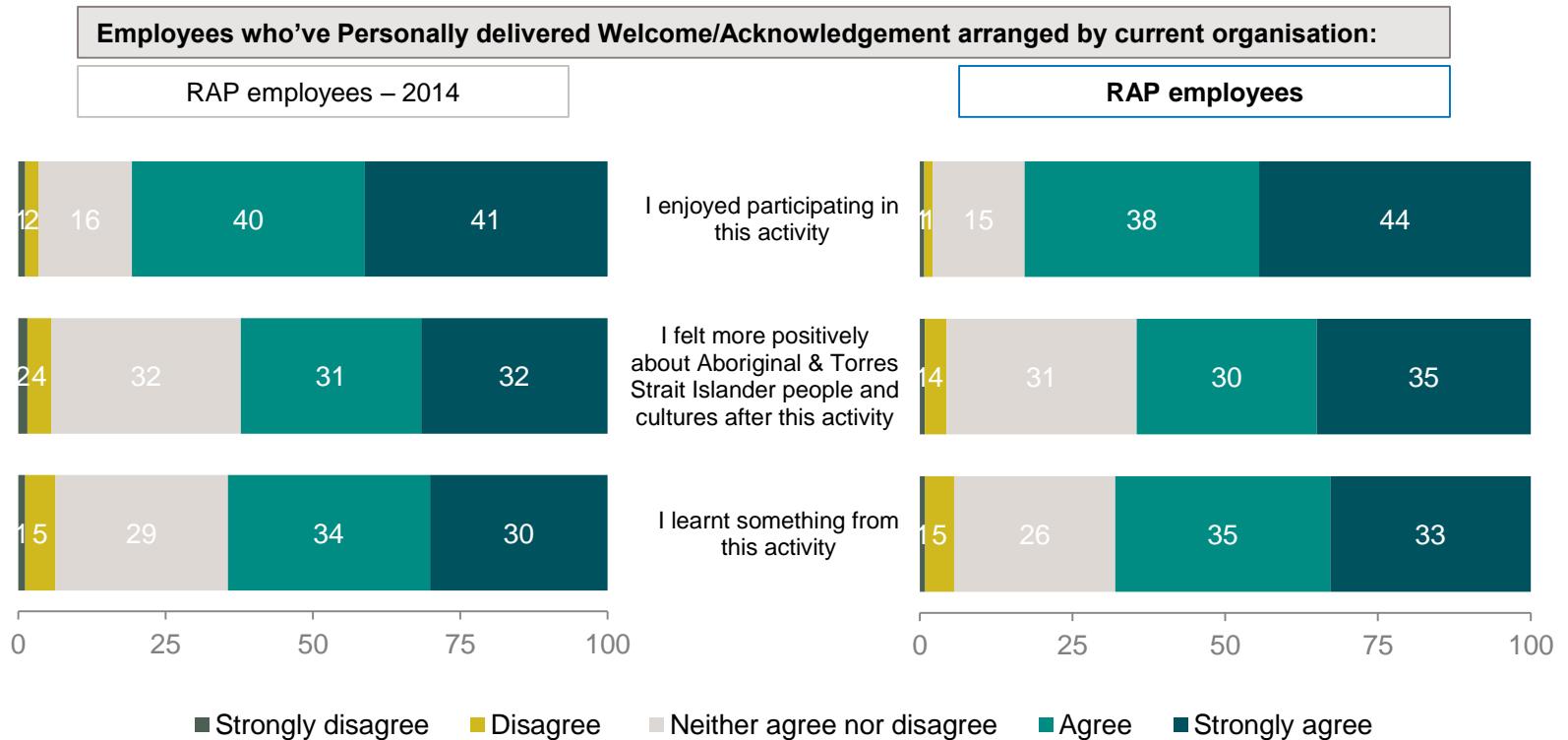
There has been a slight increase since 2014 in the percentage of RAP employees who agree they learnt something from celebrating a National Reconciliation Week or NAIDOC week event. However, there has been no change in the numbers who enjoyed it, or felt more positively towards Indigenous people and cultures after celebrating one or both of these events.

Organisational practices and RAP outcomes

More RAP employees continue to agree they enjoyed attending an NRW or NAIDOC week celebration at their organisation, than say they learnt something from it, or that they felt more positively towards Indigenous people and cultures after attending such an event. This trend has remained uniform since 2012.



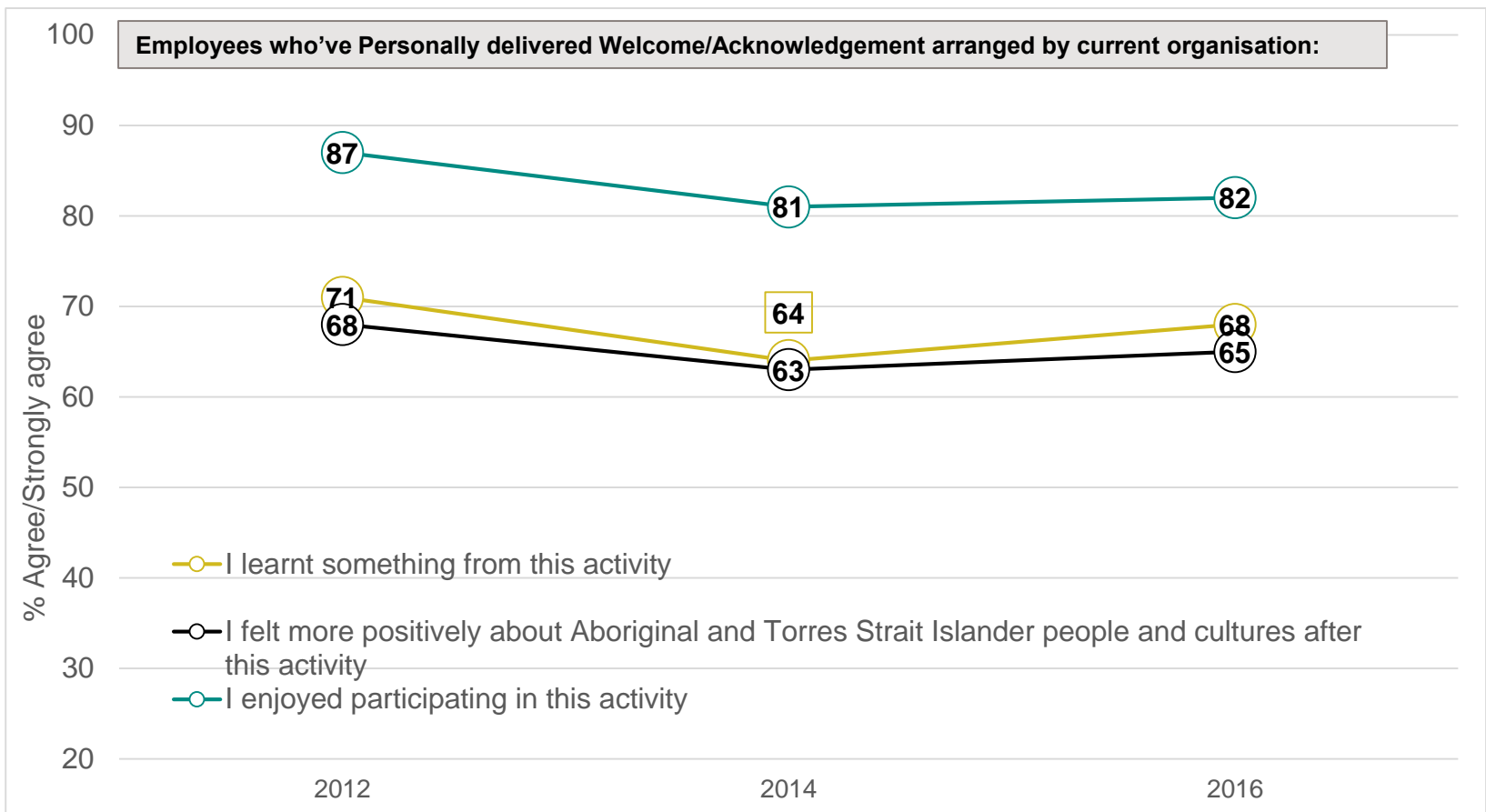
Organisational practices and RAP outcomes



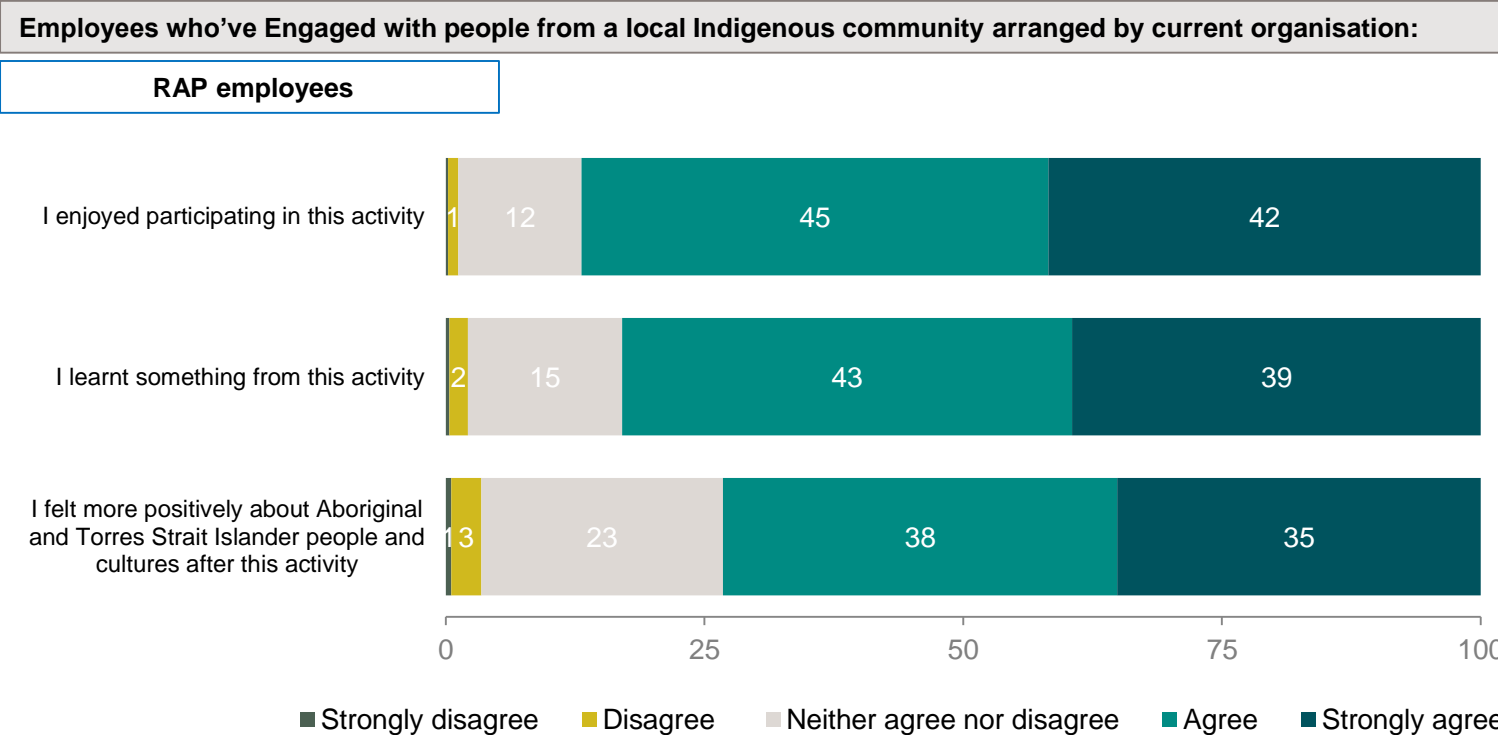
There has been a slight increase since 2014 in the percentage of RAP employees who agree they learnt something from personally delivering a Welcome to Country or an Acknowledgement of Country, or that they enjoyed it, or that they felt more positively towards Indigenous people and cultures after doing so.

Organisational practices and RAP outcomes

More RAP employees continue to agree they enjoyed personally delivering a Welcome to Country or an Acknowledgement of Country at their organisation, than say they learnt something from it, or that they felt more positively towards Indigenous people and cultures after doing so. This trend has remained uniform since 2012.

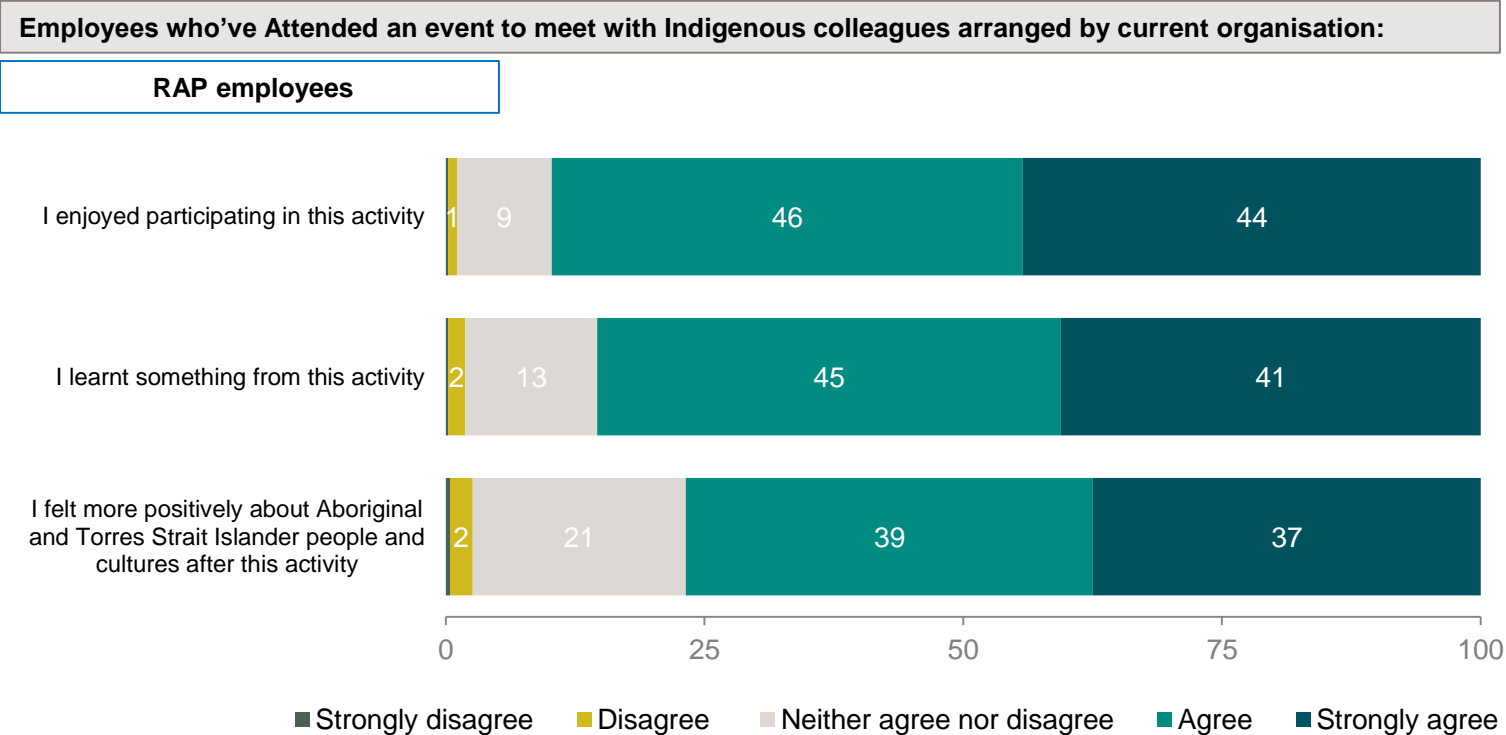


Organisational practices and RAP outcomes



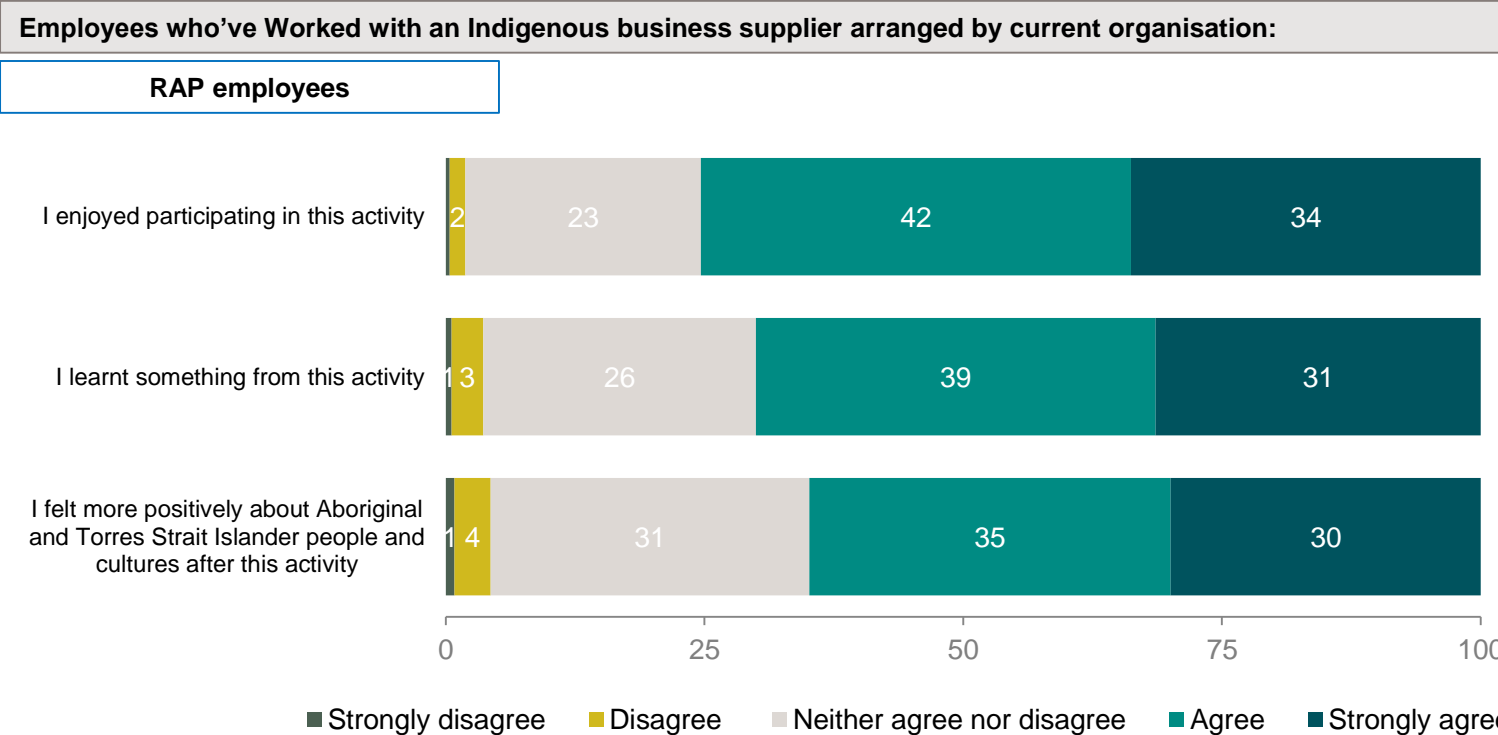
More RAP employees agree they enjoyed engaging with a local Indigenous community with their organisation, than say they learnt something from it, or that they felt more positively towards Indigenous people and cultures after doing so.

Organisational practices and RAP outcomes



More RAP employees agree they enjoyed meeting with Indigenous colleagues at a specific event arranged by their organisation, than say they learnt something from it, or that they felt more positively towards Indigenous people and cultures after doing so.

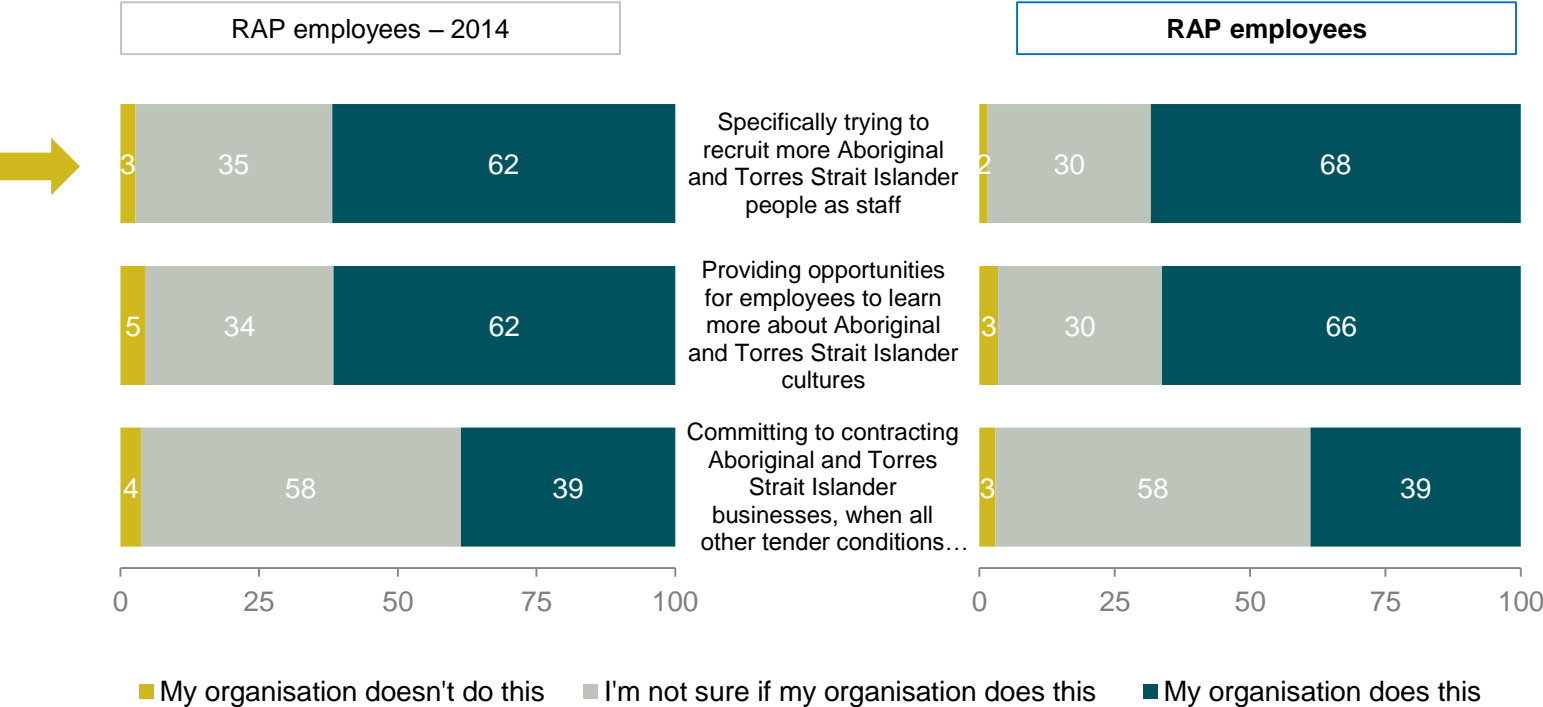
Organisational practices and RAP outcomes



More RAP employees agree they enjoyed working with an Indigenous business supplier at their organisation, than say they learnt something from it, or that they felt more positively towards Indigenous people and cultures after doing so.

Organisational practices and RAP outcomes

Business Actions: Employee awareness of reconciliation business actions undertaken by their organisation has mostly improved since 2014, particularly in terms of recruitment. However, there has been no growth in awareness of contracting Indigenous business suppliers.



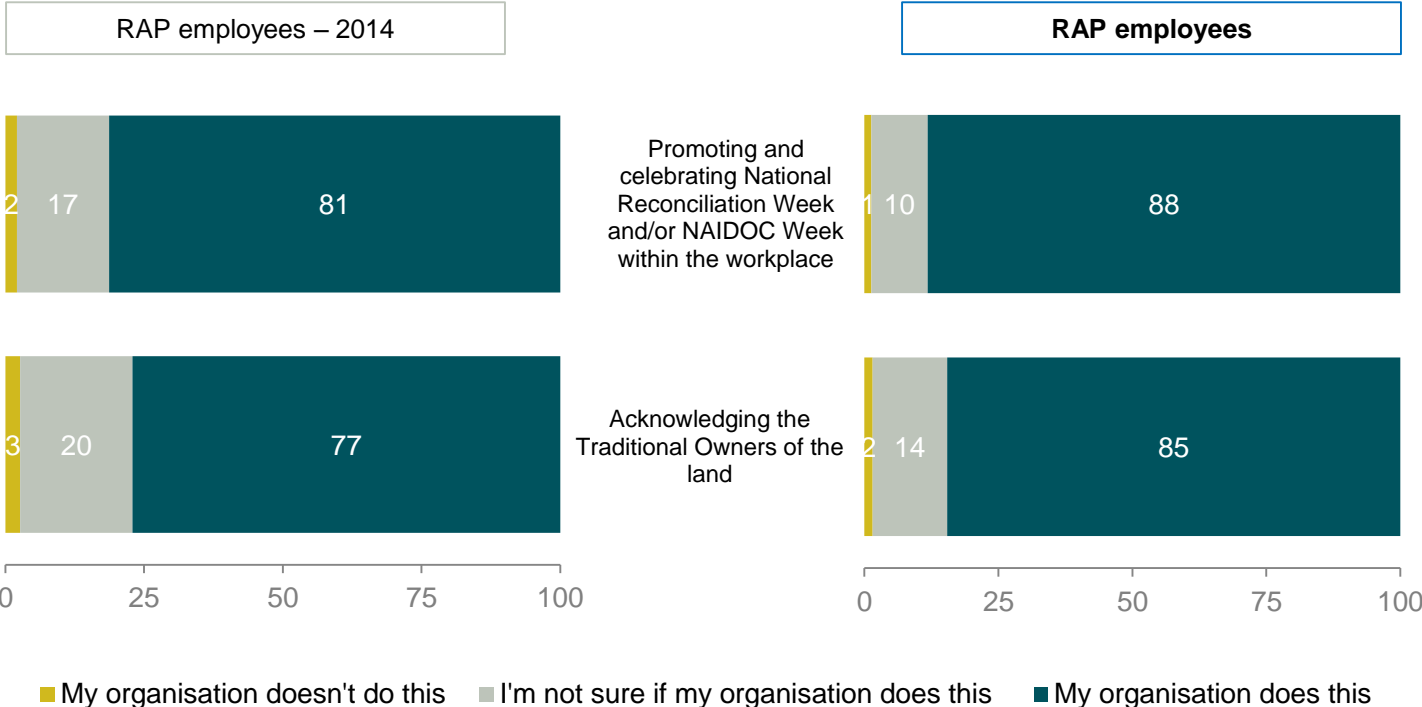
Organisational practices and RAP outcomes

More RAP employees continue to see their organisation is trying to recruit Indigenous staff, than undertaking other business actions. In particular, awareness of committing to contracting Indigenous business suppliers remains relatively low.



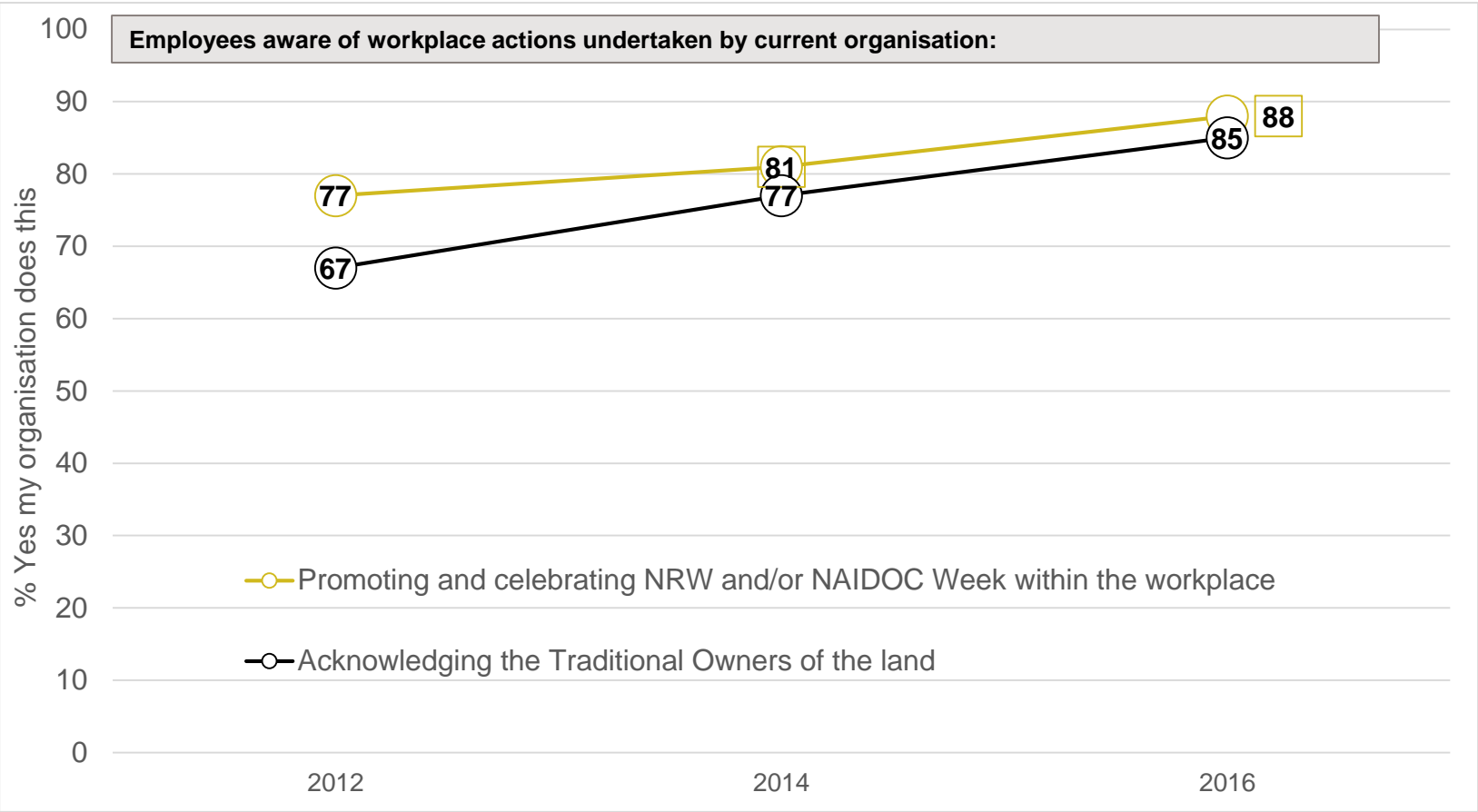
Organisational practices and RAP outcomes

Workplace Actions: Employee awareness of reconciliation workplace actions undertaken by their organisation has improved since 2014, particularly in terms of acknowledging the traditional owners of the land.



Organisational practices and RAP outcomes

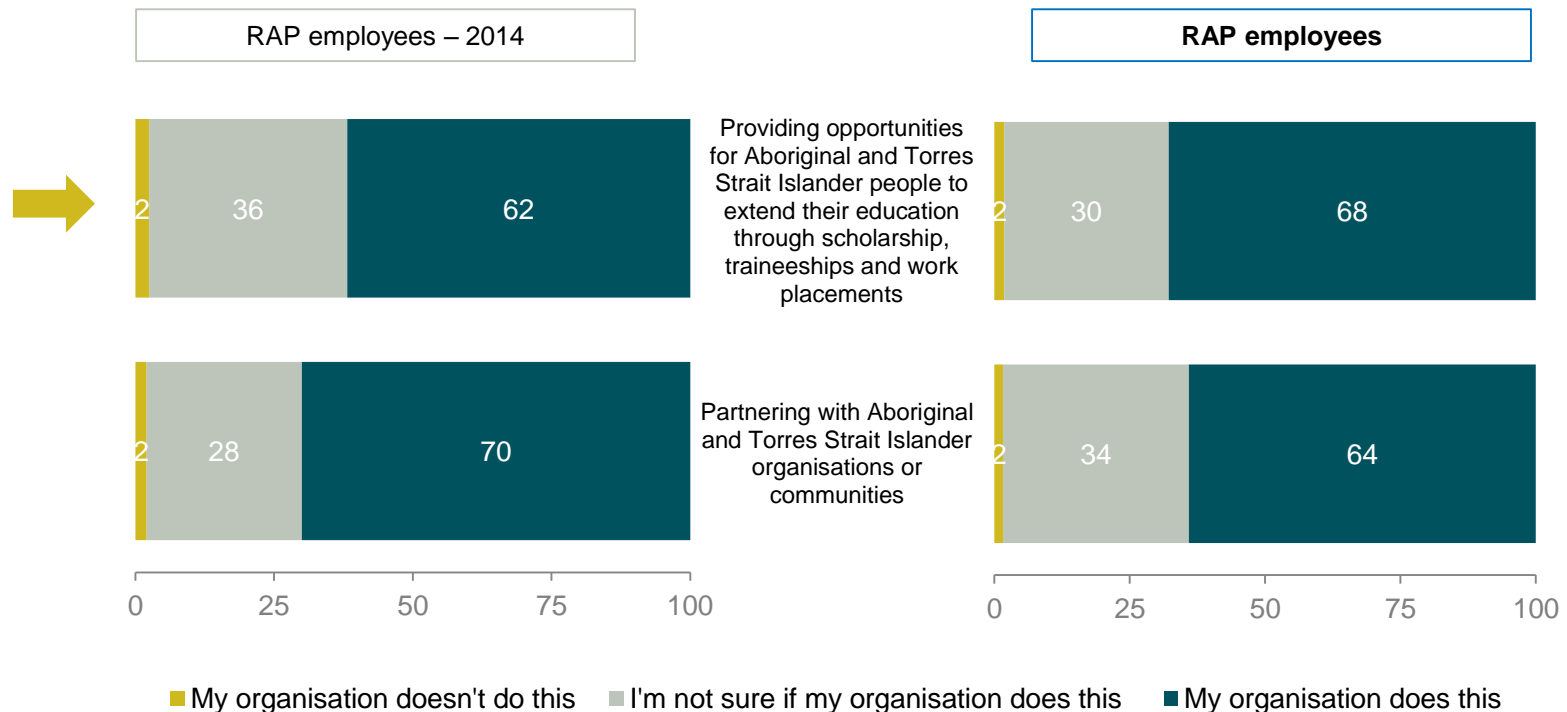
More RAP employees continue to see their organisation is promoting NRW and NAIDOC celebrations for staff, than undertaking Acknowledgement of Country. However, the gap in awareness levels has narrowed since 2012.



Organisational practices and RAP outcomes

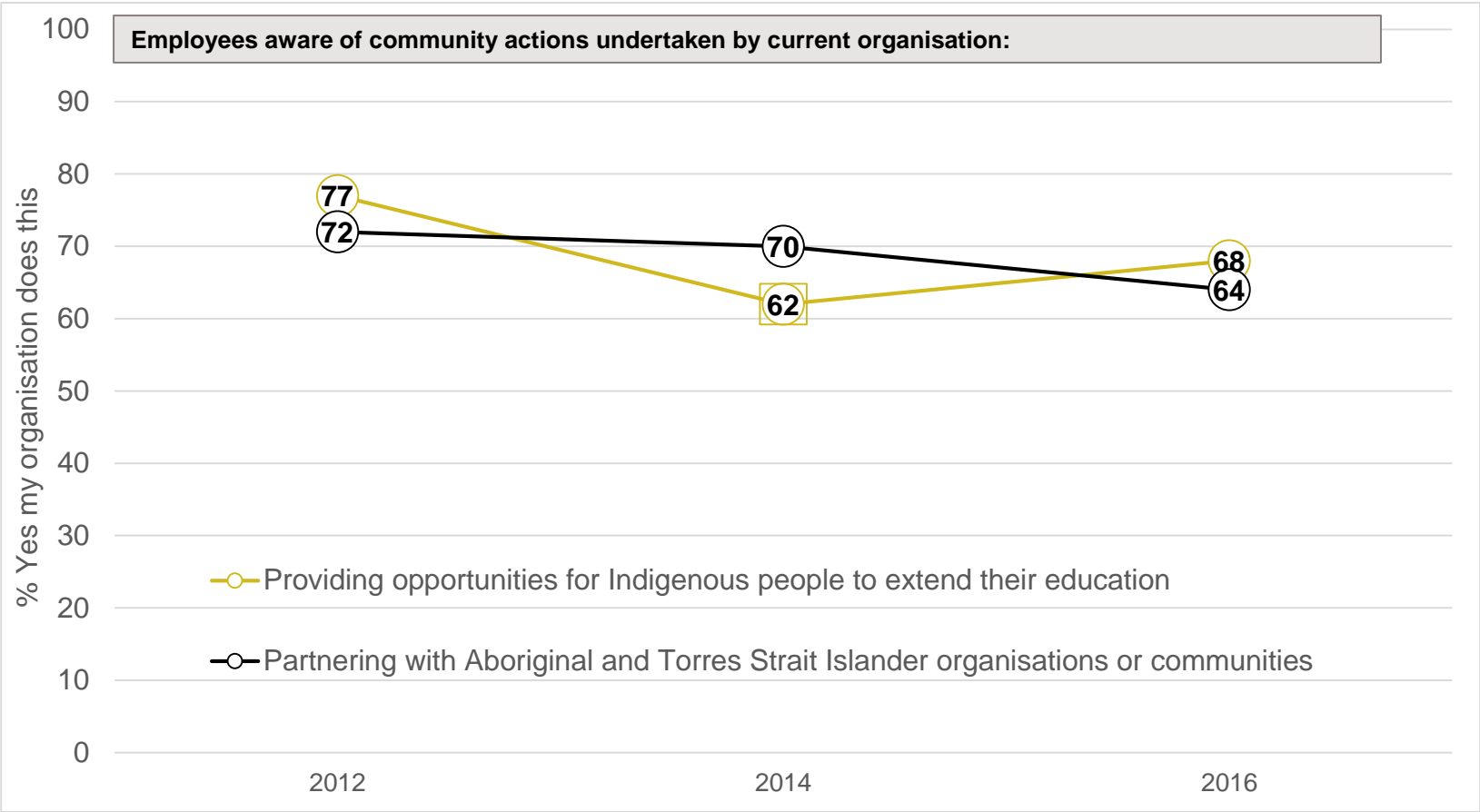
Community Actions: Employee awareness of reconciliation community actions undertaken by their organisation has increased in terms of providing opportunities for Indigenous people to extend their education, since 2014.

However, there has been a decrease in the staff awareness of Indigenous partnerships.



Organisational practices and RAP outcomes

RAP employee awareness levels of their organisation undertaking community reconciliation actions have been inconsistent since 2012.



Organisational practices and RAP outcomes



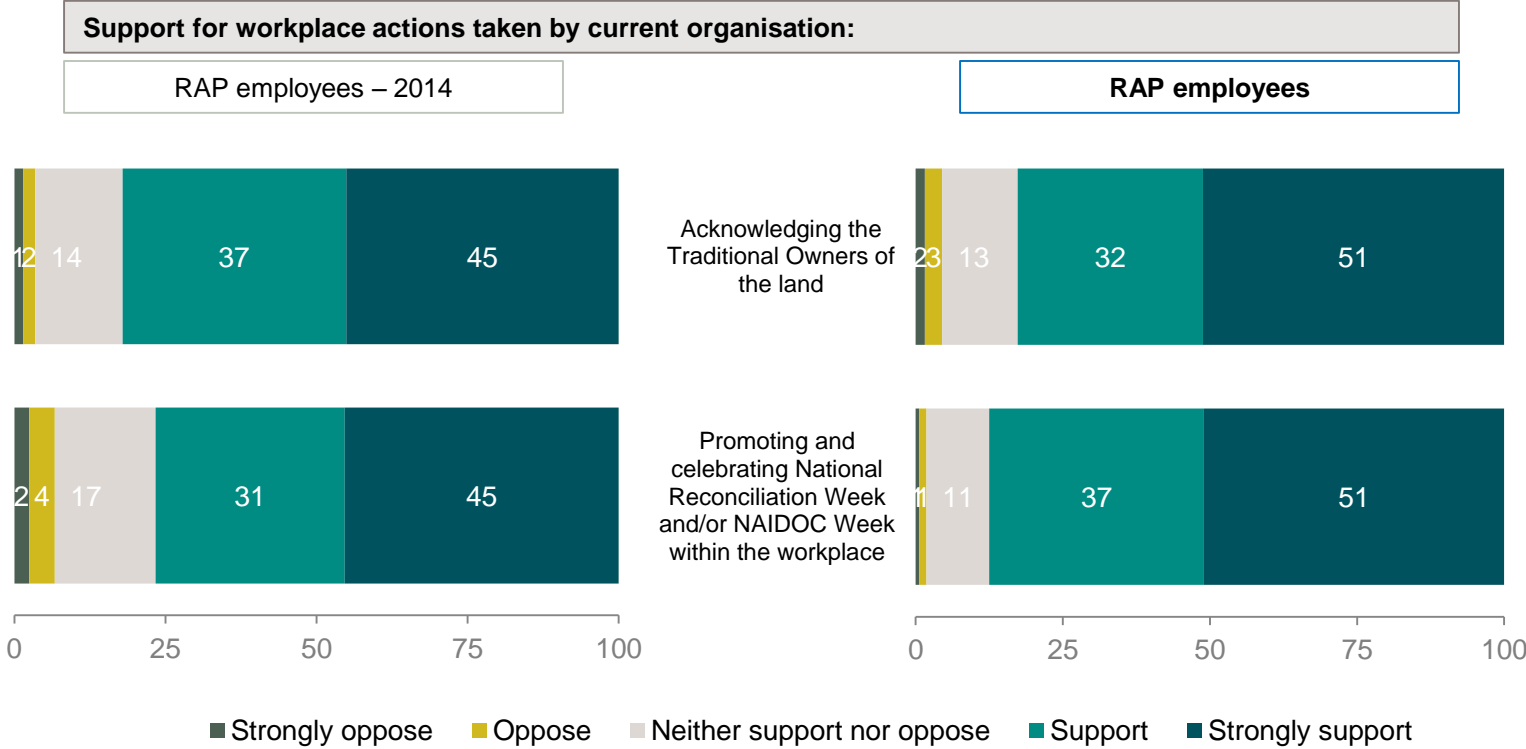
There has been a solid increase since 2014 in the percentage of RAP employees who strongly support reconciliation business actions. Most notably, 43% strongly support committing to contracting Indigenous business suppliers, up from 37% two years ago.

Organisational practices and RAP outcomes

More RAP employees continue to support their organisation providing staff with opportunities to learn about Indigenous cultures, than undertaking other business actions. However, support for contracting Indigenous business suppliers has improved to be in line with Indigenous recruitment policies (both 77% support).



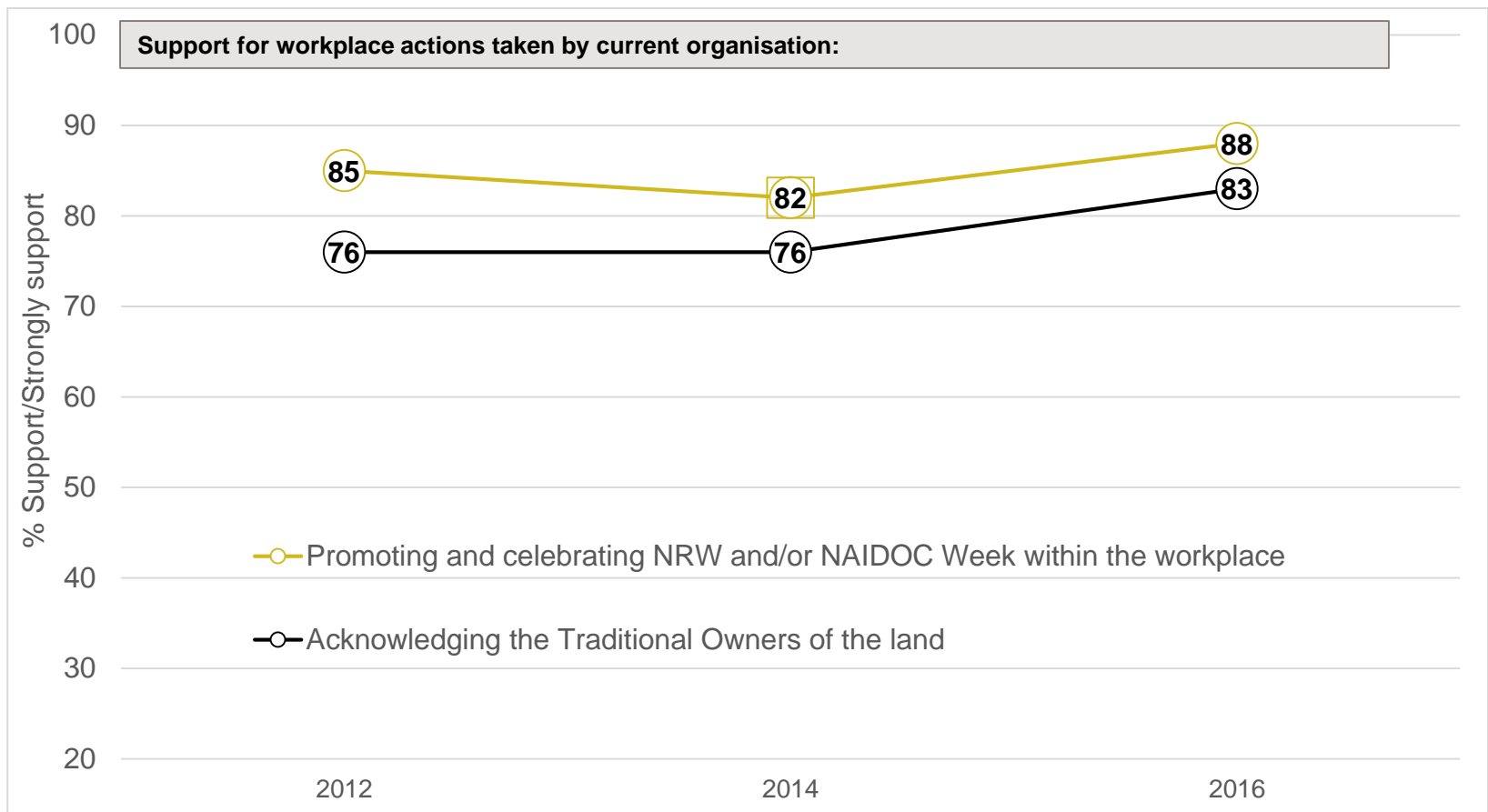
Organisational practices and RAP outcomes



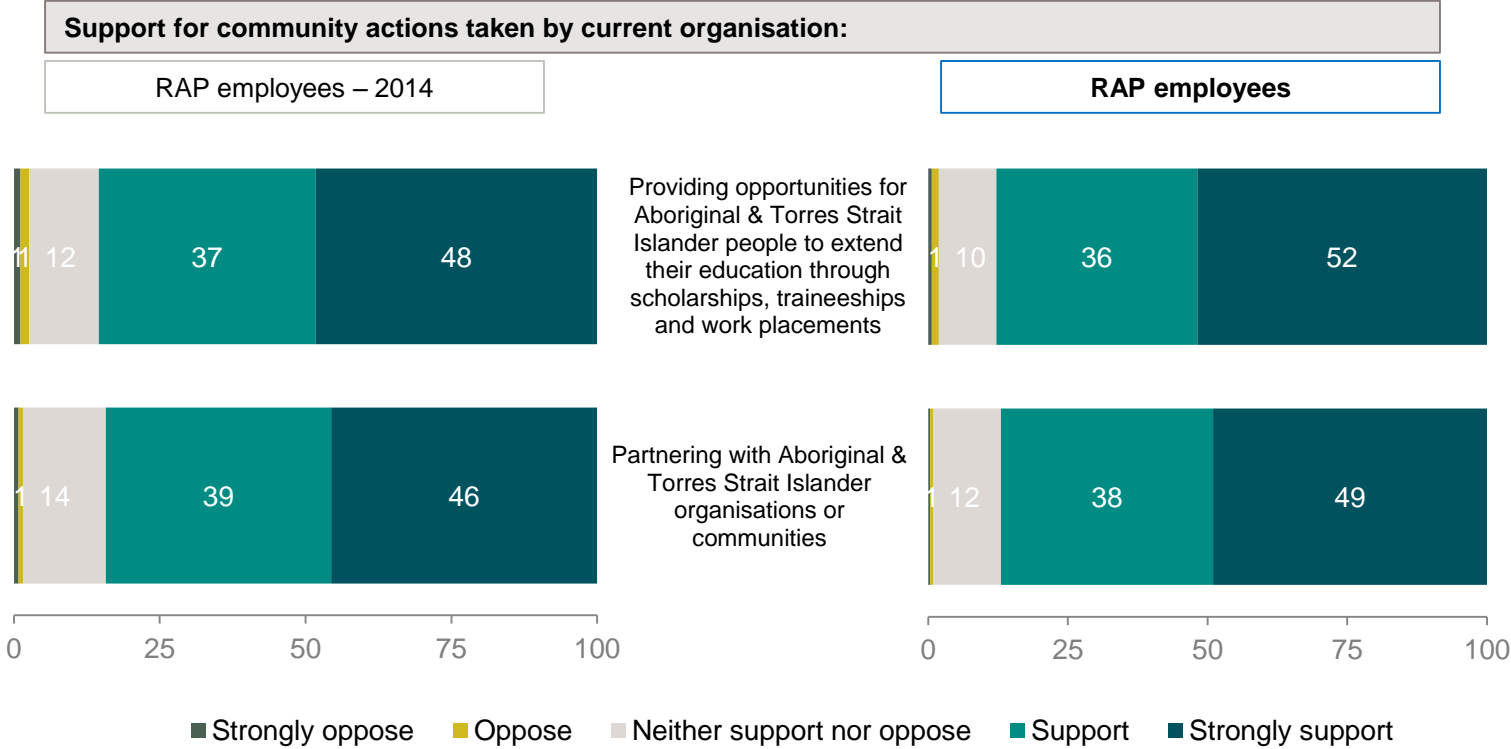
There has been a solid increase since 2014 in the percentage of RAP employees who strongly support reconciliation workplace actions.

Organisational practices and RAP outcomes

More RAP employees continue to support their organisation's efforts promoting NRW and NAIDOC celebrations for staff, than undertaking Acknowledgement of Country. However, the gap in support levels has narrowed since 2012.



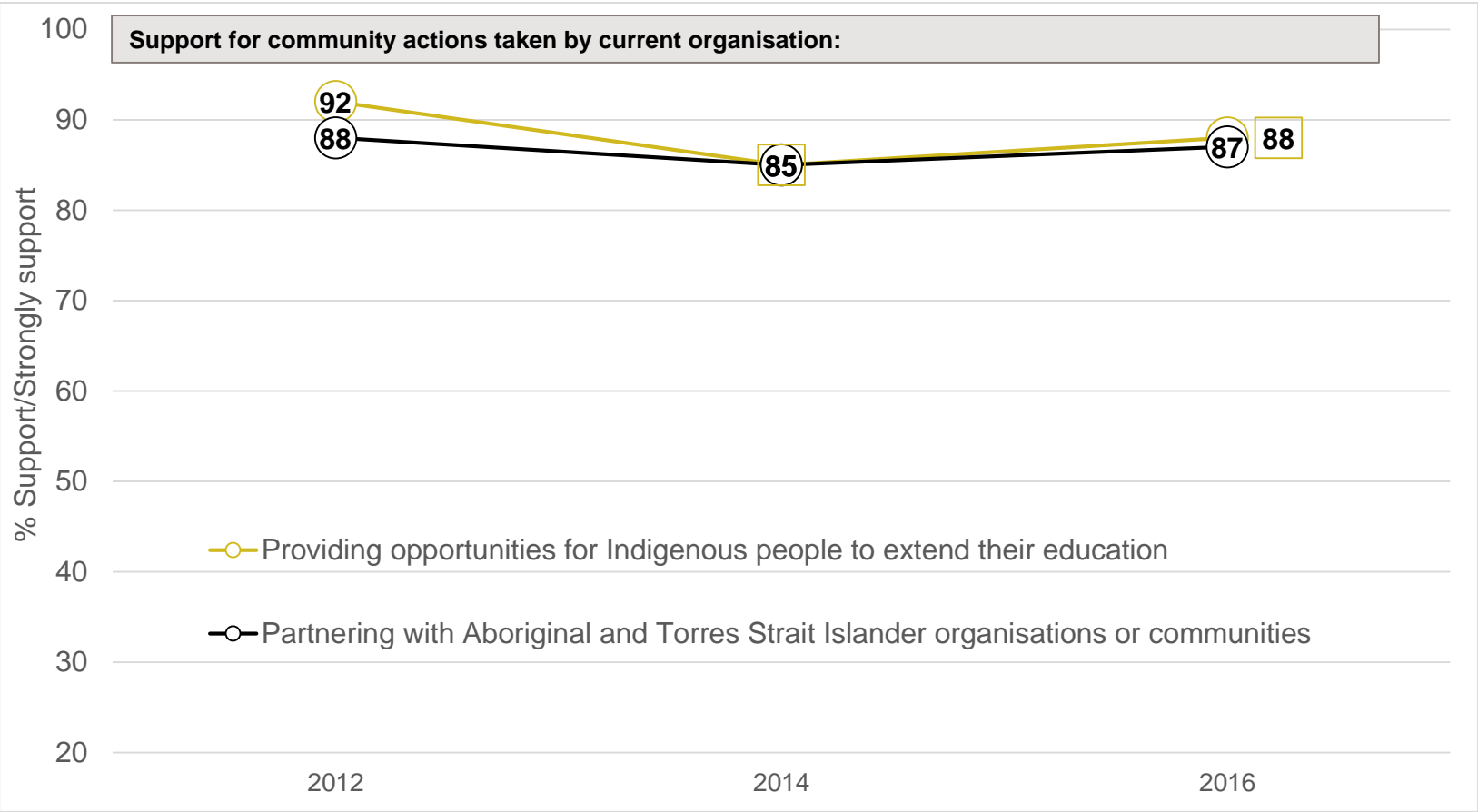
Organisational practices and RAP outcomes



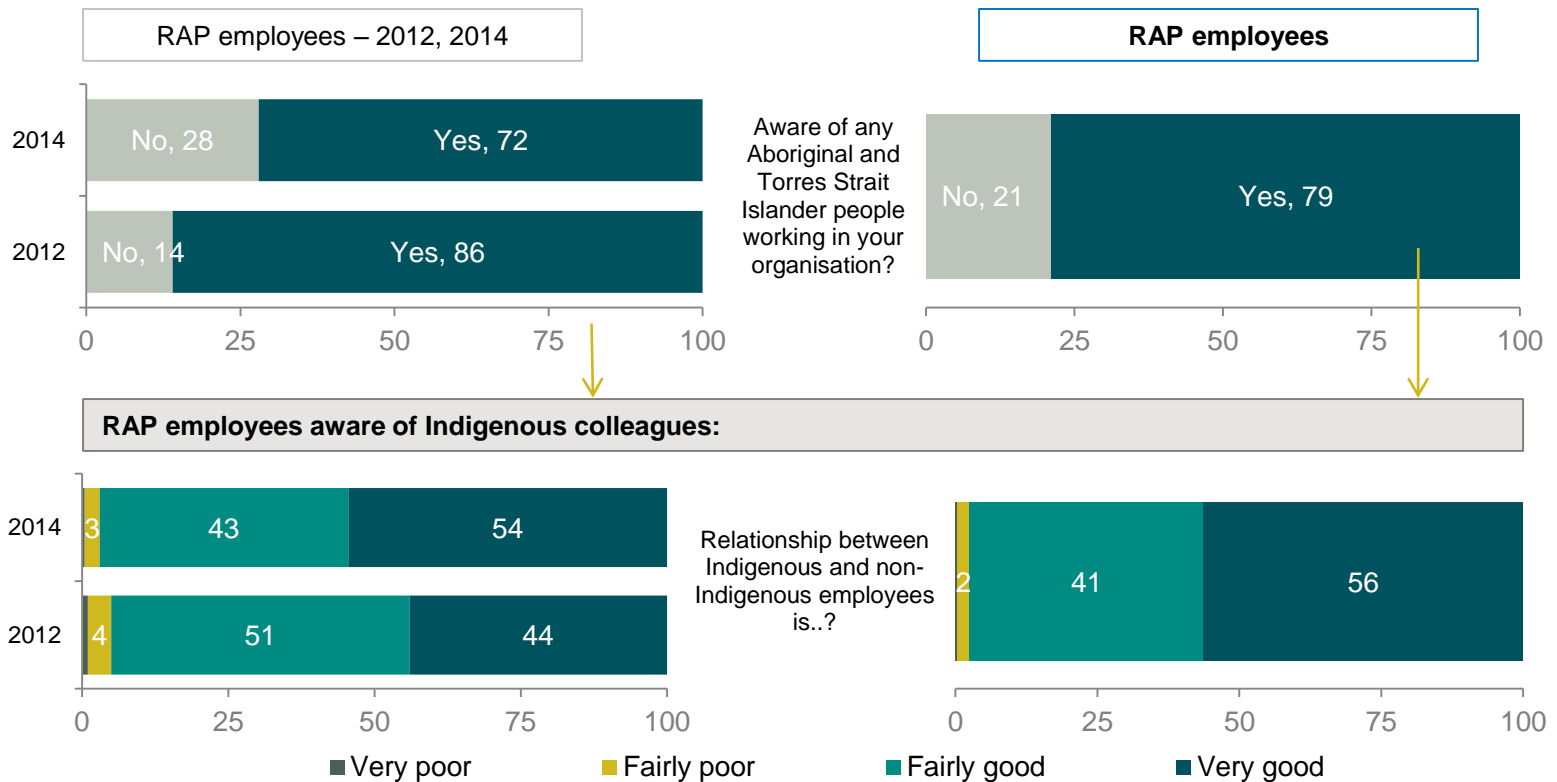
There has been a slight increase since 2014 in the percentage of RAP employees who strongly support reconciliation community actions.

Organisational practices and RAP outcomes

RAP employee support levels for their organisation undertaking community reconciliation actions have been consistent since 2012.

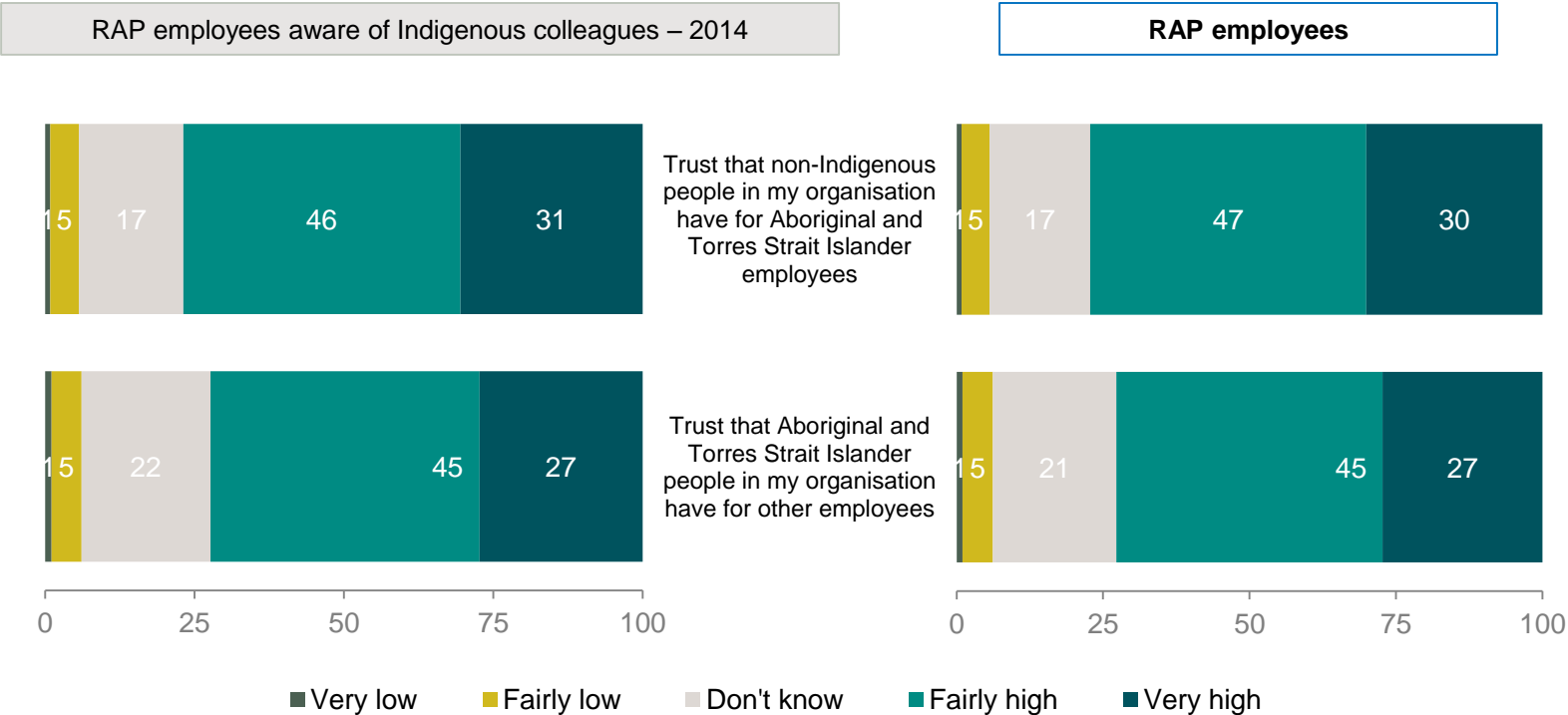


Organisational practices and RAP outcomes



There has been a solid increase in the level of RAP employee awareness of Indigenous staff at their current organisation, compared with 2014. However, there has been little change in the percentage of employees who consider the relationship between Indigenous and non-Indigenous colleagues is very good.

Organisational practices and RAP outcomes

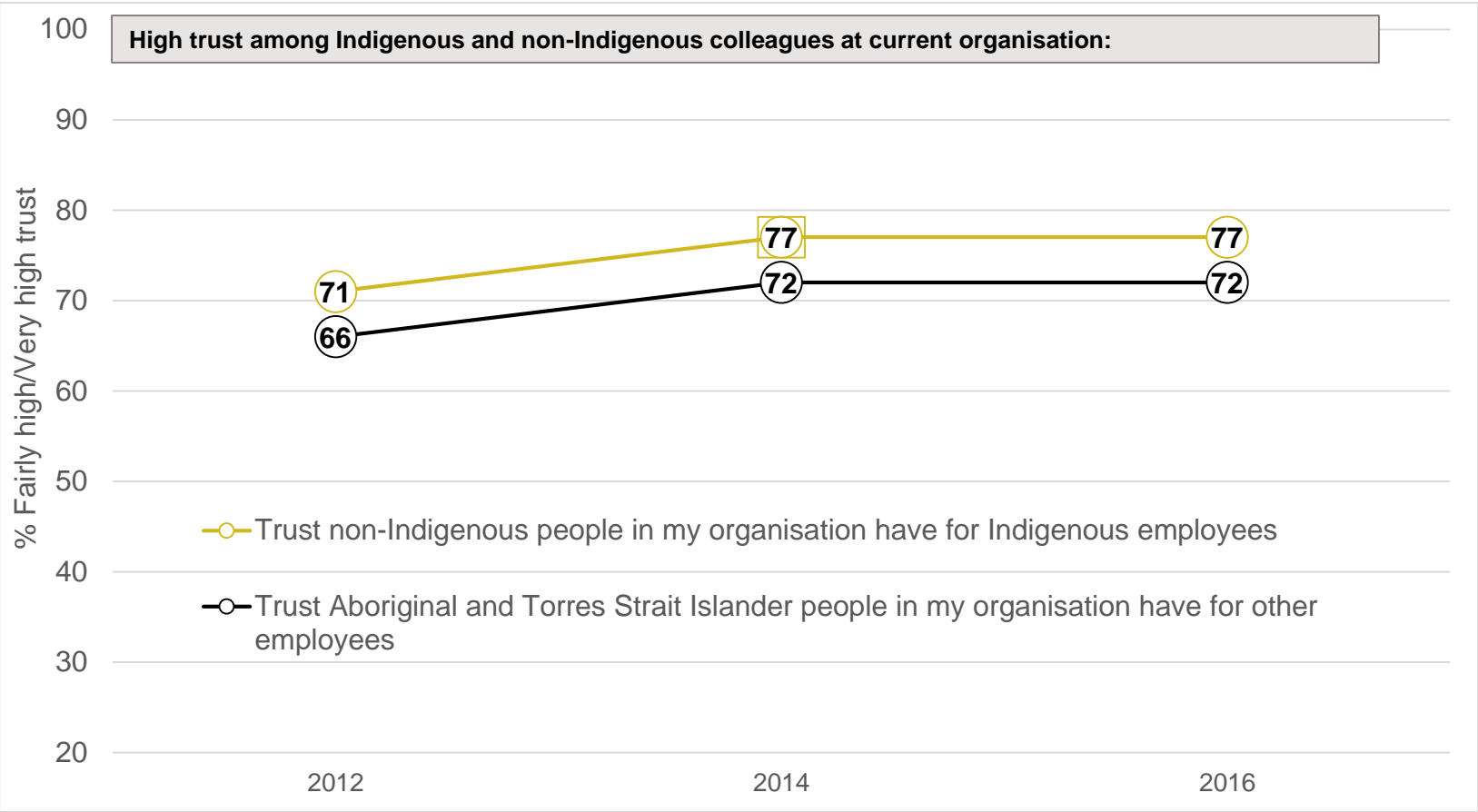


There has been little change in the perception of levels of trust between Indigenous and non-Indigenous employees since 2014.

Organisational practices and RAP outcomes

More RAP employees aware of Indigenous colleagues continue to believe there is high trust for Aboriginal and Torres Strait Islander colleagues among non-Indigenous staff, than believe Indigenous staff hold high trust for other employees.

This gap in perceived trust has remained consistent since 2012.



Organisational practices and RAP outcomes

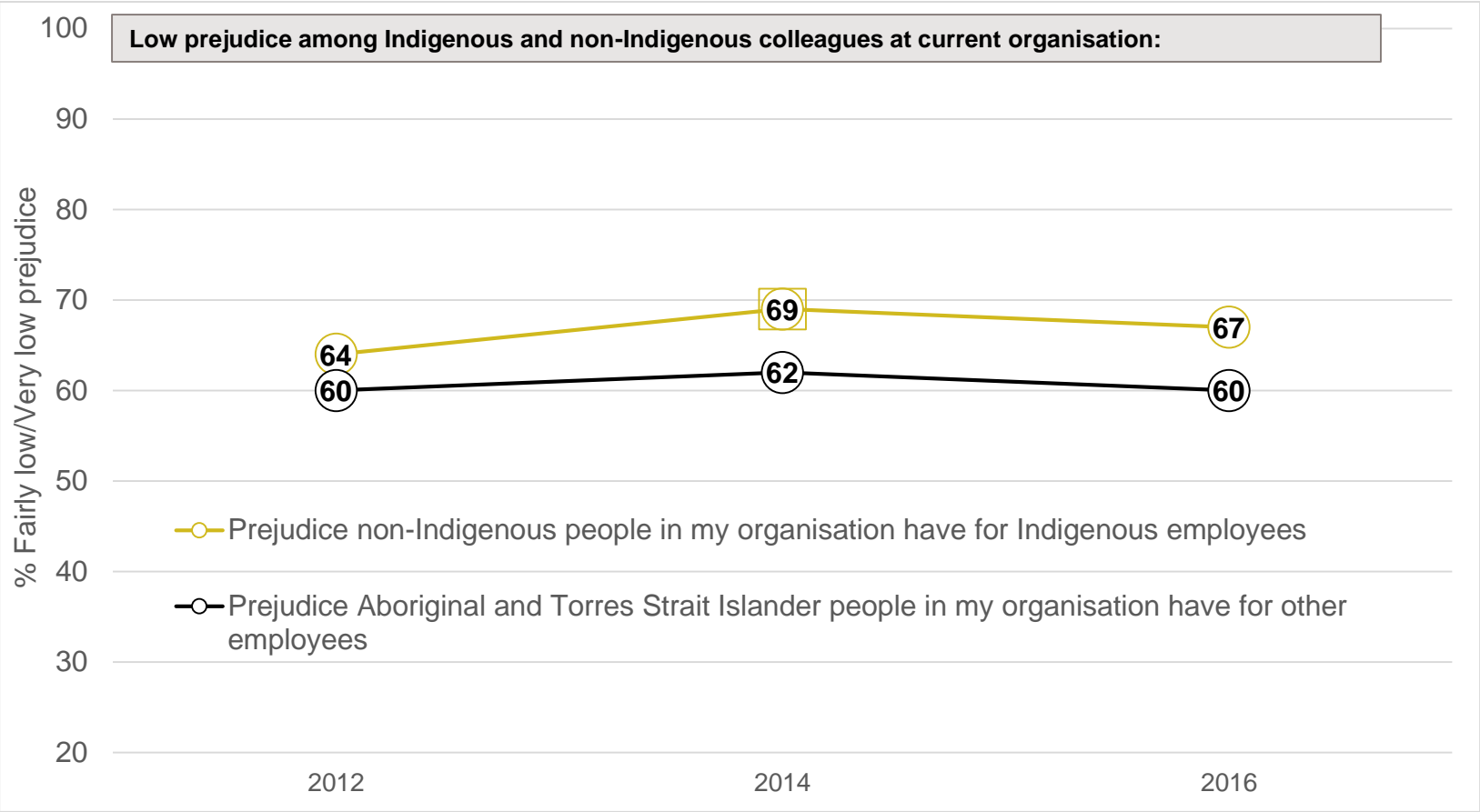


There has been little change in the perception of prejudice between Indigenous and non-Indigenous employees since 2014.

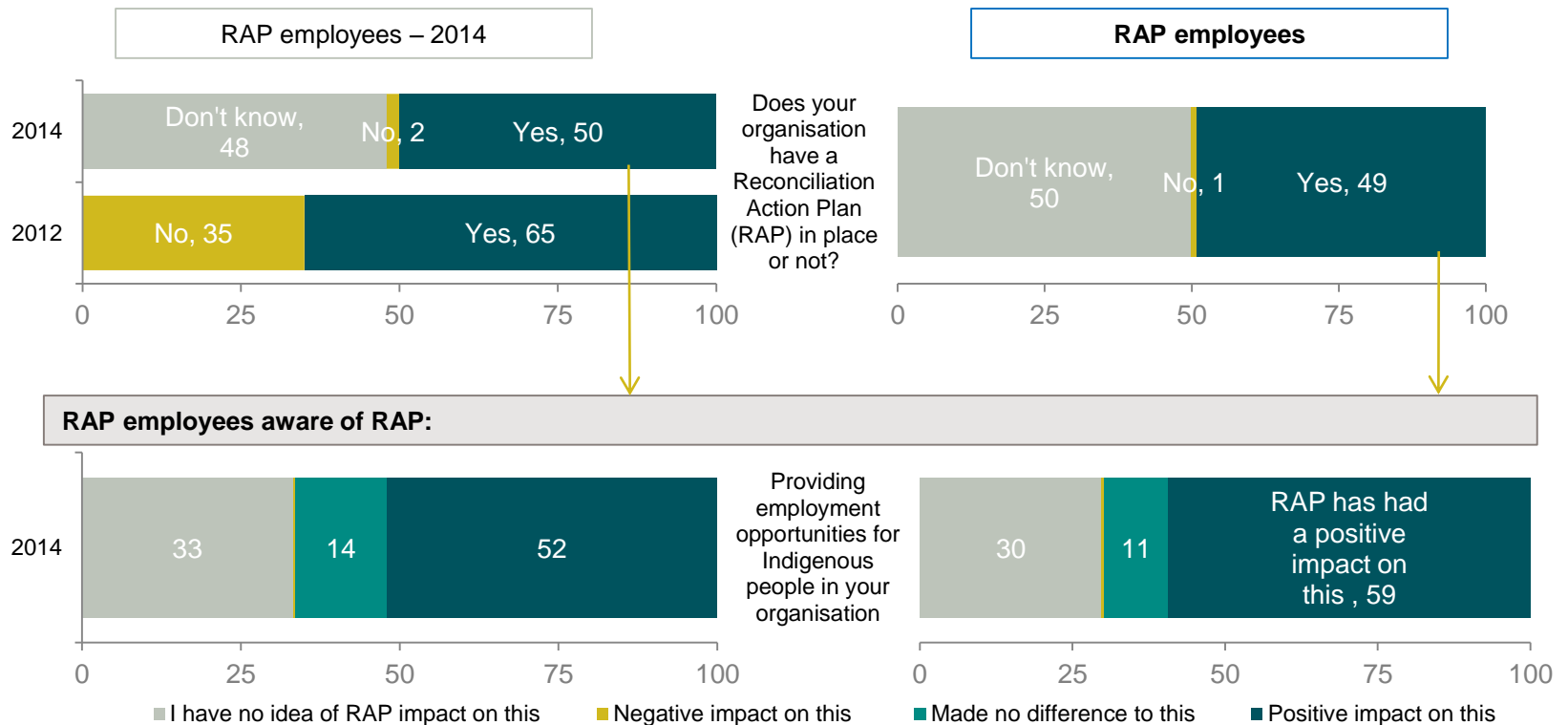
Organisational practices and RAP outcomes

More RAP employees aware of Indigenous colleagues continue to believe there is low prejudice for Aboriginal and Torres Strait Islander colleagues among non-Indigenous staff, than believe Indigenous staff hold low prejudice for other employees.

This gap in perceived prejudice has remained consistent since 2012.



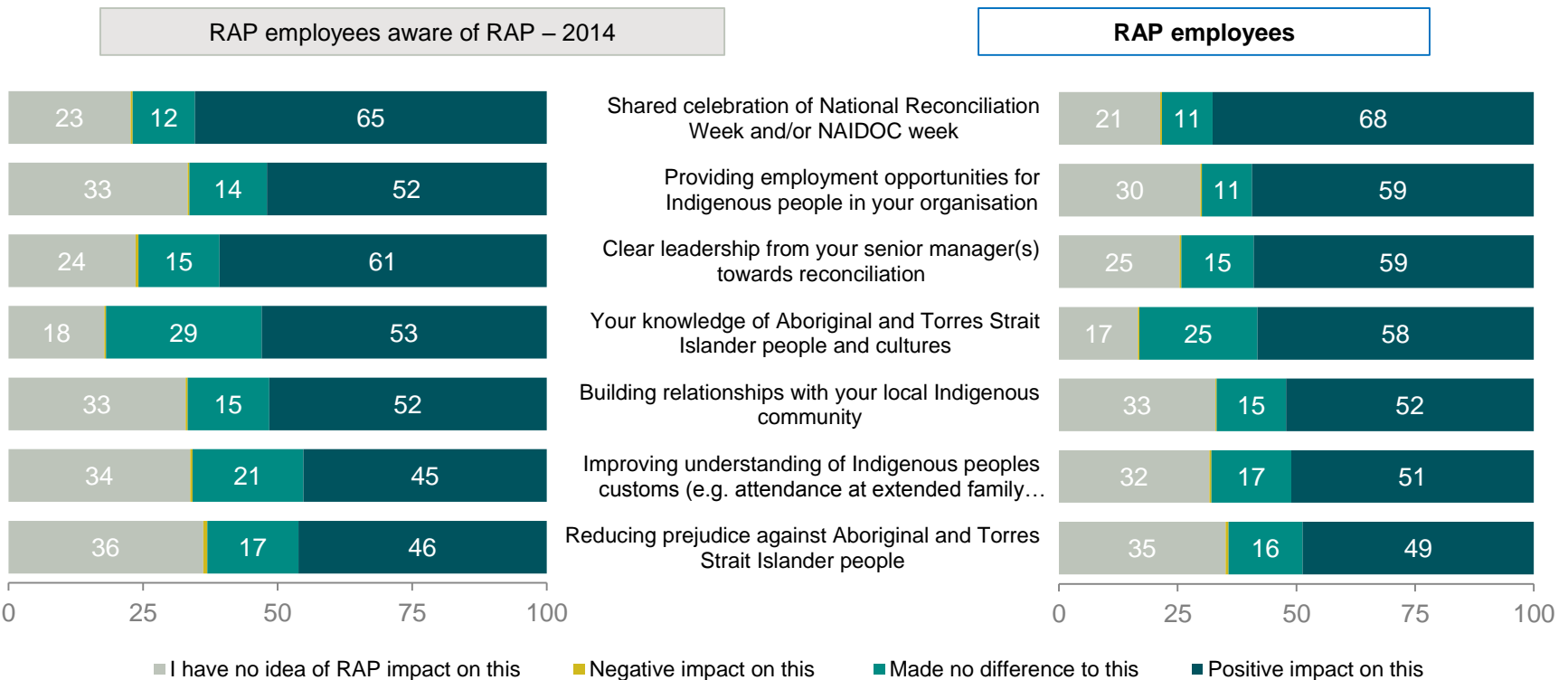
Organisational practices and RAP outcomes



There has been little change in the level of RAP employee awareness of their organisation having a Reconciliation Action Plan, since 2014.

However, there has been a solid increase among those who are aware and feel the RAP has had a positive impact on employment opportunities for Indigenous people (52% up to 59%).

Organisational practices and RAP outcomes

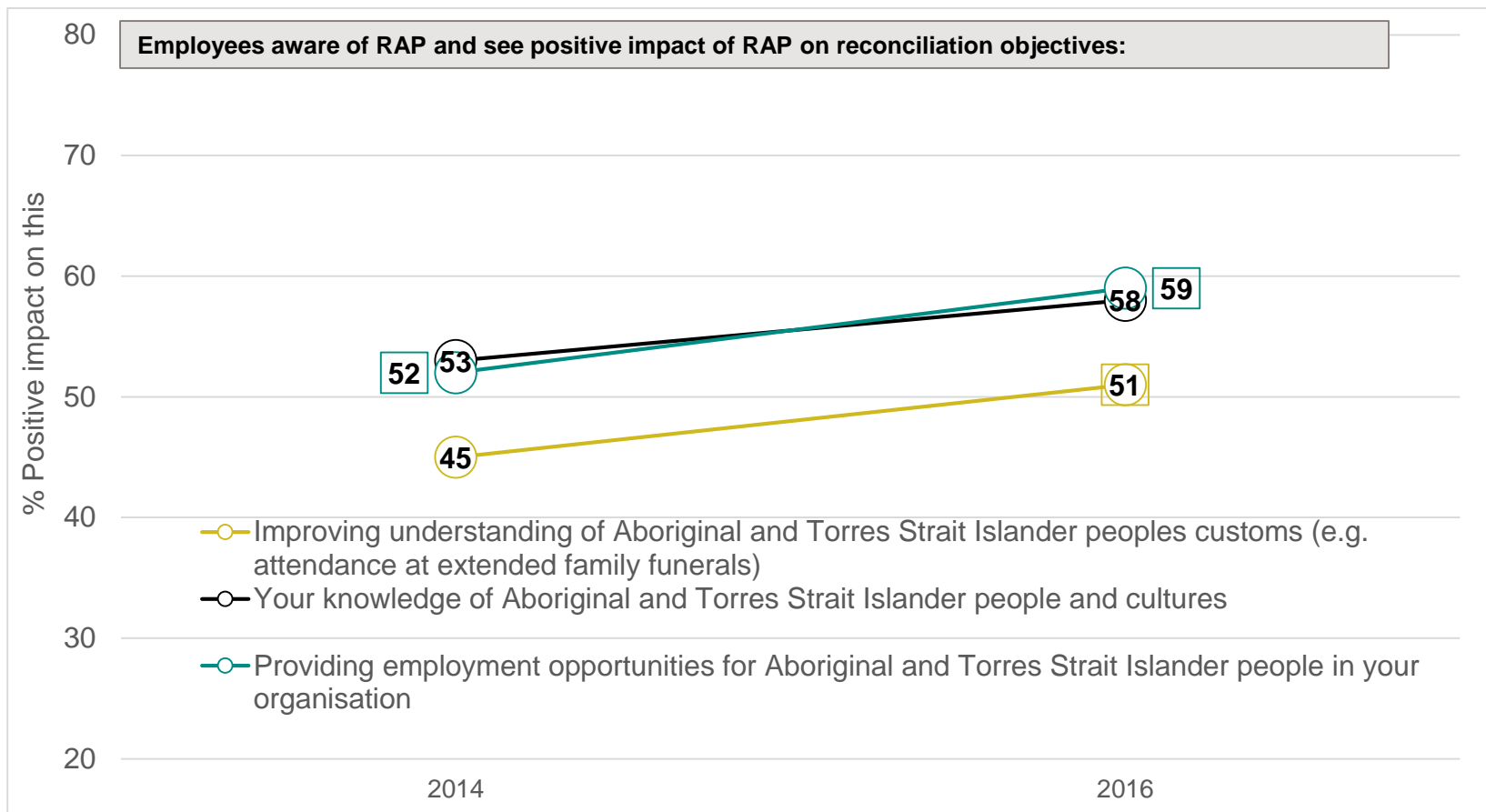


The majority of those who are aware of their organisation’s Reconciliation Action Plan continue to feel the RAP has had a positive impact on most reconciliation objectives, particularly regarding shared celebrations of Indigenous events.

However, there has been a slight fall in perceived impact regarding clear leadership from senior managers.

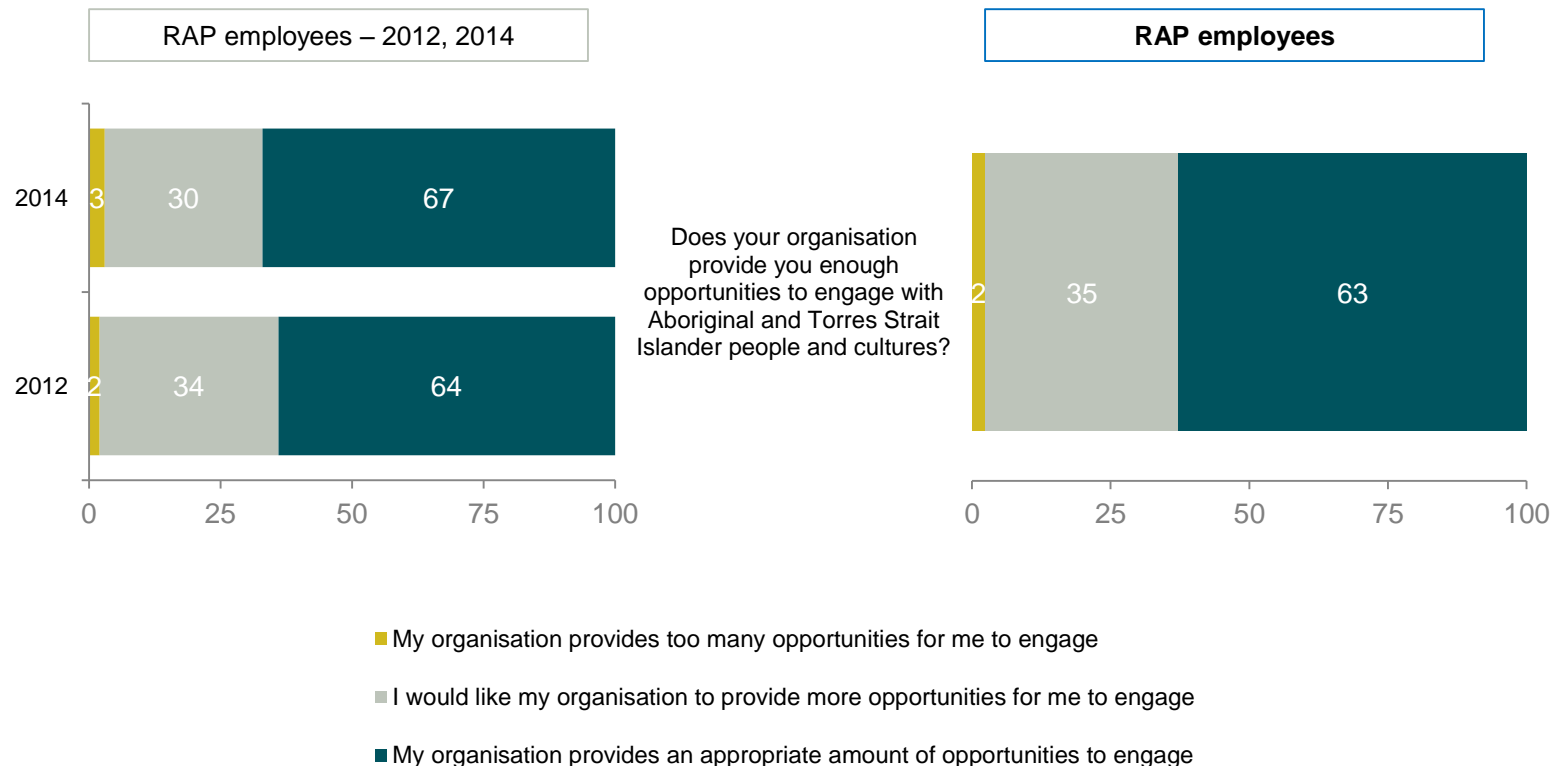
Organisational practices and RAP outcomes

More RAP employees now feel their organisation's RAP has had a positive effect on the following reconciliation objectives, compared with 2014. Most notably, 59% see a positive impact on providing employment opportunities for Indigenous people, up from 52% two years ago.



Organisational practices and RAP outcomes

There has been little change since 2012 in the percentage of RAP employees who would like more or less opportunities to engage with Indigenous people and cultures, with the majority (63%) continuing to feel there is already an appropriate structure in place. However, more staff (35%) would now like more opportunities, than two years ago (30%).

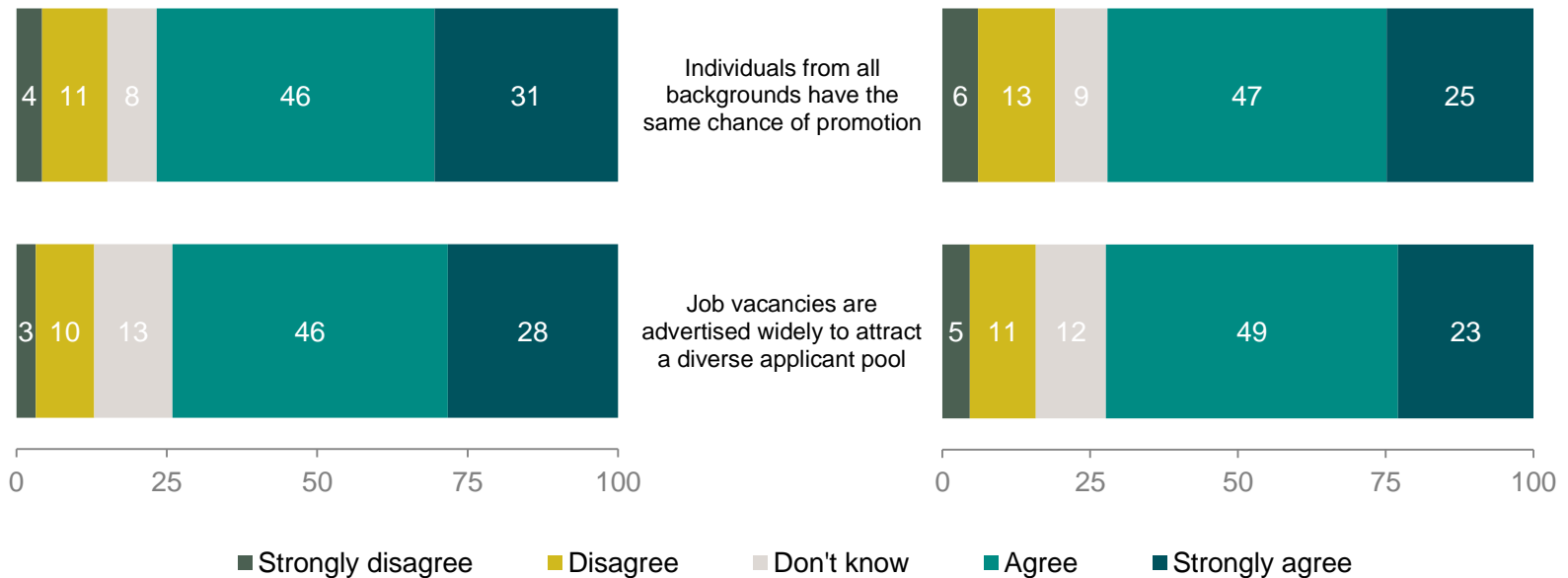


Inclusive workplaces

Employee perceptions of employment equality at current organisation:

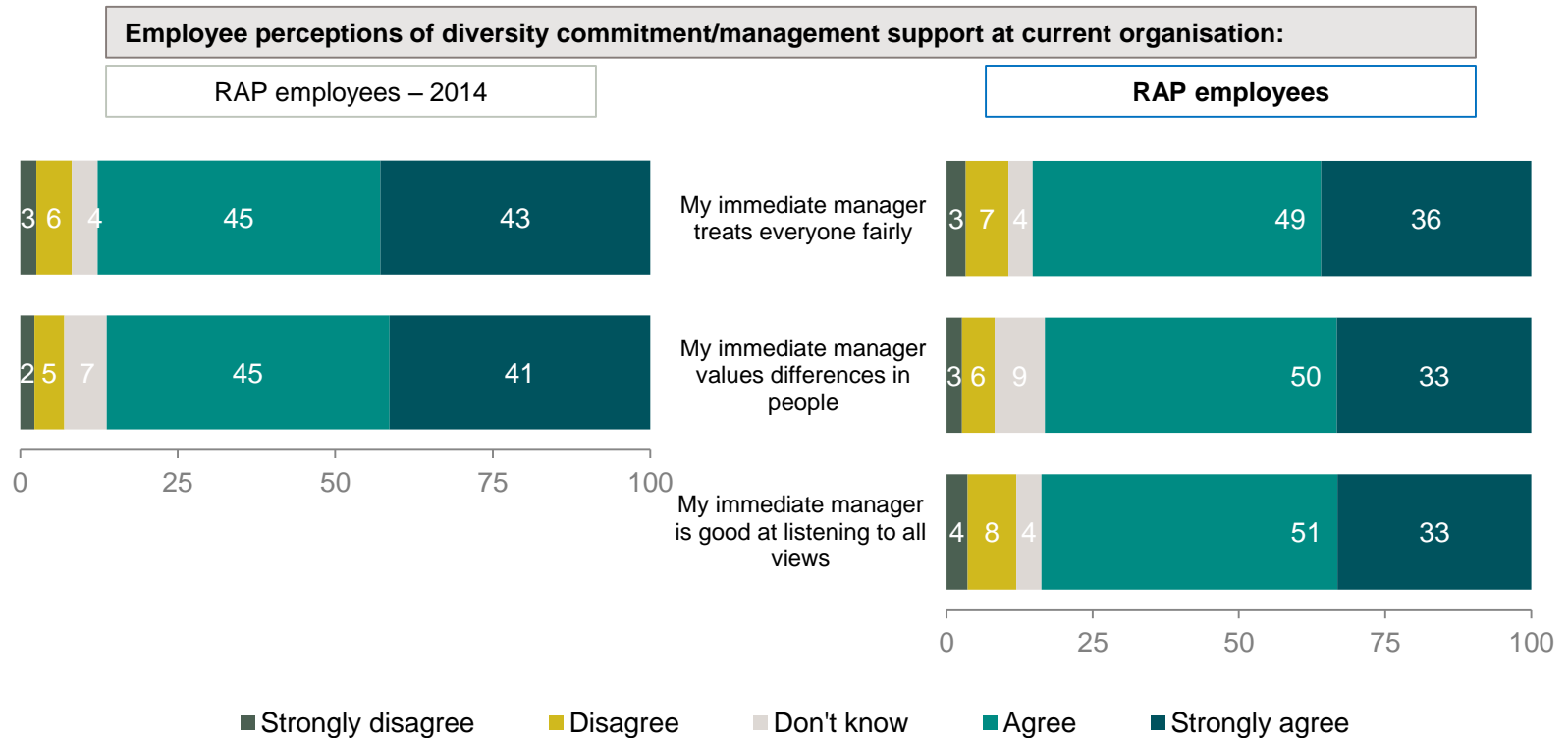
RAP employees – 2014

RAP employees



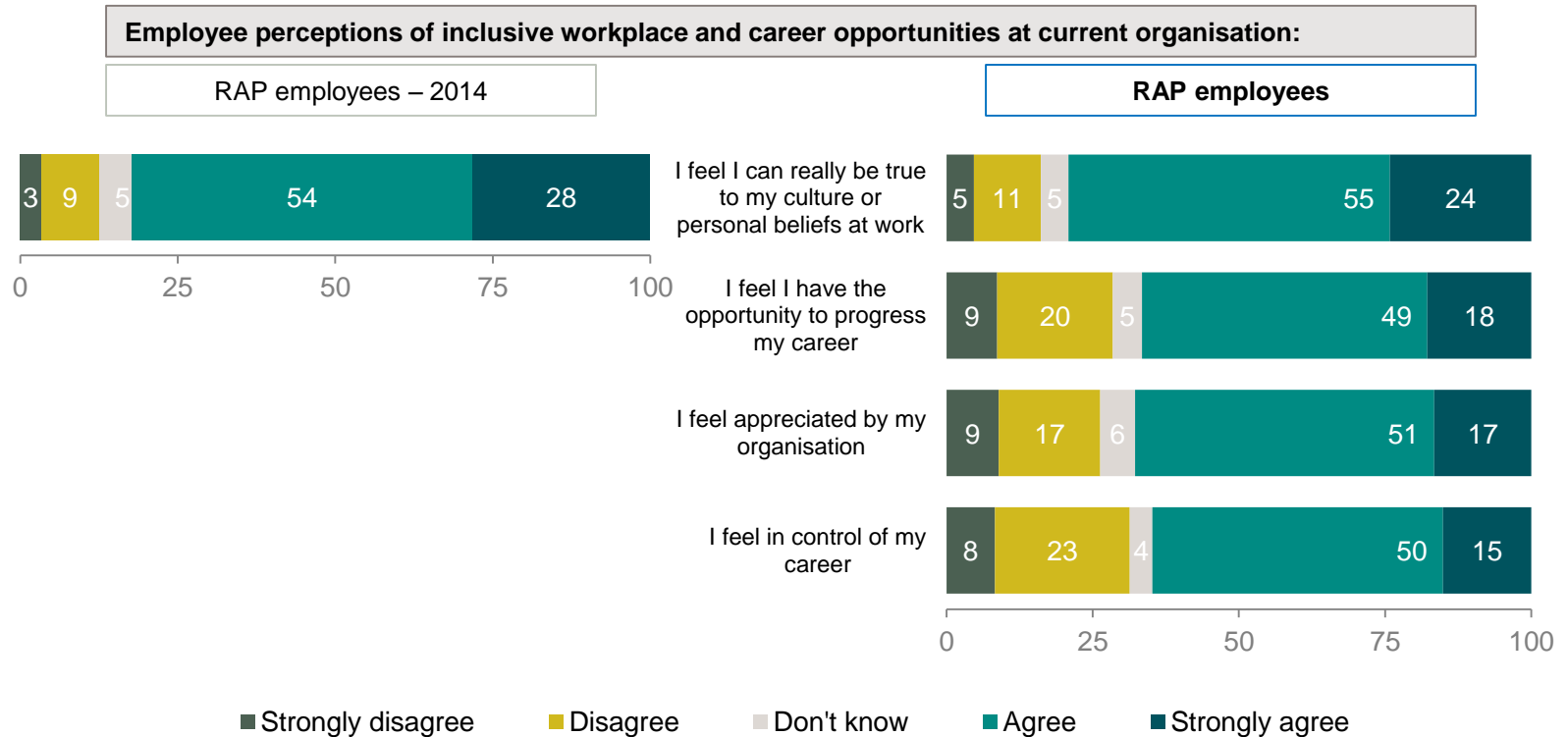
There has been a decrease since 2014 in the level of RAP employees who strongly agree their organisation is following a diversity strategy with an effective employment equality approach.

Inclusive workplaces



There has been a decrease since 2014 in the level of RAP employees who strongly agree their organisation is following a diversity strategy with an effective management commitment and approach.

Inclusive workplaces

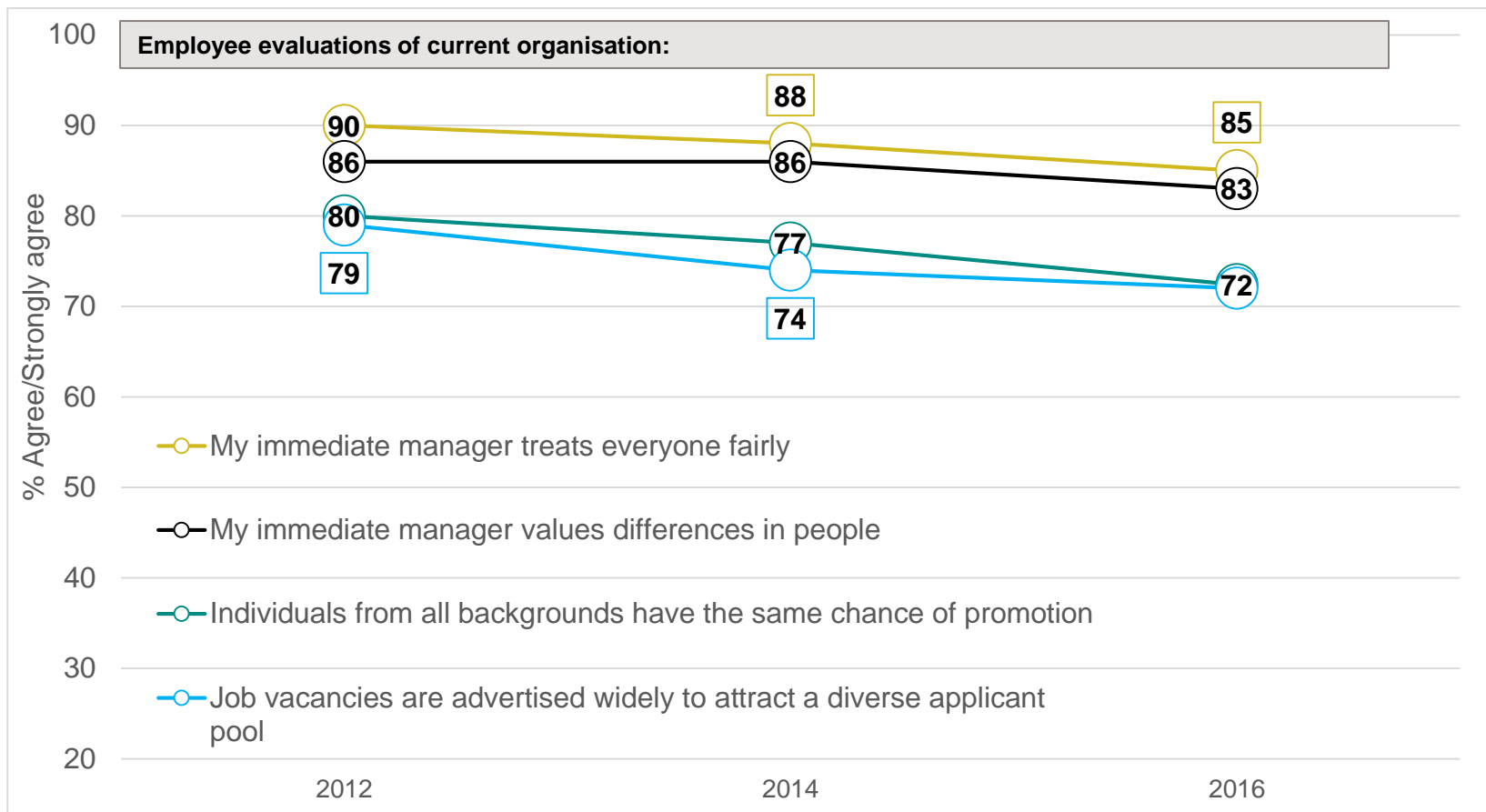


There has been a decrease since 2014 in the level of RAP employees who strongly agree they can be true to their culture or beliefs at their organisation.

In terms of career progression, most staff agree they have control, opportunities and feel appreciated at work. However, it is notable that less than 1 in 5 people strongly agree with those premises.

Inclusive workplaces

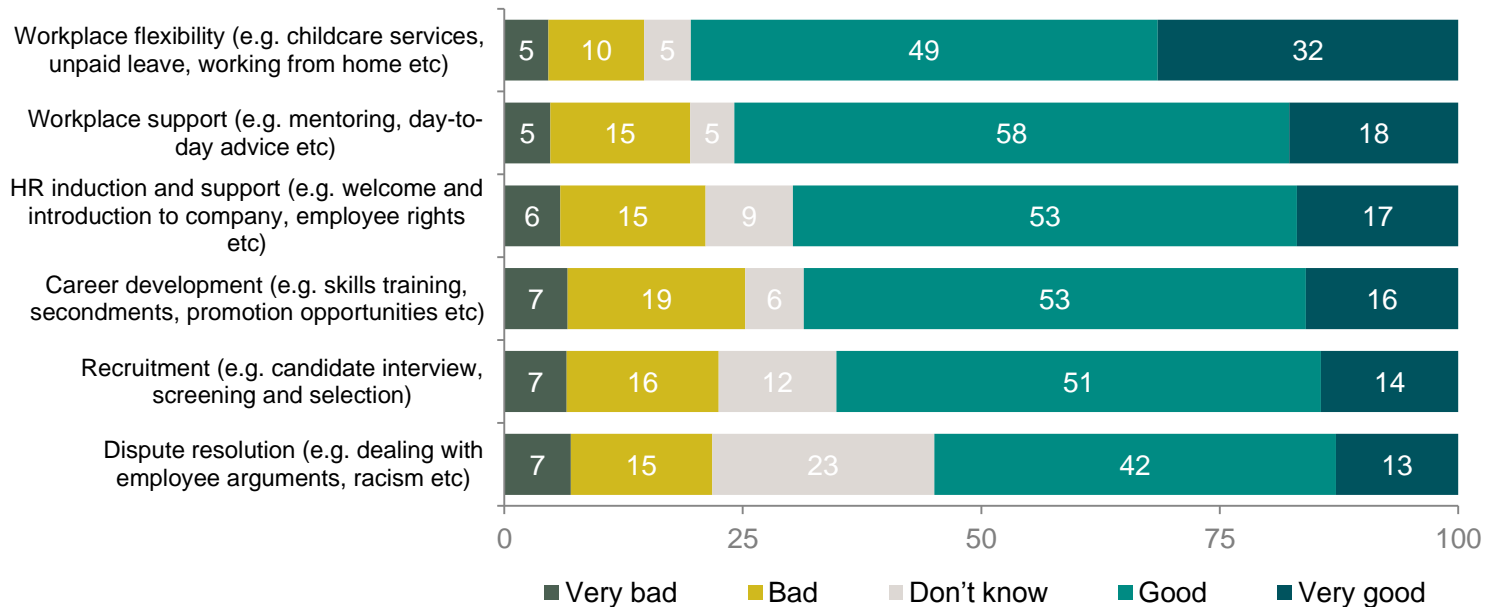
There has been a steady decrease since 2012 in the level of RAP employees who agree their organisation is following a diversity strategy with an effective employment equality approach. This is particularly notable in terms of individuals from all backgrounds having the same chances of promotion, which has dropped from 80% agreement to 72%.



Inclusive workplaces

Employee perceptions of workplace processes at current organisation:

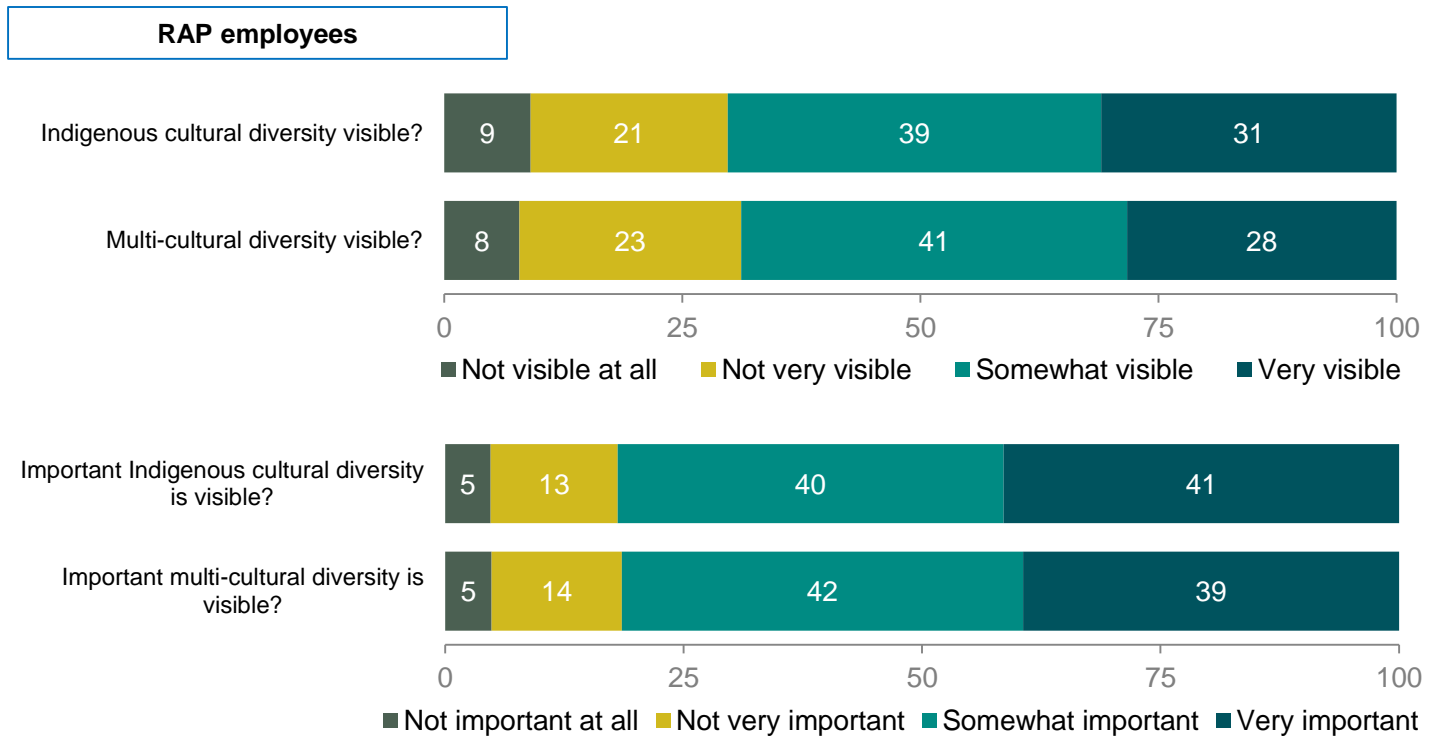
RAP employees



The majority of RAP employees see their organisation is performing well in terms of key workplace processes, particularly regarding workplace flexibility, support and HR.

However, it is notable that career development is the area where staff most widely rate the performance as bad (26%).

Inclusive workplaces



The majority of RAP employees (81%) say it is important for Indigenous cultural diversity to be visible in the workplace. However, despite this only 70% also say Indigenous culture actually is visible at their current workplace, including only 31% who say it is very visible.

Appendix

Sample characteristics

Participating organisations:

Government Organisations	# in sample
Legal Aid, Victoria	199
City of Melbourne	521
Regional NSW Council (name withheld)	102
Dept of Primary Industries and Regions, SA (PIRSA)	92
National Health and Medical Research Council	80
National Disability Insurance Agency (NDIS)	568
Dept of Environment	362
Dept of Defence	398
Dept of Prime Minister and Cabinet	369
Dept of Health	844
Dept of Human Services	7074
Dept of Agriculture and Water	853

Not-for-Profit Organisations	# in sample
Australian Drug Foundation	51
Gowrie SA	36
ReachOut Australia	25
Fred Hollows Foundation	90
Lifestart	73
Benevolent Society	280
Northcott Disability Services	30
Walter and Eliza Hall Institute	372
Association of Independent Schools, SA	25
UnitingCare West	131
Reconciliation Australia	41

RAP organisations total sample size: 18,385
Please note, percentages have been rounded and may not equal 100%

Participating organisations:

Corporate Organisations	# in sample
NAB	104
CBA	167
Westpac	1424
ANZ	67
Insurance Australia Group (IAG)	74
Gilbert & Tobin Lawyers	131
Herbert Smith Freehills	36
KPMG	280
PwC	311
Sodexo	115
Compass Group Australia	175
Woodside	149
Richmond Football Club (AFL)	75
The NRL	132

Corporate Organisations	# in sample
UGL Limited	567
WSP Parsons Brinkerhoff	487
Pritchard Francis	43
Crown Resorts Ltd	171
Energy Australia	113

Education Organisations	# in sample
Edith Cowan University	454
University of Southern Queensland	419
Swinburne University	275
Total RAP organisation employees	18,385

RAP organisations total sample size: 18,385
Please note, percentages have been rounded and may not equal 100%

Participating organisations:

Sample characteristic	% of sample	# in sample
Male	37%	6864
Female	62%	11,439
Other	0%	82
Age		
16 to 17 years old	0%	5
18 to 29	14%	2535
30 to 39	26%	4716
40 to 49	30%	5462
50 to 59	24%	4502
60 to 69	6%	1111
70+	0%	54

RAP organisations total sample size: 18,385
Please note, percentages have been rounded and may not equal 100%

Sample characteristic	% of sample	# in sample
NSW	26%	4818
ACT	16%	2896
VIC	22%	4058
QLD	15%	2781
WA	10%	1888
SA	6%	1193
NT	2%	294
TAS	2%	457
Location		
Capital city	69%	12,679
Major regional city	14%	2529
Regional town	9%	1712
Rural town	6%	1096
Remote town or community	2%	369

Participating organisations:

Sample characteristic	% of sample	# in sample
Current title/position:		
Senior executive (e.g. C-level, board level, VP, GM, Area Divisional manager, MD, ADF Star-ranked officer)	3%	486
Managerial (e.g. Line manager, Dept manager, Director, ADF LTCOL(E) or COL (E))	22%	4095
Deputy managerial (e.g. Assistant/Trainee manager, ADF SGT(E) to MAJ(E))	11%	2055
Employee (Non-managerial, ADF PTE(E) to CPL(E))	61%	11,259
Entry level (e.g. apprenticeship, graduate intake, internship, student placement, ADF recruit or IET)	3%	490

Sample characteristic	% of sample	# in sample
Working full-time	82%	15,155
Working part-time	18%	3230
How long worked at current organisation (tenure):		
Less than 6 months	10%	1807
7-12 months	8%	1470
13 months - 2 years	9%	1717
2+ years - 5 years	16%	3021
More than 5 years	56%	10,370

RAP organisations total sample size: 18,385
Please note, percentages have been rounded and may not equal 100%

Participating organisations:

Sample characteristic	% of sample	# in sample
Working full-time	82%	15155
Working part-time	18%	3230
Born in Australia		
Born in Australia	75%	13781
Not born in Australia	25%	4604
Non-Indigenous		
Non-Indigenous	95%	17421
Australian Aboriginal/ Torres Strait Islander	5%	964

Sample characteristic	% of sample	# in sample
Cultural background (non-Indigenous):		
British or Irish	56%	9765
European	19%	3374
Asian	8%	1431
Middle Eastern	1%	171
African	1%	148
Pacific Islander	1%	135
Central or South American	1%	123
Mixed cultures/other	13%	2274

RAP organisations total sample size: 18,385
Please note, percentages have been rounded and may not equal 100%



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