

From: [REDACTED]
To: [REDACTED]
Subject: RAP Impact Survey 2024 - Submission Received
Date: Monday, 30 September 2024 2:01:31 PM

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Account: 0015g000000OWCz1

Account Organisation Name: Australian Communications and Media Authority

Start Time: 12:02pm on September 30, 2024

Duration: 118 minutes

Percent Complete: 89% (33 out of 37)

Hi there,

Thanks for taking the time to complete the RAP Impact Survey 2024.

Here is a copy of your submitted report. If you need to amend any of your data please email us at [REDACTED]

1) 1. Total number of employees in your organisation

Total Number of Employees: 610

2) 2. If you are a peak body or sporting club, please indicate the total number of members you represent

No Answer. Not required.

3) 3. Total number of students

No Answer. Not required.

4) 4. Latest endorsed RAP type

Reflect RAP

Innovate RAP

Stretch RAP

Elevate RAP

5) 5. Was your organisation's very first RAP endorsed within the last 12 months?

Yes

No

6) 6a. Reconciliation Australia provides your organisation with sufficient support, guidance, advice and direction to DEVELOP your RAP.

Strongly Agree

Agree

Neutral

Disagree

Strongly Disagree

7) 6b. Reconciliation Australia provides your organisation with sufficient support, guidance, advice and direction to IMPLEMENT your RAP.

Strongly Agree

Agree

Neutral

Disagree

Strongly Disagree

8) 7. Indicate the frequency of contact with your organisation has had with Reconciliation Australia.

Weekly

Monthly

Once every two or three months

More than once a year, but less than once a quarter

Once a year or less

9) 8. What level of commitment have your senior leaders demonstrated towards reconciliation and the implementation of your RAP?

Our leaders were instrumental in encouraging staff participation in the RAP

Our leaders are seen by staff as playing an active role in delivering on RAP commitments

Our CEO has made a public statement in support of our RAP

Our senior leaders are active members of our RAP Working Group

Our leaders are supportive but aren't always sure what they can do to support our RAP

Only a few of our leaders are supportive of our RAP

Our leaders have not demonstrated commitment to our RAP

10) 9. Does your organisation have a documented Aboriginal and Torres Strait Islander engagement strategy?

Yes

No

11) 10. How many Aboriginal and Torres Strait Islander organisations have you formed or maintained a partnership with in the last 12 months?

Number of formal partners: 1

Number of informal partners: 2

12) 11. Please indicate if you have partnered with these organisations or any others to help meet your RAP objectives during the reporting period

CareerTrackers

Supply Nation

Jawun

Other

13) 12. How did your organisation participate in National Reconciliation Week this year?

Hosted/organised an internal activity/event

Hosted/organised an external activity/event

Supported employees to participate in internal events

Supported employees to participate in external events

Our organisation did not participate in National Reconciliation Week 2024

Other (please specify)

14) 13. How many NRW events did your organisation host this year?

Number of internal events: 1

Number of external events: 3

15) 14. Does your organisation have a documented staff engagement strategy to raise awareness of reconciliation across your workforce?

Yes

No

16) 15. Does your organisation have formalised anti-discrimination policies/provisions in place?

Yes - we have a dedicated anti-discrimination policy

Yes - we have anti-discrimination provisions housed under another policy

No - we do not have formal anti-discrimination provisions in place

17) 16. Does your organisation have an Aboriginal and Torres Strait Islander Cultural Learning strategy document?

Yes

No

18) 17. How many staff have undertaken a structured cultural learning program during the reporting period?

E-learning cultural program: 12

Face-to-face cultural program: 0

Cultural immersion program: 34

19) 18. Does your organisation have an Aboriginal and Torres Strait Islander cultural protocols document?

Yes

No

20) 19. Have you changed any of your external facing services and/or practices as a result of your RAP?

Yes

No

21) 20. Have you changed any of your core (business-as-usual) internal processes and/or policies as a result of your RAP commitments?

Yes

No

Other

22) 21. Does your organisation have a documented Aboriginal and Torres Strait Islander employment, retention, and professional development strategy?

Yes

No

23) 22. What is your target for Aboriginal and Torres Strait Islander employment in this reporting period?

Overall Target Number : 30

Target Number for leadership and management positions: 18

Do not have a target (please enter 0):

24) 23. How many Aboriginal and Torres Strait Islander staff does your organisation currently employ (as of 30 June 2024)?

Total number of Aboriginal and Torres Strait Islander staff: 3

We do not collect this data (please enter 0):

Permanent (full time or part time): 3

Non-ongoing (full-time or part time): 0

Casual: 0

Apprentices/caderships: 0

Traineeships/internships: 0

Contractors: 0

25) 24. Please indicate the number of Aboriginal and Torres Strait Islander staff that are in the following positions

Board positions: 0

Councillors: 0

Senior Executive roles: 0

Other management positions/senior positions: 0

Entry level or junior roles: 3

If you do not have this information. Please type in a short response.: 0

26) 25. Does your organisation have an Aboriginal and Torres Strait Islander procurement strategy document?

Yes

No

27) 26. What was the dollar value of procurement from Aboriginal and Torres Strait Islander businesses in the reporting period?

a. Aboriginal and Torres Strait Islander businesses : 13,534,664.42

b. Businesses certified by Supply Nation: 13,508,845.22

28) 27. How many Aboriginal and Torres Strait Islander businesses did you enter a contract with, during the reporting period?

Number of all Aboriginal and Torres Strait Islander businesses: 18

29) 28. Is your organisation a Supply Nation Member?

Yes

No

30) 29. What was the dollar value of donations made to Aboriginal and Torres Strait Islander organisations in the reporting period?

Dollar value of spend: 0

31) 30. What was the dollar value of contributions to Aboriginal and Torres Strait Islander students and/or education scholarships in the reporting period?

Dollar amount for direct funding of scholarships : 0

Dollar amount of contributions to organisations that support Aboriginal and Torres Strait Islander student: 0

32) 31. What was the value of pro bono services provided to Aboriginal and Torres Strait Islander individuals, organisations, or communities in the last 12 months?

Hours of pro bono services provided:

Dollar value of pro bono services provided :

This does not apply to my organization. (Enter 0): 0

33) 32. Does your organisation have internal and/or external governance structures to include and listen to First Nations stakeholders?

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 within 250 words

34) 33. Has your organisation undertaken any work to educate internal and/or external stakeholders around the Uluru Statement from the Heart?

Yes

No

35) 34a. Of the four strategies/approaches listed here, which have supported your organisation to drive/achieve positive outcomes over the last 12 months.

No Answer. Not required.

36) 34b. In 500 words or less please describe the positive outcome/s of these strategies including any key partnerships that have contributed to these outcomes.

No Answer. Not required.

37) Please enter the email you would like a copy of your

organisation's submission sent to

Email Address:



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