

**From:** [REDACTED]  
**To:** [REDACTED]  
**Subject:** RAP Impact Survey 2025 - Submission Received  
**Date:** Friday, 26 September 2025 4:50:29 PM

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Account: 0015g00000OWCz1  
Account Organisation Name: Australian Communications and Media Authority  
Start Time: 10:15am on August 07, 2025  
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Percent Complete: 100% (41 out of 41)

Hi there,  
Thanks for taking the time to complete the RAP Impact Survey 2025.  
Here is a copy of your submitted report. If you need to amend any of your data please email us at [rap.reporting@reconciliation.org.au](mailto:rap.reporting@reconciliation.org.au) |

**1) 1. Please enter the email you would like a copy of your organisation's submission sent to.**

Name: [REDACTED]

Email address: [REDACTED]

**2) 2.Which industry does your organisation belong to?**

Industry type: Governance

**3) 3. Latest endorsed RAP type**

Reflect  
Innovate  
Stretch  
Elevate

**4) 4. Is your organisation a ASX200 listed company?**

Yes

No

**5) 5. Total number of employees in your organisation**

Total Number of Australian based Employees: 684

**6) 6. If you are a peak body, please indicate the total number of members you represent**

Number of members (Organisations): 0

Number of members (Individuals): 0

**7) 7. Total number of students**

Number of students in your organisation: 0

**8) 8. To what extent do you agree or disagree:**

Strongly Agree

Agree

Neutral

Disagree

Strongly Disagree

**9) 9. To what extent do you agree or disagree:**

Strongly Agree

Agree

Neutral

Disagree

Strongly Disagree

**10) 10. Is your organisation currently developing or implementing 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.

**11) 11. On a scale of 1 - 5 how would you rate your engagement with Reconciliation Australia in the last reporting period (1 July 2024 - 30 June 2025) ?**

5 - We are very engaged

4 - We are somewhat engaged

3 - Neutral

2 - We are not very engaged

1 - We have not engaged with RA in the last reporting period

**12) 12. How often did your organisation participate in an event hosted by Reconciliation Australia (between 1 July 2024 – 30 June 2025)**

1 - 2 events

3 - 4 events

More than 4 events

We did not attend any events hosted by Reconciliation Australia

**13) 13. 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

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

Yes

No

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

Number of formal partners: 43

Number of informal partners: 45

**16) 16. 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 (please specify)

**17) 17. How did your organisation participate in National Reconciliation Week (NRW) 2025?**

Hosted/organised an internal activity/event  
Hosted/organised an external activity/event  
Supported employees to participate in internal and/or external events  
Organisation did not participate in NRW this year

**18) 18. How many NRW 2025 events did your organisation host this year?**

Number of internal events (whole number required): 2  
Number of external events (whole number required): 0

**19) 19. Does your organisation have a documented staff engagement strategy to encourage participation in reconciliation across your workforce?**

Yes  
No  
Unsure

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

Yes - a dedicated anti-discrimination policy  
Yes - anti-discrimination provisions housed under another policy  
No - no formal anti-discrimination provisions in place  
Unsure

**21) 21. Does your organisation have a documented Aboriginal and Torres Strait Islander cultural learning strategy?**

Yes  
No

Unsure

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

E-learning cultural program : 74

Face-to-face cultural program : 88

Cultural immersion program \*\* : 1

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

Yes

No

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

Yes

No

**25) 25. Have you changed any of your internal practices and/or policies as a result of your RAP commitments?**

Yes

No

**26) 26. Does your organisation have a documented Aboriginal and Torres Strait Islander employment, retention, and professional development strategy or framework?**

Yes

No

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

Target number (overall): 34

Target number (leadership and management positions) : 2

Do not have a target :

**28) 28. How many Aboriginal and Torres Strait Islander staff does your**

**organisation currently employ (as of 30 June 2025)?**

Total number of Aboriginal and Torres Strait Islander staff : 7

We do not collect this data : 0

Permanent (full or part-time) : 7

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

Casual : 0

Apprentices/cadetships : 0

Traineeships/internships : 0

Contractors : 0

**29) 29. Please indicate the number of Aboriginal and/or Torres Strait Islander peoples in the following positions within your organisation:**

Board positions : 0

Councillors : 0

Senior executive roles : 0

Other senior and middle management positions : 1

Entry level or junior roles : 6

We do not collect this data:

**30) 30. Please select the category that best represents the range of procurement your organisation made from Aboriginal and Torres Strait Islander businesses**

\$0 to <\$5,000

\$5,000 to < \$100,000

\$100,000 to < \$1million

\$1million to < \$5million

\$5million to < \$10million

Over \$10million

Over \$20million

Over \$50million

Over \$100million

Other

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

Dollar value of goods and/or services procured from Aboriginal and Torres Strait Islander businesses.: 1,704,632.89

**32) 32. What was the dollar value of procurement from businesses certified by Supply Nation?**

Enter the Dollar value of spend from businesses certified by Supply Nation:  
1,704,632.89

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

Enter the number of Aboriginal and Torres Strait Islander businesses : 12

**34) 34. Is your organisation a Supply Nation member?**

Yes

No

**35) 35. What was the dollar value of donations made directly to Aboriginal and/or Torres Strait Islander organisations in the reporting period?**

Dollar value of amount donated : 0

**36) 36. What was the dollar value of contributions to support Aboriginal and Torres Strait Islander students and education scholarships in the reporting period?**

Dollar amount for direct funding of education scholarships: 0

Dollar amount of contributions to organisations that support Aboriginal and/or Torres Strait Islander students (excluding scholarship contributions)  
: 0

**37) 37. What is 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 : 0

Dollar value of pro bono services provided : 0

**38) 38. 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)

**39) 39. What level of engagement have your senior leaders demonstrated towards reconciliation in the period 1 July 2024 – 30 June 2025?**

5 = Most of our senior leaders are instrumental in delivering on RAP commitments

4 = Some of our senior leaders are instrumental in delivering on RAP commitments

3 = A few of our senior leaders engage in our RAP commitments

2 = Our senior leaders rarely engage in the RAP

1 = Our leaders have not yet engaged with the RAP

**40) 40. Of the four strategies/approaches listed here, which one has most supported your organisation to drive positive outcomes over the last 12 months. (Optional question)**

Cultural Learning Framework/Strategy

Employment, retention and professional

Procurement strategy

Anti-racism framework/strategy

Other (please specify)

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

- Staff participation in the Jawun Secondment Program in acknowledgement of its role to strengthen cultural awareness and understanding and partner with Indigenous communities and organisations.

- Celebrating Aboriginal and Torres Strait Islander cultures and histories during NAIDOC Week and National Reconciliation Week.
- Naming our meeting rooms to reflect local Indigenous groups and languages, with the Dharug and Gadigal languages used in the Sydney office, and the Canberra office recognising Ngunnawal names.
- Deepening our understanding of Indigenous culture and learning to deliver more meaningful and heartfelt Acknowledgements of Country through staff participation in the Acknowledge This! 2-hour workshop.
- Implementing our new ACMA Indigenous Procurement Plan.
- Enhancing our HR policies and processes to support First Nations employees through enhanced study assistance for Aboriginal and Torres Strait Islander studies, ceremonial leave, bereavement leave and Indigenous community volunteer leave.
- Celebrating the culture of First Nations people by providing recipients of our annual ACMA Excellence Awards with an Indigenous artwork.

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