

# Impact of Reconciliation Action Plans

## RAP Impact Survey

Every year, Reconciliation Australia measures the extraordinary impact of organisations with Reconciliation Action Plans (RAPs) across the country. Built on strong governance, each RAP drives change through three core pillars: **Relationships, Respect, and Opportunities**.

The **2025 RAP Impact Survey** collected data from **2,190 RAP organisations** to show how RAPs contributed to reconciliation across these three pillars from **July 2024-June 2025**. The findings reveal RAP organisations expanding their impact by embedding reconciliation into decision-making, investment, and everyday practice to deliver meaningful outcomes.



## 2025 RAP Survey Findings

### Relationships

**At the core of reconciliation is the relationship between the Australian community and Aboriginal and Torres Strait Islander peoples.** In 2025, RAP organisations reported:

- 5,923,174 people working or studying in an RAP organisation.
- 24,463 formal/informal partnerships with Aboriginal and Torres Strait Islander organisations.
- 9,532 National Reconciliation Week events hosted across the RAP network.

### Respect

**RAP activities promote respect and strengthen understanding of Aboriginal and Torres Strait Islander histories, cultures, rights, and experiences.** In 2025, RAP organisations reported:

- 35,264 employees participating in on Country cultural immersion.
- 119,143 employees participating in face-to-face cultural learning.
- 744,342 employees participating in online cultural learning.
- 65% of organisations changed internal processes or policies because of their RAP.
- 55% of organisations changed external-facing services or practices because of their RAP.

### Opportunities

**RAPs support equal and equitable participation for Aboriginal and Torres Strait Islander peoples across a range of opportunities.** In 2025, RAP organisations reported:

- 62,197 Aboriginal and Torres Strait Islander peoples employed.
- \$5,618,181,896 worth of goods and services procured by RAP organisations from Aboriginal and Torres Strait Islander-owned businesses.
- 681 Aboriginal and/or Torres Strait Islander people sat on RAP organisation boards.
- 598 Aboriginal and/or Torres Strait Islander people were in executive leadership roles.

