



THE UNIVERSITY
of ADELAIDE

2020 RAP Impact Measurement Questionnaire

The University of Adelaide

**make
history.**

2020 RAP Impact Measurement Questionnaire

The University of Adelaide

Question	
1. Total number of employees	Total Number of Employees: 7565
2. If you are a peak body, please indicate the total number of members you represent	No Answer. The respondent skipped this question.
3. Total number of students	Total number of students: 21142
4. Latest endorsed RAP type	<input type="checkbox"/> Reflect RAP <input checked="" type="checkbox"/> Innovate RAP <input type="checkbox"/> Stretch RAP <input type="checkbox"/> Elevate RAP
5a. Reconciliation Australia provides your organisation with sufficient support, guidance, advice and direction to DEVELOP your RAP.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input checked="" type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Strongly Disagree
5b. Reconciliation Australia provides your organisation with sufficient support, guidance, advice and direction to IMPLEMENT your RAP.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input checked="" type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Strongly Disagree
6. Indicate the frequency of contact with your organisation has had with Reconciliation Australia.	<input type="checkbox"/> Weekly <input type="checkbox"/> Monthly <input type="checkbox"/> Once every two or three months <input checked="" type="checkbox"/> More than once a year, but less than once a quarter <input type="checkbox"/> Once a year or less
7. What level of commitment have your senior leaders demonstrated towards reconciliation and the implementation of your RAP?	<input type="checkbox"/> Our leaders were instrumental in encouraging staff participation in the RAP <input checked="" type="checkbox"/> Our leaders are seen by staff as playing an active role in delivering on RAP commitments <input checked="" type="checkbox"/> Our CEO has made a public statement in support of our RAP <input checked="" type="checkbox"/> Our senior leaders are active members of our RAP Working Group <input checked="" type="checkbox"/> Our leaders are supportive but aren't always sure what they can do to support our RAP <input type="checkbox"/> Only a few of our leaders are supportive of our RAP <input type="checkbox"/> Our leaders have not demonstrated commitment to our RAP
8. 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: 16 Number of informal partners: 7

<p>9. We would really like to highlight the partnerships between RAP organisations and Aboriginal and Torres Strait Islander organisations. Have you got a story to tell us that we can share?</p>	<p>No Answer. The respondent skipped this question.</p>
<p>10. To what extent were collaborations and partnerships formed in the last 12 months driven by your RAP commitments?</p>	<p> <input type="checkbox"/> None <input type="checkbox"/> A little <input checked="" type="checkbox"/> Some <input type="checkbox"/> Quite a lot <input type="checkbox"/> A great deal <input type="checkbox"/> Not applicable </p>
<p>11. Did your organisation participate in National Reconciliation Week (NRW) this year?</p>	<p> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know </p>
<p>12a. How did your organisation participate in NRW this year?</p>	<p> <input type="checkbox"/> Launched our RAP <input type="checkbox"/> Launched a new program or initiative <input type="checkbox"/> Invited guest speakers to attend our events <input checked="" type="checkbox"/> Distribution of information, resources and promotional material to staff or public <input checked="" type="checkbox"/> Raised awareness through social media or on our website <input type="checkbox"/> Unveiled a plaque or named a facility <input checked="" type="checkbox"/> Learning seminars, workshops, documentary screenings or training sessions <input type="checkbox"/> Reconciliation event, presentation, meeting, forum such as a tea, lunch or dinner <input checked="" type="checkbox"/> Held an online event <input checked="" type="checkbox"/> Cultural event or exhibition involving dance, language, art, music, film, food or a tour <input type="checkbox"/> Organised Welcome to Country or other traditional ceremonies <input checked="" type="checkbox"/> Participated in commemorative events or campaign such as a Sea of Hands, Sorry Day events, marches or walks <input type="checkbox"/> Raised awareness through flags, posters, banners and displays <input type="checkbox"/> Ran activities for children and families <input type="checkbox"/> Reconciliation Awards <input checked="" type="checkbox"/> Collaborated or supported other organisations for local events <input type="checkbox"/> Ran quizzes, competitions or giveaways <input type="checkbox"/> Did not officially participate this year <input type="checkbox"/> Don't know <input type="checkbox"/> Other </p>
<p>12b. How did your organisation participate in NRW this year?</p>	<p> <input type="checkbox"/> Learning seminars, workshops, documentary screenings or training sessions <input checked="" type="checkbox"/> Attended an online event <input type="checkbox"/> Reconciliation event, presentation, meeting, forum such as a tea, lunch or dinner <input type="checkbox"/> Cultural event or exhibition involving dance, language, art, music, film, food or a tour </p>

	<input type="checkbox"/> Organised Welcome to Country or other traditional ceremonies <input type="checkbox"/> Participated in commemorative events or campaign such as a Sea of Hands, Sorry Day events, marches or walks <input type="checkbox"/> Raised awareness through flags, posters, banners and displays <input type="checkbox"/> Ran activities for children and families <input type="checkbox"/> Reconciliation Awards <input type="checkbox"/> Collaborated or supported other organisations for local events <input type="checkbox"/> Ran quizzes, competitions or giveaways <input type="checkbox"/> Did not officially participate this year <input type="checkbox"/> Don't know <input type="checkbox"/> Other
13. How many NRW events did your organisation host this year?	Number of events: 4
14. Does your organisation have an Aboriginal and Torres Strait Islander Cultural Learning strategy document?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't Know
15. What is the target number of staff that your organisation committed to undertake a cultural learning program, within the reporting period?	Target Number (whole numbers): 400
16. How many staff have undertaken a cultural learning program during the reporting period?	Overall number: 621 E-learning cultural program: 0 Face-to-face cultural program: 50 Cultural immersion program: 0 Other : 571 Other description: University's cultural awareness onboarding for new staff
17. Does your organisation have an Aboriginal and Torres Strait Islander cultural protocols document?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know
18. How did your organisation celebrate NAIDOC Week 2019?	During NAIDOC 2019 we hosted a guided tour, in partnership with the SA Museum, for staff to learn more and engage with the Museum's Aboriginal Cultures Collection. The tour was hosted by Adnyamathanha and Ngarrindjeri woman and archeologist, Jacinta Koolmatrie who specialises in representations of Indigenous peoples in Museums. We also participated in the SA NAIDOC March and community fun day.
19. How has your organisation increased visibility of Aboriginal and Torres Strait Islander cultures this year?	Development of a Kurna Learning circle on our North Terrace Campus Statement from the Acting VC in support of BLM Movement and its Australian context in regards to Aboriginal deaths in custody Social media content promoting our Kurna Cultural Advisors and their passion to reawaken Kurna language Increased participation in NRW activities and events Faculty lead events on International Day of the World's Indigenous peoples provided an opportunity for staff learning Acknowledgement of Country performed by all academics at the first class of each semester

20. Have you changed any of your core and/or external facing services and practices as a result of your RAP?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
21. Have you noticed any changes for your customers/clients/supporters/other stakeholders due to the way you operate with more culturally appropriate services or practices?	<input type="checkbox"/> Very negative <input type="checkbox"/> Negative <input type="checkbox"/> No change <input checked="" type="checkbox"/> Positive <input type="checkbox"/> Very positive <input type="checkbox"/> Not Applicable
22. To what extent were activities and changes relating to cultural competency driven by your RAP commitments?	<input type="checkbox"/> None <input type="checkbox"/> A little <input type="checkbox"/> Some <input checked="" type="checkbox"/> Quite a lot <input type="checkbox"/> A great deal
23. To what extent do you agree or disagree with the following statement: Your organisation is maximising the value it gets from the unique skills, competencies and opportunities that Aboriginal and Torres Strait Islander employees bring with them.	12 months ago <input type="checkbox"/> Strongly Disagree <input type="checkbox"/> Disagree <input checked="" type="checkbox"/> Neutral <input type="checkbox"/> Agree <input type="checkbox"/> Strongly Agree <input type="checkbox"/> Not Applicable Now <input type="checkbox"/> Strongly Disagree <input type="checkbox"/> Disagree <input type="checkbox"/> Neutral <input checked="" type="checkbox"/> Agree <input type="checkbox"/> Strongly Agree <input type="checkbox"/> Not Applicable
24. Does your organisation have an Aboriginal and Torres Strait Islander employment and retention strategy document?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't Know
25. What is your target for Aboriginal and Torres Strait Islander employment in this reporting period?	Target Number (whole numbers): 100
26. How many Aboriginal and Torres Strait Islander staff does your organisation currently employ?	Overall number: 107 Permanent full-time: 17 Permanent part-time: 4 Casual: 53 Apprentices: 0 Internships: 0 Cadetships: 14 Contractors: 0 Secondees: 2 Non-ongoing full-time: 11

	Non-ongoing part-time: 8
27. Please indicate the number of Aboriginal and Torres Strait Islander staff that are in:	Board positions: 0 Executive roles: 1 Other management positions: 3 Junior roles: 0
28. How many Aboriginal and Torres Strait Islander staff did you retain in your organisation throughout the reporting period?	Number (whole numbers): 38
29. Did your organisation provide professional development opportunities to Aboriginal and Torres Strait Islander people?	<input type="checkbox"/> Yes – pre-employment training <input type="checkbox"/> Yes – progression within current role training <input type="checkbox"/> Yes – mentorship programs <input checked="" type="checkbox"/> Yes – employment pathway programs <input type="checkbox"/> Yes – collaboration with other RAP organisations <input type="checkbox"/> No
30. To what extent were employment changes driven by your RAP commitments?	<input type="checkbox"/> Not at all <input checked="" type="checkbox"/> A little <input type="checkbox"/> Some <input type="checkbox"/> Quite a lot <input type="checkbox"/> A great deal
31. Does your organisation have an Aboriginal and Torres Strait Islander procurement strategy document?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know
32. What is the dollar value of procurement from Aboriginal and Torres Strait Islander businesses in the reporting period?	a. Aboriginal and Torres Strait Islander businesses : 70563 b. Businesses certified by Supply Nation: 430148
33. 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: 19 Number of businesses certified by Supply Nation : 15
34. Is your organisation a Supply Nation Member?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
35. To what extent were your procurement changes driven by your RAP commitments?	<input type="checkbox"/> None <input type="checkbox"/> A little <input type="checkbox"/> Some <input checked="" type="checkbox"/> Quite a lot <input type="checkbox"/> A great deal
36. What is the dollar value of donations made to Aboriginal and Torres Strait Islander organisations in the reporting period?	Dollar value of spend: 0
37. What is the dollar value of contributions to Aboriginal and Torres	Dollar amount for direct funding of scholarships : 155637

Strait Islander education scholarships in the reporting period?	
38. What is the dollar value of contributions to organisations that support Aboriginal and Torres Strait Islander students?	Dollar amount of contributions to organisations that support Aboriginal and Torres Strait Islander students : 280368
39. 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: 500 Dollar value of pro bono services provided: 10,000
40. Please indicate the level of FINANCIAL impact COVID-19 has had on your organisation?	<input type="checkbox"/> None <input type="checkbox"/> Minimal (less than 10% decrease in business or hours) <input checked="" type="checkbox"/> Significant (some job loss and/or reduced salary for existing employees, loss of business revenue of more than 10%) <input type="checkbox"/> Severe (significant job loss or stand downs and significant business revenue loss)
41. Please indicate the level of OPERATIONAL impact COVID-19 has had on your organisation?	<input type="checkbox"/> None <input type="checkbox"/> Limited (relatively few changes in workload and business activities) <input checked="" type="checkbox"/> Significant (some increased demand for services) <input type="checkbox"/> Extreme (increased demand for services, need to hire additional employees or bring in secondees)
42. Please tell us about how your organisation has utilised opportunities to meet your RAP commitments in light of COVID-19?	Moving events to an online capacity, rather than cancelling outright. Using the University's renewed focus on domestic students to drive outcomes for Aboriginal and Torres Strait Islander students.
43. Please indicate which of your RAP commitments have been impacted by COVID-19?	<input checked="" type="checkbox"/> Employment <input checked="" type="checkbox"/> Procurement <input checked="" type="checkbox"/> Cultural learning <input type="checkbox"/> Community engagement <input type="checkbox"/> Not Applicable <p>Additional comments - "The University has placed a hiring freeze across the entire organisation, limiting the ability to work towards our RAP's employment goals of 3%. Decreased budget has lowered the organisation's spend with Indigenous suppliers as compared to previous years. Due to COVID restrictions we've had to postpone some face to face cultural training, but with an easing in South Australia we are beginning to refocus on these goals. "</p>
44. Please tell us how your organisation has pivoted your reconciliation commitments to address community needs during COVID-19?	We've focused our attention on the reconciliation commitments we can control that don't require excessive funding or external input. For example, we have put together a group to review our anti-discrimination policies and are working towards an explicit anti-racism strategy and supporting educative resources to ensure that our staff and student cohorts are understanding issues of racism and white privilege. We've also increased our outreach initiatives, to provide access and funding into further education for Aboriginal & Torres Strait Islander peoples impacted by COVID-19 and perhaps looking to retrain through university education.
45. Please tell us about how your organisation has worked towards advancing any of the Five Dimensions of reconciliation?	Race Relations - we are working towards an anti-racism policy and supporting educative resources to improve race relations in our university. We are also undertaking research to better understand our students and staff experiences of racism so that we can ensure culturally appropriate and safe reporting and

	<p>action of racist incidents. Equality and Equity - we are continuing to action strategies towards increasing student representation in our university, and have launched a new research strategy to increase the number of student researchers. We are also developing a new employment strategy to be implemented once our hiring freeze is lifted. Historical acceptance - We're working closely with the Kurna community to repatriate Aboriginal ancestral remains that have been stored by the university since the late 19th century. We have published resources and communications to provide an account of the actions taken by University of Adelaide staff, in relation to the handling of Aboriginal ancestral remains, and provide support in light of this confronting information. We are committed to returning all ancestral remains and cultural artefacts to their rightful family owners. Unity - we are working a local Aboriginal cultural awareness provider to deliver face to face cultural training for our staff. Institutional integrity - all divisions, faculties and areas within our uni are committed to the RAP, and actioning reconciliation commitments within their local areas.</p>
<p>46. Please tell us about any other comments you have or stories you'd like to share on your experiences through delivering your organisation's RAP commitments this year.</p>	<p>It's been heartening to see the ways that the RAP has strengthened the whole of the university's commitment to reconciliation and improving respect and opportunities for and relationships with Aboriginal and Torres Strait Islander peoples. Having a formal document that everyone can rally around has made an impactful difference. The highlight for the University this year has been the launch of our Kurna Learning Circle, which is a result of ongoing and meaningful consultation and collaboration with the local Kurna community. It features the reawakened Kurna language and culturally important stories of the Karrowirra Parri (River Torrens) near which the University is situated. The launch of this important physical structure was an important cultural and learning event for our university community, the space has quickly become a place of quiet reflection and an opportunity for our staff and students to learn more about the people and cultures of the land on which we all sit.</p>
<p>47. Testimonial</p>	<p>It's been heartening to see the ways that the RAP has strengthened the whole of the university's commitment to reconciliation and improving respect and opportunities for and relationships with Aboriginal and Torres Strait Islander peoples. Having a formal document that everyone can rally around has made an impactful difference.</p>
<p>48. Do you have any strategy documents or relevant files that you are happy for us to share with the wider RAP network?</p>	<p>Do you have documents to share? No</p>