Trends in business-Indigenous engagement
Today

• About the BCA
• Indigenous engagement survey
• Key trends in business-Indigenous engagement
• Building better connections
About the BCA

What is the Business Council of Australia?
• Members
• Structure
• Purpose and agenda

Indigenous focus
• The Indigenous Engagement Task Force
• The Business Indigenous Network
• Indigenous engagement survey
Indigenous engagement survey

Why?
• Track change
• Influence
• Promote successful initiatives
• Identify the business case

2014 outcomes
• Workforce of 15,000 (decrease)
• $1.7 billion supplier diversity
• $72 million education
• 100,000 pro-bono hours
<table>
<thead>
<tr>
<th>Aspect</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indigenous employment strategies</td>
<td>21 companies</td>
<td>29 companies</td>
<td>55 companies</td>
<td>44 companies</td>
<td>59 companies</td>
<td>60 companies</td>
</tr>
<tr>
<td>Increase in Indigenous employees/trainees in the last 12 months¹</td>
<td>N/A</td>
<td>700 companies</td>
<td>1,430 companies</td>
<td>2,700 companies</td>
<td>3,500 companies</td>
<td>2,045 companies</td>
</tr>
<tr>
<td>Reconciliation Action Plan (RAP)</td>
<td>9 companies</td>
<td>14 companies</td>
<td>22 companies</td>
<td>29 companies²</td>
<td>28 companies³</td>
<td>40 companies³</td>
</tr>
<tr>
<td>Used an Indigenous business in supply chain</td>
<td>16 companies</td>
<td>17 companies</td>
<td>N/A</td>
<td>43 companies</td>
<td>49 companies</td>
<td>51 companies</td>
</tr>
<tr>
<td>Member of Supply Nation</td>
<td>16 companies</td>
<td>17 companies</td>
<td>22 companies</td>
<td>35 companies</td>
<td>48 companies</td>
<td>49 companies</td>
</tr>
<tr>
<td>Implemented workplace cultural awareness/education</td>
<td>N/A</td>
<td>24 companies</td>
<td>43 companies</td>
<td>49 companies</td>
<td>50 companies</td>
<td>53 companies</td>
</tr>
<tr>
<td>Member of the BCA’s Business-Indigenous Network⁴</td>
<td>30 companies</td>
<td>30 companies</td>
<td>32 companies</td>
<td>50 companies</td>
<td>80 companies</td>
<td>80 companies</td>
</tr>
<tr>
<td>Number of responses</td>
<td>35 companies</td>
<td>46 companies</td>
<td>88 companies</td>
<td>95 companies</td>
<td>95 companies</td>
<td>89 companies</td>
</tr>
<tr>
<td>Main barriers</td>
<td>Slower and more resource-intensive than expected</td>
<td>Time, effort and resourcing</td>
<td>Not in line with business objectives</td>
<td>Limited resources</td>
<td>Limited resources</td>
<td>Lack of compelling business case/knowing where to start</td>
</tr>
</tbody>
</table>

¹ Data excludes 2009.
² Includes RAP, Indigenous employment strategies.
³ Includes Indigenous employment strategies.
⁴ Includes Indigenous employment strategies.
What companies are doing

Figure 2: Top 10 Indigenous engagement activities

- Support for Indigenous education: 78%
- Cultural awareness training and practices: 77%
- Employment and training initiatives: 76%
- Using Indigenous suppliers/contractors: 72%
- Partnering with/mentoring Indigenous organisations/businesses: 59%
- Direct financial assistance/contributions/sponsorships: 57%
- Capacity building support for Indigenous communities/organisations/businesses: 56%
- Pro bono/honorary work: 49%
- Encouraging suppliers to use Indigenous businesses in their supply chain: 47%
- Seconding staff to Indigenous organisations/businesses: 40%
**Engagement by sector**

**Figure 3:** Percentage of companies within sectors with Indigenous engagement activities

<table>
<thead>
<tr>
<th>Sector</th>
<th>Engagement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business, legal and professional services</td>
<td>100%</td>
</tr>
<tr>
<td>Retail and/or wholesale trade</td>
<td>100%</td>
</tr>
<tr>
<td>Tourism and hospitality</td>
<td>100%</td>
</tr>
<tr>
<td>Finance and insurance</td>
<td>90%</td>
</tr>
<tr>
<td>Information, media and telecommunications</td>
<td>90%</td>
</tr>
<tr>
<td>Mining-related services</td>
<td>85%</td>
</tr>
<tr>
<td>Mining and energy</td>
<td>80%</td>
</tr>
</tbody>
</table>
Benefits (and drivers)

Figure 6: What have been the main benefits of your company’s Indigenous engagement activities?

- Increased staff awareness/engagement: 91%
- Enhanced corporate culture: 81%
- Reputation: 74%
- Strengthened relationships with local communities: 71%
- A more diverse workforce: 60%
- A more diverse supply chain: 45%
- Competitive advantage: 33%
- Increased staff retention (overall Indigenous and non-Indigenous): 29%
- Building up/strengthening local workforce: 26%
- Annual reporting: 19%
Partners

**Figure 20: Partner organisations**

- Reconciliation Australia: 62%
- Supply Nation: 50%
- CareerTrackers: 43%
- Jawun: 30%
- Australian Indigenous Mentoring Experience: 28%
- Recognise: 25%
- Clontarf Foundation: 22%
- Aboriginal Employment Strategy: 22%
- Australian Indigenous Education Foundation: 18%
- Empowered Communities: 13%
- Many Rivers: 10%
- The Aurora Project: 10%
- National Congress of Australia’s First Peoples: 3%
- Other: 32%

Companies named an additional 38 organisations they were working with.
Trends in corporate engagement

• Move away from a philanthropic approach

• Aligning activities to core business. Eg. Bank = microfinance/ engineering firm = summer school/cadetships.

• ‘Orthodoxy’ emerging - three pronged approach: employment, supplier diversity, education/community partnerships.

• RAPs still most common strategy format

• Partnerships that deliver two-way benefits

• Connecting with key ‘vehicle’ organisations – RA, Career Trackers, AIME, Supply Nation etc.
  › “Entry point” organisations like Jawun
  › “Enabling” organisations like Clontarf/AIEF

• Businesses are inherently risk-averse - ‘big’ partner orgs with existing corporate relationships attractive.
What can communities/Indigenous organisations do to build connections with the private sector?

• Identify where what you do aligns with what the company wants to do (read their RAP/Strategy)
  › Geographic – are you in their area of operation?
  › Industry – what do you do/can you do that relates to the industry?
  › Pipeline – are you/can you do something that will increase future employment/Indigenous business development?

• Understand the business, the market and the planning/budget cycle

• Scale helps – it’s hard for large companies to manage small partnerships.

• Relationships are (still) everything