

## The RAP Framework

Reconciliation Australia defines reconciliation through five critical dimensions that together represent a holistic and comprehensive picture of reconciliation. The five dimensions are:

- race relations
- equality and equity
- institutional integrity
- unity
- historical acceptance

These five dimensions do not exist in isolation but are interrelated. Reconciliation cannot be seen as a single issue or agenda; the contemporary definition of reconciliation must weave all these threads together.

Read more about the five dimensions on the [‘What is reconciliation?’](#) web page.

The five dimensions of reconciliation set out a clear roadmap toward a just equitable and reconciled Australia. All sections of the community – governments, civil society, the private sector and Aboriginal and Strait Islander communities – have a role to play. With this task ahead how can individuals, organisations and communities know where to start?

Reconciliation Australia provides a framework of relationships, respect and opportunities for implementing reconciliation initiatives in the workplace and beyond. Through these three core pillars, individuals, organisations, and communities can turn their good intentions into action and support the national reconciliation movement.





## Relationships

At the heart of reconciliation is the relationship between the broader Australian community and Aboriginal and Torres Strait Islander peoples. To achieve reconciliation, we need to develop strong relationships built on trust and respect, and that are free of racism.

Almost all Australians believe the relationship between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians is important.

When we get to know each other, attitudes and behaviours toward each other improve. Further, when programs and policies that affect the lives of Aboriginal and Torres Strait Islander peoples are developed and implemented in partnership, better outcomes are achieved.

From a human rights perspective, relationships are central to principles of Aboriginal and Torres Strait Islander self-determination and to the principle of free, prior and informed consent as outlined in the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).



## Respect

Understanding of Aboriginal and Torres Strait Islander cultures, rights and experiences underpins progress toward all five dimensions of reconciliation. Without respect for Aboriginal and Torres Strait Islander ways of doing things, respectful relationships cannot be built. Without pride in Aboriginal and Torres Strait Islander cultures and heritage, we cannot foster a shared national identity. Without understanding the wrongs of the past, we cannot ensure these wrongs are never repeated.

When individuals, organisations and sectors embed commitments to value and recognise Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights, we know that Aboriginal and Torres Strait Islander peoples face less barriers in terms of accessing health, education and employment opportunities. Crucially, respect for and protection of culture, along with equality and non-discrimination are also fundamental human rights that apply to all peoples, including Aboriginal and Torres Strait Islander peoples.



## Opportunities

Culturally safe, partnership-centered opportunities that uphold the unique rights of Aboriginal and Torres Strait Islander peoples helps to create the right environment for Aboriginal and Torres Strait Islander peoples to participate equally across education, health, employment, and economic development.

Equitable participation in a range of life opportunities is crucial for the wellbeing of all peoples, including Aboriginal and Torres Strait Islander peoples.

Large and unacceptable gaps between Aboriginal and Torres Strait Islander peoples and other Australians persist on all social, health, education and economic indicators.

Read more about the attitudes, perceptions and behaviours shaping relationships, respect and opportunities between Aboriginal and Torres Strait Islander and non-Indigenous Australians in our [recent reports and publications](#).



## Governance and reporting

Strong governance is vital to turning good intentions into action to support the national reconciliation movement.

The pillars of relationships, respect and opportunities are anchored by strong governance and accountability structures to drive genuine implementation of reconciliation initiatives.

An effective RAP Working Group that is guided by Aboriginal and Torres Strait Islander voices should govern the development and implementation of RAPs.

Reporting RAP achievements, challenges, and learnings internally and externally demonstrates accountability and transparency, and a commitment to continued learning.

Embedding resourcing, capability, and support (especially from senior leadership) for the RAP across the organisation underpins the effective implementation of RAP commitments.

Along with implementing strong internal governance and accountability measures, all RAP organisations are required to report on their reconciliation commitments to help inform the [annual RAP Impact report](#) – a presentation of the cumulative impact of the Reconciliation Action Plan program across all walks of Australian life.

Organisations are also encouraged to take part in the Workplace RAP Barometer (WRB). The WRB survey is conducted every two years and provides the opportunity to understand the impact of the RAP across all levels of an organisation, to compare the views, priorities and experiences of Aboriginal and Torres Strait Islander with those of non-Indigenous staff, and to gain insight into where the RAP is making a difference and where they may need to refocus their efforts.

### Any questions?

Please email us at [rap.team@reconciliation.org.au](mailto:rap.team@reconciliation.org.au).