



# Which RAP is right for you?

## Reconciliation Action Plan (RAP) Framework

Reconciliation Australia’s RAP Framework provides organisations with a structured approach to advance reconciliation. There are four different types of RAP that an organisation can develop: *Reflect*, *Innovate*, *Stretch & Elevate*. Each type of RAP is designed to suit an organisation at different stages of their reconciliation journey and organisations can repeat the same type of RAP if appropriate.

### Reflect RAP

#### Scoping capacity for reconciliation

A Reflect RAP clearly sets out the steps you should take to prepare your organisation for reconciliation initiatives in successive RAPs. Committing to a Reflect RAP allows your organisation to spend time scoping and developing relationships with Aboriginal and Torres Strait Islander stakeholders, deciding on your vision for reconciliation and exploring your sphere of influence, before committing to specific actions or initiatives. This process will help to produce future RAPs that are meaningful, mutually beneficial and sustainable.

| Is a Reflect RAP the right fit for your organisation? |   |
|---|---|
| <b>RAP objective</b>                                  | <ul style="list-style-type: none"> <li>Prepare the organisation for future RAPs and reconciliation initiatives</li> </ul>   |
| <b>Duration</b>                                       | <ul style="list-style-type: none"> <li>12 months</li> </ul>   |
| <b>Suitable for</b>                                   | <p>Organisations that may:</p> <ul style="list-style-type: none"> <li>be new to reconciliation and are unsure of how their organisation could or should engage with reconciliation</li> <li>have limited or poor relationships with Aboriginal and Torres Strait Islander stakeholders</li> <li>need time to engage the whole of organisation in reconciliation, including gaining support from senior leaders</li> <li>don't have an existing working group and structured plan to drive reconciliation</li> <li>Organisations that are unsure who their Aboriginal and Torres Strait Islander staff and external stakeholders are</li> </ul>                    |
| <b>Key expectations of the RAP</b>                    | <ul style="list-style-type: none"> <li>Establish an effective governance structure, including RAP Working Group</li> <li>Determine your organisation’s vision for reconciliation</li> <li>Scope and reflect on how the organisation can contribute to reconciliation</li> <li>Improve relationships with Aboriginal and Torres Strait Islander peoples and relevant stakeholders</li> <li>Build understanding of who, how, why and when to seek guidance and consultation</li> <li>Prepare business cases to senior leaders for future reconciliation initiatives</li> <li>Not necessarily expected to make changes to policies or internal operations</li> </ul> |

## Innovate RAP

### Implementing reconciliation initiatives

An Innovate RAP outlines actions that work towards achieving your organisation’s unique vision for reconciliation. Commitments within this RAP allow your organisation to be aspirational and innovative in order to help your organisation gain a deeper understanding of its sphere of influence, and establish the best approach to advance reconciliation. An Innovate RAP focuses on developing and strengthening relationships with Aboriginal and Torres Strait Islander peoples, engaging staff and stakeholders in reconciliation, developing and piloting innovative strategies to empower Aboriginal and Torres Strait Islander peoples.

| Is an Innovate RAP the right fit for your organisation? |   |
|---|---|
| <b>RAP objectives</b>                                   | <ul style="list-style-type: none"> <li>▪ Establishing the best approach for advancing reconciliation within the organisation</li> <li>▪ Implementing reconciliation strategies and initiatives</li> </ul>   |
| <b>Duration</b>   | <ul style="list-style-type: none"> <li>▪ 2 years</li> </ul>   |
| <b>Prerequisites</b>                                    | <ul style="list-style-type: none"> <li>▪ General support and goodwill throughout the organisation</li> <li>▪ Support from senior leaders of the organisation</li> <li>▪ Established governance structure, including RAP Working Group with Aboriginal and/or Torres Strait Islander representation</li> </ul>   |
| <b>Suitable for</b>                                     | <p>Organisations that:</p> <ul style="list-style-type: none"> <li>▪ have strong relationships with their Aboriginal and Torres Strait Islander stakeholders and understand who, how, why, and when to seek guidance and consultation</li> <li>▪ are ready to begin or continue to implement strategies, initiatives and policies that support reconciliation</li> <li>▪ are ready to commit to additional actions tailored to their organisation</li> </ul> <p>Organisations that may have:</p> <ul style="list-style-type: none"> <li>▪ strong engagement with reconciliation and want to consolidate this through a structured governance model and formal public commitment</li> <li>▪ had challenges with previous efforts or are yet to embed reconciliation across the organisation</li> <li>▪ completed a RAP previously, have learnt from this experience and wish to continue or improve their approaches and/or try new approaches</li> </ul> |
| <b>Key expectations of the RAP</b>                      | <ul style="list-style-type: none"> <li>▪ Develop mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders</li> <li>▪ Develop and pilot strategies for reconciliation initiatives</li> <li>▪ Engage staff in reconciliation</li> <li>▪ Identify the best approach for the organisation through aspirational deliverable</li> <li>▪ Explore how the organisation can drive reconciliation through its business activities, services, programs, stakeholders and/or sphere of influence</li> <li>▪ Report to Reconciliation Australia by September each year, through the RAP Impact measurement questionnaire</li> <li>▪ Publically report on RAP progress to external stakeholders</li> </ul>   |

## Stretch RAP

### Embedding reconciliation

A Stretch RAP is best suited to organisations that have developed strategies, and established a very strong approach towards advancing reconciliation internally and within the organisation’s sphere of influence. This type of RAP is focused on implementing longer-term strategies, and working towards defined measurable targets and goals. The Stretch RAP requires organisations to embed reconciliation initiatives into business strategies to become ‘business as usual’.

| Is a Stretch RAP the right fit for your organisation? |   |
|---|---|
| <b>RAP objectives</b>                                 | <ul style="list-style-type: none"> <li>▪ Embed reconciliation initiatives into the organisation</li> <li>▪ Utilise sphere of influence to drive reconciliation</li> </ul>   |
| <b>Duration</b>                                       | <ul style="list-style-type: none"> <li>▪ 2-3 years</li> </ul>   |
| <b>Prerequisites</b>                                  | <p>Organisations are expected to have:</p> <ul style="list-style-type: none"> <li>▪ successfully completed a previous RAP</li> <li>▪ strong meaningful engagement with internal and external Aboriginal and Torres Strait Islander stakeholders</li> <li>▪ an effective governance structure, including RAP Working Group with Aboriginal and/or Torres Strait Islander representation, and senior decision makers from across the organisation</li> <li>▪ processes and systems in place to capture information on staff cultural learning, Aboriginal and Torres Strait Islander employees, spend with Aboriginal and Torres Strait Islander businesses, and any other relevant RAP commitments</li> <li>▪ strong support and engagement from senior leaders, including a designated RAP Champion</li> <li>▪ an effective Aboriginal and Torres Strait Islander engagement strategy, cultural learning strategy and employment strategy</li> <li>▪ completed the RAP Impact Measurement Questionnaire Report each year</li> </ul> |
| <b>Suitable for</b>                                   | <p>Organisations that have met the above requirements and:</p> <ul style="list-style-type: none"> <li>▪ are confident in their tried and tested approach to embedding reconciliation within their organisation</li> <li>▪ have tailored additional commitments to their business activities, services, programs, stakeholders and/or sphere of influence</li> <li>▪ are ready to expand on their efforts through specific and measurable longer-term commitments with an outcomes focus</li> <li>▪ can commit to robust reporting requirements</li> <li>▪ are willing to collaborate with other RAP organisations to advance reconciliation</li> </ul>  |
| <b>Key expectations of the RAP</b>                    | <ul style="list-style-type: none"> <li>▪ Set measurable targets and firm tangible commitments throughout the RAP</li> <li>▪ Implement strategies to ensure staff throughout the organisation is engaged in reconciliation</li> <li>▪ Continuous improvement of engagement, cultural learning, employment and procurement strategies</li> <li>▪ Engage external stakeholders in reconciliation</li> <li>▪ Consider initiatives to address the five dimensions of reconciliation</li> <li>▪ Report to Reconciliation Australia by September each year, through the RAP Impact Measurement Questionnaire</li> <li>▪ Publically report on RAP progress to external stakeholders</li> </ul>  |

## Elevate RAP

### Leadership in reconciliation

Please discuss with Reconciliation Australia if you are aspiring for an Elevate RAP as there are unique requirements, expectations and processes in order to qualify.

For more information visit  
[www.reconciliation.org.au](http://www.reconciliation.org.au)