

# Can your organisation develop a RAP?

## Before you register to develop a RAP, it's important to understand if a RAP right for your organisation.

A Reconciliation Action Plan (RAP) is a strategic document that helps organisations take meaningful action to advance reconciliation. Based on a proven theory of change, RAPs support organisations to build respectful relationships with local Aboriginal and Torres Strait Islander communities and foster opportunities in supplier diversity, Aboriginal and Torres Strait Islander recruitment and cultural learning.

While any organisation, community group or individual can take action toward reconciliation, Reconciliation Australia's RAP framework is specifically designed for workplaces.

To develop a RAP your organisation **must fulfil all** the below requirements:

- be a workplace
- have employees
- have operations in Australia
- be completely autonomous with own governance structure (e.g. have a CEO, Board)
- have the authority to create and modify organisational policies and procedures
- have the authority to allocate funds for projects
- have the ability to form a RAP Working Group
- If your organisation has international operations, the RAP should sit at the Australian subsidiary level.

You are encouraged to discuss your organisation's unique circumstances and capacity to develop a RAP with Reconciliation Australia, however, some of the common characteristics of organisations that we find a workplace RAP is **not well suited** to are:

- Organisations that do not have paid employees i.e., sole traders, volunteer organisations, faith groups, network groups or clubs.
- Organisations that are part of a larger organisation that leads decision-making processes (e.g., a HR department within an organisation, or the NSW office of a national organisation)
- Organisations with corporate services, including human resources, that sit with a larger, central organisation

**Please note**, tailored RAP frameworks have been developed to cater for the specific needs of some organisations, as follows:

If you are a school, preschool, childcare, before/after school care, or early learning service, visit Reconciliation Australia's [Narragunnawali: Reconciliation in Education page](#) for education sector RAP information, as well as professional learning and curriculum resources.

## What to do if a RAP is not right for you

A workplace RAP is just one of many ways that organisations can get involved in reconciliation. If you think the workplace RAP framework is not for your organisation, consider getting involved in some of the following alternative ways:

- Organise a [National Reconciliation Week](#) event between 27 May and 3 June each year and register your event on the Reconciliation Australia website.
- Develop a business case for your parent/national/central organisation to develop a RAP.
- Connect with [local reconciliation networks](#).
- Pledge your support to national campaigns supporting social justice outcomes for Aboriginal and Torres Strait Islander peoples, e.g.:
  - Commit to take action against racism through [Racism. It stops with me](#).
  - Join the more than 200,000 Australians committed to [Close the Gap](#) in health equality by 2030.
  - Take the pledge to [Change the Record](#) on soaring Aboriginal and Torres Strait Islander imprisonment rates and levels of experienced violence.
  - Join [Family Matters](#) to ensure Aboriginal and Torres Strait Islander children and young people grow up safe and cared for in family, community and culture.

## Still unsure?

If you are still unsure if the workplace RAP framework is right for your organisation, please email [rap.team@reconciliation.org.au](mailto:rap.team@reconciliation.org.au).