

# Reconciliation Action Plans

Disclaimer: This Reconciliation Australia presentation is one of many types of presentations about the RAP program. Some information may be subject to change as new developments or lessons emerge.



Reconciliation Australia

# Reconciliation Australia

- Established in 2000
- Not-for-profit, non-government organisation
- Indigenous and non-Indigenous working together
- ‘Close the Gap’
  - What works
  - Sharing success
  - Community awareness raising



# Reconciliation Action Plans

- Launched July 2006
- Turning good intentions into actions
- Mutual benefit
- Aligned to core business



# The RAP Team



Reconciliation Australia  
RECONCILIATION ACTION PLANS

# What's in a RAP?



## RELATIONSHIPS

- Indigenous-led solutions
- Sharing information
- Professional, social and cultural networks
- Your business niche

### Example

- A RAP working group with the right people to get the job done.
- Indigenous people providing advice at all stages of RAP development, implementation and evaluation.
- Developing a database of Indigenous contacts for your organisation's business.
- Finding out through research and networks what activities are already happening before putting your ideas into action. This will help avoid duplication and reinventing the wheel, and help extend support beyond communities who are already well known and better resourced.
- Getting to know Traditional Owners, Elders and leaders in your community and encouraging staff to attend cultural and reconciliation events.
- Accept invitations from Indigenous people to spend time in their community.
- Co-mentoring between your organisation and relevant Indigenous enterprise.



## RESPECT

- Indigenous cultural education & development
- Cultural protocols
- Policy integration
- Your business niche

### Example

- Setting a target for 100% of staff to undertake cultural education/awareness training over three years.
- Including cultural education/ awareness training in staff induction packages.
- Attending cultural learning events and celebrations organized by Indigenous people.
- Seeking Indigenous advice on working with Indigenous people and communities.
- Auditing human resources policy to ensure it provides for Indigenous cultural responsibilities.
- Inviting Traditional Owners to perform the Welcome to Country and acknowledging them at meetings.
- Flying the Aboriginal and Torres Strait Islander flags.
- Displaying Indigenous art along with educative information on the artist, work and community.
- PR, marketing and communications activities that build a shared pride in Indigenous culture and reconciliation.



## OPPORTUNITIES

- Indigenous recruitment & retention
- Professional & career development
- Partnerships for success
- Meeting needs of Indigenous customers
- Your business niche

### Example

- Setting a target of 100 new Indigenous employees over two years.
- Setting a target for Indigenous employees in management and executive positions.
- Indigenous traineeships, cadetships, scholarships, work experience, management and leadership training.
- Secondments between your organisation and Indigenous organisations.
- Drawing on the expertise of Indigenous professionals in your sphere of influence eg health, financial services, education etc
- Partnering Indigenous organisations in creating products and/or services that meet the needs of Indigenous consumers.
- Learning from innovation and excellence in organisations and enterprises developed by Indigenous people.
- Corporate sponsorship of Indigenous events, awards and enterprises.
- Giving preference to contractors who employ Indigenous people and have Reconciliation Action Plans.

# Employment

- Why?
- How?
- Challenges

Social Determinants	Drivers
Economic inclusion	Assets, education, job, housing
Stress	Self-esteem, security, control
Childhood development	Nutrition, physical development
Social inclusion	Accepted, valued, included
Employment security	Confidence, good communication, stability, economic conditions
Primary health	Food, transport, avoidance of harmful substances

# The business case

Efficiency and effectiveness

Improved market access

Workforce efficiency

Meeting changed customer preferences

Improving compliance

Shaping public and industry policy

Value alignment

# Challenges

- Preparing workplace culture
- Matching skills to jobs
- Career progression with appropriate training, development and support

# Standard practice

- Transparent policies and practices
- Recruit using the merit principle, but tailor the selection documentation
- One size does not fit all
- It's more than 'training'

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