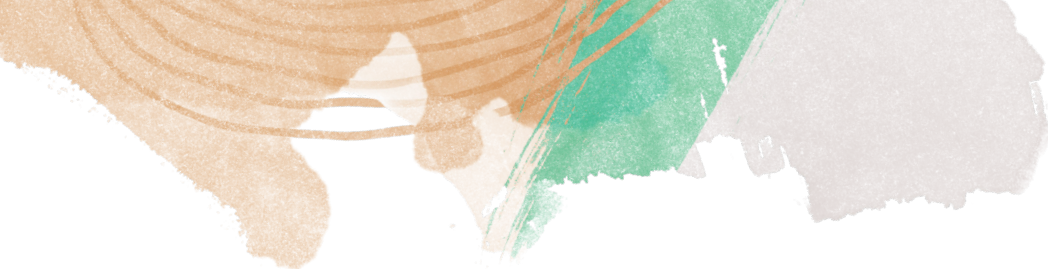


Reconciliation Action Plans

TANGIBLE BENEFITS FOR YOUR ORGANISATION



RECONCILIATION
ACTION PLAN



Since 2006, Reconciliation Action Plans (RAPs) have enabled organisations to sustainably and strategically take meaningful action to advance reconciliation.

Today, the RAP network is a diverse array of over 2,000 organisations that directly impact over 3.8 million Australians every day.

In recent years, community and business support for reconciliation has grown exponentially. There is a strong expectation from employees, suppliers, customers – and the nation as a whole – that Australian organisations contribute to reconciliation.

This guide makes clear the benefits of developing a RAP for your organisation, as well as the positive and tangible outcomes for your stakeholders, community and the reconciliation movement more broadly.

A proven framework

Based on a proven theory of change, RAPs provide a structured journey that meets organisations where they are and supports their growth over time.

A unique tool informed by 15 years of learnings, RAPs provide a tried and tested framework based in evidence and consultation with Aboriginal and Torres Strait Islander peoples.

Reconciliation Australia ensures every RAP is carefully reviewed and organisations can be confident they are moving forward with an ambitious and achievable plan once endorsed.

Further, the different RAP types ensure organisations are adequately supported at the start of their reconciliation journey and are given space to continuously grow and progress their commitments.

Accountability and benefits for Aboriginal and Torres Strait Islander peoples

RAPs provide your organisation with a roadmap for engaging respectfully with First Nations stakeholders, and public commitments mean your senior leaders are accountable and motivated to achieve goals.

In 2019, EY and the Wollotuka Institute at the University of Newcastle found that organisations committed to reconciliation but without a RAP were significantly less likely to pursue sustained efforts to advance reconciliation than those that did.

RAPs also provide tangible and substantive benefits for Aboriginal and Torres Strait Islander peoples, increasing economic opportunity and supporting First Nations self-determination.

RAPs increase Aboriginal and Torres Strait Islander employment, with a survey of RAP partners in 2019 finding that the majority of Aboriginal and Torres Strait Islander employment was directly attributable to the organisation's RAP.

Organisations use RAPs to build productive, two-way relationships with First Nations businesses: more than 50 per cent of procurement by RAP organisations is linked directly to procurement targets and strategies in their RAP.



Increased satisfaction for employees

RAPs make for satisfied staff. The 2020 RAP Impact report found that employees who have taken part in at least one RAP activity are more likely to be satisfied or very satisfied with their jobs, compared to those who have not.

This could be because RAPs provide crucial access and pathways for employees to contribute to the reconciliation movement. This is important because the 2020 Australian Reconciliation Barometer found that while 61 percent of non-Indigenous people want to improve reconciliation, only 32 percent know what to do to help.

This access has real and tangible outcomes for building a culturally safe workplace. The Workplace RAP Barometer (WRB) found that while 64 percent of all Australians are proud of Aboriginal and Torres Strait Islander cultures, that number rises to 78 percent for employees of RAP organisations.

Likewise, the WRB found that 81 percent of RAP employees report they can ‘always be true to their culture while at work,’ compared to 69 percent of the general population. This commitment to building a culturally safe workplace means RAP organisations are seen as preferred employers for First Nations people, people from culturally and linguistically diverse communities, and women.

Benefits for your business

Developing a RAP gives organisations the tools to shift from ad hoc activities to longer-term sustainable strategies that will benefit you by deepening relationships, improving service delivery and enhancing your reputation.

Through your RAP, you will gain access to new markets, and through greater cultural awareness, you will develop stronger relationships with Aboriginal and Torres Strait Islander stakeholders.

The RAP program also serves a critical role as RAP relationship and collaboration broker, giving you access to the RAP network — a dynamic, supportive and fast-growing community of organisations.

This community gives you opportunities for networking, sharing experiences and collaboration with like-minded organisations to develop joint initiatives, creating deeper impact.

Next steps

To start your RAP today, head to: reconciliation.org.au/reconciliation-action-plans