

RAP Leadership Organisations: Prerequisites and ongoing expectations of Elevate & Stretch RAP Partners



Stretch and Elevate RAP organisations make up less than 15% of the RAP network and are leaders within the reconciliation space. Their role and profile means that Reconciliation Australia and the community at large have high expectations of Stretch and Elevate RAP organisations and the reconciliation commitments they make. The interconnected and interdependent nature of the RAP network also means that leading RAP organisations must collaborate with Reconciliation Australia and each other to effectively lead the network.

As organisations continue to advance the five dimensions of reconciliation, the bar is continually raised for what brave leadership looks like in the reconciliation space. The expectations described in this document should be clearly communicated internally. Organisations are encouraged to critically reflect on the RAP type that is most appropriate for their organizational context.

The RAP team welcomes and highly values honest and transparent conversations about your organisation's key reconciliation achievements, challenges and learnings throughout the implementation of your RAP.

Prerequisites and ongoing expectations for Stretch RAP development

All existing and aspiring Stretch RAP organisations must, at a minimum, meet the following prerequisites. If your organisation has had a previous Stretch or Elevate RAP, it must continue to demonstrate that it meets these prerequisites.

- Successfully completed a previous Innovate, Stretch or Elevate RAP
- Baseline data captured and clearly articulated in key RAP impact measures (specifically employment, cultural learning and procurement)
- Strong meaningful engagement with internal and external Aboriginal and Torres Strait Islander stakeholders
- An effective RAP governance structure, including RAP Working Group with Aboriginal and/or Torres Strait Islander representation, and senior decision makers from across the organisation
- Development and demonstrated effectiveness of the following strategy documents:
 - Aboriginal and Torres Strait Islander cultural protocols document
 - Aboriginal and Torres Strait Islander cultural learning strategy
 - Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy
 - Aboriginal and Torres Strait Islander engagement strategy
- Strong support and engagement from senior leaders including a designated RAP Champion
- Consistent completion of reporting requirements each year (detailed below)

RAP Governance

- A clear, effective and embedded RAP governance structure. Throughout your Innovate RAP you should have determined what works best for your organisational structure and needs. In the Stretch RAP, you continue to strengthen and embed these structures.
- Capacity to clearly demonstrate how your organisation supports Aboriginal and Torres Strait Islander self-determination
- Multiple avenues for Aboriginal and Torres Strait Islander engagement and advice
 - Membership on the working group
 - Advisor or advisory body

Commitment to Reconciliation Australia and the RAP network

We encourage all organisations and particularly Stretch and Elevate RAP organisations to proactively engage with Reconciliation Australia during RAP development and throughout the implementation process. We encourage you to:

- Include clear engagement commitments within the RAP itself
- Commit to quarterly staff-level meetings with Reconciliation Australia, providing updates on progress at each meeting.
- Commit to periodic executive-level meetings with Reconciliation Australia to ensure ongoing alignment and close collaboration to advance reconciliation.
- Demonstrate innovation and an ability to respond and be dynamic to the political, social and cultural context at the time.
- Proactively and meaningfully engage with Reconciliation Australia particularly around any major reconciliation achievements or challenges. If an issue arises, we expect to be informed early so we can offer support and advice
- Attend RAP training and capacity building events. For example, the RAP Conference, RAP leadership gatherings and learning circles
- Provide support to and engagement with the broader RAP network (Reflect and Innovate RAP organisations). This could be from an industry-based, place-based or relationship-based lens.
- Consider providing pro-bono and in-kind services to support reconciliation
- Promote and encourage RAP development by organisations that are yet to join the network.
- Inform Reconciliation Australia of any organisational restructures, major changes in leadership, RAP primary contact changes
- Distribute and share key resources and documentation with Reconciliation Australia and the RAP network – cultural learning, employment, procurement strategies etc.
- Provide ample time and information about any upcoming reconciliation events or activities, particularly if you are interested in Reconciliation Australia staff attendance.

A reminder about reporting...

At a minimum, all Stretch and Elevate organisations must fulfil the following reporting requirements. Failure to do so will be taken into account when determining the appropriate RAP type for your organisation moving forward

- Consistent annual submission of the RAP Impact Measurement Questionnaire (due by 30 September each year)
- Quarterly internal reporting to senior leaders
- Annual public reporting
- Traffic light report at the conclusion of the RAP
- Ongoing participation in Reconciliation Australia's biennial Workplace RAP Barometer*
- Limited assurance*

**Encouraged for Stretch RAP organisations and required for Elevate RAP organisations*

Developing your next RAP

If you are an aspiring or existing Stretch RAP organisation, we ask that you complete the following requirements at least six months prior to your current RAP's expiry date.

- Submit the Stretch RAP Expression Of Interest form once you have registered to develop a RAP [online](#)
- Submit a comprehensive traffic light report of the current status of your RAP commitments directly to your RAP Officer
- Arrange a meeting with your RAP Officer. This meeting will include a conversation about the above, ensuring that your organisation continues to meet the prerequisites, expectations and requirements of the RAP leadership cohort

Organisations with a current Stretch or Elevate RAP must continue to meet the above prerequisites and expectations to be reconsidered.