

Which type of RAP is right for you?

There are four different types of RAP that a workplace can implement: *Reflect*, *Innovate*, *Stretch* and *Elevate*. Each type of RAP is designed to suit an organisation at different stages of its reconciliation journey and is symbolised by a unique logo provided to organisations through Reconciliation Australia’s endorsement process.

The **Elevate RAP** is for workplaces with a proven track record of embedding effective RAP initiatives (i.e. through strong implementation of at least one Stretch RAP) and are ready to take on a leadership role to advance dimensions of reconciliation at a societal level. Workplaces with an Elevate RAP are also expected to demonstrate greater transparency and accountability through an independent assessment of their reconciliation activities. To develop an Elevate RAP, workplaces must work in close partnership with Reconciliation Australia and Aboriginal and Torres Strait Islander organisations. As such, the first step to take if you aspire to develop an Elevate RAP is to contact Reconciliation Australia to discuss requirements, expectations and process prior to commencement.

For all other RAP types, the following table provides an overview of the key expectations and requirements for each type.

	REFLECT	INNOVATE	STRETCH
Focus	Lay the foundations.	Develop and test.	Embed and expand.
Description	Prepare your workplace for future RAPs and reconciliation initiatives.	Develop innovative strategies to establish the best approach for advancing reconciliation in your workplace.	Embed reconciliation activities in your workplace and expand your impact in your sphere of influence.
Duration	12-18 months.	2 years.	2-3 years.
Suitable for	Workplaces that are new to reconciliation or unsure of how their workplace could or should commit.	<p>EITHER: Workplaces that have built relationships with Aboriginal and Torres Strait Islander stakeholders and are ready to commit to reconciliation actions tailored to their workplaces and sphere of influence.</p> <p>OR: Workplaces that have a strong engagement in reconciliation and want to continue to improve their approaches and / or try new approaches.</p>	<p>Workplaces that are confident in their tried and tested approach to reconciliation and are ready to commit to tailored, measureable reconciliation commitments in their business activities, services, programs and broad sphere of influence.</p> <p>Workplaces that are ready to commit to strategic, outcomes-focused thinking guided by a strong vision for reconciliation and the five dimensions of reconciliation.</p>

	REFLECT	INNOVATE	STRETCH
Prerequisites	<ul style="list-style-type: none"> • Have senior level approval to develop a RAP. 	<ul style="list-style-type: none"> • Have previously completed a RAP or demonstrated experience in reconciliation. • Have a RAP Working Group with Aboriginal and Torres Strait Islander representation. • Support from senior leadership. • Support and good will from staff. 	<ul style="list-style-type: none"> • Have previously completed an Innovate or Stretch RAP. • Have a RAP Working Group with Aboriginal and Torres Strait Islander representation. • Strong support and engagement from senior leadership, including a designated RAP Champion. • High level of staff engagement. • Demonstrated collaboration with Aboriginal and Torres Strait Islander organisations and your sphere of influence to advance reconciliation. • Have developed strategies, processes and systems to implement and capture information on RAP commitments (including staff cultural learning, employment, and procurement spend).
Key commitments	<ul style="list-style-type: none"> • Establish RAP Working Group with Aboriginal and Torres Strait Islander representation. • Scope and reflect on how your workplace can contribute to reconciliation. • Build an understanding of your Aboriginal and Torres Strait Islander stakeholders and sphere of influence. • Prepare business cases to senior leaders to gain their support for reconciliation initiatives (including staff engagement, cultural learning, employment, and procurement). • Report annually to RA. 	<ul style="list-style-type: none"> • Maintain RAP Working Group with Aboriginal and Torres Strait Islander representation. • Develop and pilot strategies for reconciliation initiatives (including cultural learning, employment, and procurement). • Explore how your workplace can drive reconciliation through its business activities, services, programs, staff and broad sphere of influence. • Develop mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders. • Communicate RAP and engage staff throughout the organisation in reconciliation. • Publish RAP publically on Reconciliation Australia's website. • Report annually to RA and publically on RAP activities. 	<ul style="list-style-type: none"> • Maintain RAP Working Group with Aboriginal and Torres Strait Islander representation and senior leadership involvement. • Set measurable targets against RAP commitments (including staff cultural learning, employment, and procurement spend). • Strong, meaningful engagement with Aboriginal and Torres Strait Islander stakeholders. • Implement strategies that engage staff and external sphere of influence in reconciliation. • Implement strategies for reconciliation initiatives (including cultural learning, employment, and procurement). • Commit to strategic, outcomes-focused actions and deliverables (i.e. guided by your vision for reconciliation and the five dimension of reconciliation) tailored to your workplace and sphere of influence. • Publish RAP publically on Reconciliation Australia's website. • Report annually to RA and publically on RAP activities