

## Developing a vision for reconciliation

What does reconciliation mean? This is a question many Australians ask. Every individual and group will have their own definition for reconciliation. What reconciliation means and what it looks like in your workplace is ultimately up to your organisation. However, there are some key considerations to keep in mind to ensure your vision for reconciliation guides your reconciliation journey in a positive direction.

### What's in a vision?

#### Key characteristics

Your vision for reconciliation is intended to represent an aspirational goal that is shared by all staff and the community. Whilst this goal should be in the context of your organisation's core business, you are encouraged to think about how you can make a positive contribution to Australia's national reconciliation movement more broadly. While there is no 'right' or 'wrong' vision statement, strong visions for reconciliation tend to:

- Be clear and concise.
- Be personalised and localised.
- Be shaped by active engagement with your organisation's Aboriginal and Torres Strait Islander staff and local community.
- Be forward thinking and aspirational.
- Recognise the importance of reconciliation for all Australians, not just Aboriginal and Torres Strait Islander Australians.
- Demonstrate inclusive and respectful language.
- Provide a holistic picture of what your workplace hopes to achieve through the implementation of reconciliation initiatives, rather than simply logging existing activities and achievements or providing a summary of individual RAP actions committed to.

A strong vision for reconciliation will also help your organisation contribute to Australia's national reconciliation movement, as defined by the five dimensions of reconciliation as follows:



## Example vision for reconciliation

(For a hospital)

*Our vision for reconciliation is an Australia that embraces unity between Aboriginal and Torres Strait Islander peoples and other Australians, and a national culture that represents equality and equity, historical acceptance of our shared history and removal of negative race relations.*

*In the context of our organisation, this represents equal health outcomes for our Aboriginal and Torres Strait Islander stakeholders, and an inclusive and diverse workplace that is not just culturally safe, but culturally rich and proud.*

## Expectations for RAP endorsement

For RAPs to receive Reconciliation Australia's endorsement, they are expected to meet the following requirements under the 'Our vision for reconciliation' section of the template.

'Vision for Reconciliation' requirements for RAP endorsement	
<b>Reflect</b>	<ul style="list-style-type: none"><li>'Vision for Reconciliation' <u>recommended</u>, but not required.</li></ul>
<b>Innovate</b>	<ul style="list-style-type: none"><li>'Vision for Reconciliation' <u>required</u> in the preamble of the RAP.</li></ul>
<b>Stretch &amp; Elevate</b>	<ul style="list-style-type: none"><li>'Vision for Reconciliation' <u>required</u> in the preamble of the RAP.</li><li>'Vision for Reconciliation' demonstrates strong links to the organisation's overall vision, core values, or business and the five dimensions of reconciliation.</li><li>RAP actions demonstrate strong alignment to the 'Vision for Reconciliation'.</li></ul>

## How to develop a vision for reconciliation

Consultation with staff and the community during the process of developing a vision for reconciliation is important. The following activity can be used to guide a brainstorm with all staff, and where possible, members of the community.

### Activity

Working in small groups, use the following discussion questions and sentence starters to brainstorm possible key points for your vision for reconciliation.

- What does reconciliation mean to us, individually and as an organisation? Reconciliation means...
- What does a reconciled Australia look like? What does it 'feel' like? A reconciled Australia looks like... and feels like...
- What is our sphere of influence? Who can we meaningfully engage, and why? We are committed to engaging with... because/in order to ...

Drawing on ideas from the brainstorm activity, each group should then complete a two-sentence vision statement that contains an aspirational vision for reconciliation for your workplace.