

Q4 RAP Leadership Gathering: Learning Summary

We've tried to keep this summary short and sweet. We hope that through these Leadership Gatherings we can continue to move towards braver and more impactful action.

Important dates and reminders

- Have your say about the future design and purpose of RAP Leadership Gatherings. Submit a response [here](#) before **Wednesday 15 December 2021**.
- The Q1 RAP Leadership Gathering is scheduled for **Thursday, 3 February 2022** at 1:00pm AEDT. Please register [here](#).

Important lessons from the feature interview with Danny Gilbert (Gilbert + Tobin) and Claire Peters (Woolworths Group)

- Take the time to understand the history of local sites and create meaningful and sustained relationships with Aboriginal and Torres Strait Islander communities.
- Consult with Aboriginal and Torres Strait Islander communities from the *very beginning* of a project - an 'outside-in' approach, rather than asking the community to fit in with a predetermined agenda - an 'inside-out' approach.
- An 'outside-in' approach will aid in establishing an organisation's legitimacy, trust and build sustainable relationships. This is central to being a good corporate citizen.

Small group discussions: embedding meaningful stakeholder and community engagement

- **Participants reflected on their own organisation's engagement practices that they want to see improve:**
 - Cultural learning should be accessible to all staff members in an organisation.
 - Ensuring Aboriginal and Torres Strait Islander team members are not overloaded with the responsibility of engagement.
 - Establishing accessible mechanisms for feedback loop between company and Aboriginal and Torres Strait Islander communities and stakeholders.
 - Importance of taking RAP or Aboriginal and Torres Strait Islander affairs work and embedding in business as usual / governance instead of it being its own standalone section/process.

Further reading

- We recommend participants read the full report of the [Independent Review into the proposed Dan Murphy's development in Darwin](#) to gain further insights and recommendations that your organisation can benefit from in their approach to engagement with Aboriginal and Torres Strait Islander communities.

For further information, please email RAPtraining@reconciliation.org.au