

# RAP Leadership Gathering: Leadership and Transformation Learning Summary



## Important dates and reminders

- [Register now](#) for the **2022 National Reconciliation Action Plan (RAP) Conference**. The 2022 Conference - *Brave Together* - will be held at the ICC, Sydney on **Wednesday and Thursday 8-9 June** and the RAP network will gather **in-person**. The conference starts with a welcome event on **Tuesday 7 June at 5pm**.
- If you are interested in helping shape and contribute to the 2022 National RAP Conference, please reach out to [RAPtraining@reconciliation.org.au](mailto:RAPtraining@reconciliation.org.au) and we will be in touch.
- A reminder on how you can assist the Koori Mail following the effects of the floods:
  - Follow the [Koori Mail](#) on their social platforms for updates on how you can provide further assistance.
  - See [here](#) for where to contribute to the Bundjalung Community flood relief effort.
- The next RAP Leadership Gathering will be **in-person** on **Tuesday 7 June 2022 in Sydney, NSW**. This will be prior to the commencement of the 2022 National RAP Conference. Location and time of gathering will be announced soon.

## Key takeaways from Elevate guest speakers

- Elevate RAP partners commit to transformation projects that (1) are informed by past RAP successes (and failures), (2) impact their organisation and beyond, and (3) benefit from collaboration with other leaders in the RAP network.
- Building meaningful and ongoing relationships with First Nations stakeholders requires continuous consultation with First Nations communities *without* expecting them to advance organisational goals on their own.
- Working to reduce cultural loading and increase cultural safety for First Nations employees is a foundational need to embed reconciliation within organisations.
- The *appropriate* use of First Nations languages and Traditional Owner land names is rooted in a process of ongoing and evolving relationship building/engagement with First Nations communities. There is no shortcut to this.

## Key takeaways from small group discussions

- The common challenges that the leadership cohort continue to face when embedding RAP commitments are: cultural loading; senior leadership buy-in; financial resourcing; and cultural safety.
- The leadership cohort should be fostering a community of practice and engaging Reflect and Innovate partners.
- RAP commitments should also be embedded into other key strategies (sustainability, human rights).
- As leaders of the RAP network, we must start working beyond a project-based approach and embed reconciliation at an industry level (in collaboration with government etc.)

We hope that through these Leadership Gatherings we can continue to move towards braver and more impactful action. For further information, please contact us at

[RAPtraining@reconciliation.org.au](mailto:RAPtraining@reconciliation.org.au)