

Brave Together

June 2022 Leadership Gathering

Learning Summary



Overview

- For the first time since we conceived the idea of the RAP Leadership Gatherings in early 2020, 63 people from leading RAP organisations gathered for a pre-meeting at the ICC Sydney in advance of the 2022 National RAP Conference.
- The gathering included an overview of the Conference agenda, future priorities of the RAP program, and a strategy session reflecting on findings from the 2021-22 RAP Leadership Survey.

Preparing for RAP 2026

- The RAP Program is growing exponentially and is on track toward a network of as many as 5000 organisations by 2026.
- The RAP team have defined three core priorities to guide efforts to grow the impact of the network in the coming years:
 - Raise the baseline – expanding the overall size of the RAP network and deepening the impact in particular sectors.
 - Amplify leadership – partnering closely with the “top 10 percent” (Stretch and Elevate RAP partners) and supporting transition of emerging RAP leaders.
 - Sustain the change – ensuring ongoing progression in the RISE framework and connecting RAP measures to broader sustainability, human rights, and other measures.
- In light of these priorities, the RAP team are seeking closer partnerships with the leadership cohort to ensure the quality and impact of RAP partners rises as the size of the network continues to grow.
- Broader sector-based engagement is required to maintain the integrity of the RAP program. How can your organisation offer their unique industry expertise to contribute to the impact of the RAP program?

Strategy discussion: How can we enhance the impact of the entire RAP Network?

- There is momentum within the cohort for establishing pathways where their expertise and industry specific skill sets from the leadership cohort can support the broader growth of the RAP network.
- The leadership cohort could be working more collaboratively to connect with the growing pipeline of Reflect and Innovate RAP organisations to play more of a mentorship role.

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

- Aboriginal and Torres Strait Islander peoples must remain at the centre of this work as the number of RAP organisations grow. There is a need to protect and enhance pathways for Aboriginal and Torres Strait Islander voices to assume leadership roles and guide the strategic emphasis of RAP activities (while sustaining the principle that reconciliation is everyone’s business and accountabilities for the work of reconciliation must also rest with non-Indigenous leaders and team members).

RAP Leadership Survey Results

The RAP Leadership Survey was a 2021-22 pilot survey designed to measure the impact of reconciliation activities among our leading RAP partners. The inaugural survey saw 8192 participants drawn from the workforce of 24 participating Stretch and Elevate organisations, across corporate, government and not-for-profit sectors.

- Key findings from the Leadership Survey were shared, including highlights that can be found within the [2021 RAP Impact Report](#) (pp. 9-12). Further details will be released in the coming months.
- Key insights from the survey were that:
 - There is a significant gap between senior leaders’ stated commitment to reconciliation and what their employees observe, implying senior leaders need to more *effectively* demonstrate their commitment to reconciliation.
 - Leaders need to be seen as being actively engaged in and prioritising their cultural learning and ensure that mechanisms are in place to invite employees to shape their own cultural learning.
 - First Nations employees were significantly more likely to observe (or experience) incidents of racism than their non-Indigenous peers and had much lower confidence that senior management would respond quickly to investigate an incident of racism.

Strategy discussion: What mechanisms are in place (or should be) within your organisations for staff to report on instances of racism?

- Ensuring that the people implementing anti-racism measures and policies have the necessary cultural competency skills and understanding of more covert forms of racism.
- First Nations people are more likely to feel safe to report an instance of racism to a First Nations HR manager (or equivalent).
- The perceptions between Aboriginal and Torres Strait Islander staff and non-Indigenous staff members about what constitutes racism, are very different. Senior leaders require a deeper understanding of covert and nuanced forms of racism in order to address this.

Future of the Leadership Cohort

- We remain committed to quarterly leadership gatherings and other strategies to network the leading RAP partners.
- We will be reaching out in the coming weeks to identify partners in the leadership cohort that may be able to, or have expressed a strong desire to, assist with the planning of future gatherings.