

RAP Leadership Gathering: *Sustainable RAPs, Sustainable Leadership*



Key takeaways from guest speakers

- Connect your RAP to your organisation's mission so that it becomes entrenched in everything you do (rather than it being a document that sits on the shelf).
- Don't assume everyone knows why your organisation is doing the RAP. Continue to communicate the *why* often and loudly. Be a positive disrupter. Constantly challenging and advocating.
- Creating an Innovate RAP (after being a Stretch) has allowed Thiess to re-establish approaches to the basics, to pivot and re-focus. It is not a step down, as organisations naturally go through these cycles.
- Historically, the RAP sat with the First Nations team when it needed to be shared across all teams in the wider organisation. The RAP allowed us a chance to refresh and understand where the gaps were amongst the teams.

Key takeaways from strategy discussions

Common challenges to sustaining RAP initiatives:

- Challenges aligning the RAP to moving parts within the business and external factors outside of an organisation's control.
- The RAP Champion can feel like a lonely role. There is a need to connect informally with people in the network for support, advice and mentorship.
- Staff and leadership changes create challenges if those people have carried significant knowledge about the RAP.
- Cultural competency requires ongoing attention and development. It can be difficult to maintain a high standard of cultural competency with staffing changes.

Strategies for sustaining RAP initiatives:

- Moving to an Innovate RAP type has been useful to focus in on core strategies and new initiatives. It has offered an important opportunity for reflection and strengthening the foundations of the RAP.
- Ongoing refinement of governance structures and tracking systems is integral to sustaining reconciliation initiatives.
- Strong leadership support and buy-in is key to successful initiatives. Senior leaders must be in the room and involved in conversations. Direction from General Managers and Team Leaders makes a huge difference.
- Inviting external guest speakers to engage the wider staff in reconciliation was highly effective.
- Leaders going on Country created effective and meaningful change to their attitudes and drive.
- Integrating reconciliation into the Sustainable Development Goals Team has proven effective.
- The University RING network has been very beneficial in understanding the ways that other universities are approaching particular projects.

Additional resources

For further reading on Uluru Statement from the Heart and Voice see a list of resources [here](#).

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