

Reconciliation Industry Network Groups



RINGS: Reconciliation Industry Network Groups

A **Reconciliation Industry Network Group (RING)** is a group of organisations from the same industry working together advancing reconciliation.

RINGS are made up of active and experienced Reconciliation Action Plan (RAP) program members.

With regular meetings and networking opportunities, RINGS allow RAP partners maximise their contributions to reconciliation, by:

- sharing learnings and challenges about RAP implementation
- collaborating on joint reconciliation projects and
- critically reflecting on how their industry can meaningfully advance the [five dimensions of reconciliation](#) across their sphere of influence.

The core values and principles of all RINGS are to:

- work towards a just, equitable and reconciled Australia
- inspire and enable Australians to contribute to reconciliation
- build relationships, respect and trust between non-Indigenous people and Aboriginal and Torres Strait Islander peoples
- advance reconciliation through the five dimensions of reconciliation.

Forming a RING

The first step to forming a RING is to fill out this form: bit.ly/3X40b1z

A member of Reconciliation Australia's RAP team will be in contact shortly and will connect you with other interested RAP partners in your industry via email.

The RAP team member will host an initial online meeting where you and the other RAP partners choose the RING's governing members and determine its objectives and goals.

The governing group develops the Terms of Reference (TOR), which are shared with the wider RING and Reconciliation Australia. A member of the RAP team can provide you with an example TOR on request.

The governing group then runs regular meetings.

Once your RING has developed its own TOR or group rules, it acts as a self-governed group or network and Reconciliation Australia steps away from involvement.

If any new RAPs are endorsed in your industry, they will be connected to you by a RAP team member.

Joining a RING

Interested in joining a RING? Please fill out this form: bit.ly/3X40b1z

If a RING for your industry is active, a member of Reconciliation Australia's RAP team will connect you with details of its governing group.

If no RING is currently active in your industry, we will hold your details until sufficient interest supports its development.

RING activities

Each RING is governed by a small group of RAP partners who are familiar with the RAP program. This governing group coordinates meetings and sets the group's agenda.

RING governing members are expected to:

- notify its RAP Officer of any changes to group structure and governance (including governing group members and key contacts)
- provide updates on meetings and group activities.

RINGs typically meet quarterly and are usually held online to accommodate geographical diversity. Some RINGs provide the option to meet in person for workshops and networking events.

Examples of RINGs activities include:

- Hosting peer-learning workshops on advancing reconciliation in the industry.
- Inviting guest speakers to present reflections on and experiences with reconciliation in the industry.
- Platforming Aboriginal and Torres Strait Islander stakeholders and services for potential collaborations and projects with RAP partners.
- Advocating for reconciliation collectively through community advocacy and political lobbying.

Reconciliation Australia will assist by:

- notifying the RING of key Reconciliation Australia events and RAP Program updates
- connecting interested new RAP partners with the RING governing group
- notifying RING governing group of any RAP Officer change of contact.

RING: expectations and code of conduct

Principles and expectations for professional conduct and ethical behaviour apply to all members of RINGs that are supported by Reconciliation Australia.

By joining a RING, all members agree to foster a positive, inclusive and respectful environment that aligns with Reconciliation Australia's core values and organisational objectives.

This applies to all Reconciliation Australia-supported RINGs and to all members and governing members of RINGs, regardless of their position or location. Reconciliation Australia employees involved in the RING are also expected to adhere to this Code.

Professionalism

RING members and their representatives are expected to always conduct themselves in a professional manner. This includes punctuality, reliability and commitment to delivering high-quality work.

Respect and Inclusion

RINGs value diversity and are committed to fostering an inclusive environment where all members feel valued and respected.

Harassment, discrimination or any form of bullying will not be tolerated.

Integrity and Ethics

RING members must act with integrity and uphold the highest ethical standards in all professional interactions.

This includes being transparent about and avoiding conflicts of interest, acting in the best interest of reconciliation.

Conflict Resolution

Any RING group and member conflicts should be resolved in a professional and respectful manner.

RING members are encouraged to seek the assistance of the RING Governing group in the first instance, and the assigned Reconciliation Australia RAP Officer in the second instance.

Reporting Mechanisms

RINGs and RING members are encouraged to report any unethical behaviour or violations of this Code to their RAP Officer or to RAP.Team@reconciliation.org.au.

Reconciliation Australia is committed to protecting the anonymity and safety of those who report misconduct and will act in accordance with Reconciliation Australia's Complaints Policy.

By adhering to this Code, employees contribute to the success and reputation of Reconciliation Australia. Failure to comply with this Code may result in disciplinary action, up to and including termination of membership from the RING and/or the RAP program.