



RECONCILIATION
ACTION PLAN

RAP Leadership Yarning Circles and Leadership Forum Insights

Q2 RAP Leadership Gathering Wednesday 19 June 2024

RAP Leadership Yarning Circles

- Held in February with Elevate, Stretch and a small group of Innovate RAP partners to gather collective insights.
- 13 yarns were hosted online and face to face with 120 attendees from over 85 RAP organisations.
- Face to face sessions were held in Brisbane, Canberra, Melbourne and Sydney.
- The insights shaped the Leadership Forum and will inform the upcoming RAP Conference.

Key themes participants highlighted as important to our way forward include...

Defining and practicing meaningful allyship

- Create safe spaces to listen to and elevate Aboriginal and Torres Strait Islander voices, particularly by creating pathways into leadership, management, and board roles *“you can’t be what you can’t see”*.
- Reconciliation did not stop on 14 October 2023. Let’s double down, it’s time to take brave action and sustain our commitment to reconciliation.
- Collaborative action across the RAP network can enhance impact and influence media and non-RAP organisations.
- Invest in and encourage all staff to participate in face to face and cultural immersion training to deepen understanding and build cultural capability.

Accountability to build trust and accelerate momentum

- Greater RAP accountability is needed. Resource appropriately and report regularly.
- Consult with Aboriginal and Torres Strait Islander staff and stakeholders to review your progress.
- Ensure responsibility for the RAP sits at the highest level of the organisation.

Reflecting on the five dimensions of reconciliation

- RAP leadership should critically reflect on how the five dimensions of reconciliation are being applied to their organisation.
- Lean into discussions on the impacts of racism and take a visible stance to reduce racism.
- Promote truth-telling opportunities through your sphere of influence.
- Particular barriers were identified to advancing Historical Acceptance and Race Relations.
- Strong call for RAP organisations to increase their commitment and investment in Unity by bringing together the broader RAP network and First Nations staff and stakeholders.

RAP Leadership Forum

- RAP Leadership Forum was held in March 2024 at the Sydney Town Hall.
- Over 250 individuals registered to attend.
- Attendees from Elevate, Stretch and high impact Innovate RAP organisations.
- Discussions focused on three areas: (1) Identifying and addressing challenges (2) recommitting to reconciliation and (3) addressing racism and advancing truth-telling.

- Participants felt the dimensions of Historical Acceptance and Race Relations needed the most attention.
- Participants emphasised the need to acknowledge the evidence and impacts of racism.
- Participants shared the desire for more spaces and opportunities to collaborate and network to advance these dimensions

Which of the Five Dimensions needs the most attention?
Wordcloud Poll 159 responses 139 participants



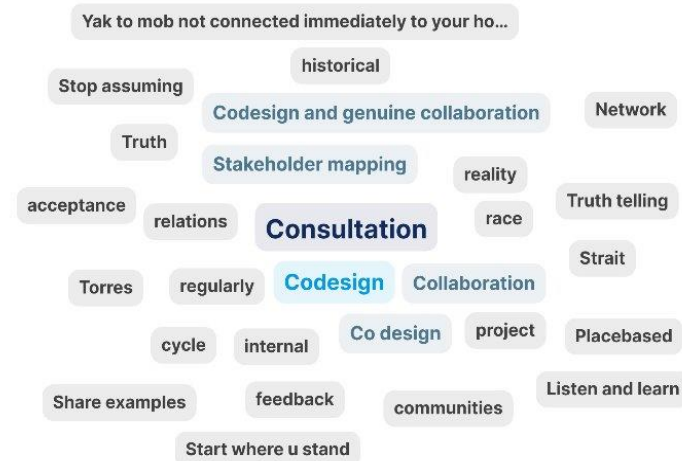
The desire to share knowledge, collaborate and build up momentum for actions were the repeated themes throughout the day

- What stood out to participants was:
 - More examples of what organisations are doing to advance specific dimensions of reconciliation.
 - The opportunity for collaboration and the sharing of ideas across the RAP network.
 - Importance of engaging in honest, open and ongoing conversations with First Nations communities to understand the post referendum landscape and what collaboration and our journey may now look like.

Recommitting to reconciliation

- Attendees highlighted the need to invest in consultation to determine the right priorities.
- Co-design and genuine collaboration were also strongly shared as ways to listen to the voices of First Nations communities.
- Attendees emphasised the need for engaging executives and facilitating ways for senior leaders to listen to staff.
- Calls for a stronger focus on driving systemic change.

How can RAP organisations and Reconciliation Australia listen to the voices of First Nations communities as we chart a path forward for the reconciliation movement?
Wordcloud Poll 94 responses 77 participants




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Top three actions leading RAP partners should take to recommit to reconciliation as voted on by attendees:

1. 82% - Identify pathways to increase First Nations representation on boards and executive leadership.
2. 72% - Commit to truth-telling efforts that identify structural changes their organisation needs to undertake to address the impact of colonisation.
3. 64% - Strengthen consultation and governance systems to include and respond to First Nations voices.

What three things should Reconciliation Australia do to support the RAP network to advance meaningful commitments together?

1. 76% - Host regular leadership convenings to strengthen networks among RAP partners
2. 56% - Set clear public reporting requirements for Stretch and Elevate partners
3. 55% - Annual review of RAP performance for Stretch and Elevate partners

A person wearing a grey knit hat with a white decorative band is looking out a window. The view outside the window is a teal-colored landscape. The text is overlaid on the right side of the image.

**Small group discussions:
Reflections and workshopping focus
areas for the RAP Conference**

Breakout questions

- Thinking about the concept of transformational change – where can you create impact in your organisation, industry and the wider community?
- What topics would you like to see further discussed and/or workshopped at this year's National RAP Conference?