

The Different RAP Types

Reconciliation Action Plans

Each Reconciliation Action Plan (RAP) is built on the framework of relationships, respect and opportunities, enabling organisations to turn their good intentions into action and support for the national reconciliation movement. Each type of RAP is designed to suit an organisation at different stages of their reconciliation journey and organisations can repeat the same type of RAP if appropriate.

Reflect RAP

Building strong foundations

A Reflect RAP helps prepare an organisation to engage in reconciliation meaningfully. Developing and implementing a Reflect RAP starts with engaging staff and leaders in understanding the importance of reconciliation. It includes developing relationships with Aboriginal and Torres Strait Islander stakeholders, and scoping where your organisation can best have impact in your sphere of influence.

Is a Reflect RAP the right fit for your organisation?

RAP objective	Prepare the organisation for future RAPs and reconciliation initiatives.
Duration	12 months or 18 months
Suitable for	Organisations that may: <ul style="list-style-type: none">• be new to reconciliation and are unsure of how their organisation could or should engage with reconciliation• have limited or poor relationships with Aboriginal and Torres Strait Islander stakeholders• need time to engage the whole of organisation in reconciliation, including gaining support from senior leaders• not have an existing working group and structured plan to drive reconciliation• be unsure who their Aboriginal and Torres Strait Islander staff and external stakeholders are.
Key expectations of the RAP	<ul style="list-style-type: none">• Establish an effective governance structure, including RAP Working Group• Determine your organisation's vision for reconciliation• Scope and reflect on how the organisation can contribute to reconciliation• Improve relationships with Aboriginal and Torres Strait Islander people and relevant stakeholders• Build understanding of who, how, why and when to seek guidance and consultation• Prepare business cases to senior leaders for future reconciliation initiatives• Not necessarily expected to make changes to policies or internal operations.

Innovate RAP

Implementing change

An Innovate RAP outlines actions for achieving your organisation's vision for reconciliation.

Innovate RAP commitments allow your organisation to gain a deeper understanding of your sphere of influence and establish the best approaches to advance reconciliation.

An Innovate RAP focuses on strengthening relationships with Aboriginal and Torres Strait Islander people and piloting strategies for further reconciliation commitments and to empower Aboriginal and Torres Strait Islander people.

Is an Innovate RAP the right fit for your organisation?

RAP objective	<ul style="list-style-type: none">• Embed reconciliation initiatives into the organisation.• Utilise sphere of influence to drive reconciliation.
Duration	<ul style="list-style-type: none">• Two years
Prerequisites	<ul style="list-style-type: none">• General support and goodwill throughout the organisation.• Support from senior leaders of the organisation.• Established governance structure, including a RAP Working Group with Aboriginal and/or Torres Strait Islander representation.
Suitable for	<p>Organisations that:</p> <ul style="list-style-type: none">• have strong relationships with their Aboriginal and Torres Strait Islander stakeholders and understand who, how, why, and when to seek guidance and consultation• are ready to begin or continue to implement strategies, initiatives and policies that support reconciliation• are ready to commit to additional actions tailored to their organisation. <p>Organisations that may have:</p> <ul style="list-style-type: none">• strong engagement with reconciliation and want to consolidate this through a structured governance model and formal public commitment• had challenges with previous efforts or are yet to embed reconciliation across the organisation• completed a RAP previously, have learnt from this experience and wish to continue to improve their approaches and/or try new approaches.
Key expectations of the RAP	<ul style="list-style-type: none">• Develop mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders.• Develop and pilot strategies for reconciliation initiatives• Engage staff in reconciliation.• Identify the best approach for the organisation through aspirational deliverables.• Explore how the organisation can drive reconciliation through its business activities, services, programs, stakeholders and/or sphere of influence.• Report to Reconciliation Australia by September each year through the RAP Impact measurement questionnaire.• Publicly report on RAP progress to external stakeholders.

Stretch RAP

Reconciliation leadership

A Stretch RAP is best suited to organisations that demonstrate strong meaningful engagement with internal and external Aboriginal and Torres Strait Islander stakeholders.

These organisations need to have established a very strong approach towards advancing reconciliation internally and within the organisation's sphere of influence. The Stretch RAP requires organisations to embed reconciliation initiatives into business strategies, so they become 'business as usual'.

A Stretch RAP spans a three-year period and is focused on high impact commitments based on defined measurable targets and goals.

An organisation with a Stretch RAP is a critical leader in the RAP network and partners with Reconciliation Australia.

If you are an aspiring or existing Stretch RAP organisation please check you meet the requirements for a Stretch RAP on the following page.

If so, submit the [Stretch RAP Expression of Interest form](#), attaching a comprehensive traffic light report of the status of your RAP commitments.

Upon receiving your EOI, a RAP Officer will arrange to meet with you. This meeting will include a conversation about the requirements, ensuring that your organisation continues to meet the prerequisites, expectations and requirements of the RAP leadership cohort.

Is a Stretch RAP the right fit for your organisation?

RAP objectives	<ul style="list-style-type: none"> • Embed reconciliation initiatives into the organisation. • Utilise sphere of influence to drive reconciliation.
Duration	<ul style="list-style-type: none"> • Three years
Prerequisites	<p>Organisations are expected to have:</p> <ul style="list-style-type: none"> • successfully completed a previous Innovate, Stretch or Elevate RAP • baseline data captured and clearly articulated in key RAP impact measures (specifically employment, cultural learning and procurement) • strong meaningful engagement with internal and external Aboriginal and Torres Strait Islander stakeholders • an effective RAP governance structure, including RAP Working Group with Aboriginal and/or Torres Strait Islander representation, and senior decision makers from across the organisation • development and demonstrated effectiveness of the following strategy documents: <ul style="list-style-type: none"> - Aboriginal and Torres Strait Islander cultural protocols document - Aboriginal and Torres Strait Islander cultural learning strategy - Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy - Aboriginal and Torres Strait Islander engagement strategy. • strong support and engagement from senior leaders including a designated RAP Champion • consistent completion of reporting requirements each year.
Reporting requirements	<ul style="list-style-type: none"> • Consistent annual submission of the RAP Impact Survey. • Quarterly internal reporting to senior leaders. • Annual public reporting. • Traffic light report at the conclusion of the RAP. • Encouraged to participate in Reconciliation Australia's Workplace RAP Barometer which is conducted every two years.
RAP governance	<ul style="list-style-type: none"> • Have a clear, effective and embedded RAP governance structure. Throughout your previous RAP/s you should have determined what works best for your organisational structure and needs. In the Stretch RAP, you continue to strengthen and embed these structures. • Capacity to clearly demonstrate how your organisation supports Aboriginal and Torres Strait Islander self-determination. • Multiple avenues for Aboriginal and Torres Strait Islander engagement, advice and membership representation on the working group. • Advisor or advisory body.
Key expectations of the RAP	<ul style="list-style-type: none"> • Have unique and tailored commitments to business activities, services, programs, stakeholders and/or sphere of influence. • Are willing to collaborate with other RAP organisations to advance reconciliation • Set measurable targets and firm tangible commitments throughout the RAP. • Implement strategies to ensure staff throughout the organisation are engaged in reconciliation. • Continuous improvement of strategies for engagement, cultural learning, employment and procurement. • Engage external stakeholders in reconciliation. • Consider initiatives to address the five dimensions of reconciliation.

Elevate RAP

Transformational change

Elevate RAP organisations have a strong strategic relationship with Reconciliation Australia and actively champion initiatives to uphold the self-determination of Aboriginal and Torres Strait Islander peoples and drive systemic and transformational change.

Elevate RAP organisations have a proven track record of embedding effective RAP initiatives in their organisation through Stretch RAPs and are ready to take on leadership to advance national reconciliation.

They must demonstrate high accountability measures including independent assessment of their activities.

Elevate RAPs are generally implemented over a three-year term.

Organisations with an Elevate RAP are critical leaders in the RAP network and partner with Reconciliation Australia.

The peer review process is an important enhancement of Reconciliation Australia's review and endorsement requirements that is applied to aspiring and existing Elevate RAP partners. It is intended to maintain the unique nature of this leadership cohort.

Note: Please contact Reconciliation Australia at rap.team@reconciliation.org.au if you are considering an Elevate RAP as there are specific requirements, expectations and processes.