

# A Reconciliation Action Plan for your Community Legal Centre

It might seem like a daunting task to get together a Reconciliation Action Plan (RAP) for your centre. But with all the resources and templates available from Reconciliation Australia's RAP Hub it is now much easier to draft a RAP.

## What is a RAP?

A RAP outlines practical actions that organisations can take to build strong relationships and enhanced respect with Aboriginal and Torres Strait Islander peoples, organisations and communities.

## Why should CLCs have a RAP?

RAPs help us, as a sector, to ensure that we are working together with and being guided by Aboriginal and Torres Strait Islander peoples in making legal services are culturally safe and accessible, and that we are playing a role in addressing the dispossession, disadvantage and hardship faced by Aboriginal and Torres Strait Islander peoples as a direct result of the removal of their land, children and culture.

## Whose responsibility is the RAP?

The initiative and driving force behind a RAP should come from the CLC's board or Management Committee, and be developed and implemented by centre management and staff. Consultation with Aboriginal and Torres Strait Islander staff and community representatives should play an important role in developing your centre's RAP and guiding its implementation, but it is crucial that the governance body takes responsibility the RAP, makes sure the RAP is a priority and supports the implementation of RAP goals.

## Step-by-Step Guide

1. Contact a RAP project officer on **02 6273 9200** or [rap@reconciliation.org.au](mailto:rap@reconciliation.org.au) and let them know you are starting work on a RAP. They will help to guide you through the process.
2. Choose a type of RAP:
  - a. Reflect RAP
  - b. Innovate RAP
  - c. Stretch RAP
  - d. Elevate RAP
3. Download the template for your chosen RAP from the RAP Hub at [raphub.reconciliation.org.au](http://raphub.reconciliation.org.au).
4. Get together a working group. This would usually be a small group including, for instance, staff from your CLC, Aboriginal and Torres Strait Islander people working in the sector, Aboriginal and Torres Strait Islander community representatives.
5. In consultation with the working group, follow the directions in the RAP template to complete your RAP. To fill in the template you will need to:
  - a. Identify actions and objectives
  - b. Assign responsibilities
  - c. Work out timelines
  - d. Plot out measurable deliverables
6. Send your RAP to Reconciliation Australia for endorsement. You may want to publically launch your RAP, post it on your website etc.
7. Your working group should meet at least once a year to ensure that you are keeping up to date with your RAP. It is important that RAP goals are known, understood, supported by all your CLC's staff and management and incorporated in your CLCs planning and policies.

## Where can I get more info on how to write our RAP?

Over the page is some guidance kindly provided by Reconciliation Australia on the RAP Program.

### Reconciliation Australia:

Website: <http://raphub.reconciliation.org.au>

Phone: 02 6273 9200

Email: [rap@reconciliation.org.au](mailto:rap@reconciliation.org.au)

### NACLCs Reconciliation Action Plan 2012/2015 is available at:

[www.nacclc.org.au/cb\\_pages/reconciliation\\_action\\_plan.php](http://www.nacclc.org.au/cb_pages/reconciliation_action_plan.php)

## Reconciliation Action Plan Initiative 2012/15

*NACLC acknowledges the traditional owners of the lands across Australia and particularly acknowledges the Gadigal people of the Eora Nation, traditional owners of the land on which the NACLC office is situated. We pay deep respect to Elders past and present.*



Kindly provided by Reconciliation Australia:



# The rise of the RAP program

Reconciliation Australia has introduced a new RAP endorsement system to reflect the different needs and commitments of the 360 organisations in the RAP community.

There are now four distinct types of RAPs that you can choose to develop:

- Reflect RAP
- Innovate RAP
- Stretch RAP
- Elevate RAP

Each type, in its own way, sets the path for positive change and encourages RAP organisations to 'rise' to the challenge of stronger relationships, shared pride and national prosperity.

## RAP online hub

More details about each of these new types of RAP, and the minimum standards, can be found on our new **RAP online hub** at [www.reconciliation.org.au/raphub](http://www.reconciliation.org.au/raphub). An overview is also provided below.

The RAP online hub also provides an opportunity for the RAP community to learn from each other in a supportive online environment. If you have any suggestions for the RAP online hub, or if you would like to submit a resource or a case study, please email the RAP team at [rap@reconciliation.org.au](mailto:rap@reconciliation.org.au).

## Events and activities

To stay up to date with events and activities, and to book your spot, visit the Events page on the RAP online hub.

# Four types of RAP

## Reflect RAP

A Reflect RAP clearly sets out the steps you should take to build relationships with Aboriginal and Torres Strait Islander stakeholders, and implement a RAP for your organisation. Committing to a Reflect RAP allows your organisation to spend time developing relationships, deciding on your vision for reconciliation and exploring your sphere of influence, before committing to specific actions or initiatives.

## Innovate RAP

As the name suggests, the Innovate RAP is focused on working with your Aboriginal and Torres Strait Islander stakeholders to test and trial approaches to building relationships, showing respect and improving opportunities. Throughout the Innovate RAP, you should continually raise internal awareness about your organisation's commitments to reconciliation by promoting the RAP to staff and providing opportunities to engage with reconciliation activities.

## Stretch RAP

Once you have worked to pilot and test your strategies and approaches, you may choose to develop a Stretch RAP. This type of RAP is focused on implementing longer-term strategies, and working towards defined targets and goals. The Stretch RAP expects organisations to embed initiatives into business strategies and become 'business as usual'.

## Elevate RAP

An Elevate RAP is for organisations that have a Stretch RAP in place and are considered leaders in reconciliation. Elevate RAPs require resources and a dedicated effort to incorporate Aboriginal and Torres Strait Islander engagement, employment and community and economic development into your organisation's core business to contribute towards societal change. They also require greater transparency and accountability through external assessment of their activities.

