

Implementing a Reconciliation Action Plan

Lessons from across business, government, education and sport

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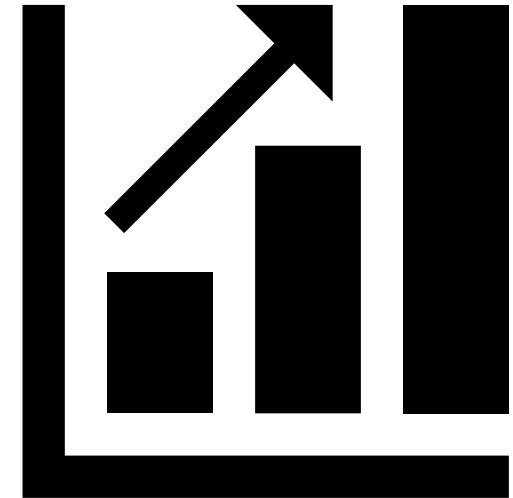
Agenda

- RAP Benefits
- Developing a RAP
- RAP Case Studies
 - Canberra Montessori School
 - Carlton Football Club
- RAP Lessons I've Learnt
- Thanks & Questions



RAP Benefits

- Customers & Employees
 - Access to authentic, cultural experiences
 - Enhanced cultural competence and intelligence
- Supply Chain
 - More robust supply chain for your business
 - More robust local industry
- First Nations Communities
 - Provision of employment opportunities
 - Holistic health benefits from cultural strengthening activities
- Australia (& The World)
 - Supporting a more cohesive, equitable Australia
 - Supporting international human rights agenda



Developing a RAP

- Reconciliation Australia is an independent, not for profit organisation that acts as the authorising body for RAPs.
- There are four RAP types are: Reflect, Innovate, Stretch and Elevate.
- They are all based around the core pillars of Relationships, Respect and Opportunities.



RECONCILIATION
AUSTRALIA

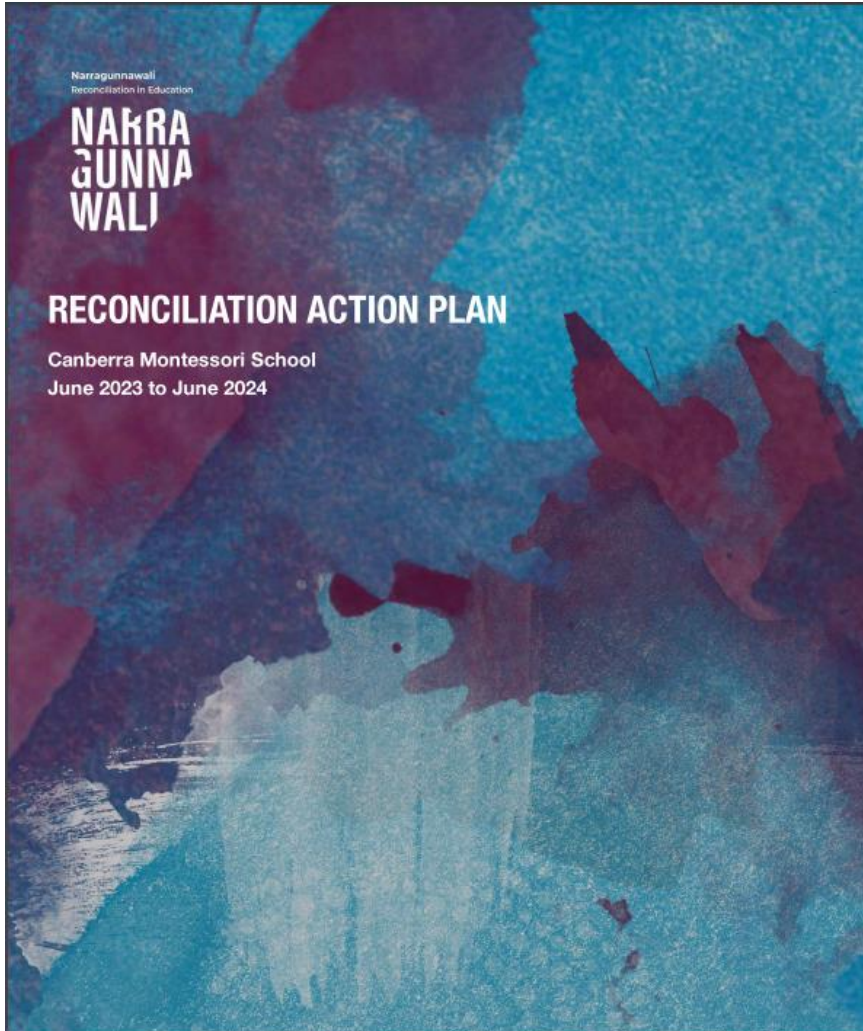
RAP Case Studies

Canberra Montessori School



Carlton Football Club

Canberra Montessori School RAP

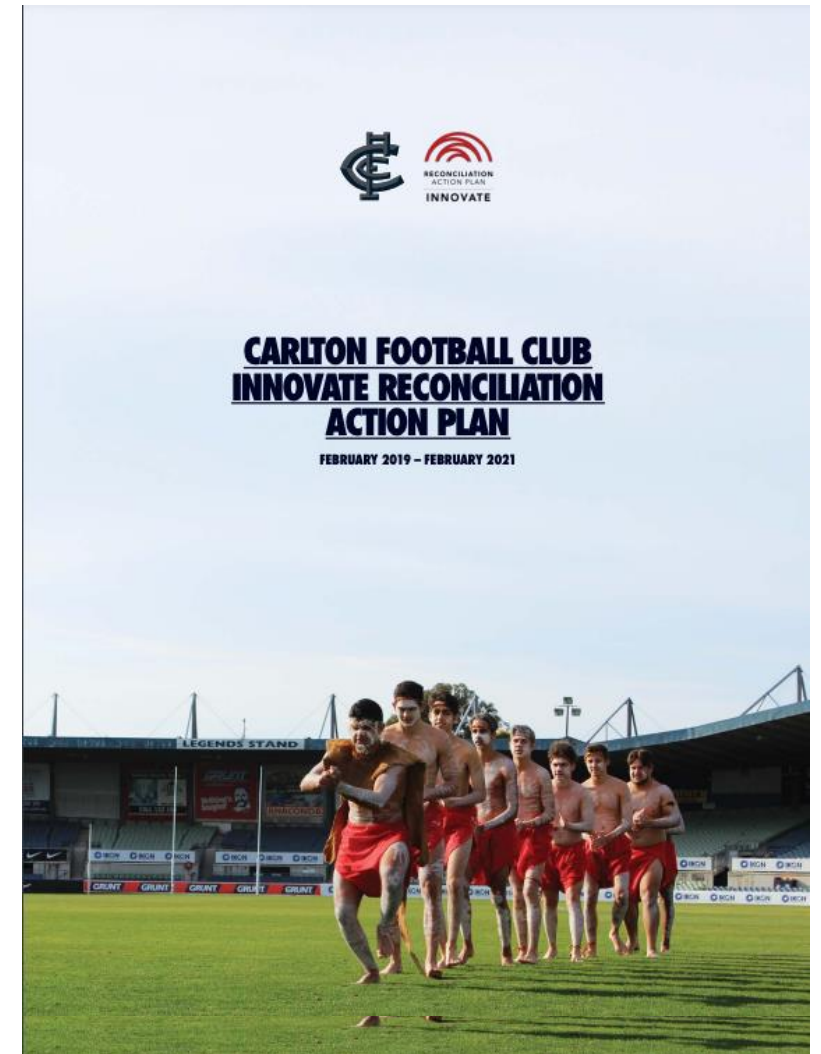


- Partnership between school, parents and local First Nation community (Ngunnawal People)
- Started small and focused on their core work
- Grew from there and led to their inaugural RAP focused on activities:
 - In the classroom
 - Around the school
 - With the community

[Play video](#)

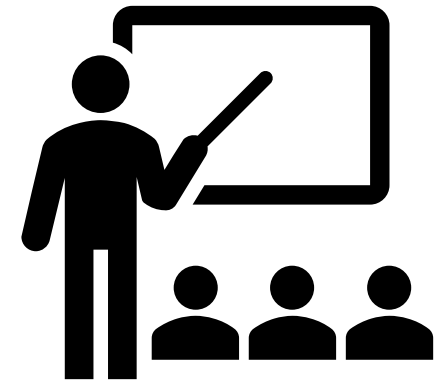
Carlton Football Club RAP

- Partnership between coaches, players, administrative staff, supporters and several First Nation communities
- Indigenous and non-Indigenous stakeholders were supportive, but instances of racism surfaced
- A unique opportunity surfaced ([play video](#))
- RAP focused on:
 - Addressing historical wrongdoing
 - Connecting with local communities
 - Engaging with our fan base
 - Securing funding to grow



RAP Lessons I've Learnt

COMPETENCE	Build your cultural competence
CARE	Tread carefully when exploring reconciliation
RESPECT	Proactively demonstrate respect
LISTEN	Listen deeply to the information you are receiving
THINK	Think slowly about the activities you're planning
COMMONALITY	Find common ground where benefits flow to all
VUNERABILITY	Be open to sharing your fears and concerns
BOUNDARIES	Set boundaries in recognition of your limitations as local businesses
AWARENESS	Build your understanding of reconciliation activities in your area
SUSTAINABILITY	Plan reconciliation activities with the long term in mind



Thanks & Questions



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