

## Reconciliation Action Plan – RISE Framework

The Reconciliation Action Plan Framework provides organisations with a structured approach to advance reconciliation and consists of 4 RAP types, designed to suit the varying stages of the reconciliation journey:

### **1. Reflect RAP: Scoping capacity for reconciliation.**

Reflect RAPs are for 12 months and suit organisations new to reconciliation. This RAP type sets out steps to prepare an organisation for reconciliation initiatives in future RAPs.

Committing to a Reflect RAP means scoping and developing relationships with Aboriginal and Torres Strait Islander stakeholders and deciding on the organisations vision for reconciliation within their sphere of influence.

### **2. Innovate RAP: Implementing reconciliation initiatives**

Innovate RAPs run for two years and would outline actions for achieving the organisations vision for reconciliation. Innovate RAPs allow the organisation to gain a deeper understanding of their sphere of influence, and establish the best approach to advance reconciliation.

An Innovate RAP focuses on developing and strengthening relationships with Aboriginal and Torres Strait Islander peoples, engaging staff and stakeholders in reconciliation, and developing and piloting innovative strategies to empower Aboriginal and Torres Strait Islander peoples.

### **3. Stretch RAP: Embedding reconciliation**

A Stretch RAP is best suited to organisations that have developed strategies and established a very strong approach towards advancing reconciliation internally and within the organisation's sphere of influence.

This type of RAP spans a two-three year period, and is focused on longer-term strategies, and working towards defined measurable targets and goals. The Stretch RAP requires organisations to embed reconciliation initiatives into business strategies so they become 'business as usual'.

### **4. Elevate RAP: Leadership in Reconciliation**

An Elevate RAP is for organisations that 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.

Elevate RAP organisations have a strong strategic relationship with Reconciliation Australia and actively champion initiatives to empower Aboriginal and Torres Strait Islander peoples and create societal change.

Elevate RAP organisations also require greater transparency and accountability through independent assessment of their activities.

**Note:** *There are specific requirements, expectations and processes relevant to an Elevate RAP.*