



Reconciliation Action Plans for Community Housing Providers

Preamble

The purpose of this guide is to inform Community Housing Providers (CHPs) of Reconciliation Action Plans (RAPs) and provide resources that outline their purpose and application in the community housing sector. It is intended that CHPs can use this guide to assist them in developing a RAP for their organisation, where applicable.

What is a Reconciliation Action Plan (RAP)?

Reconciliation Australia's Reconciliation Action Plan (RAP) program provides a framework for organisations to support the national reconciliation movement. Reconciliation Australia explains [reconciliation](#) is about strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples, for the benefit of all Australians.

A RAP is a strategic document that supports an organisation's business plan. It includes practical actions that will drive an organisation's contribution to reconciliation both internally and in the communities in which it operates.

Why should an organisation develop a RAP?

By developing a RAP, an organisation can:

- formally demonstrate the organisation's commitment to reconciliation
- enable the organisation's staff to develop greater cultural awareness and professional development practices that will strengthen relationships with Aboriginal and Torres Strait Islander stakeholders
- ensure more effective and relevant service delivery to Aboriginal and Torres Strait Islander peoples and communities
- gain greater esteem as an employer of choice and build a more dynamic and diverse workforce.

How does an organisation develop a RAP?

There are four types of [RAP](#) (as detailed on the Reconciliation Australia website) that an organisation can develop: Reflect, Innovate, Stretch, and Elevate. Each type of RAP is designed to suit an organisation at different stages of their reconciliation journey.

A *Reflect* RAP clearly sets out the steps to prepare an organisation for reconciliation initiatives in successive RAPs. Committing to a Reflect RAP allows the organisation to spend time scoping and developing relationships with Aboriginal and Torres Strait Islander stakeholders, deciding on its vision for reconciliation and exploring its sphere of influence, before committing to specific actions or initiatives.

An *Innovate* RAP outlines actions that work towards achieving the organisation's unique vision for reconciliation. Commitments within this RAP allow the organisation to be aspirational and innovative in order to help gain a deeper understanding of its sphere of influence, and establish the best approach to advance reconciliation.

A *Stretch* RAP is best suited to organisations that have developed strategies, and established a strong approach towards advancing reconciliation internally and within the organisation's sphere of influence. This type of RAP is focused on implementing longer-term strategies, and working towards defined measurable targets and goals.

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

Key steps towards developing a RAP

The first step for developing a RAP is assessing whether a RAP is right for the organisation, by using this [guide](#) which steps out the RAP development process.

Following this, there are some key steps involved to ensure the organisation's RAP is eligible for Reconciliation Australia's endorsement.

1. Select the RAP type suitable for the organisation, from this [overview](#) of key expectations and requirements.
2. Establish a RAP Working Group (optional if the organisation has chosen to develop a *Reflect* RAP) by using this good practice [guide](#).
3. Register interest in developing a RAP using the relevant [online form](#) on the Reconciliation Australia website.

Upon registration, Reconciliation Australia will send further templates, guides, resources and instructions on completing RAP development and endorsement from Reconciliation Australia.

What RAPs are in place for community housing in South Australia?

Currently three CHPs that operate in South Australia have Reconciliation Australia endorsed RAPs: Anglicare SA, Community Housing Limited (CHL) and Junction Australia.

Given that RAPs are unique to each organisation and its business, CHPs that provide solely housing services may find the [CHL](#) RAP useful. For CHPs that provide both housing and support or community services, the [Anglicare SA](#) and [Junction Australia](#) RAPs may be helpful.

What further information is available?

Reconciliation Australia is the first point of contact for advice and support in developing a RAP and other actions that can be taken towards reconciliation. They can be contacted via e-mail: raps@reconciliation.org.au

Frequently asked questions (FAQs) and further resources relating to RAPs are available from the Reconciliation Australia [website](#).