

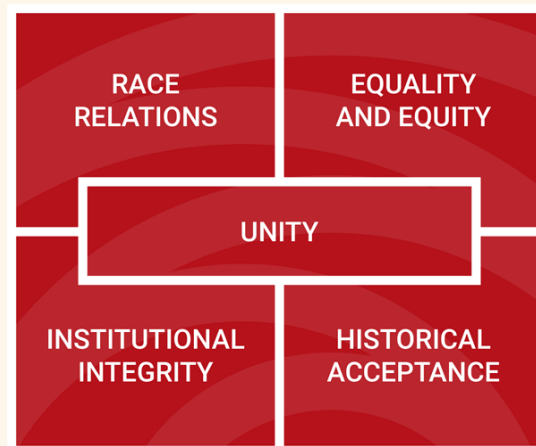
DEVELOPING A RECONCILIATION ACTION PLAN

Phil Lockyer
Head of Indigenous Affairs, Tourism Australia

Reconciliation is about strengthening relationships between Indigenous and non-Indigenous people, for the benefit of all Australians.

The RAP program provides a framework for organisations to support the national reconciliation movement.

THE 5 DIMENSIONS OF RECONCILIATION



KEY CONSIDERATIONS

- Why does your business believe a RAP will provide value?
- How will a RAP align to your strategic goals?
- Has your business identified specific Indigenous communities you would seek to build a relationship with?
- A RAP should reflect the aspirations and needs of the Indigenous community or stakeholders you partner with.

RAP LEVELS

ELEVATE

Leadership in reconciliation

STRETCH

Embedding reconciliation

INNOVATE

Implementing reconciliation

REFLECT

Scoping reconciliation

VALUE A RAP PROVIDES

- Allows your organisation to provide an Indigenous offering to your business which will increase your customer offering
- Commits your business to working long term with Indigenous people, businesses and communities
- Builds a level of authenticity and genuine commitment to your business's commitment to Indigenous people and communities

INDIGENOUS PROTOCOLS FOR YOUR BUSINESS

Patricia Adjei
Head of First Nations Arts and Culture, Australia Council for the Arts



1. Respect
2. Self-determination
3. Communication, consultation and consent
4. Interpretation
5. Cultural integrity and authenticity
6. Secrecy and confidentiality
7. Attribution
8. Benefit sharing
9. Continuing cultures
10. Recognition and protection

RESPECTING CULTURAL KNOWLEDGE

Darren Charlwood
Wiradjuri Cultural Educator and Sydney Botanic Gardens Guide

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1. Acknowledgment of country and knowledge is a big deal
 2. It's about permission
 3. Oral tradition in culture is a responsibility in maintaining its authenticity
 4. Letting people talk about their own culture
 5. I'm indigenous but I don't speak on behalf of all indigenous people
 6. Kinship to country isn't transferable
 7. Heritage versus cultural heritage

PARTNERING WITH INDIGENOUS COMMUNITIES

Peter Graham
Director of Sales & Partnerships, Voyages Indigenous Tourism Australia



1. What are the principles for business to build authentic and long lasting partnerships with Indigenous communities?
2. How do you build trust – focus on listening and learning
3. Its not about the bottom line
4. What is the Voyages experience?
5. What has worked well, what have you learnt?
6. What is a continuing opportunity for improvement?