



GUC REFLECT RAP PROGRESS REPORT



Each type of RAP outlines a set of actions and deliverables that workplaces are required to commit to in order to receive Reconciliation Australia's endorsement and unique RAP logo. The following table provides a list of required actions and deliverables workplaces must commit to for each type.

RELATIONSHIPS		
ACTION	REFLECT DELIVERABLES	PROGRESS
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	- Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. - Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	COMPLETE GUC Policy: Engaging and Communicating with Aboriginal and Torres Strait Islander individuals and communities
Build relationships through celebrating National Reconciliation Week (NRW).	- Circulate Reconciliation Australia's NRW resources and reconciliation materials to staff. - RAP Working Group members to participate in an external NRW event. - Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	COMPLETE
Promote reconciliation through our sphere of influence.	- Communicate our commitment to reconciliation to all staff. - Identify external stakeholders that our organisation can engage with on our reconciliation journey. - Identify RAP and other like- minded organisations that we could approach to collaborate with on our reconciliation journey.	COMPLETE
Promote positive race relations through anti-discrimination strategies.	- Research best practice and policies in areas of race relations and anti-discrimination. - Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	COMPLETE
RESPECT		
ACTION	REFLECT DELIVERABLES	PROGRESS
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	COMPLETE GUC Policy: Cultural Learning
	Conduct a review of cultural learning needs within our organisation.	COMPLETE
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	COMPLETE
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	COMPLETE
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	- Raise awareness and share information amongst staff about the meaning of NAIDOC Week. - Introducing staff to NAIDOC Week by promoting external events in our local area. - RAP Working Group to participate in an external NAIDOC Week event.	COMPLETE

OPPORTUNITIES		
ACTION	REFLECT DELIVERABLES	PROGRESS
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	- Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation. - Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	COMPLETE GUC Policy: Aboriginal Employment
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	- Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. - Investigate Supply Nation membership.	COMPLETE GUC Policy: Procurement

GOVERNANCE		
ACTION	REFLECT	PROGRESS
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	- Form a RWG to govern RAP implementation. - Draft Terms of Reference for the RWG. - Establish Aboriginal and Torres Strait Islander representation on the RWG.	COMPLETE
Provide appropriate support for effective implementation of RAP commitments.	- Define resource needs for RAP implementation. - Engage senior leaders in the delivery of RAP commitments. - Define appropriate systems and capability to track, measure and report on RAP commitments.	COMPLETE
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	COMPLETE
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	2026 ACTION

