



BE AN INDIGENOUS CHAMPION

Significant Dates

January - Anniversary of Native Title Rights

February - National Apology Day

March - National Close the Gap Day & Harmony Day

May - Anniversary of the 1967 Referendum

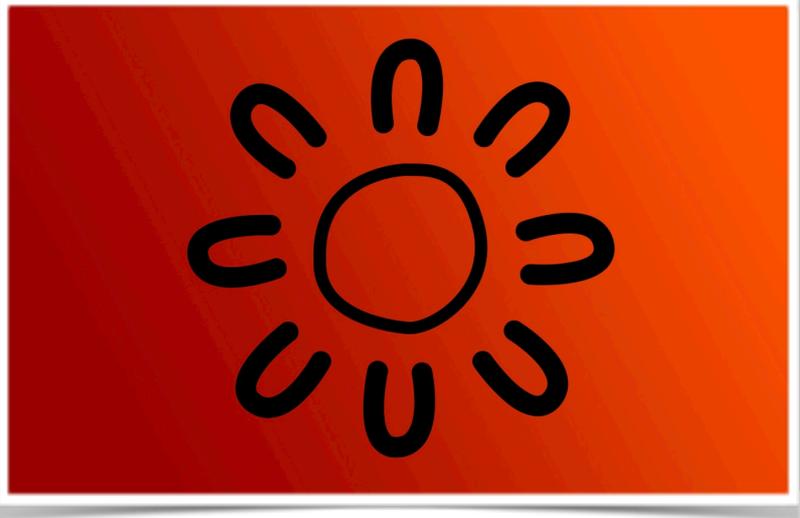
June - Mabo Day & Reconciliation Week

July - NAIDOC Week

August - National Aboriginal and Torres Strait Islander Children's Day

Ideas to Celebrate

- Invite local elders and Community to talk at a morning tea
- Invite a didgeridoo player or traditional dance troop
- Have a bake off using bush tucker
- Hold an Indigenous Film Screening
- Create a dot painting with staff and a local Indigenous artist.



Create a Reconciliation Action Plan (RAP)

What is a RAP?

Developing a RAP is the first step in a process of celebrating and acknowledging the skills, experience and culture of Aboriginal and Torres Strait Islander people.

A RAP is a document that details the steps an organisation has committed to take to honour the experience and culture of Indigenous peoples through sharing opportunity.

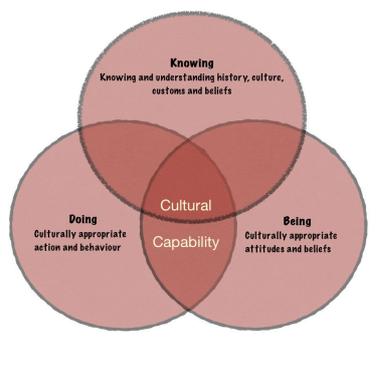
These plans identify reconciliation gaps in a businesses internal and external environment and put in place targets and actions to close these. Generally RAP's focus on the following areas:

- Increasing Indigenous recruitment
- Improving education, training and and career opportunities for Indigenous staff
- Increasing Indigenous Procurement and



Engage Indigenous Staff and Community

- Encourage Indigenous Staff to provide feedback on matters affecting your business
- Create an Indigenous Staff network
- Celebrate Indigenous culture within the workplace
- Display the Aboriginal and Torres Strait Islander Flags
- Encourage all staff to state an acknowledgement of country at all official events (refer to our complementary cards for information)
- Have Indigenous art in the workplace
- Encourage all staff to celebrate Indigenous days of significance
- Make cultural awareness training compulsory for all staff



- Improving organisational cultural capability (including through celebrating culture see sidebar on page 1 for more information)

Why do we need a RAP?

The primary reason for developing a RAP is to celebrate diversity and the unique skills and perspectives Aboriginal and Torres Strait Islander people can bring to you business whilst acknowledging the growing ‘gap’ between the opportunities available to the majority of Indigenous people compared to those available to non-Indigenous people.

Other reasons for developing a RAP include

- It being a requirement of your organisation
- To meet specific targets

How do we organise a RAP?

To create an effective RAP it is advised that a RAP working group be created consisting of Indigenous staff, management representatives from across your organisation, and Indigenous community members. This group can then be tasked with discussing any gaps in Indigenous employment, procurement and cultural capability requirements, as well as actions to address these.

Who can help with developing a RAP?

Yuludarla Karulbo is positioned to help you with all matters of your RAP, and to connect you to Indigenous community members, giving you a local perspective

We can help through the following:

- Assistance with forming a RAP working group including engaging Indigenous staff.
- Workshopping ideas with you to identify gaps within your organisation, and actions and targets for your plan.
- Delivering workshops to help with improving the overall cultural capability of your organisation. These can be tailored to your needs and include:
 - Traditional and more interactive cultural awareness training and
 - Indigenous artists and performers for special events

Refer to the the sidebar on page 2 for ideas on incorporating cultural capability into your business.