



## A BRIEF EXPLAINER: AMNESTY'S INNOVATE RECONCILIATION ACTION PLAN

### RECONCILIATION ACTION PLANS

At its heart, reconciliation is about building mutually beneficial relationships between First Nations communities and non-Indigenous Australians. It is a commitment to work towards a better future, where there's great respect and better opportunities for First Nations peoples.

There are four stages of Reconciliation Action Plans (RAPs):

1. Reflect
2. Innovate
3. Stretch
4. Elevate

Reconciliation Australia provides the framework for RAPs and:

- sets out key actions and deliverables that an organisation must strive towards along their reconciliation journey,
- endorses our RAP,
- provides advice on implementing our RAP, and
- is responsible for overseeing our public reporting obligations.

We encourage all Amnesty International Australia employees to join us on our reconciliation journey, as we walk forward together to create better opportunities for First Nations communities.

Artwork: Sheldon Harrington



Amnesty has just released its Innovate RAP for 2024-2026, with the following framework pillars:

### RELATIONSHIPS

- Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.
- Build relationships through celebrating National Reconciliation Week.
- Promote reconciliation through our sphere of influence.
- Promote positive race relations through anti-discrimination strategies.

### RESPECT

- Increase understanding, value and recognition of Aboriginal and Torres Strait Islander people's cultures, histories, knowledge and rights through cultural learning.
- Demonstrate respect to Aboriginal and Torres Strait Islander people and communities by observing and embedding cultural protocols as part of the way our organisation functions.
- Build respect for Aboriginal and Torres Strait Islander people's cultures and histories by celebrating NAIDOC week and other significant dates, events and campaigns.
- Demonstrate respect by changing naming protocols.
- Be accountable for creating a culturally safe workplace and movement for Aboriginal and Torres Strait Islander staff.

### OPPORTUNITIES

- Improve employment outcomes by increasing Aboriginal and Torres Strait Islander staff recruitment, retention and professional development.
- Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.
- Increase Aboriginal and Torres Strait Islander peoples' involvement within Amnesty's membership, board, branch, volunteer and activist base.

### GOVERNANCE

- Establish and maintain an effective RAP Working Group to drive governance of the RAP.
- Provide appropriate support for effective implementation of RAP commitments.
- Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.
- Include RAP activities in Amnesty's core planning, reporting and evaluating processes.
- Continue our reconciliation journey by developing our next RAP.

[VIEW RAP HERE](#)