Householders Options to
Protect the Environment

RECONCILIATION READINESS

A practical pathway toward meaningful reconciliation

Placement findings & recommendation • HOPE Inc.

Board / broader HOPE presentation

Think Globally, Act Locally

Why reconciliation belongs in HOPE's work

Environmental stewardship, Country and community relationships

Think Globally, Act Locally

HOPE's environmental purpose already intersects with reconciliation.

COUNTRY

Recognise continuing First Nations relationships with Country and cultural authority.

KNOWLEDGE

Consider whose environmental knowledge is recognised and how it is represented.

RELATIONSHIPS

Build respectful community relationships without asking First Nations organisations to validate a pre-written plan.

The practical test: does HOPE's organisational practice change over time?

A quick reminder: what is a RAP?

Reconciliation Australia's framework has four RAP types

REFLECT
Build foundations
12–18 months

INNOVATE
Implement change
2 years

STRETCH
Embed & measure
3 years

ELEVATE
Lead transformational change
3 years

For HOPE, Reflect would be the starting level.

Reflect focuses on foundations

Internal understanding • RAP governance • stakeholder relationships • identifying where the organisation can contribute

But registration starts a clock

Registration includes the development fee and is valid for 12 months. HOPE has up to 12 months to submit its first draft.

Sources: Reconciliation Australia — About RAPs; Detailed guide to developing a RAP (accessed Sep 2026).

How I assessed HOPE's readiness

The recommendation is informed by multiple sources — not one survey

Householders Options To HOPE Protect The Environment

Think Globally, Act Locally

RAP GUIDANCE & LITERATURE

Frameworks and research

INTERNAL SURVEY

Volunteer perspectives

CULTURAL SAFETY ASSESSMENT

Current practice & readiness

COMPARABLE ORGANISATIONS

How others approached it

INITIAL ENGAGEMENT

Gumminggurru • Jarowair • Bunya Peoples

FUNDING OPPORTUNITIES

Potential resources & grants

Together, these provided a picture of HOPE's current readiness, capacity and realistic next steps.

What HOPE told us

Strong interest in reconciliation — alongside clear capacity constraints

89%

see stronger relationships as at least somewhat important

89%

see HOPE as at least slightly ready

0%

described HOPE as “very ready”

67%

need more RAP information or lack confidence

Main barriers identified



Top desired action: genuine partnerships

Three pathways considered

The question is not whether HOPE should act — but how to begin sustainably

1. Begin a Reflect RAP now

Recognised structure and formal process.

But HOPE would begin the 12-month development window while still building knowledge, funding, volunteer capacity and relationships.

2. Pre-RAP capacity-building and practical action pathway

Practical reconciliation actions now, without immediately starting the formal RAP development clock.

Build knowledge • assign responsibility • improve practice • develop relationships • review readiness and commitment

RECOMMENDED

3. Continue occasional reconciliation activity

Lowest immediate demand.

But activity may remain inconsistent, dependent on individuals and difficult to evaluate over time.

Recommended pathway: prepare before formalising

A pre-RAP period of capacity-building and practical action

Begin meaningful reconciliation work now — without starting the formal RAP development timeframe before HOPE is ready.

1	2	3	4	5
GOVERNANCE	**LEARNING**	**PRACTICE**	**RELATIONSHIPS**	**REVIEW**
RAP Champion or small RAP working group	Build volunteer knowledge and confidence Cultural Safety Checklist and Audit Tool	Acknowledgement, policies & communications	Engage gradually and respectfully	Monitor Reflect RAP readiness and commitment

Goal: enter a future Reflect RAP with stronger foundations — not spend the RAP development period trying to create them from scratch.

Relationship-building: slow, genuine and reciprocal

Partnerships should develop through trust — not targets

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INTRODUCE

Who HOPE is and why it is reaching out

LISTEN

Learn about local priorities and existing work

PARTICIPATE

Attend First Nations-led public events where appropriate

COLLABORATE

Explore opportunities only where there is mutual interest

Avoid cultural load

Do not assume First Nations organisations will provide unpaid advice, speakers or cultural content.

Measure quality, not quantity

Do not set numerical partnership targets. Respect an organisation's choice not to engage.

An achievable first year

Build foundations, test capacity, then decide what comes next

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0–3 MONTHS

Set foundations

RAP Champion or working group
Agree scope & modest budget
Baseline survey/checklist

4–6 MONTHS

Learn & improve

Document practical improvements
Review communications/practice
Carefully initiate engagement
Cultural Safety Audit tool

6 MONTHS

Board review

What changed?
What did it cost in time/money?
What is sustainable?

7–12 MONTHS

Continue what works

Maintain achievable actions
Consider funded activity
Repeat internal check

12–18 MONTHS → Reassess whether HOPE is ready to commence a Reflect RAP

Resources: protect volunteer capacity first

Funding can support activities — but it cannot substitute for organisational capacity

78%

identified volunteer capacity as a barrier

Recommendation

Use a small working group rather than placing the whole responsibility on one RAP champion.

Likely costs

Cultural learning
Event materials
Cultural Advisory Group – formal requirement of a RAP

Funding role

Use grants for defined activities such as training, events or community participation — not as the foundation of the commitment.

Potential avenue identified

The grant scan included the Queensland Gambling Community Benefit Fund and other opportunities that may align with community participation or environmental education. Eligibility should be checked against a defined project at the time of application.

How the board can judge progress

Keep monitoring light, useful and focused on change

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RESPONSIBILITY

Was a RAP champion / working group established?

LEARNING

Did volunteer knowledge and confidence improve?

PRACTICE

Did meeting, policy or communication practices change?

CAPACITY

Did actions stay within agreed time and budget?

ENGAGEMENT

Was external contact respectful, invited and appropriately resourced?

READINESS

At 12–18 months, would a Reflect RAP help sustain work already underway?

Success ≠ number of partnerships. Success = stronger organisational practice, learning and sustainable capacity.

Risks the board should manage

A smaller, staged approach reduces predictable risks

TOKENISM	Symbolic actions without deeper organisational change		Pair visible actions with learning, governance and review
CULTURAL LOAD	Expecting First Nations people to provide unpaid expertise		Seek consent and budget for specialist cultural input
OVER-COMMITMENT	Promising more than volunteers or finances can sustain		Limit the first-stage work plan and review workload
BURNOUT	The same small group carrying an expanding list of tasks		Share responsibility through a working group

What I am asking HOPE to decide

Four manageable decisions — not a commitment to a formal RAP today

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1 ENDORSE

Pre-RAP capacity-building and practical action for the next 12 months

2 APPOINT

A RAP champion and small working group with bounded volunteer time

3 APPROVE

A short first-stage work plan: learning, practice review and careful engagement

4 REVIEW

Progress at 6 months and RAP readiness at approximately 12–18 months

This gives HOPE direction now, while keeping the future RAP decision evidence-based.

BUILD THE FOUNDATIONS BEFORE STARTING THE CLOCK.

HOPE can begin meaningful reconciliation work now — while building the knowledge, capacity and relationships needed for a future Reflect RAP.

Questions & discussion

What can HOPE realistically commit to over the next 6–12 months?

Key sources & evidence

Selected sources underpinning the presentation

Reconciliation Australia	About RAPs — four RAP types and Reflect implementation timeframe	reconciliation.org.au/reconciliation-action-plans/about-raps/
Reconciliation Australia	Detailed guide to developing a RAP — registration, 12-month validity and development fee	reconciliation.org.au/wp-content/uploads/2025/03/Detailed-guide-to-developing-a-RAP.pdf
HOPE Inc.	Internal survey, Cultural Readiness assessment, CISS case study, HOPE organisational summary, Funding and Grant Opportunity Report, Cultural Safety audit tool (adapted from Bindi Bennett)	Placement evidence collected during 2026
HOPE Inc.	Organisational context and environmental stewardship purpose	hopeaustralia.org.au

Presentation prepared from the HOPE placement speech and project evidence. Survey percentages are internal planning data and should not be treated as representative of all HOPE volunteers or community views.