

Reconciliation Action Plans

A framework for reconciliation action

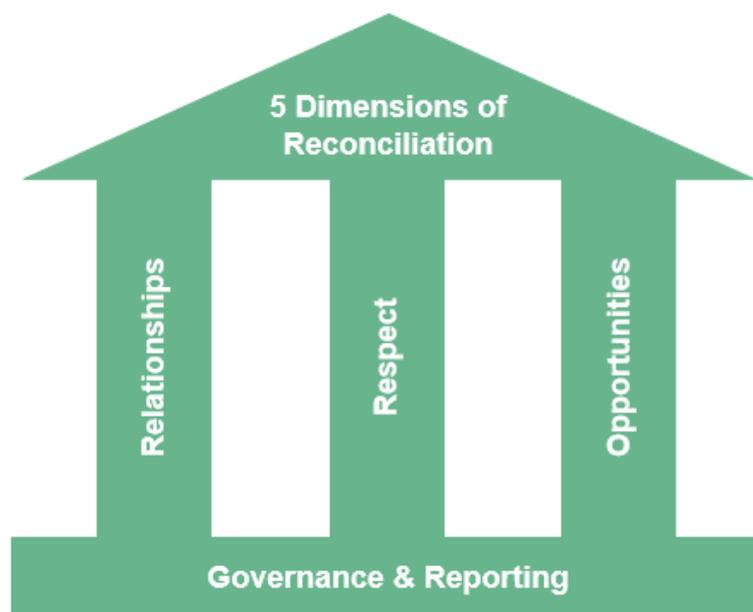
Reconciliation Australia defines reconciliation through [five critical dimensions](#) that together represent a holistic and comprehensive picture of reconciliation. The five dimensions are:

- race relations
- equality and equity
- institutional integrity
- unity
- historical acceptance.

Read more about the five dimensions in the [State of Reconciliation in Australia Report](#).

The five dimensions of reconciliation set out a clear roadmap toward a just, equitable and reconciled Australia. Whilst significant progress has been made in the past 25 years, much unfinished work remains. All sections of the community—governments, civil society, the private sector and Aboriginal and Strait Islander communities—have a role to play. With this task ahead how can individuals, organisations and communities know where to start?

Reconciliation Australia provides a framework for implementing reconciliation initiatives in the workplace and beyond. Through three core pillars of relationships, respect and opportunities, underpinned by governance and reporting practices, individuals, organisations, and communities can turn their good intentions into action to support the national reconciliation movement.



Relationships

At the heart of reconciliation is the relationship between the broader Australian community and Aboriginal and Torres Strait Islander peoples. To achieve reconciliation, we need to develop strong relationships built on trust and respect, and that are free of racism.



Almost all Australians believe the relationship between Aboriginal, Torres Strait Islander and non-Indigenous Australians is important, yet high levels of racism and low levels of trust between each other prevail.

When we get to know each other, attitudes and behaviours toward each other improve. Further, when programs and policies that affect the lives of Aboriginal and Torres Strait Islander peoples are developed and implemented in partnership, better outcomes are achieved.

From a human rights perspective, relationships are central to principles of Aboriginal and Torres Strait Islander self-determination and free, prior and informed consent outlined under the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).

Respect

Understanding of and respect for Aboriginal and Torres Strait Islander cultures, rights and experiences underpins progress toward all five dimensions of reconciliation. Without respect for Aboriginal and Torres Strait Islander ways of doing things, respectful relationships cannot be built. Without pride in Aboriginal and Torres Strait Islander cultures and heritage, we cannot foster a shared national identity. Without understanding the wrongs of the past, we cannot prevent these wrongs from being repeated.



Over a third of Australians are still unsure, or do not accept a number of key facts about Australia's past institutional prejudices against Aboriginal and Torres Strait Islander peoples. Further, the majority of Australians still describe their knowledge of Aboriginal and Torres Strait Islander cultures as low.

When individuals, organisations and sectors embed cultural competence into their everyday business, we know that Aboriginal and Torres Strait Islander peoples face less barriers in terms of accessing health, education and employment opportunities. Crucially, respect for and protection of culture, along with equality and non-discrimination are also fundamental human rights that apply to all peoples, including Aboriginal and Torres Strait Islander peoples.

Opportunities

Equal participation in a range of life opportunities is crucial for the well-being of all peoples, including Aboriginal and Torres Strait Islander peoples.



Large and unacceptable gaps between Aboriginal and Torres Strait Islander peoples and other Australians exist on all social, health, education and economic indicators.

Respectful relationships form the basis for tackling this national challenge. Developing and implementing culturally appropriate, partnership-centered solutions that uphold the unique rights of Aboriginal and Torres Strait Islander peoples helps to create the right environment for Aboriginal and Torres Strait Islander peoples to participate equally across education, employment and health opportunities.

Read more about the attitudes, perceptions and behaviors shaping relationships, respect and opportunities between Aboriginal and Torres Strait Islander and non-Indigenous Australians in the [Australian Reconciliation Barometer](#).