CLIFTONS CASE STUDY

Reconciliation Australia RAP Learning Circle 2026

Creating Space for Meaningful Reconciliation Action



Overview

As part of its commitment to supporting initiatives that create meaningful social impact, Cliftons partnered with Reconciliation Australia through the Cliftons ESG Support Grant Program to host the Sydney RAP Learning Circle 2026.

Designed as a highly interactive, full-day learning experience, the RAP Learning Circle brings together organisations that are implementing a Reconciliation Action Plan (RAP) or exploring their reconciliation journey. The event provides a trusted environment where participants can share experiences, gain practical knowledge, and develop strategies for creating lasting organisational change.

The Challenge

Many organisations are committed to reconciliation but face challenges translating intention into meaningful action. While Reconciliation Action Plans provide a valuable framework, organisations often seek opportunities to learn from peers, deepen cultural understanding, and strengthen implementation practices.

Reconciliation Australia was looking for a venue partner that could provide more than just meeting space. They required a welcoming, accessible environment that encouraged open dialogue, collaboration, and relationship-building among participants from diverse sectors. The event also needed to align with strong sustainability and inclusion principles while remaining affordable and accessible.



The Solution

Through the Cliftons ESG Support Grant, Cliftons welcomed participants to its Sydney Margaret Street venue on Gadigal Country, creating a space that reflected the event's commitment to reconciliation and learning.

The event was designed around participation and reflection rather than traditional conference-style presentations. Throughout the day, attendees engaged in:

- Guided reflection on RAP implementation challenges and successes
- Practical learning focused on cultural safety and respectful relationships
- Action-planning sessions that participants could apply within their organisations
- Insights from experienced facilitators and guest speakers
- Networking and knowledge-sharing opportunities with organisations at different stages of their RAP journey

By combining flexible learning spaces, on-site event support, all-day catering, and a centrally located venue, Cliftons helped create an environment conducive to honest conversations and practical outcomes. Continuous access to quality refreshments and meals enabled participants to remain focused, productive, and fully engaged in the collaborative learning experience from start to finish.

Client Perspective

"RAP Learning Circles provide organisations with a safe space to learn, reflect, and deepen the impact of their reconciliation efforts. By bringing organisations together to share experiences and practical approaches, we help build the capability and confidence needed to create meaningful change." – ***Reconciliation Australia RAP Program Team***

Supporting Reconciliation Through Action

Reconciliation Australia's RAP Learning Circles provide organisations with a safe space to discuss their experiences developing and implementing reconciliation initiatives. Through facilitated dialogue and critical reflection, participants build a deeper understanding of what makes a successful RAP and how meaningful reconciliation can be embedded within workplace culture and community engagement.

The event directly supports reconciliation outcomes by:

- Strengthening organisational capability to deliver RAP commitments
- Promoting culturally safe workplaces
- Encouraging respectful relationships between First Nations peoples and organisations
- Creating opportunities for shared learning across sectors
- Driving meaningful and measurable reconciliation action

Guest speakers, First Nations perspectives, and participation from Metropolitan Aboriginal Land Council representatives and RAP practitioners further enriched the learning experience.





ESG Impact

The partnership strongly aligned with Cliftons' ESG priorities, particularly:

Reconciliation & First Nations Engagement
Supporting an initiative dedicated to advancing reconciliation outcomes across Australian organisations.

Diversity, Equity & Inclusion
Creating an inclusive learning environment where participants can openly discuss challenges, opportunities, and cultural understanding.

Community & Social Impact
Helping organisations build the skills and confidence required to create positive change within their workplaces and communities.

The event also committed to sustainable event practices, including digital materials, waste minimisation initiatives, and responsible event delivery.



Results

The RAP Learning Circle delivered a valuable opportunity for organisations to:

- Build practical knowledge and confidence in RAP implementation
- Share experiences and learn from peers across different industries
- Strengthen understanding of cultural safety and respectful engagement
- Develop actionable next steps to take back into their organisations
- Expand networks of reconciliation practitioners and advocates

Most importantly, the event fostered the conversations, connections, and commitments that drive long-term reconciliation outcomes.

Looking Forward

Cliftons is proud to support initiatives that create positive social impact and help organisations move from intention to action. Through partnerships such as the RAP Learning Circle, Cliftons continues to provide spaces where important conversations are held, understanding is deepened, and meaningful change can take shape.

Together, Cliftons and Reconciliation Australia are helping organisations build stronger relationships, create more inclusive workplaces, and contribute to Australia's reconciliation journey.

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