

# A Guide to Creating Your Personal Reconciliation Action Plan (RAP)

- What's a personal RAP?
- Why have a personal RAP?
- What to include in a personal RAP?
- Resources to get started

# What's a personal RAP?

- ✓ A pledge of your personal commitment to advancing truth and reconciliation with Indigenous peoples
- ✓ A roadmap for your personal growth & development
- ✓ A repository of topics you want to learn more about and issues you want to work on

- **Your RAP is yours and YOU decide what goes in it.**
- **You don't have to share it with anyone.**

# Example RAPs

Below: A fancy personal RAP [by Sarah Robinson, Rainwatch Advising](#). The full RAP is two pages with ideas organized under different categories.

**TRUTH AND RECONCILIATION: MY ACTION PLAN**

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**EXPLORE** Explore these guiding documents:

- United Nations Declaration on the Rights of Indigenous Peoples (15 pages): [https://www.un.org/esa/socdev/unpfi/documents/DRIPS\\_en.pdf](https://www.un.org/esa/socdev/unpfi/documents/DRIPS_en.pdf)
- Truth and Reconciliation Commission's calls to action (20 pages): [http://trc.ca/assets/pdf/Calls\\_to\\_Action\\_English2.pdf](http://trc.ca/assets/pdf/Calls_to_Action_English2.pdf)
- National Inquiry into Missing and Murdered Indigenous Women and Girls calls to justice (48 pages): [https://www.mmiwg-ffada.ca/wp-content/uploads/2019/06/Calls\\_Web\\_Version-EN\\_docs](https://www.mmiwg-ffada.ca/wp-content/uploads/2019/06/Calls_Web_Version-EN_docs)

**DISCOVER** Discover whose territory you're on, and practice acknowledging it:

- Check out [www.whose.land](http://www.whose.land) to find out whose territory you're on (it uses GPS technology), and see video samples of land acknowledgements
- Find out how to pronounce the Nation's name correctly – don't be afraid to call the Nation's office to ask. Practice saying it out loud many times
- Acknowledging territory is an important first step, but does not replace meaningful action that pursues truth-telling and reconciliation: <http://www.megaphonemagazine.com/unceded-territory>
- For more guidance, check out: <https://www.amnesty.ca/blog/activism-skills-land-and-territory-acknowledgement> and <https://www.caut.ca/content/guide-acknowledging-first-peoples-traditional-territory>

**SPEAK WELL**

- Words are powerful. Use yours respectfully. To start, check out UBC's Indigenous Peoples Language Guidelines: [http://assets.brand.ubc.ca/downloads/ubc\\_indigenous\\_peoples\\_language\\_guide.pdf](http://assets.brand.ubc.ca/downloads/ubc_indigenous_peoples_language_guide.pdf)

**SURF BLOGS**

- Chelsea Vowel: <https://apitawikosisan.com/aboriginal-issue-primers/>
- Indigenous Corporate Training: [www.ictinc.ca/blog](http://www.ictinc.ca/blog)
- UBC Indigenous Foundations: <https://indigenousfoundations.arts.ubc.ca/>

**Research Topics**

Research topics that are related to Indigenous peoples or Canadian histories. A sample list of topics is provided below, or a great place to start reading is: <https://apitawikosisan.com/aboriginal-issue-primers/> or <https://indigenousfoundations.arts.ubc.ca/home/>

- » terra nullius
- » residential schools (podcast: <https://podcasts.apple.com/ca/podcast/residential-schools/id1899122039>)
- » impact of colonization: <https://www.facinghistory.org/stolen-lives-indigenous-peoples-canada-and-indian-residential-schools/historical-background/colonization>
  - » legacy of the Indian Act
  - » Indian Status – displacement of women
  - » outlawing Indigenous traditional governments
  - » the "Potlatch Ban"
- » Doctrine of Discovery
- » 60s Scoop
- » the Pass System
- » impact of churches, RCMP, Indian Agents and "child welfare" agents
- » 4,000+ murdered and missing Indigenous women and girls
- » treaties
- » stereotypes + media representation of Indigenous peoples
- » UNDRIP legislation

Below: An unfancy personal RAP made by Liz at Cathexis in the To-doist app. Items are organized as tasks and sub-tasks that can be checked off and new ideas can be added on demand.

**T+R Action Plan**

- Personal action plan 43
- Indigenous Cultural Awareness & Sensitivity - Living Well Together  
Indigenous Cultural Awareness and Sensitivity Training...  
0/1
- Indigenous films  
0/8
- UBS Indigenous Foundations course  
(<http://indigenousfoundations.arts.ubc.ca/identity/>)
- Videos & webinars  
0/1
- Donate  
Indigenous-led organizations: ...  
0/1
- Cultural experiences
- Books  
0/4

# Why have a personal RAP?

**“Together, Canadians must do more than just talk about reconciliation; we must learn how to practise reconciliation in our everyday lives—within ourselves and our families, and in our communities, governments, places of worship, schools, and workplaces.”**

*– Truth and Reconciliation Commission of Canada*

**“Education is what got us into this mess, and education will get us out.”**

*– The Honourable Murray Sinclair*

# What to include in a RAP

We are all at different places in our journey. Your personal RAP sets out the actions you recognize you need to take at an individual level.

Here are some ideas:

- Actions to take to create your own [territorial acknowledgment](#)
- The actual text of your territorial acknowledgement
- Your own personal [pledge of reconciliation](#)
- Topics to learn about
- Local groups to learn more about
- Causes to support
- Books, articles, and guiding documents to read
- Courses to take or videos to watch
- Indigenous literature, film, music, and other art to consume
- Cultural events to take part in
- Websites and blogs to check out
- Quotes, affirmations, principles you want to remember
- People to connect with
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

## What format should I use?

Whatever technology you want, simple or sophisticated. Consider these or a combo:

- A checklist on a single piece of paper
- An entire notebook with sections
- A Word doc or PPT file
- An app for to-do lists, productivity, or notetaking
- A spreadsheet with fields allowing you to monitor and track details like status, date completed, etc.

## Does my RAP need to be as long as the examples you've given?

- Make your RAP as long as it needs to be or as short as you want. It's yours.
- Keep in mind you probably want the ability to come back to it to modify, add to, and check things off.
- If you feel overwhelmed, start with just one item on your RAP and break it down into discrete tasks or steps.

# Resources to get started

Part of the work of putting together your RAP is researching and identifying resources that interest you.

These resources are a starting point. Many are resources that multiple Cathexis team members have spent time exploring. Let us know if you have recommendations to add!

## GUIDING DOCUMENTS

[Truth & Reconciliation Commission Calls to Action](#)

[10 Principles for Truth and Reconciliation](#)

[Canada's United Nations Declaration on the Rights of Indigenous Peoples Act](#)

[UN Declaration of the Rights of Indigenous Peoples](#)

[National Inquiry into Missing and Murdered Indigenous Women and Girls 231 Calls for Justice](#)

## WEBSITES

[National Centre for Truth and Reconciliation](#)

[Native-land.ca](#)

[The Orange Path](#)

## EDUCATION

[4 Seasons of Reconciliation](#)

[Indigenous Canada course, University of Alberta](#)

[Indigenous Corporate Training](#)

## BOOKS

[\*21 Things You May Not Know About the Indian Act\*](#) – Bob Joseph

[\*Braiding Sweetgrass\*](#) – Robin Wall Kimmerer

[\*The Reconciliation Manifesto\*](#) – Arthur Manuel

[\*Me and White Supremacy\*](#) – Layla Saad

## TOOLKITS

[Reconciliation Canada](#)

[ReconcilACTION by the Downie-Wenjack Fund](#)

## VIDEOS

[The Doctrine of Discovery](#)

# Acknowledgements

Cathexis Consulting is based in Tkaronto, “the place where there are trees standing in the water.” We live, work, and play on the traditional lands and waters of many Indigenous groups, including the Haudenosaunee Confederacy (also known as the Six Nations Confederacy), the Wendat, and the Mississaugas of the New Credit First Nation. We give our respect to the caretakers of this land, past, present, and future.

If you found this resource useful, please share it. Consider tagging us on LinkedIn or sending us an email to let us know how you’ve used this guide. We’re always interested in learning about the impact of our work.

The logo for Cathexis, featuring a stylized globe icon to the left of the word "Cathexis" in a sans-serif font.

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