



NETBALL QUEENSLAND REFLECT RECONCILIATION ACTION PLAN

JANUARY, 2022 – DECEMBER, 2022

ACKNOWLEDGEMENT OF COUNTRY

Netball Queensland acknowledges the Traditional Custodians of the land on which we live, work and play. We acknowledge our Elders, past, present and emerging. In particular, we pay our respects to the Turrbal and Yuggera peoples, who are the Traditional Custodians of the land which our home office, Nissan Arena is situated.

We pay our respect to our ancestors of this land, their spirits and legacies which remain linked to traditional lands and waters. First Nations peoples give strength, inspiration, and courage to current and future generations of Queenslanders, both First Nations and Non- First Nations people

We would also like to acknowledge and thank the Netball Queensland Aboriginal and Torres Strait Islander Advisory Committee and members for their invaluable cultural knowledge, support in both the creation and implementation of Netball Queensland's first Reconciliation Action Plan.





THE PAST UNITING FLAMES

The Queensland Firebirds are more than the 7 players on the court at one time. Every step or pass you make, is ignited by those who have come before you and the people who show support. It is the strength in diversity that fuels unity, maintaining balance and harmony on and off the court. You are vessels for change, awareness and equality, each pass connecting different stories and identities. Your roots strong in the Queensland landscapes. **With every game you bring fire, and at every final buzzer, comes new growth.**

Artist: Rachael Sarra (Goreng Goreng)



THE FUTURE REIGNITED. HEALING SMOKE, UNITING FLAMES

Netball is more than the 7 players on the court at one time. Every step or pass you make or action you take, is ignited by those who have come before you and the people around you. It is the strength in diversity of our communities and generations that fuels unity, maintaining balance and harmony on and off the court. You are vessels for change, awareness and equality, each pass or connection links different stories and identities. Your roots strong in the Queensland landscapes, a moment in time, a small part of a bigger history. **With every game you bring fire, and at every final buzzer, comes new growth and as the smoke settles on the past, we stand together, healing together and while connected in culture and community, we shape the future together.**

Artist: Rachael Sarra (Goreng Goreng)

MESSAGE FROM FORMER CEO: NETBALL QUEENSLAND

At Netball Queensland our vision is to become a world-leading sports organisation that transforms lives through netball. With this in mind, I am proud to present Netball Queensland's first Reconciliation Action Plan. This plan documents our commitment to reconciliation through tangible and meaningful actions which improve cultural knowledge and awareness.

Netball Queensland is privileged to hold a unique leadership role in our community through the three different arms of our business – Netball Queensland as the peak body for Netball, the Queensland Firebirds professional netball club and we also manage a major piece of sports infrastructure, the Queensland State Netball Centre. This RAP will touch every part of our business. It will be woven into our organisational culture. The RAP will be a powerful and formalised commitment which builds on our existing programs and initiatives. I am excited to see the actions in our first RAP become an integral part of who we are and how we operate our sport, our club and our venue so that we may contribute to reconciled Australia.

I would like to acknowledge our Aboriginal and Torres Strait Island Advisory Committee led by Chair Craig Williams, Elders and our First Nations staff who have provided invaluable cultural guidance preparing this RAP. Thank you for sharing your time, knowledge, and passion with us.

Our sport, and our country is stronger when we are united, when we are unified. Through this RAP, Netball Queensland is committing to inspiring and enabling our netball community to foster a society that values and recognises Aboriginal and Torres Strait Islander cultures and heritage as a proud part of a shared identity. Building on the great work and vision of many people, our inaugural RAP is an important milestone. I want to thank Reconciliation Australia for their leadership and guidance as we take this important step in our reconciliation journey. United in our leadership, our strategy and in our communities. Queensland is a big, beautiful and diverse force of nature. It will take a united effort to ensure our game is thriving from the Torres Strait to the Tweed Coast. Our ambition is that our game is united, agile and thriving, on and off the court.



CATHERINE CLARK
Former Chief Executive Officer
Netball Queensland

MESSAGE FROM CEO: NETBALL QUEENSLAND

With a sense of occasion, I am pleased to share my reflections on Netball Queensland's Reconciliation Action Plan.

Many people have been on this journey, and I want to particularly acknowledge former CEO Catherine Clark, members of the Netball Queensland's First Nations Advisory Committee, NQs RAP Working Group and NQs Diamond Spirit, Diversity and Inclusion Team. Together, these groups have led the creation of a powerful document that will guide, encourage and unite all members of the netball community in Queensland on our cultural journey toward reconciliation and shared identity.

As stated by Reconciliation Australia ... "at its heart, reconciliation is about strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples, for the benefit of all Australians." Our Reflect RAP is an important next step along our cultural journey. Through our RAP, we are formalizing our commitment to reconciliation by embedding a framework to turn our intentions into practical, meaningful actions and outcomes.

As the RAP Champion, I am proud to be responsible for ensuring our organisation holds itself accountable to the commitments outlined and that we are an inspirational example and support to others who may be contemplating a RAP as part of their cultural journey.



KATE DAVIES
Chief Executive Officer
Netball Queensland

MESSAGE FROM CEO: RECONCILIATION AUSTRALIA

Reconciliation Australia welcomes Netball Queensland to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Netball Queensland joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program’s potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program’s strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

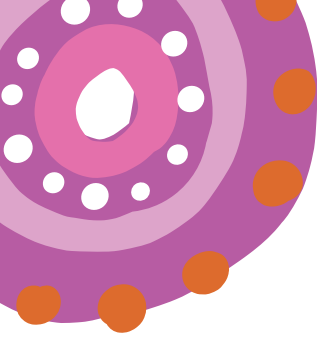
This Reflect RAP enables Netball Queensland to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia’s reconciliation journey.

Congratulations Netball Queensland, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.



KAREN MUNDINE
Chief Executive Officer
Reconciliation Australia





OUR RAP

Netball Queensland is dedicated to improving pathways for First Nations peoples, fostering programs to ensure our intent and commitment translate into tangible actions and ensuring cultural capability.

We know that our sport is stronger when we are united. The Netball Queensland RAP is our formal organisational commitment to strengthen our understanding of the diversity of First Nations communities and to recognise the histories so, we can remove the barriers which prevent Aboriginal and Torres Strait Islander peoples from achieving success in netball.

Our Reconciliation Action Plan Working Group and its members have discussed what reconciliation means, both individually and as an organisation looking to transform lives through netball in Queensland. The Working Group's foundation that Reconciliation is as a process to honour and recognise the fullness of all parts and people of our nation and provides an opportunity to strengthen the integrity, depth, wonder and embodiment of what truly is 'our' culture in Australia.

Netball Queensland acknowledges that reconciliation is a process of embedding First Nations cultures into our lives so that reconciliation is something we live and breathe each day by acknowledging the past and continuing to educate ourselves about all diverse cultures. Once we do this, we can celebrate everyone's differences and extinguish the stereotypes and stigma of First Nations people. Ultimately, Netball Queensland is responsible for bravely leading the cultural and behavioural change in our direct sphere of influence.

The implementation of our first Reflect RAP will continue to create an inclusive culture of respect, understanding and empowerment within our organisation to effectively implement our RAP and show our commitment to improve outcomes for Aboriginal and Torres Strait Islander communities. Our main focus will be on investigating our cultural consciousness as an organisation and increasing our understanding of the current landscape of First Nations participation in Netball from the grassroots level to the elite level.

To create our RAP, a working group was formed that was inclusive of all areas of our organisation, including our First Nations staff members. The purpose of this is to ensure that our RAP is owned and driven by each member of our organisation in consultation with First Nations leaders and communities. Our working group consisted of the following Netball Queensland employees and stakeholders.

2021 RAP WORKING GROUP

RAP CHAMPION
Catherine Clark

RECONCILIATION ACTION PLAN ADVISOR
Grace Sarra

DIAMOND SPIRIT DIVERSITY AND INCLUSION MANAGER
Lee Wilson

DIAMOND SPIRIT DIVERSITY AND INCLUSION LEAD
Chenoa Stockton

DELIVERY NETWORK LEAD
Paula Toonen

LEGAL COUNSEL
Ana Croger

PEOPLE AND CAPABILITY MANAGER
Emily Shaw

PARTNERSHIPS COORDINATOR
Dayna Cockbain

MEDIA AND COMMUNICATIONS MANAGER
Nick Brown

GENERAL HIGH PERFORMANCE MANAGER
Demelza Fellowes

FIREBIRD PLAYER
Jemma Mi Mi

CHAIR OF NETBALL QUEENSLAND FIRST NATIONS ADVISORY 2021
Craig Williams

AURIZON PARTNERS
Nicole Pallis & Matthew Ebbage

DEADLY CHOICES PARTNER
Brendon Cook

BOEING PARTNERS
Katie Johnson & Thomas Kelly





OUR PARTNERSHIPS/ CURRENT ACTIVITIES

ABORIGINAL AND TORRES STRAIT ISLANDER ADVISORY COMMITTEE

Netball's peak organisations, including Netball Queensland, have signed a Declaration of Commitment which requires the entire netball system to understand and resolve the issues that have prevented Aboriginal and Torres Strait Islander players, coaches, umpires and administrators from flourishing in the sport.

In response, and as a demonstration of Netball Queensland's commitment to the declaration, Netball Queensland established an Aboriginal and Torres Strait Islander Advisory Committee in 2021. The 2021 committee comprised of Sharon Finnan-White OAM, Beryl Friday, Leeonee Thompson, Craig Williams, Bo De La Cruz, and Chenoa Masters. In 2022, Jemma MiMi joined the committee.

This group possesses a wealth of experience in high performance, player pathways, organisational culture, finance and cultural knowledge that provides invaluable support to Netball Queensland and the broader netball community. Netball Queensland has been guided by the advisory's input to drive more culturally appropriate operations within the organisation. The first piece of advice from the committee was to develop and implement a Reconciliation Action Plan and employ a First Nations person to drive this piece throughout Netball Queensland.



“We’re working towards being better at developing the pathways from grassroots participation to elite performance level for our next generation of netballers – players, coaches, umpires, bench officials, etc. Queensland is one of the most proactive states and there is a lot going on behind the scenes to move things forward. Our aim is to be the voice of the community and to provide a better level of support for First Nations people involved in netball in Queensland – our Murri, Bama and Torres Strait Islander players and other First Nations athletes that now call our state home.”

Quote from Beryl Friday, Committee Chair 2022



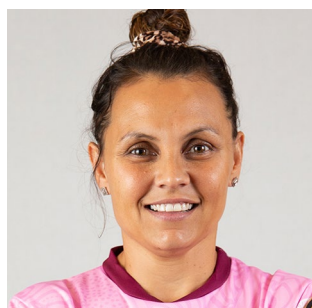
BERYL FRIDAY, Chair 2022

Beryl is a proud Nyungkal woman from the Kuku Yalanji nation. She also descends from the Olkola, Birri Gubba and Kamilaroi nations. She was a player in the Queensland Firebirds team which won the 2015 and 2016 championships. Beryl is also an ambassador for the Beyond the Broncos program which supports school mentoring and support and provides opportunities for First Nations students to engage with their culture and identity. As an ambassador, Beryl is passionate about empowering young Aboriginal and Torres Strait Islander women to become confident leaders within sport. She is passionate that education will create change for our future First Nations generations and provides a voice for Aboriginal and Torres Strait Islander women in Australian sport. Beryl's pride in her culture and passion for change informs the committee greatly on improving pathways for our First Nations netballers.



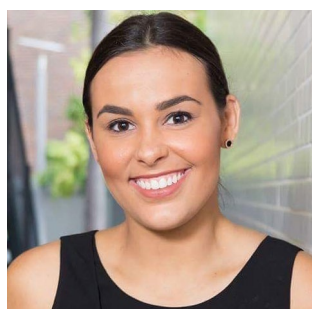
CRAIG WILLIAMS, Chair 2021

Craig is a descendant of Jackey-Jackey, King of Logan-Pimpama, and Jenny Graham, a prominent Aboriginal woman in the South East region. As a Queensland Government First Nations Advisor across Sport and Recreation portfolios, Craig works with national, state and regional sporting bodies to provide South East Queensland Aboriginal and Torres Strait Islander people with sporting pathways and active and healthy lifestyle choices. In addition to being a YRACA founding Director, Craig is a member of Dreamworld's Corroboree First Nations Advisory Committee, the Gold Coast Suns First Nations Advisory Group and was an AFL Multicultural Ambassador for 2016 and a member of the Gold Coast 2018 Commonwealth Games First Nations Working Group. Craig has been instrumental to Netball Queensland's RAP Working Group and has provided valuable cultural insights to our Netball Queensland community.



BO DE LA CRUZ

Bo grew up in Darwin and is a proud Gudjula & Erub woman. Bo was the first First-Nation's woman to represent Australia at a senior level in touch rugby and has won two world championships. Bo has also represented Australia at the 2009 Rugby Sevens World Cup in Dubai. Bo wears a number different hats when it comes to Aboriginal and Torres Strait Islander engagement. Her role as a professional athlete gives her the understanding of the sporting world as an athlete, coach and administrative. Lastly as Business Development and partnership officer and Ambassador for Deadly Choices, she has expertise in the areas of community engagement, contract management and networking. She is passionate about empowering young First Nations people to strive for their goals, regardless of whether they are in sport, education, being healthy or employment.



CHENOA STOCKTON

Chenoa is a proud Waka Waka and Kalkadoon woman who currently works at Netball Queensland as the Diversity and Inclusion Manager. Prior to coming on board with Netball Queensland Chenoa was an educator, formerly running an Aboriginal and Torres Strait Islander support unit at the high school where she taught. Chenoa's background is in a variety of experiences including international education and teaching in rural communities. As an Aboriginal player Chenoa developed through the Netball Queensland pathways and then shifted across to coaching netball, currently working through the advanced level.



JEMMA MIMI

Jemma is a proud Wakka Wakka woman who currently is the only First Nations netball player in the Suncorp Super Netball competition. She is entering her sixth season with the Queensland Firebirds since making her debut in 2017. While playing professional netball, Jemma also works within Netball Queensland as the Diamond Spirit and Inclusion Lead. This role has given Jemma opportunities to mentor and connect with young First Nation people all around Queensland, as well as help Jemma on her own cultural journey. In 2020, Jemma completed her Bachelor of Clinical Exercise Physiology which has helped her deliver health and wellbeing workshops to Diamond Spirit students and work in the field. Jemma is now completing a Master of Teaching (Secondary) with ambitions to become a teacher post her netball career.



LEEONEE THOMPSON

Leeonee is a proud Mamu woman raised in FNQ. She is the oldest of seven children and has four sisters and two brothers who grew up on a little property outside of Tully. Leeonee left home to pursue further studies and enrolled in a Bachelor of Laws and Bachelor of Government and International Relations at Griffith University, she has since completed a graduate program at Queensland Treasury and has continued there in a policy analysis role primarily working on social housing, sport, domestic and family violence and child safety. Leeonee chose to work in government because of her passion about giving our young people, especially Aboriginal and Torres Strait Islander children, the best chance they have in life to achieve what they want to do. Leeonee's vision is to see a world where sport becomes more inclusive, and we don't see great athletes leaving at any level because of race or missing opportunities because of location.



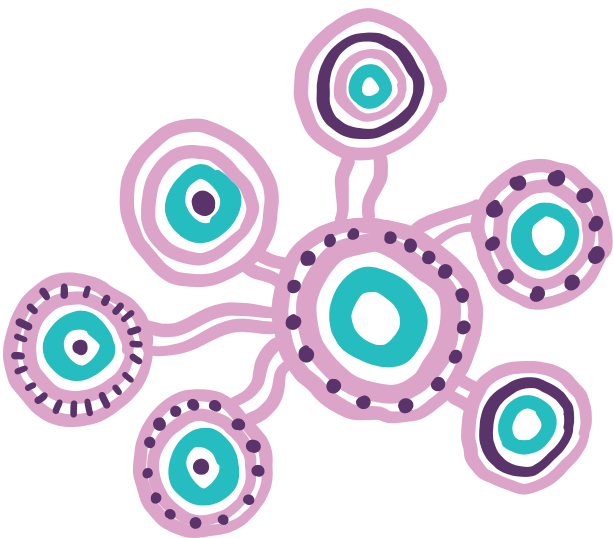
SHARON FINNAN-WHITE OAM

Sharon is a descendant of the Dunghutti and Gumbaynggirr language groups from the mid-north coast of NSW. She was a member of the victorious Australian Netball Diamonds World Cup teams in 1991 and 1999, Commonwealth Games team in 1990 and was awarded the Medal of the Order of Australia (OAM) for her service to the sport of netball. Sharon also represented NSW for over a decade and captained the Queensland Firebirds in her final year at the elite level.

Her industry experience spans over three decades, working in the private, public and community sectors, including state government, educational and financial institutions, not for profit organisations, media and sport.

She is the co-owner of the Institute of Sport, Culture and Leadership Pty Ltd and Sharoma Indigenous Corporation trading as Sport, Culture and Leadership Academy; is currently a member of the Netball Australia First Nations Advisory Committee, Netball Queensland Aboriginal and Torres Strait Islander Advisory Committee; and a Director on the Stadiums Queensland Board. Sharon's public profile, netball experience and accreditations, extensive work history in the First Nations space, numerous appointments with netball organisations, important networks within the netball community, valuable industry relationships and expertise, as well as First Nation community connections and extensive cultural knowledge is of great value to Netball Queensland and the development of our first Reconciliation Action Plan.





DIAMOND SPIRIT

Diamond Spirit is a holistic community engagement program that uses netball as a vehicle to engage, empower, and educate Aboriginal and Torres Strait Islander young women in remote and regional communities. Since 2017, more than 2,500 students have had an opportunity to participate in the Diamond Spirit Program and 600 students have received direct education and cultural support, ensuring Aboriginal and Torres Strait Islander students across some of our most remote communities are afforded every possible opportunity on their learning journey.

Our purpose is to empower young Aboriginal and Torres Strait Islander women to strengthen their voices, to unite communities and create leaders for our future generations.

By drawing strength from culture, Diamond Spirit utilises educational pathways and netball to nurture the growth of participants and provide opportunities, allowing them to confidently connect, engage and excel in their communities.

Diamond Spirit uses netball as a vehicle to empower Aboriginal and/or Torres Strait Islander youth from remote and regional communities, while encouraging and rewarding healthy living and engagement in education. Diamond Spirit provides the students with an opportunity to receive high-performance training and mentoring, while helping to close the gap between First Nations and non-First Nations players. We use a strengths-based model, specifically tailored to meet the needs of young Aboriginal and Torres Strait Islander women and men, with the aim of promoting positive education, employment and life outcomes

The Diamond Spirit Program has 3 pillars:

ENGAGE: provide participation pathways for young people living in remote communities – these programs are predominately delivered through schools (female participation focused).

EMPOWER: builds community capacity to deliver ongoing netball programmes, through tailored coach and officials' programs. We also employ part-time Community Netball coaches which provide employment opportunities for Aboriginal and Torres Strait Islander women living in community (male and female participation)

EDUCATE: program delivered in state high schools that employs full-time teachers to provide mentoring for students in grades 7-12. We currently operate two Educate Diamond Spirit hubs, at Cairns State High School and Bremer State High School in Ipswich.

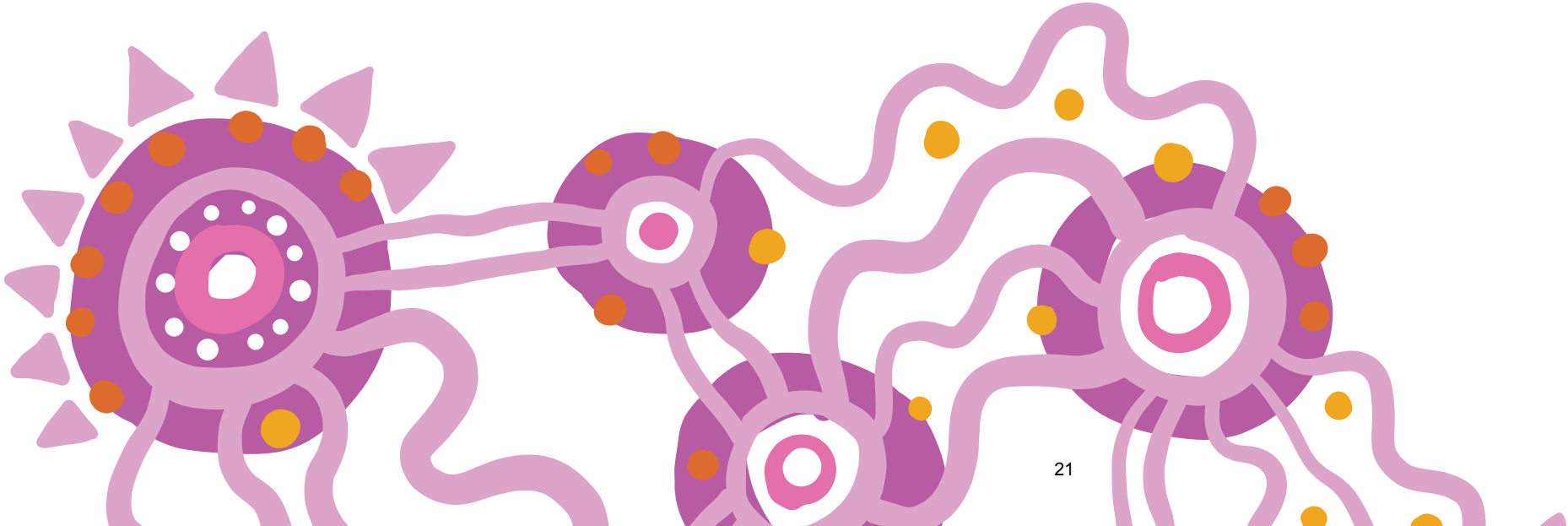


Photo courtesy
Libby Cook Black 2020

RELATIONSHIPS

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. 	October 2022	Manager – Diversity and Inclusion
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	August 2022	General Manager – High Performance
	<ul style="list-style-type: none"> Seek advice from local Traditional Owners to ensure sensitive cultural decisions are transparent and appropriately informed 	October 2022	Manager – Diversity and Inclusion
Build relationships through celebrating National Reconciliation Week (NRW)	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	May 2022	Manager – Diversity and Inclusion
	<ul style="list-style-type: none"> RAP Working Group members to participate in internal and external NRW events 	27 May – 3 June 2022	RAP Advisor
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	27 May – 3 June 2022	CEO
	<ul style="list-style-type: none"> Promote NRW to our community through educative good news stories 	May 2022	Head of Marketing

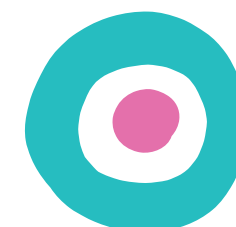
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff and external stakeholders by creating an inclusive content plan for implementation 	January 2022	Head of Marketing
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey and create a partner framework 	October 2022	General Manager – Commercial, Marketing and Events
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	October 2022	General Manager – Commercial, Marketing and Events
Promote positive relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	January 2022	COO
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	October 2022	Manager – People and Capability



RESPECT

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation and across our associations and clubs 	September 2022	General Manager – Community Sport
	<ul style="list-style-type: none"> Embed Aboriginal and Torres Strait Islander cultural awareness into onboarding training for all new staff 	January 2022	Manager – People and Capability
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation 	March 2022	Manager – People and Capability
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. 	October 2022	Manager – Diversity and Inclusion
	<ul style="list-style-type: none"> Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	October 2022	RAP Advisor
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. 	July 2022	Manager – Diversity and Inclusion
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	July 2022	CEO
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NAIDOC Week 	July 2022	CEO
	<ul style="list-style-type: none"> Develop a business case for internal and external NAIDOC 2023 Celebrations 	September 2022	Manager – Diversity and Inclusion
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	First week in July 2022	RAP Advisor

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Build respect for and celebrate Aboriginal and Torres Strait Islander cultures and histories by hosting an annual First Nations Round	<ul style="list-style-type: none"> Review our previous First Nations round operations to ensure continual improvement 	February 2022	Manager – Diversity and Inclusion
	<ul style="list-style-type: none"> Form a working group to coordinate the 2022 Firebirds First Nations Round 	February 2022	Manager – Diversity and Inclusion
	<ul style="list-style-type: none"> Deliver an First Nations round at our home stadium Nissan Arena which includes a Welcome to Country 	May 2022	General Manager – Commercial, Marketing and Events
Identify and create culturally welcoming spaces in partnership with Aboriginal and Torres Strait Islander stakeholders	<ul style="list-style-type: none"> Visibly demonstrate respect for First Nations cultures by developing and displaying murals, plaques, signage, acknowledgements, or paintings at Nissan Arena in partnership with Aboriginal and Torres Strait Islander Netball Queensland stakeholders 	September 2022	COO
	<ul style="list-style-type: none"> Include phrasing to acknowledge and encourage Aboriginal and Torres Strait Islander job-seekers to apply for all positions at Netball Queensland 	January 2022	Manager – People and Capability
	<ul style="list-style-type: none"> Utilise our home game LED's to promote our Diamond Spirit program other Reconciliation initiatives 	September 2022	Head of Marketing



OPPORTUNITIES

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none">Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation	October 2022	Manager – People and Capability
	<ul style="list-style-type: none">Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June 2022	Manager – People and Capability
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none">Conduct a baseline audit and develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	October 2022	COO
	<ul style="list-style-type: none">Investigate Supply Nation membership.	October 2022	COO
Investigate participation rates of Aboriginal and Torres Strait Islander peoples to identify existing trends and gaps impeding netball participation	<ul style="list-style-type: none">Conduct targeted research to identify and address barriers to First Nations peoples participating in netball	October 2022	General Manager – Community Sport
	<ul style="list-style-type: none">Identify and publish success stories that support First Nations players, coaches, umpires and administrators in the community	October 2022	Head of Marketing
	<ul style="list-style-type: none">Conduct targeted research to better understand High Performing First Nations athletes when designing talent identification and athlete management processes	September 2022	General Manager – High Performance



GOVERNANCE

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none">Maintain a RWG to govern RAP implementation.	January 2022	RAP Advisor
	<ul style="list-style-type: none">Create a Terms of Reference for the RWG.	January 2022	RAP Advisor
	<ul style="list-style-type: none">Continue to have Aboriginal and Torres Strait Islander representation on the RWG.	January 2022	RAP Advisor
Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none">Define financial and human resource needs for RAP implementation.	January 2022	Manager – Diversity and Inclusion
	<ul style="list-style-type: none">Engage senior leaders in the delivery of RAP commitments.	October 2022	CEO
	<ul style="list-style-type: none">Define appropriate systems and capability to track, measure and report on RAP commitments.	March 2022	RAP Advisor
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none">Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation wAustralia.	September 2022	RAP Advisor
Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none">Register via Reconciliation Australia's website to begin developing our next RAP.	October 2022	RAP Advisor

CONTACT DETAILS

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