



NETBALL QUEENSLAND

INNOVATE RECONCILIATION ACTION PLAN

PROGRESS REPORT
MAY 2024 – MAY 2025



ACKNOWLEDGMENT 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 First Nations Board Subcommittee](#) past and current members for their invaluable cultural knowledge, support in the continued implementation of Netball Queensland's Innovate Reconciliation Action Plan.

OUR ARTWORK

THE DREAMS OF OUR FUTURE

We reflect on the mountains, a story of the challenges we have faced and the obstacles we have overcome. From water comes growth and continuous progress, our tracks always moving forward, never backwards. Guided by our values we forge a path forward, standing strong on the shoulders of the giants who have come before us, the older generation guiding us, helping us to see the stars that are our dreams of the future. Surrounded by the connection and support of community, we focus on creating a culturally safe environment regardless of background and identity - for our people are at the heart of who we are.

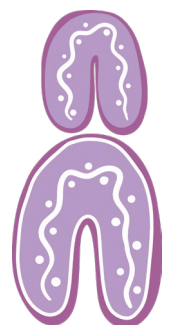
ARTIST: LEAH CUMMINS (MAYI-KALKADOON)





CULTURAL SAFETY SYMBOL

We stand strong on the shoulders of the giants that came before us. Learning from our past and creating a supportive and culturally safe space for future generations.



DELIVERABLES

1 YEAR IN

78% COMPLETE

In May 2024 Netball Queensland launched a 2-year Innovate RAP.

In 2025 the RAP Working Group (RWG) comprises the following members:

Kate Davies, CEO and RAP Champion

Mike Anderson, COO

Glenn Dennis, GM - Netball

Adrian Thompson, GM - High Performance

Jane Henry, GM -
Commerical, Marketing & Events

Chanah Balcomb, Head of Marketing

Emily Shaw, Head of People & Capability

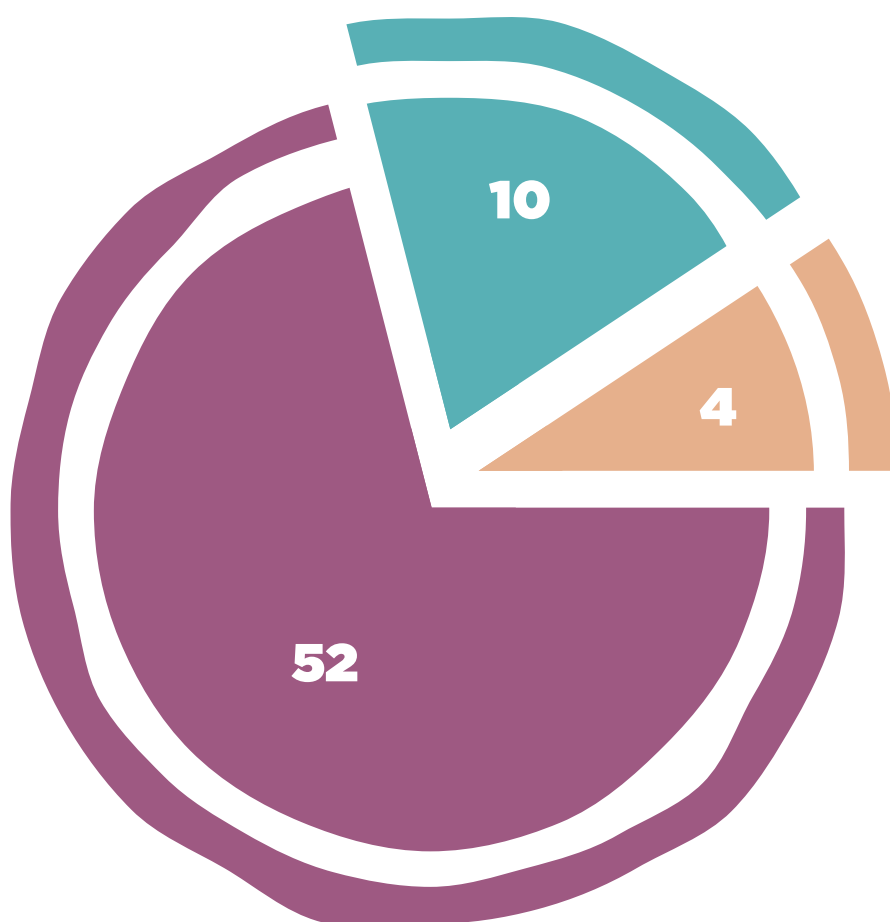
Autumn Pierce, Head of Social
Impact and RWG Co-Chair

Teale Blessington, Head of Government
Relations & Infrastructure

Taylah Airts, First Nations Engagement &
Programming Manager and RWG Co-Chair

Renee Cubby, Diamond Spirit Educate
Coordinator

The RAP Working Group meets quarterly and is guided by a Terms of Reference, which require the internal group is co-chaired by a First Nations staff member. All First Nations staff at NQ are invited to join the RAP Working Group.



COMPLETED



IN PROGRESS

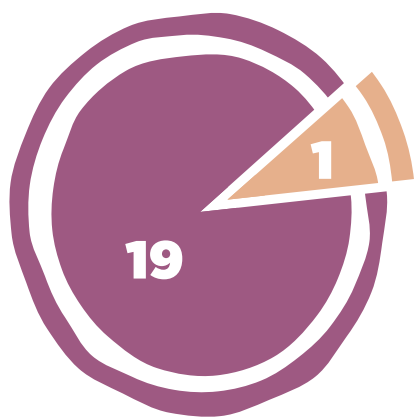


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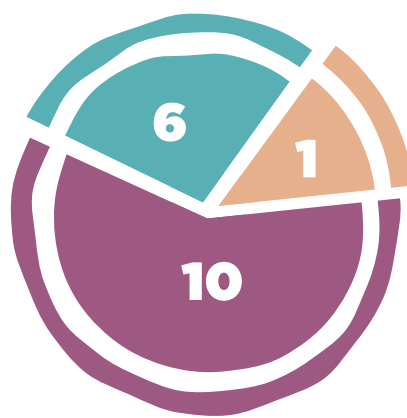
RELATIONSHIPS

95% COMPLETE



RESPECT

59% COMPLETE



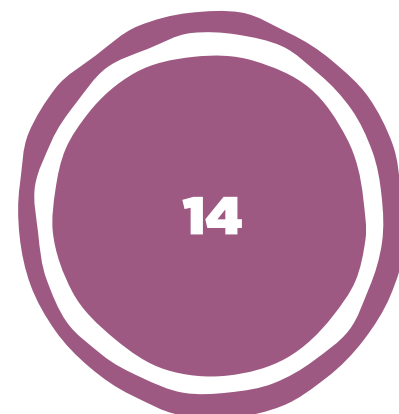
OPPORTUNITIES

60% COMPLETE



GOVERNANCE

100% COMPLETE*



COMPLETED



IN PROGRESS



NOT STARTED



*This does not include deliverables relating to the conclusion of this RAP.

HIGHLIGHTS

FIRST NATIONS ENGAGEMENT PLAN

Developed a plan to support ongoing relationships that optimise First Nations insights and expertise for the success of NQ's Innovate RAP.



FIRST NATIONS ROUNDS

FIREBIRDS & HART PREMIER NETBALL LEAGUE

Informed by NQ's First Nations Board Subcommittee to ensure culturally appropriate match day presentations and meaningful engagement.

ADDRESSING ENTRY BARRIERS TO HP PATHWAYS

Increased touch points with First Nations players including at Junior and Senior State Age, strengthened support for First Nations feeder programs and improved targeted comms.

PUBLIC DISPLAYS OF ALLYSHIP

Leveraged NQ platforms on days such as Australia Day and National Sorry Day to highlight the healing that still needs to be done to promote reconciliation.





CULTURAL SAFETY SYMBOL

Displayed prominently at Firebirds home games and NQ events, with supporting information accessible through the RAP and office signage.

NATIONAL RECONCILIATION WEEK (NRW) EVENTS

Registered and delivered three NRW events in 2025 – the Firebirds First Nations Dress Presentation & Yarning Circle, an internal Lunch & Learn, and the Diamond Spirit Educate stakeholder event and the Celebrating Reconciliation Diamond Spirit Educate stakeholder engagement event (supported by the QLD government).

CULTURAL SAFETY IN COACHING

Developed a cultural safety training program for NQ's coaching workforce, to be introduced in 2025 and compulsory for all NQ coaches by 2026.

STAFF ENGAGEMENT

Ongoing communication and recognition of RAP milestones and First Nations days of significance through Town Halls, Lunch & Learns, Teams channels, executive updates and annual Welcome to Country and Smoking Ceremony.

CULTURAL TRAINING

Produced an educational video for staff and NQ Affiliates promoting anti-racism and allyship.



COLLABORATING WITH LIKE-MINDED ORGANISATIONS

Engaged NQ partners like Fulton Hogan and UQ with a shared focus on First Nations students' employment and pathways for the success of the Diamond Spirit Educate program.



