

# VICSPORT

## Innovate Reconciliation Action Plan

JUNE 2021 – JUNE 2023



Artwork - By Nathan Patterson, Owner of Iluka Arts & Design



**VICSPORT**

VICSPORT, **INNOVATE RECONCILIATION**  
**ACTION PLAN** JUNE 2021 TO JUNE 2023



VICSPORT ACKNOWLEDGES THE TRADITIONAL OWNERS OF ALL LANDS ON WHICH WE DO BUSINESS AND WE PAY OUR RESPECTS TO THEIR ELDERS, PAST, PRESENT AND FUTURE. WE ACKNOWLEDGE THE IMPORTANT CONTRIBUTION THAT ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES MAKE IN CREATING A STRONG AND VIBRANT AUSTRALIAN SOCIETY.

## ARTWORK

By Nathan Patterson, Owner of Iluka Arts & Design

Although Nathan was born in Melbourne, he is a proud descendant of the Wagiman peoples in the Northern Territory. His art is a mixture of contemporary designs using traditional techniques that incorporate the Dreamtime stories of his people and of the land he was born on. He continues to tell these stories through his art.

Artwork commissioned for Vicsport;

*"In this painting is Bunjil & Waa. Bunjil is the Wedge-tailed Eagle who is a Creator Deity, and Ancestral Being. Waa is the Ancestral Crow, the protector. Both are significant for Aboriginal Victorians as they are of two moiety ancestors. They are both circling around the central meeting place with men and women seated. From the center, four journey paths lead to different sporting communities and seated around the sports are representatives of those involved in the sports."*



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Prepared by **Karen Milward Consulting Services**  
& the Vicsport RAP Working Group, Board and Staff



# CEO's Message

Vicsport is proud to present our Innovate Reconciliation Action Plan (RAP).

It has been an honour to work with our RAP Working Group to produce the Innovate Reconciliation Action Plan. We hope that as the peak body for sport in Victoria has produced a RAP, this will encourage state sporting organisations to produce a RAP for their sport. The process has been very positive for Vicsport staff and thanks goes to Nova Peris and Karen Milward for guiding the team through the process.

**Lisa Hasker**  
CEO, Vicsport

# Our vision for reconciliation

*OUR VISION FOR RECONCILIATION IS TO ACKNOWLEDGE, RESPECT, HONOUR AND CELEBRATE ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES, CULTURES AND INCLUSION AND TO INFLUENCE THE SPORTING COMMUNITY IN VICTORIA IN RECONCILIATION. ENCOURAGING AND PROMOTING DIVERSITY IS AT THE CORE OF VICSPORTS WORK AND VICSPORT AIMS TO BE THE SPORTS LEADER IN RECONCILIATION IN VICTORIA. WE WILL PROVIDE LEADERSHIP AND GUIDANCE TO THE VICTORIAN SPORT AND RECREATION COMMUNITY ON RECONCILIATION AND INCLUSION.*

This includes:

1. A commitment to developing and maintaining strong relationships and partnerships with Aboriginal and Torres Strait Islander organisations and communities.
2. Support and create sport and recreation participation and work opportunities for Aboriginal and Torres Strait Islander peoples within the sport and recreation industry in Victoria.
3. We acknowledge and understand the barriers for Aboriginal and Torres Strait Islander peoples participating in sport and recreation and commit to improving this for Aboriginal and Torres Strait Islander peoples.
4. Promoting sport and recreation to be an exemplar for human and racial equality.
5. Recognition of the impacts of colonisation on Aboriginal and Torres Strait Islander peoples.
6. Ensuring sport and recreation contributes to the healing and wellbeing of Aboriginal and Torres Strait Islander peoples.
7. Promoting the achievements of Aboriginal and Torres Strait Islander peoples in sport and recreation.



# Our business



VICSport IS THE PEAK BODY FOR SPORT AND ACTIVE RECREATION IN VICTORIA. VICSport REPRESENTS AND SUPPORTS ITS MEMBERS IN ORDER TO “ENCOURAGE AND ASSIST MORE VICTORIANS AND VICTORIAN COMMUNITIES TO ENJOY THE ENORMOUS BENEFITS THAT SPORT, AND ACTIVE RECREATION CAN PROVIDE.”

For over 30 years Vicsport has provided advice, assistance and support to its members and the broader sports community. Through our extensive network, Vicsport’s constituency includes 16,000 clubs and associations, and over 3.25 million participants, paid staff and volunteers who make a significant contribution to the social, physical, mental and economic wellbeing of the Victorian community. Vicsport employs seven (7) staff, one of whom, at the time of writing this plan is Aboriginal. Vicsport works with sporting organisations in the state of Victoria. The Vicsport office is based at Sports House, Melbourne Sports and Aquatic Centre (MSAC), South Melbourne, Victoria.

## VICSport’S FOUR STRATEGIC PRIORITIES ARE:

### 1. Advocate and influence

- ▶ Increase the voice of Vicsport and our members.
- ▶ Promote the value of sport.
- ▶ Use evidence to inform government and industry investment.
- ▶ Be a critical friend of government.

### 2. Provide member support and capacity building

- ▶ Maintain a representative membership base.
- ▶ Strengthen the capability and capacity of our members.
- ▶ Create connections across the industry.

### 3. Invest in our growth and development

- ▶ Invest in our people and systems.
- ▶ Develop new services and capability.
- ▶ Diversify income streams.

## VICSport HAS ALSO IDENTIFIED TWO INDUSTRY ISSUES THAT ARE CROSS-CUTTING AND RELEVANT ACROSS EACH PRIORITY AREA:

- ▶ Safe, inclusive and fair sport
- ▶ Monitoring, evaluating and demonstrating impact

# Our RAP

AS THE PEAK BODY FOR SPORT IN VICTORIA, VICSPORT DEVELOPED A RAP IN ORDER TO PLAN VICSPORT RECONCILIATION ACTIVITIES AND TO PROVIDE LEADERSHIP IN THE SPORTING COMMUNITY.

Our Reconciliation Action Plan was developed by our RAP Working Group through a series of three workshops and input from across all Vicsport business areas including the Board, Chief Executive Officer, Project Officer and 8 external stakeholders from sporting and Aboriginal and Torres Strait Islander communities we work with (please see RAP working group list). The stakeholders have all provided creative ideas for inclusion in our RAP and are all committed to working towards positive reconciliation outcomes for Aboriginal and Torres Strait Islander peoples, families, young people, organisations and businesses.

Karen Milward was engaged by Vicsport as a facilitator to lead the RAP Working Group discussions to ensure that we develop culturally appropriate mechanisms to support the needs, ideas and opportunities identified by Aboriginal and Torres Strait Islander peoples and their communities here in Victoria. The RAP Working Group will actively participate in and guide the development and implementation of actions in our Innovate Reconciliation Action Plan, June 2021 – June 2023.

The CEO will champion this RAP within Vicsport. The RAP Working Group is represented by the following staff, *Aboriginal and Torres Strait Islander people* and sport representatives. There are seven (7) Aboriginal and Torres Strait Islander representatives on the RAP Working Group.

- ▶ Lisa Hasker, CEO Vicsport
- ▶ Nova Peris OAM OLY, Project Officer Vicsport
- ▶ Jasmine Richwol, Media & Communications Vicsport
- ▶ Jason Hellwig, CEO Swimming Victoria
- ▶ Alice Pepper/Hughes, East Gippsland Aboriginal Community Development Broker, Local Aboriginal Networks, Aboriginal Victoria, Department of Premier and Cabinet
- ▶ Luke Isaacs, Manager, Aboriginal Sport and Recreation Programs, Community Sport and Recreation, Department of Health and Human Services
- ▶ Kyle Vander Kuyp OLY
- ▶ Peter Mongta, Aboriginal Sport Development Officer, Sport and Recreation Victoria,
- ▶ J-Mara McDonald, Victorian Aboriginal Health Service – Healthy Lifestyle coordinator
- ▶ Karen Milward, Facilitator



## OUR RAP WORKING GROUP BIOGRAPHIES

### **ALICE PEPPER/HUGHES**

Alice lives in Lakes Entrance with family and cultural connections to the Gunai, Yorta Yorta/Mutti Mutti, Gunditjmara and Arunta peoples. Growing up in the Latrobe Valley towns of Moe & Morwell Alice is a proud Koorie woman, mum, wife and active community member across Gippsland with knowledge and experience working in Health, Education, Employment and Training, Social and Emotional Wellbeing, Community Services and an advocate in awareness around Lateral Violence.

Currently the Aboriginal Community Development Broker for East Gippsland Local Aboriginal Networks, Current Chair of the East Gippsland Local Aboriginal Justice Advisory Committee (LAJAC) and Board Member of Wurinbeena Arts Ltd. Passionate about working towards strengthening her community and creating opportunities, especially engaging young Koorie people in all areas including combining Culture, Arts & Sports through her involvement in Indigenous Rounds within local sporting clubs.

Alice has been involved in competing in Statewide Aboriginal Sports Carnivals from a young age along with competing at a local level in Netball & Basketball which led to supporting the younger generation to achieve their sporting goals in life & was one of the founders that helped to set up the development of local Koorie Sports Incorporations across Gippsland including Budjeri Napan Koorie Sports Committee & Bairnsdale Regional Unlimited Sports Inc (BRUS) supporting Community participation, pathways and healthy active lifestyles amongst her people.

Hobbies and passions include Cultural expression through local stories, songs, language and cultural dance that connects her to country & experimenting with different mediums and practicing the skills and knowledge that has been passed on by Elders and cultural specialists.

### **J-MARA MCDONALD**

J-Mara is a proud Gunditjmara/Gunai/Djap Wurrung/Jarwadjali woman. J-Mara currently works at the Victorian Aboriginal Health Service as a health promotion officer. Prior to this J-Mara worked at DHHS assisting Nova Peris to develop an action plan to increase Aboriginal and Torres Strait Islander Victorians participation in sport and recreation. In 2017 J-Mara completed her university studies attaining a Bachelor of Health Science (public health) and a Bachelor of International Development. J-Mara has been an active member of both the sporting and Aboriginal community her whole life and is passionate about improving health outcomes for Aboriginal people.

### **JASMINE RICHWOL**

Jasmine Richwol is the Marketing and Communications Manager at Vicsport. Her role includes the promotion of all Vicsport projects, events and programs in areas of participation, inclusion, gender equality and child safeguarding. Prior to her employment at Vicsport, Jasmine worked at the Australian Football League (AFL) promoting the birth of the AFLW.

### **KYLE VANDER KUYP OLY**

An Olympian and a descendant of the Yuin Clan and Woromi Clan in NSW, Kyle is dedicated to mentoring and driving initiatives related to Aboriginal and Torres Strait Islander mental health, wellbeing and bridging the education and workplace gap for Indigenous Australians.

As a former elite athlete, Kyle has represented Australia in hurdles at four Commonwealth Games, four World Championships and two Olympic Games, and later was a Director on the Australian Sports Commission. Beginning his athletics career in 1990, Kyle won a silver medal at the

Commonwealth Games in Canada for the 4 x 100m relay, and was an Olympic finalist, placing 7th in the 110m hurdles at the 1996 Atlanta Olympic Games. These experiences have led him to develop an acute understanding of all facets of athletics, performance and health.

Post-athletics, Kyle has developed and delivered Aboriginal and Torres Strait Islander health and sporting programs across Australia, including outreach into urban, regional and remote Australia. During this time, he also worked with corporates, not-for-profits, community organisations and government departments to build and foster talent amongst Aboriginal and Torres Strait Islander Australians. He has been recognised for his contribution to Aboriginal and Torres Strait Islander sport, winning the prestigious Charles Perkins Award in 2003, and in 2013, he was awarded the Edwin Flack Medal for his contribution to track-field and Australian sport.

Kyle is passionate about giving back to the community and has worked with various organisations as a mentor for Aboriginal and Torres Strait Islander youth throughout the course of his career. He has been an ambassador for Centrelink's Indigenous Program (2006-2010), the Cathy Freeman Foundation, and was on Athletics Australia's Reconciliation Action Plan committee for 2017/18. He is also currently an ambassador for Red Dust Role Models, AFL Sports Ready, and Beyond Blue.

Serving on several boards including the Grow Hope Foundation, Connecting Homes, Australian Sports Commission and National Centre of Indigenous Excellence, Kyle works to support Aboriginal and Torres Strait Islander youth and to help improve health, education and employment opportunities for Aboriginal and Torres Strait Islander communities.



## NOVA PERIS OAM OLY

Former Labor Senator for The Northern Territory in the Federal Parliament of Australia. Nova was elected in 2013 and was the first female Aboriginal Australian to enter Federal Politics and served for 3 years in the Parliament.

Nova has an extensive international sporting history and played in the Australian Women's Hockey team at the 1996 Summer Olympics in Atlanta, becoming the first Aboriginal Australian and Northern Territorian to win an Olympic gold medal, a world cup gold and two champion trophies gold medals. Nova played 97 international caps for Australia.

Nova was honoured to receive Young Australian of the Year in 1997 and was awarded an Order of Australia Medal. Nova switched sports and became a dual gold medallist in the 1998 Commonwealth Games in Kuala Lumpur in the sport of Track and Field.

Nova continued to represent Australia on the athletics track, running in the 200 metres at the 1999 World Athletics Championships and 400 metres at the Sydney Olympics in 2000 making the Olympic semi-finals in the 400m and anchoring the Australian 4x400m metres relay team breaking a 23-year-old Australian record. Australia finished 4th in the Olympic final. Nova became the only person in the world to ever make back-to-back Olympic finals in two different sports in consecutive Summer Olympics.

Nova was Vice President of Northern Territory Hockey and is acknowledged in the Aboriginal and Torres Strait Islander Hall of Fame and has written an autobiography "Nova – My Story".

Over the last 20 years, Nova has worked extensively in community LEADERSHIP roles of:

- ▶ Promotional & advocacy campaigns for domestic violence, youth, depression, youth suicide
- ▶ 2016-2018 Senior Advisor in DHHS, for Aboriginal Health and Wellbeing, Community Participation and Sport and Recreation
- ▶ Former Board Member & National patron for Beyond Blue
- ▶ Current board member for, Oxfam, Michael Long Foundation, AFL Sports Ready
- ▶ Member of Netball Australia & Essendon FC Reconciliation Committee
- ▶ National Treaty Ambassador and facilitator
- ▶ International Indigenous Human Rights Ambassador – repatriation of human remains at Manchester UK Museum
- ▶ International Ambassador for World Health Organisation & Griffith University Youth Suicide Prevention
- ▶ National Ambassador for Reconciliation Australia
- ▶ International Ambassador for 'Hepatitis Australia' – 'World Hepatitis Day'
- ▶ DoHA - Development of Communications Strategy and implementation strategy of the CHC coordinator of 104 Aboriginal community events Nationally.
- ▶ 'Strong Community Life' alcohol responsibility implementation strategy - QLD
- ▶ NSW 'Good 4 Kids – Good 4 Life' - NSW Hunter Valley healthy eating campaign
- ▶ Worked with FaHCSIA – Economic Development and CDEP reform branch
- ▶ Worked with 'Australian Institute of Aboriginal and Torres Strait Islander Studies' Media, Marketing & Events coordinator
- ▶ KLC – Dampier Peninsula Land & Sea Planning Project – Land Tenure reform/ Governance and Land Use Planning

- ▶ Co-ordinated the 2011 – Long Walk; coordinated with the 'Dreamtime at the G'
- ▶ Co-ordinated the 'Learn – Earn - Legend' Careers Expo
- ▶ Established the Nova Peris Girls' Academy in 2012
- ▶ 1997 winner of the Young Australian of the Year
- ▶ 1998 awarded an Order of Australia Medal.
- ▶ 1998 Delegate to the Constitution Convention

## LUKE ISAACS

Born on Boon Wurrung Country and raised on Wurundjeri Country, Luke Isaacs is of Wardandi, Nyamal and Polish heritage. Luke was one of the first Aboriginals to become a member of the Australian Professional Golfers Association, and most recently is the Manager, Aboriginal Sport and Recreation with Sport and Recreation Victoria.

Luke has significant experience in both the Sport and Government sectors, and a strong track record in cross-sector engagement. He has held a range of senior leadership roles in the public sector and numerous sport appointments including the Chair of the National Aboriginal Golf Advisory Board and Secretary of the Indigenous Golf Association of Victoria and is a member of the AFL Victoria's and the Vicsport Reconciliation Action Plan working groups. As a qualified member of the PGA he held several director of golf positions and spent several years in Europe and Asia as a golf instructor.

Experiencing first-hand the importance of what sport can provide at an individual, family and community level, Luke is deeply committed to creating a diverse range of opportunities for the Aboriginal community to engage in sport and recreation that can positively impact on the lives of Aboriginal and Torres Strait Islander people and the broader Australian community.

### PETER MONGTA

Traditional Owner Country - Yuin Monero. Currently employed with Sport and Recreation Victoria (SRV) in the Aboriginal Sport and Recreation Team, Peter's role is working closely with the sporting industry to achieve Aboriginal and Torres Strait Islander participation outcomes for Aboriginal and Torres Strait Islander communities.

Peter has worked across programs for the last 20 years with Sport and Recreation Victoria. He has extensive knowledge and experience having coordinated sporting carnivals, events, sports committees, government engagement and most importantly community connections. Peter is also an Assistant Coach with AFL Victoria's TAC U18's competition with Gippsland Power Football Club as a level 2 coach. His biggest satisfaction is working with our Aboriginal and Torres Strait Islander boys to develop and work towards their dreams to become AFL footballers.

Peter is the only Aboriginal TAC coach in the AFL/TAC system but hopes to see more Aboriginal and Torres Strait Islander men and women become involved as coaches, administrators or fitness and conditioning instructors in the competition.

### JASON HELLWIG

Jason has worked in the sports arena for more than 25 years. Jason is the CEO of Swimming Victoria.

He grew up in Darwin and started his career in 1993 as General Manager of Northern Territory Athletics before moving to Melbourne to work for Athletics Australia in 1995, firstly as their Development Officer and then Development Manager, and finally as General Manager for 5 years. Whilst working for Athletics Australia Jason also achieved his MBA from the University of Ballarat.

Jason then moved to the Australian Paralympic Committee (APC) spending time in both the Sydney and Melbourne offices as Director of Sport and later CEO from 2003 to 2015, leading the move for sports to lead and manage their Paralympic programs. During his time with the APC Jason was appointed the Chef de Mission for the Australian Paralympic Team, London 2012, and was Head of Sport at 6 Paralympic Games both Summer and Winter.

Jason also managed the realisation of commercial broadcast rights value for the Paralympic Games from the ABC to Ch 7.

Moving home to Melbourne with his young family in 2015, Jason is now the CEO of Swimming Victoria, with the focus on moving the sport forward with stronger governance and a more relevant member proposition.

### LISA HASKER

Lisa Hasker is the CEO of Vicsport – the peak body for sport in Victoria.

Prior to the Vicsport role, Lisa was the General Manager of Community and Stakeholder Relations for Basketball Australia where she managed commercial operations, participation programs, events, marketing and media.

Lisa has studied Physical Education, Exercise Science, and Sport Management and holds a Master of Marketing. Lisa has a wealth of industry knowledge and experience including Board positions at AFL SportsReady Foundation, Shooting Australia, Athletics Victoria and Australian Sponsorship Marketing Association.

A former Manager of La Trobe Sport at La Trobe University, Lisa also served as Manager of Public Affairs and Sponsorships at the Victorian Institute of Sport, CEO at Little Athletics Victoria and Marketing Manager at Golf Victoria.



# Our Reconciliation Journey

SPORT AND RECREATION HAVE LONG BEEN RECOGNISED AS A MAJOR FACTOR IN SHAPING ABORIGINAL AND TORRES STRAIT ISLANDER COMMUNITY IDENTITIES AND ACHIEVING EQUALITY. FROM TRADITIONAL GAMES THAT BUILT HUNTING AND AGILITY SKILLS, TO THE SPORTING CHAMPIONS AND TRAILBLAZERS OF THE MODERN ERA – IT REMAINS A VITAL PLATFORM FOR SUPPORTING PHYSICALLY, SOCIALLY AND EMOTIONALLY HEALTHY COMMUNITIES AS WELL AS UPHOLDING HUMAN RIGHTS.

Evidence in relation to the health and wellbeing of Aboriginal and Torres Strait Islander Victorians demonstrates a stark gap between Aboriginal and Torres Strait Islander Victorians and non-Indigenous Victorians.

This includes:

- A lower proportion of Aboriginal and Torres Strait Islander Victorians who self-rate their health as good compared to non-Indigenous Victorians.
- Aboriginal and Torres Strait Islander people are three times more likely than non-Indigenous people to have diabetes.
- Obesity rates are increasing for all Victorians but are higher for Aboriginal and Torres Strait Islander Victorians.
- Persistent racism and discrimination continue to be a barrier for Aboriginal and Torres Strait Islander people in participating in sport and recreation activities.

Vicsport focuses on the *Safe, inclusive and fair sport* for everyone, we are focused on implementing strategies that fully support Aboriginal and Torres Strait Islander peoples and cultures. Since 2018 we have made significant efforts and progress in initiating public awareness campaigns and producing 3 online videos, and resources that are informative, emotive, educational.

## 1. HOW SPORT & RECREATION CLUBS AND LEAGUES CAN DEMONSTRATE AND BECOME MORE INCLUSIVE OF ABORIGINAL AND TORRES STRAIT ISLANDER VICTORIANS

This film featured the Prahran Junior Football Club commemorating their second 'Dreamtime Round'. It highlighted the immediate positive impact it had not only by celebrating and respecting Aboriginal and Torres Strait Islander cultures but also the educational impact it had on the respective football clubs in the Southern Metro Junior Football League (SMJFL), the players and their families. For many players in the clubs both male and female they embrace the effect of the AFL's Indigenous Round (Dreamtime at the G) which has become a highlight of the AFL's calendar, and wanted to replicate this into their own clubs. Vicsport will produce an online information and resource kit of how sporting clubs (not just football) can also have an *Indigenous Dreamtime Round* in their sporting calendar to celebrate Aboriginal and Torres Strait Islander cultures and inclusion.

The film also shows the sporting success of the Worawa Aboriginal Girls College. The Worawa College Sports Academy has made significant milestones forging partnerships with; AFL Victoria, Eastern Ranges Football Association, Lilydale and Yarra Ranges Netball Association, Kilsyth Basketball Association, Softball Victoria, and Ringwood Cricket Club just to name a few. These associations have done wonderful work with welcoming Worawa sporting teams as all Aboriginal and Torres Strait Islander teams/ participants and demonstrated leadership for inclusion.

## 2. ADDRESSING RACISM AND DISCRIMINATION

The video aim is to raise awareness and confront the racism that currently exists in the sporting landscape and how people who have experienced or witnessed racism can challenge it and seek solutions.

The video featured Aboriginal and Torres Strait Islander people who had experienced racism in sport and spoke of the effects this had on them and their community. It also included senior sporting officials explaining the frameworks in place to combat racism and discrimination outlined in the:

- a. the Fair Play Code
- b. and the Victorian Equal Opportunity & Human Rights Act

The video provided solid solutions for people to take their complaints about breaches in the Fair Play Code further and to have something done about it.

## 3. "I'LL STAND WITH YOU"- HUMAN EQUALITY CAMPAIGN

Vicsport launched the audio-visual film of our campaign "*I'll Stand With You*". This campaign is based on the stance of Victorian Athletics and Human Rights Champion the late Peter Norman. Peter Norman won an Olympic Silver medal at the 1968 Mexico Olympics in the 200m, and 50 years later in 2018 his Australian and Oceania record still stands. Peter became internationally known for his support for USA Track athletes, John Carlos and Tommie Smith when they made their famous black gloved and raised-fist salute at the 1968 Olympics medal ceremony. This image of all three of them on the podium is globally famous and without a doubt recognised as one of the 20th century's most famous and striking sporting images. Melbourne born, and Australian Olympian Peter Norman stood in solidarity with American athletes John Carlos and Tommie Smith in support and wore an *Olympic Project for Human Rights* badge.

The audio-visual film of our campaign *I'll Stand With You*:

- ▶ Told the story of how Peter Norman took a stance for human rights and equality.
- ▶ It promotes inclusivity in sport and inspirationally showcased that we are all members of the 'Human Race'.
- ▶ It demonstrates that racism has no place in sport.
- ▶ It also promotes equality for all, which remains a priority in Victorian sport.

Our aim at Vicsport's is to educate and break down the barriers of racial discrimination among sports fans, players, coaches and the wider sporting community. Vicsport actively promotes and encourages to our member associations our invaluable information and resources.

Vicsport is also proud to present the *Peter Norman Inclusion Award* at the Victorian Sport Awards, which recognises an individual or organisation that has made a significant contribution to safe, fair and inclusive sport. This award was a part of Vicsports RAP actions and is excited to achieve this milestone and see the positive impact this has had within the Victorian Sporting community.





# Relationships

Relationships with Aboriginal and Torres Strait Islander stakeholders is important for Vicsport to achieve the goals in our RAP and to build on inclusion and be a role model for Victorian sport.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> <li>Implement strategies to engage our staff in reconciliation.</li> <li>Communicate our commitment to reconciliation publicly.</li> <li>Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.</li> <li>Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.</li> </ul>	<p>June, 2021, 2022</p> <p>August 2021</p> <p>October 2021</p> <p>February 2022</p>	<p>Chief Executive Officer</p> <p>Chief Executive Officer</p> <p>Chief Executive Officer</p> <p>Chief Executive Officer</p>
1. Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians.	Vicsport will host at least one internal event for National Reconciliation Week each year.	June, 2021, 2022, 2023	Chief Executive Officer & RAP Coordinator
	Register all NRW events via Reconciliation Australia's NRW website.	May 2022, 2023	RAP Coordinator
	We will support one external NRW event.	June, 2021, April 2022	Chief Executive Officer & RAP Coordinator
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2022, 2023	Chief Executive Officer & RAP Coordinator
	We will host a networking event for the sports industry with a focus on Victorian history and sport and recreation history (spotlight focus) which will include inviting Aboriginal and Torres Strait Islander sport and recreation people to tell their sport and recreation stories.	June 2022	Chief Executive Officer & RAP Coordinator
	Introduce the Reconciliation in Sport Award and invite Aboriginal and Torres Strait Islander people to nominate an outstanding non- Aboriginal and Torres Strait Islander person who has contributed significantly to reconciliation.	March 2022, June 2023	Chief Executive Officer
	Vicsport will support RAP Working Group members to participate in one external NRW event to recognise and celebrate NRW.	June, 2021, 2022	Chief Executive Officer & RAP Coordinator
	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2022, 2023	Chief Executive Officer & RAP Coordinator



## Relationships *continued*

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
2. Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes.	Develop and implement an Engagement Plan to work with Vicsport to:	December 2021	RAP Coordinator
	▸ Identify who the local Aboriginal Community Controlled Organisations and sporting and recreation groups are in Victoria.	April 2021	RAP Coordinator
	▸ Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement.	May 2021	RAP Coordinator
	▸ Identify and document Victorian Aboriginal and Torres Strait Islander sport and recreation people, clubs and organisations (past and present).	June 2021	RAP Coordinator
	▸ Vicsport leads a campaign across its membership to record data and report on the retention rates of Aboriginal and Torres Strait Islander athletes in partnership with the membership and Aboriginal and Torres Strait Islander organisations and communities	July 2022	RAP Coordinator
	Introduce an Aboriginal and Torres Strait Islander Sports Award.	July 2021, 2022	Chief Executive Officer & RAP Coordinator
3. Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	July 2021, 2022	Chief Executive Officer
	Develop, implement and communicate an anti-discrimination policy for our organisation.	August 2021	Chief Executive Officer
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	June 2021	Chief Executive Officer
	Educate senior leaders on the effects of racism.	July 2021, 2022	Chief Executive Officer



We will acknowledge and work towards improving our understanding of the barriers for Aboriginal and Torres Strait Islander peoples participating in sport and recreation and commit to promoting sport and recreation across Victoria. We will demonstrate respect for Aboriginal and Torres Strait Islander communities by ensuring we recognise the impacts of colonisation on Aboriginal and Torres Strait Islander peoples through various projects and actions so that we can become an exemplar for human and racial equality.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Engage employees in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements.	Develop and implement a Vicsport Aboriginal and Torres Strait Islander Cultural Awareness Training Strategy for our staff, Board and members which define cultural learning needs of employees in all areas of our business and consider various ways cultural learning can be provided (online, face to face workshops, local story telling or cultural immersion).	July 2021,	Chief Executive Officer & RAP Coordinator
	Conduct a review of cultural learning needs within our business	July 2021	Chief Executive Officer & RAP Coordinator
	Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop Aboriginal cultural awareness training.	June 2021	RAP Coordinator
	Develop a list of current Aboriginal Cultural Awareness Training Program providers (including local providers across Victoria).	February, 2022	RAP Coordinator
	Set a target of staff numbers and members to participate in the Aboriginal Cultural Awareness Training Program each year.	March, 2022, June 2023	Chief Executive Officer
	Provide opportunities for RWG members, RAP champions, HR managers and other key leadership staff to participate in cultural awareness training.	May, October, 2021, March, August, 2021	Chief Executive Officer
	Include significant Aboriginal and Torres Strait Islander events and sporting and recreation milestones in Vicsport calendar.	June 2021 2022	Chief Executive Officer



# Respect *continued*

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
2. Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July 2021,	Chief Executive Officer & RAP Coordinator
	Develop a key list of contacts for organising a Welcome to Country and maintaining respectful partnerships.	June 2021	RAP Coordinator
	Include an Acknowledgement of Country at the commencement of all important internal and external meetings.	December 2021	Chief Executive Officer
	Encourage staff to include an Acknowledgement of Country at the commencement of all meetings.	July 2021, 2022	Chief Executive Officer
	Invite Traditional Owners to do a Welcome to Country at significant events ear year, including the Vicsport Awards.	August,2021, 2022	Chief Executive Officer
	Promote the importance of the display of the Aboriginal flag and Torres Strait Islander flag to the sport and recreation community.	December 2021, April 2021, May 2022	Chief Executive Officer
	Display items that recognise and reflect cultural sensitivity and welcome Aboriginal and Torres Strait Islander peoples at all Vicsport and Membership events, including:		Chief Executive Officer
	▸ Flying and/or display of the Aboriginal flag and Torres Strait Islander flag.	June 2021	
	▸ Acknowledgement Plaques identifying the Traditional Owners/ Custodians of the local area.	June 2021	
	▸ The display of locally sourced Aboriginal and Torres Strait Islander artwork.	June 2021	
	▸ Subscriptions to the Koori Mail and other significant media are available in reception areas and meeting rooms as relevant.	June 2021	
	To include information about cultural sensitivity and protocols in the governance tool kit.	June 2021	Chief Executive Officer
	Display a statement of Acknowledgement of Traditional Owners on the Vicsport website.	June 2021	RAP Coordinator
	Staff are supported to include acknowledgement of Traditional Owners on staff email signatures with a specific Aboriginal artwork/logo that recognises staff participation in Aboriginal education programs.	June 2021, August 2021, April 2022, August 2022	Chief Executive Officer and All staff



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
3. Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their cultures and communities by celebrating NAIDOC Week.	Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week.	February 2022	Chief Executive Officer
	Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week.	July 2021, 2022	Chief Executive Officer
	RAP Working Group to participate in an external NAIDOC Week event.	July 2021, 2022	Chief Executive Officer
	Promote and encourage participation in external NAIDOC Week events to all staff.	July, 2021,2022	Chief Executive Officer
	Consult with Aboriginal and Torres Strait Islander peoples to hold an internal or external NAIDOC Week event.	July 2021, 2022	RAP Coordinator
4. Improve opportunities to address cultural safety in Victorian sport	▸ Engage an external consultant to complete a cultural safety assessment in our office	Dec 2021	RAP Coordinator
	▸ Undertake a staff survey to understand current levels of cultural safety within the workplace	Dec 2021	RAP Coordinator
	▸ Review feedback mechanisms for staff and volunteers to express cultural concerns	Dec 2021	RAP Coordinator
	▸ Research best-practice and principles that support cultural safety in sport	Dec 2021	RAP Coordinator
	▸ Investigate opportunities to collaborate with other sporting bodies to address cultural safety	Dec 2021	RAP Coordinator





# Opportunities

We will support and create sport and recreation participation and work opportunities for Aboriginal and Torres Strait Islander peoples, organisations and businesses within the sport and recreation industry in Victoria. It is vital we support organisations to provide opportunities for Aboriginal and Torres Strait Islander peoples to enable diversity in our organisations.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Investigate opportunities to increase Aboriginal and Torres Strait Islander employment outcomes within our workplace.	Build understanding of our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities.	June 2021 September 2022	Chief Executive Officer
	Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	September 2022	Chief Executive Officer
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy	December 2021	RAP Coordinator
	Engage with Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development.	July 2021, 2022	Chief Executive Officer
	Advertise all vacancies in Aboriginal and Torres Strait Islander media.	June 2021, 2022	Accounts Officer
	Identify interested mentors across all of sport and recreation in Victoria to consider mentoring opportunities of Aboriginal and Torres Strait Islander people working in sport and recreation.	August 2022, April 2022	RAP Coordinator
	Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace.	June 2022	Chief Executive Officer
2. Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation.	Review and update procurement policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and/or Torres Strait Islander businesses.	June 2021 August 2022	Chief Executive Officer
	Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services.	June 2021	RAP Coordinator
	Develop at least one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business.	June 2021 August 2022	RAP Coordinator
	Explore opportunities with Supply Nation and Kinaway Chamber of Commerce Victoria.	June 2021	RAP Coordinator
	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	February 2022	Chief Executive Officer



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. RAP Working Group actively monitors RAP development and implementation of actions, tracking progress and reporting.	Revise the RAP Terms of Reference to monitor the performance of the roll out of the RAP at Vicsport.	December 2021	Chief Executive Officer
	RAP Working Group to meet quarterly to monitor and report on RAP implementation.	Oct, Dec 2021, February, May, August, Nov 2022	Chief Executive Officer
	The RAP Working Group oversees the development, endorsement and launch of the RAP. Maintain Aboriginal and Torres Strait Islander representation on the RWG.	October 2021	Chief Executive Officer
	Establish an external Aboriginal and Torres Strait Islander Advisory Group to help implement the RAP actions across membership and communities in Victoria.	October 2021	Chief Executive Officer
2. Report RAP achievements, challenges and learnings to Reconciliation Australia.	Complete and submit the Reconciliation Action Plan Impact Measurement Questionnaire to Reconciliation Australia annually.	September 2021 September 2022	Chief Executive Officer
	Investigate participating in the Reconciliation Action Plan Barometer.	May 2022	Chief Executive Officer
3. Report RAP achievements, challenges and learnings internally and externally.	Publicly report our RAP achievements, challenges and learnings in our Annual review (Nov each year)	November 2021, 2022	Chief Executive Officer
	Report RAP progress to all staff and senior leaders quarterly.	February, May, August, November 2021, February, May, August, November 2022	Chief Executive Officer
4. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	July 2021	Chief Executive Officer
	Engage our senior leaders and other staff in the delivery of RAP commitments.	February 2022	Chief Executive Officer
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	December 2022	Chief Executive Officer
	Appoint and maintain an internal RAP Champion from senior management.	December 2022	Chief Executive Officer
5. Review, refresh and update RAP.	Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	October 2022	Chief Executive Officer
	Register via Reconciliation Australia's website to begin developing our next RAP	January 2023	Chief Executive Officer
	Send draft RAP to Reconciliation Australia for review and feedback.	January 2023	Chief Executive Officer
	Submit draft RAP to Reconciliation Australia for formal endorsement.	May 2023	Chief Executive Officer

## CONTACT

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