



LAN
INNOVATE

SPORTS
EDUCATION & EMPLOYMENT





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Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever.



On behalf of the AFL SportsReady Board, I am proud to present AFL SportsReady's second Reconciliation Action Plan (RAP).

In our second RAP we outline our commitments and actions for the next two years to gain a deeper understanding of how we can use our position and









AFL SportsReady acknowledges Aboriginal and Torres Strait Islander peoples as the First Peoples of Australia and acknowledges that there is considerable work to be done across the nation to create an equitable and inclusive Australia.

The AFL SportsReady Reconciliation Action Plan 2023–2025 ('The RAP') provides an opportunity for AFL SportsReady to strengthen and expand its commitment to ensuring the best possible outcomes for Aboriginal and Torres Strait Islander staff, trainees, cadets, and our business partners.

We are committed to contributing to closing the gap within First Nations employment and education to enable stronger relationships within the communities we live and operate in.

As an employment and training provider we have proudly supported 2,600+ First Nations trainees nationwide since 2000. Our efforts are directly contributing to the National Agreement on Closing the Gap's Target 7 'By 2031, increase the proportion of Aboriginal and Torres Strait Islander youth (15–24 years) who are in employment, education or training to 67 per cent.'

In just a few months after the launch of this RAP, a historic referendum will be held in this term of Parliament to enshrine an Aboriginal and Torres Strait

Achievements

Through our previous RAP, we formally consolidated



OUR VISION FOR RECONCILIATION

Our vision is to advocate for First Nations peoples to have equal and equitable opportunities to sustainable, and fulfilling life-long employment and education.

We will play a vital role in actively breaking down barriers to education and employment by creating culturally safe workplaces. We will work in partnership with First Nations communities and organisations to deliver this vision. We will prioritise improving our cultural capabilities founded on respectful relationships and appreciation for First Nations staff, trainees, employers and communities.

Co-Chairs Message

AFL SportsReady made a conscious decision to create Co-Chair positions of its Reconciliation Action Plan Working Group. These roles lead our reconciliation journey and ensure our Reconciliation Action Plan is recognised as a key project that is embedded into our organisation.

As a Wiradjuri and Wonnarua woman, Executive Manager for First Nations Programs, and Co-Chair I am passionate about creating stronger and lasting social impacts for First Nations peoples via the work we do at AFLSR. As Co-Chair I felt inspired and energised by working alongside so many colleagues whose hearts and minds are in alignment to push our reconciliation journey further. While there is still a great deal of work to be done, the fellowship that has been forged with the Reconciliation Action Plan Working Group has reinforced to me that we will walk this journey together.

K lie Penehoe
Executive Manager First Nations Programs
Co-Chair RAPWG

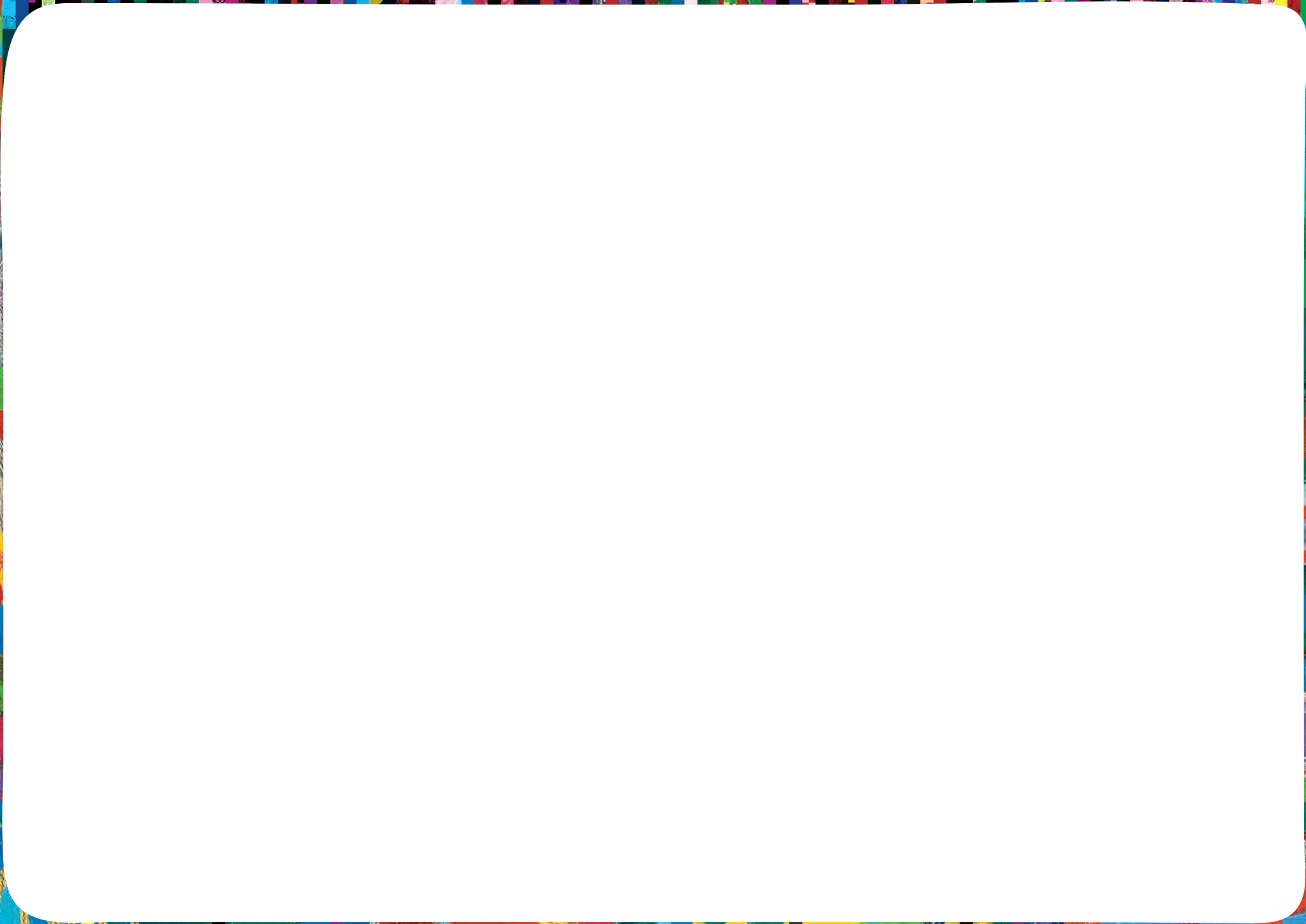


As a State Manager, it has been a privilege to work on the RAP with such a forward-thinking team to embrace our reconciliation journey. We are well placed now to continue to build on our long-lasting respectful relationships with First Nations communities and to work with them to offer enhanced education and employment services.

This Reconciliation Action Plan provides opportunities for AFLSR staff to build their cultural capability and get involved in some pragmatic ways to transform our business while contributing to a brighter future for all.

As Co-Chairs we will continue to guide our staff on our reconciliation journey and challenge them to try different approaches to achieve outcomes and push the limits to create a stronger impact for First Nations peoples.

Trace Parr
State Manager Tasmania
Co-Chair RAPWG

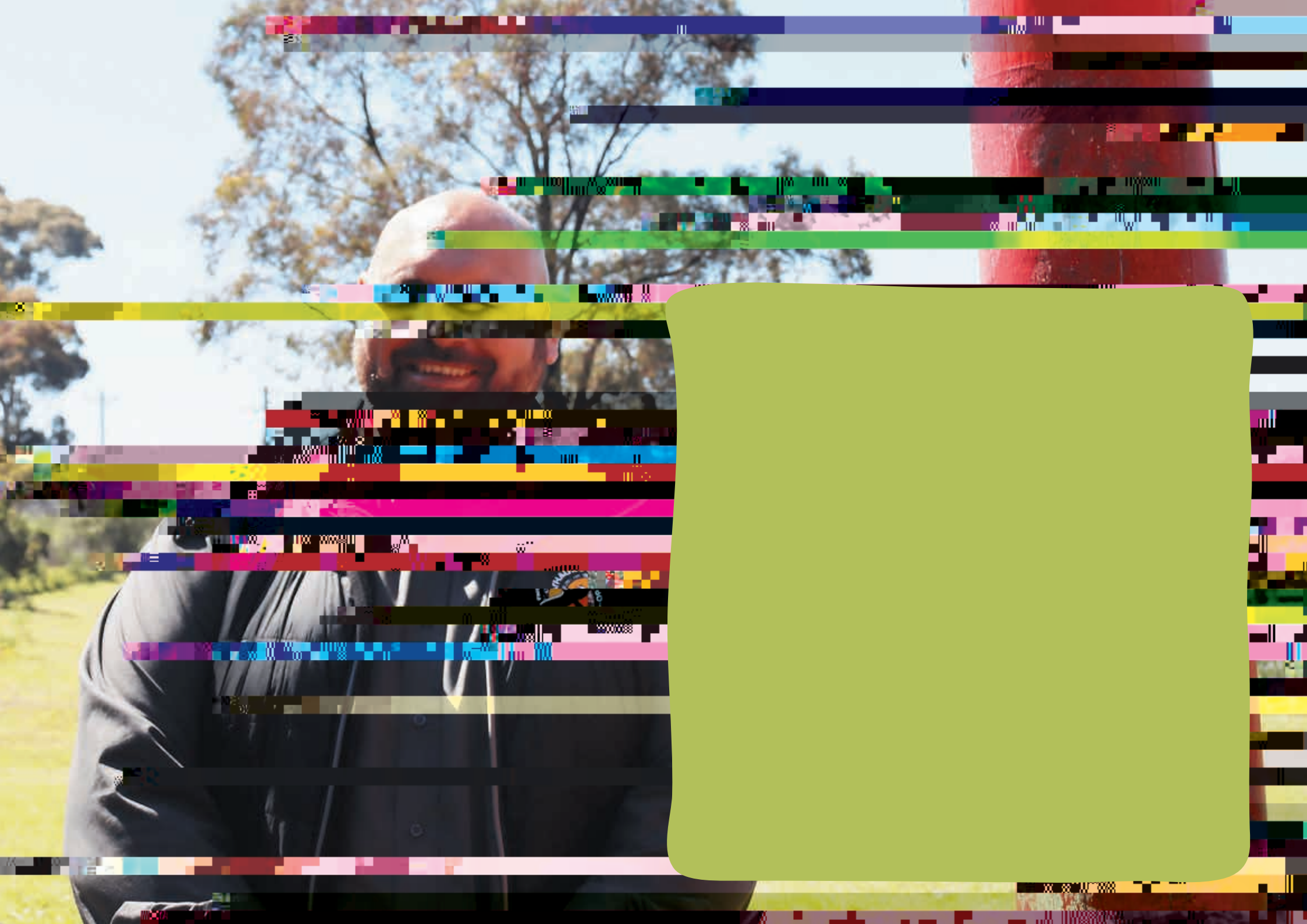




AFL SportsRead is committed to building strong, trusting relationships with Aboriginal and Torres Strait Islander staff, trainees, communities and organisations. We will listen to, acknowledge, and share the aspirations of First Nations peoples.

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Action 1.1 Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.

DELIVERABLES	TIMELINE	RESPONSIBILITY
Meet with 6 local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	November 2024	QLD State Manager; NSW State Manager; General Manager VIC; SA State Manager; TAS State Manager; Executive Manager, First Nations Programs (EM FNP); Project Lead First Nations Programs (PL FNP)
Develop and update a directory of organisations and key stakeholders across the country to engage with.	March 2024	QLD State Manager; NSW State Manager; General Manager VIC; SA State Manager; TAS State Manager; EM FNP; Manager IT
Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	February 2024	EM FNP; PL FNP
Establish and maintain 6 formal two-way partnerships with Aboriginal and Torres Strait Islander communities or organisations (1 per state) including Indigenous Chambers of Commerce over the next 2 years.	February 2025	Manager, Business Development (M BD); QLD State Manager; NSW State Manager; General Manager VIC; SA State Manager; TAS State Manager; EM FNP
Connect and build relationships with First Nations Liaisons at AFL Football clubs in each state.	November 2024	M BD; EM FNP

Action 1. Build relationships through celebrating National Reconciliation Week (NRW).

DELIVERABLES	TIMELINE	RESPONSIBILITY

Action 1. Promote positive race relations through anti-discrimination strategies.

DELIVERABLES	TIMELINE	RESPONSIBILITY
Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	October 2023 October 2024	Manager P&C; Manager Legal; EM FNP





“Layla Boseley began her traineeship with Wathaurong Aboriginal Co-operative in late March 2022. Since joining the team, Layla has not only shown a keen interest and skill for her work in communications and events, but also embraced her culture and is learning more about her journey as an Aboriginal Arrente woman. Layla has excelled in her traineeship lessons and assignments and is always making sure that she is on top of or ahead of the work required of her. As well as being welcomed into the Wathaurong Aboriginal Co-operative staff, Layla has been warmly welcomed by community members, with positive feedback received from a number of events that Layla has helped to organise on her friendliness, service and organisation. Our 2022 NAIDOC Ball, which Layla was instrumental in helping to organise, was widely commented on as being our “best ever NAIDOC Ball.”

– Beth Davis, Marketing & Communications Manager, Wathaurong Aboriginal Co-operative

Action 1 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.

DELIVERABLES	TIMELINE	RESPONSIBILITY
Conduct a review of cultural learning needs within our organisation by including a cultural learning checkpoint in the annual pulse survey.	December 2023 December 2024	Manager P&C; EM FNP
Consult with the Yarning Circle Network (First Nations Staff) on the development and implementation of a cultural learning strategy.	October 2023	PL, FNP; EM FNP
Develop, implement and communicate a cultural learning strategy for our staff.	December 2023	PL, FNP; EM FNP; Manager P&C
Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning. a) Map of First Nation's countries available for each office. b) 75% CAT with local TO within first 12 months.	November 2023 November 2024	RAPWG Chairs; Manager P&C
Promote local Cultural Awareness Training opportunities to Hosts/Directs/Cadet Employers to encourage them to participate.	November 2023 November 2024	QLD State Manager; NSW State Manager; General Manager VIC; SA State Manager; TAS State Manager; Manager BD
Source and offer training for leaders and managers - training that fits within our cultural competence framework i.e. being delivered by local Traditional Owners and communities.	November 2023	Manager P&C; PL FNP

Action 2 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

DELIVERABLES	TIMELINE	RESPONSIBILITY
Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	November 2023	PL FNP
Hold a lunch box/online session dedicated to Cultural Protocol with a significant focus on increasing staff's understanding and confidence around Welcome to Country and Acknowledgement of Country (including completing and supporting staff to identify when it is appropriate to complete an Acknowledgement of Country).	November 2023	PL FNP
Add cultural acknowledgement into all workshop session plans. Educators to do an acknowledgement/ask a participating trainee (could rotate between trainees) to do an Acknowledgement of Country at the start of each workshop.	April 2024	QLD Educator; NSW Educator; VIC Educator; SA Educator; WA Educator; TAS Educator
Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	November 2023	PL FNP
Ensure all team members have read and understood the Cultural Protocols document, to be signed and stored.	November 2023	Manager P&C
Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year. • All face to face graduations and gatherings to have a Welcome to Country by local Traditional Owner. • Acknowledgment of Country at all Around the Grounds (ATG).	December 2023 February 2024 December 2024 February 2025	QLD State Manager; NSW State Manager; General Manager VIC; SA State Manager; TAS State Manager ATG Host
Display the Aboriginal and Torres Strait Islander flags in each office respectively.	July 2024	RAPWG Chairs
Add Traditional Lands to email signatures for ALL AFL SportsReady staff.	August 2023	IT Manager; PL FNP

Action Celebrate and create culturally safe workplaces.

DELIVERABLES	TIMELINE	RESPONSIBILITY
Display Acknowledgement of Country plaques in our 6 office/s or on our buildings.	November 2023	QLD State Manager; NSW State Manager; General Manager VIC; SA State Manager; TAS State Manager
Consult with local Traditional Owners to name our meeting spaces with traditional language.	July 2024	QLD State Manager; NSW State Manager; General Manager VIC; SA State Manager; TAS State Manager; PL FNP
Update Online jobs board to include Traditional Place names on all job advertisements.	July 2024	Manager M&C
Update online governance forms to include Traditional Place Names (RTO).	November 2024	RTO Operations Manager
Develop guiding principles and cultural safety checklist to implement workplace principles and ensure the safety of our employees and customers.		



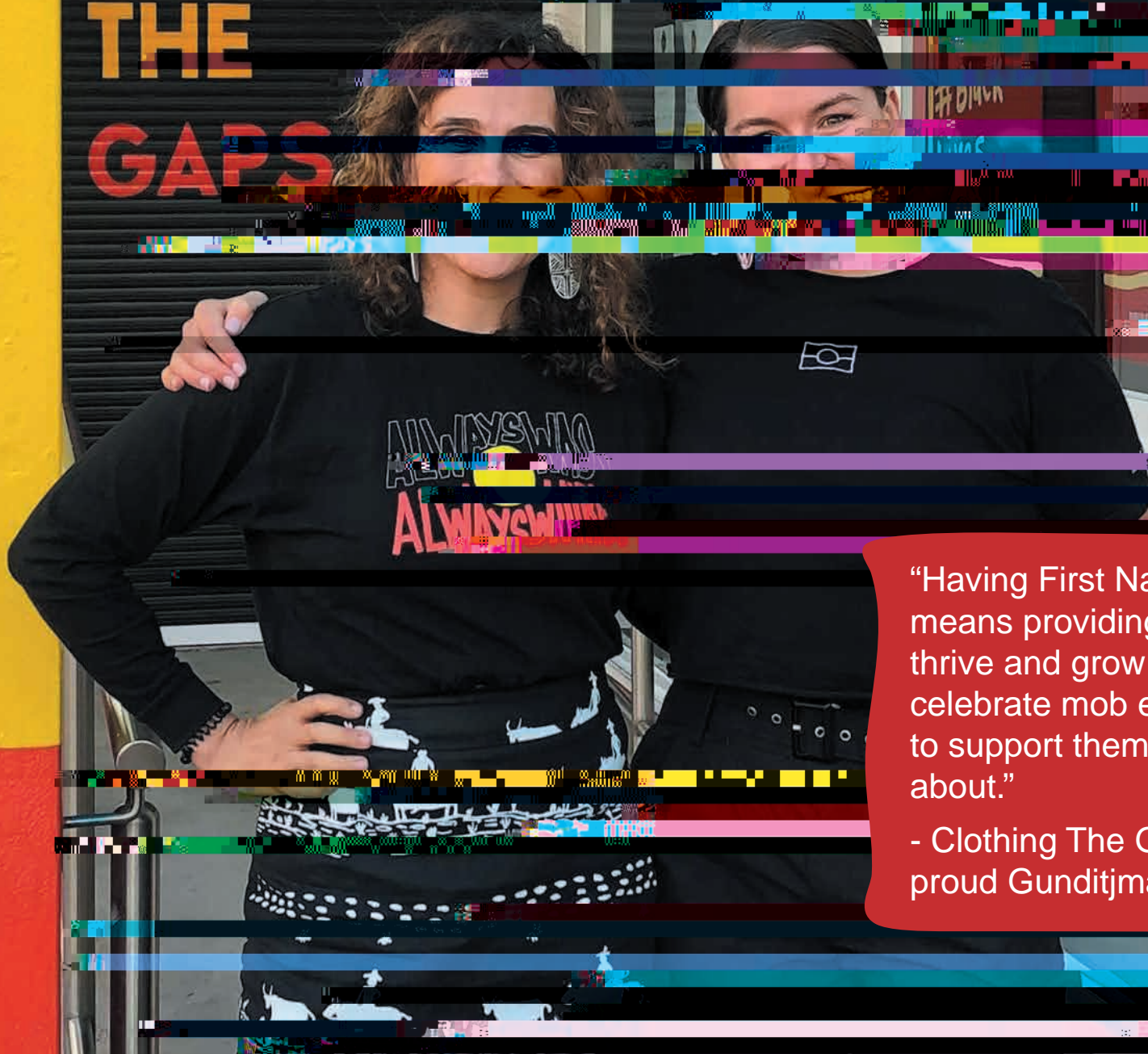
AFL SportsReady is committed to driving authentic opportunities between First Nations peoples and businesses, as well as the broader community. We strive to create practical and impactful opportunities in education, training and employment to create an equitable and inclusive Australia.

Focus area: People; Growth, Engagement and Advocacy

We will do this by developing strategies and policies that will increase the economic participation with Aboriginal and Torres Strait Islander peoples both through growth opportunities for First Nations businesses and by creating genuine and real-world employment and training opportunities.

AFL SportsReady is founded upon creating and delivering opportunities for young people. We want to work with Aboriginal and Torres Strait Islander staff, community partners and clients to create an inclusive workforce that is capable of responding to the needs of First Nations peoples. We will enable and amplify Aboriginal and Torres Strait Islander voices in the design, development and delivery of policies, programs and services that impact them. These strategies see a multi-pronged approach to improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development and supporting supplier diversity to create improved economic and social outcomes.

CLOTHING THE GAPS



“Having First Nations trainees at Clothing The Gaps means providing culturally safe spaces for mob to thrive and grow in. It’s been incredible to see and celebrate mob entering the workforce and being able to support them to do something they’re passionate about.”

- Clothing The Gaps co-founders, Laura Thompson, proud Gunditjmara woman and Sarah Sheridan.

Action 3.1 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.

DELIVERABLES	TIMELINE	RESPONSIBILITY
Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	February 2025	Manager P&C; PL FNP
Ensure professional development plans are in place for all Aboriginal and Torres Strait Islander employees to be supported to take on management and senior level positions to create a career at AFL SportsReady.	December 2024	Manager P&C
Engage with Aboriginal and Torres Strait Islander staff and the Yarning Circle Network to consult on our recruitment, retention and professional development strategy.	February 2024	Manager P&C; PL FNP
Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	November 2024	Manager P&C; EM FNP
Review and improve internal methods of advertising job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	October 2023	Manager P&C; PL FNP
Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	November 2023	Manager P&C
Implement panel requirements for cultural safety.	November 2023	Manager P&C; EM FNP; PL FNP
Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce by 10%.	February 2025	Manager P&C; EM FNP; PL FNP

Action 3. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

DELIVERABLES	TIMELINE	RESPONSIBILITY
Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	November 2024	Financial Controller; EM FNP; PL FNP
Ensure the Aboriginal and Torres Strait Islander procurement strategy is tiered to support implementation at different levels of the business.	November 2024	Financial Controller; EM FNP; PL FNP
Investigate Supply Nation membership.	November 2024	EM FNP; PL FNP
Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	February 2025	EM FNP; Financial Controller
Develop national directory of Aboriginal and Torres Strait Islander companies, with state level functionality.	February 2025	QLD State Manager; NSW State Manager; General Manager VIC; SA State Manager; TAS State Manager
Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and	February 2025	

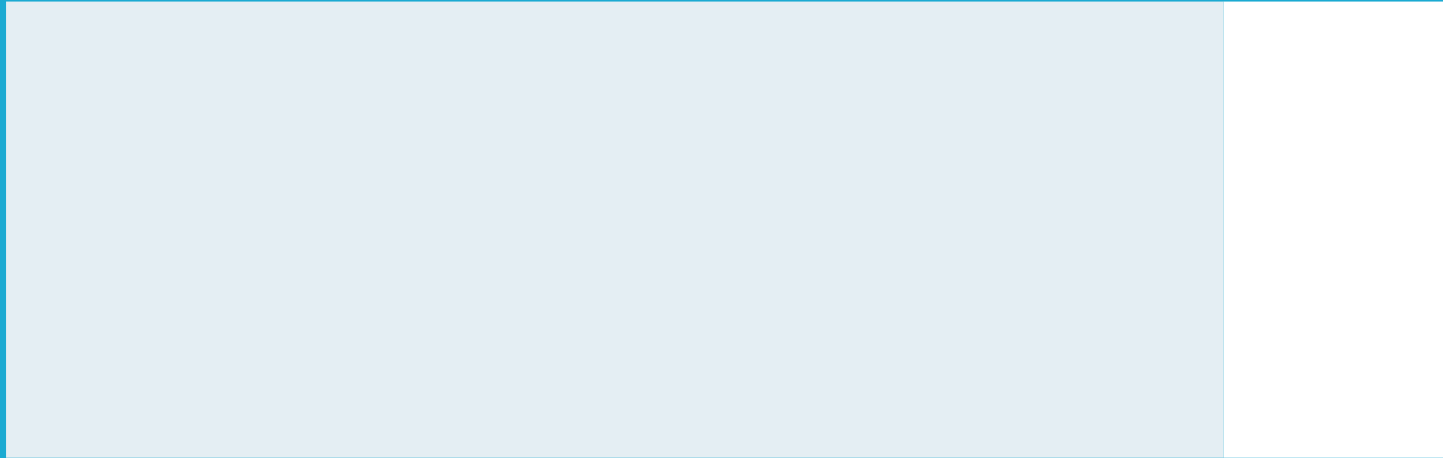
Action 3.3 Create and deliver inclusive education components and opportunities.





Clear governance of the RAP is critical to ensuring its effective implementation. At the core, this is an action plan, and as such requires clear leadership and accountability. Each RAP

Action .3 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.



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