



# INNOVATE RAP

2018 – 2019





**NETBALL WA RECOGNISES ABORIGINAL  
AND TORRES STRAIT ISLANDER PEOPLE AS  
THE FIRST AUSTRALIANS AND CUSTODIANS  
OF THE LANDS, AND ACKNOWLEDGES THE  
TRADITIONAL LANDS AND WATERS.**

**NETBALL WA RESPECTS THE CONTINUING  
CULTURES, LANGUAGES AND HERITAGE OF  
ABORIGINAL AND TORRES STRAIT ISLANDER  
PEOPLES, AND PLACES IMPORTANCE ON  
SHOWING RESPECT.**

*Sandi Rivers attending the One Arm Point Culture and Leadership Camp with Shooting Stars 2017.  
Photo Credit: Helen Ockerby*



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## FROM RECONCILIATION AUSTRALIA

Reconciliation Australia congratulates Netball WA on developing its first Reconciliation Action Plan (RAP).

As the governing body for the largest female participation sport in the state, Netball WA (NWA) is committed to playing a crucial role in improving Aboriginal and Torres Strait Islander representation. Through this Innovate RAP, NWA has developed a practical plan of action to achieve its own unique vision for reconciliation. The commitments outlined in the RAP will allow the organisation to take an aspirational and innovative approach to applying the three pillars of reconciliation – relationships, respect and opportunities, to its everyday business practices.

Netball WA understands the importance of building and maintaining meaningful, respectful relationships with Aboriginal and Torres Strait Islander peoples and organisations to achieve mutually beneficial outcomes. This commitment is displayed in its actionable goal to meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles and frameworks for future engagements between NWA, West Coast Fever (WCF) and Aboriginal and Torres Strait Islander communities.

Respect and understanding of Aboriginal and Torres Strait Islander histories and cultures is key to NWA's core values. It champions these values by committing to inviting local Traditional Owners into NWA's workplace to explain the significance of Acknowledgement of Country.

NWA is dedicated to driving reconciliation through developing employment and training opportunities for Aboriginal and Torres Strait Islander peoples. It demonstrates this dedication through its aim to develop and implement employment pathways including work experience, traineeships, internships, cadetships and partnerships with other organisations in order to boost employment of Aboriginal and Torres Strait Islander staff.

On behalf of Reconciliation Australia, I commend Netball WA on its first RAP, and look forward to following its continued reconciliation journey.

**Karen Mundine**

Chief Executive Officer  
Reconciliation Australia

# SUPPORT MESSAGES

## FROM NETBALL WA

On behalf of the Netball WA Board and Executive, I am proud to present Netball WA's inaugural 2018-2019 Innovate Reconciliation Action Plan (RAP).

Sport, particularly netball, has long been recognised as a powerful vehicle to engage Aboriginal and Torres Strait Islander communities throughout Western Australia. As the governing body for the largest female participation sport in our State, we are committed to continuing this trend long into the future.

The longevity of our sport is built on the foundation of fostering an environment of respect and creating an inclusive environment for every single one of our participants the length and breadth of the State. Our success, from the grassroots to West Coast Fever, hinges on these factors.

Importantly, this RAP is not a stand alone document. It is embedded into the Strategic Plans for both Netball WA and West Coast Fever, as well as the High Performance Plan for the sport. By committing to building meaningful, lasting and respectful relationships, we are declaring our dedication to ensuring that we continue to provide access to netball, grow participation and engagement in the sport, continue to be a leader in the sports industry and advancing our communities.

We recognise that each action in this RAP will play a crucial role towards improving Aboriginal and Torres Strait Islander representation at all levels and across all aspects of our sport.

I would like to thank each member of our RAP Working Group for their contribution towards developing our inaugural RAP, as well as Netball Australia, Glass Jar Australia and Reconciliation Australia, who have provided guidance throughout the development process.

**Simon Taylor**

Chief Executive Officer, Netball WA

## GLASS JAR AUSTRALIA

On behalf of the Glass Jar Australia Board and Executive, we are excited to guide and coach Netball WA in delivering its inaugural 2018-2019 Innovate Reconciliation Action Plan.

For the past three years, Glass Jar Australia, through the Shooting Stars program, has been delivering a program that has affected genuine change in the lives of close to 400 Aboriginal and Torres Strait Islander girls living in Western Australia's regional and remote communities.

We are committed to providing the best possible guidance and structures to ensure the Netball WA Innovate RAP will flourish and produce results the length and breadth of the State. This RAP contains actions that will result in positive changes in the representation of Aboriginal and Torres Strait Islander athletes at all levels of the sport, and that is something we, as an education program, are incredibly excited about.

We would also like to thank each member of the Netball WA RAP Working Group for their contribution towards developing the inaugural RAP, as well as Netball Australia and Reconciliation Australia.

***Fran Haintz***

Executive Officer, Glass Jar Australia

## WEST COAST FEVER

On behalf of the West Coast Fever Board and Executive, we are excited to work alongside Netball WA to deliver its inaugural 2018-2019 Innovate Reconciliation Action Plan.

As the pinnacle of netball in Western Australia, West Coast Fever wholeheartedly accepts its responsibility in continuing to engage Aboriginal and Torres Strait Islander communities throughout the State. Our athletes, coaches and support staff are role models for the community, and this RAP is a declaration to continue to be leaders in this space.

This RAP forms an important part of our Strategic Plan, as well as the High Performance Plan of Netball WA. We are committed to ensuring that our relationships are meaningful, purposeful, and most importantly, inclusive.

We would like to thank each member of the Netball WA RAP Working Group for their contribution towards developing the inaugural RAP, as well as Netball Australia and Reconciliation Australia.

***Tamara Sheppard***

Executive Officer, West Coast Fever



# OUR VISION FOR RECONCILIATION

Our vision for reconciliation is one where our staff are culturally competent and respectful, our organisation is seen as a leader in driving reconciliation amongst our stakeholders, and a nation that is united and celebrates its diversity.

In line with our organisational purpose, we will strive to drive positive outcomes for Aboriginal and Torres Strait Islander peoples throughout WA through:

- » Listening, learning from and valuing our People
- » Empowering, supporting and motivating our people to achieve their potential
- » Strengthening the significant relationships between Netball WA and Aboriginal and Torres Strait Islanders communities across Western Australia
- » Celebrating our history and heritage
- » Growing participation and engagement in our sport
- » Being a recognised leader and influencer in corporate governance





# OUR BUSINESS

Netball WA is the governing body for netball in Western Australia, incorporating member Clubs and Associations across the entire State, and a Suncorp Super Netball team, West Coast Fever managed by our subsidiary entity West Coast Fever Netball Club. The organisation has a clear vision to be the sport of choice.

Underpinning this vision is a new five-year Netball WA Strategic Plan 2018-2022, developed in 2017, which outlines key outcomes, goals and strategies across four pillars of Netball WA – People & Culture, Participation, Pathway and Business Performance. Our RAP is embedded throughout this plan.

**NETBALL IS THE HIGHEST FEMALE PARTICIPATION SPORT IN WESTERN AUSTRALIA AND IS PLAYED IN EVERY MAJOR CITY AND TOWN ACROSS NETBALL WA'S 72 AFFILIATED ASSOCIATIONS. FROM THE GRASSROOTS TO THE ELITE, NETBALL WA HAS A HOLISTIC APPROACH TO THE GROWTH AND DEVELOPMENT OF THE SPORT OF NETBALL.**

The organisation is governed by a Constitution and Policies and Procedures and each year produces an Annual Report detailing the previous year's operations.

Netball WA has two subsidiary entities: Glass Jar Australia and West Coast Fever.

Netball WA and its subsidiaries employ 60 people inclusive of the West Coast Fever players and contracted staff.

Glass Jar Australia currently employs 10 Aboriginal and Torres Strait Islander staff while the other two entities currently employ one.

*Shailani Rivers (left) and Sherose Eura (right) attending the One Arm Point Culture and Leadership Camp with Shooting Stars 2017.  
Photo Credit: Helen Ockerby*

# OUR RAP

A number of years ago Netball WA identified the need and opportunity to work with Aboriginal and Torres Strait Islander Australians across their diverse communities in Western Australia. Programs and events such as the Aboriginal Grassroots Sites, the NAIDOC Netball Carnivals, Aboriginal Youth Gala Day and the West Coast Fever Indigenous Round have delivered significant outcomes to both communities and the organisation alike. Pivotal in the outcomes has been the strengthening of strong and respectful relationships with Aboriginal and Torres Strait Islander Australians across the state.



West Coast Fever during the Annual Indigenous Round Game at Perth Arena 2017.  
Photo Credit: Ashton Murphy



To build on, and recognise this work, Netball WA has identified the need to develop an Innovate RAP to challenge our organisation; inclusive of our Board, staff and our members to continue on this journey towards reconciliation.

- » Internally our RAP is championed by the Netball WA Board and the Chief Executive Officer (CEO), General Manager – Community Netball (GM-CN) and Executive Officer of the West Coast Fever (EO WCF).
- » Internal Representatives: GM-CN, EO WCF, Operations Manager WCF, Media and Communications Manager (M&CM), Community Netball Manager (CNM), Participation Officer – Inclusion (PO-I) and a representative of the Netball WA Board.
- » Our working group (RWG) is made up of a number of Aboriginal community representatives including a Glass Jar Australia staff member, a Glass Jar Australia Board member and at least one Aboriginal community netball representative.
- » The Netball Aboriginal Advisory Committee (NAAC) was established in 2003-2004 to identify and develop an Aboriginal and Torres Strait Islander pathway for athletes, coaches and umpires aligned to Netball WA's pathway. The committee is also responsible for policies relating to Aboriginal and Torres Strait Islander programs and competitions, and for the promotion of Netball WA and Sport and Recreation Programs (Department of Local Government, Sport and Cultural Industries - DLGSC) throughout the regions. This group will remain in place as internal advisors for Netball WA and West Coast Fever as businesses.

Netball WA is looking to solidify its approach to reconciliation through the Innovate RAP. Programs mentioned below need to be embedded and new programs added.

Opportunities to recognise and engage with Aboriginal and Torres Strait Islander peoples at all levels of the business need to be identified. Some suggested initiatives below:

- » Aboriginal and Torres Strait Islander employment targets across the business
- » Aboriginal and Torres Strait Islander procurement targets
- » Ongoing cultural and historical workshops
- » Celebrate Aboriginal and Torres Strait Islander women in netball in WA, develop a history project to do this
- » Aboriginal and Torres Strait Islander Regional/Association participation targets





# CASE STUDIES

## ABORIGINAL GRASSROOTS NETBALL PROGRAM

The Aboriginal Grassroots Netball program aims to provide opportunities to increase netball participation and development for Aboriginal people living throughout Western Australia, with a strong focus on targeting players who are not currently playing in an affiliated competition on a regular basis. Currently, the Aboriginal Grassroots Netball program operates out of 10 sites throughout the greater South West region of the state and consists of an 8-10-week training program focusing on skill and game development for young players and some off-court education across an array of areas. In addition, the Aboriginal Grassroots Netball program provides opportunities for participants to compete at events such as the Aboriginal Youth Gala Day, Smarter than Smoking Association Championships and the annual NAIDOC Netball Carnivals.

The Aboriginal Grassroots Netball program was initially piloted as the Moorditj Noongar Yorgas Development Program in Bunbury in 2003. In 2004 the program evolved into the Aboriginal Grassroots Netball program, and introduced to the Midwest, Wheatbelt and Goldfields Regions in early 2005. The program has continued to evolve, now operating in 2 metropolitan and 8 regional areas, with over 300 athletes and a large number of coaches and officials engaging in and progressing through the Netball WA pathway.

*Jorja Garlett playing for Woola Woola Koolankas at the 2017 Perth NAIDOC Netball Carnival at the State Netball Centre.*

*Photo Credit: Dan Carson, DC Images*



## **NAIDOC NETBALL CARNIVAL**

As part of NAIDOC week celebrations, Aboriginal and Torres Strait Islander netball players from across WA are invited to participate in the annual NAIDOC Netball Carnival, the largest Aboriginal and Torres Strait Islander netball event in Australia. Held at the State Netball Centre, and staged in conjunction with the DLGSC is both an opportunity to introduce Aboriginal and Torres Strait Islander netballers to competitive netball, as well as a platform to increase awareness and education around health promotion, health prevention and care benefits for Aboriginal and Torres Strait Islander peoples.

The NAIDOC Netball Carnival was first held in the 1980's. From the late 1990's to 2003, the WA NAIDOC Committee called on nominations from the community to run the carnival, with funding from the Aboriginal and Torres Strait Islander Commission going directly to the organisers of the carnival. In 2004, the Aboriginal and Torres Strait Islander Commission after being advised that their organisation was to be abolished, approached the then Department of Sport and Recreation – Aboriginal Sport Unit, NAAC and Netball WA to host the NAIDOC Netball Carnival. This was developed to link more Aboriginal and Torres Strait Islander girls and officials to the relevant Netball WA pathways. This new carnival model was introduced in 2004 and has grown significantly in the time since. Record numbers of participants across a Suncorp NetSetGO division, four junior divisions and four senior divisions have engaged in this annual event including 114 teams and 3000 players, coaches, umpires, officials and spectators in 2017.

**2016 SAW THE INAUGURAL NORTH WEST NAIDOC NETBALL CARNIVAL HELD IN DERBY WITH 14 TEAMS FROM ACROSS THE KIMBERLEY REGION PARTICIPATING AND 18 TEAMS IN 2017.**

**THE INAUGURAL MIDWEST-GASCOYNE NAIDOC NETBALL CARNIVAL WAS ALSO HELD IN GERALDTON IN SEPTEMBER 2017 WITH 17 TEAMS PARTICIPATING.**



## ABORIGINAL ALL STAR PROGRAM

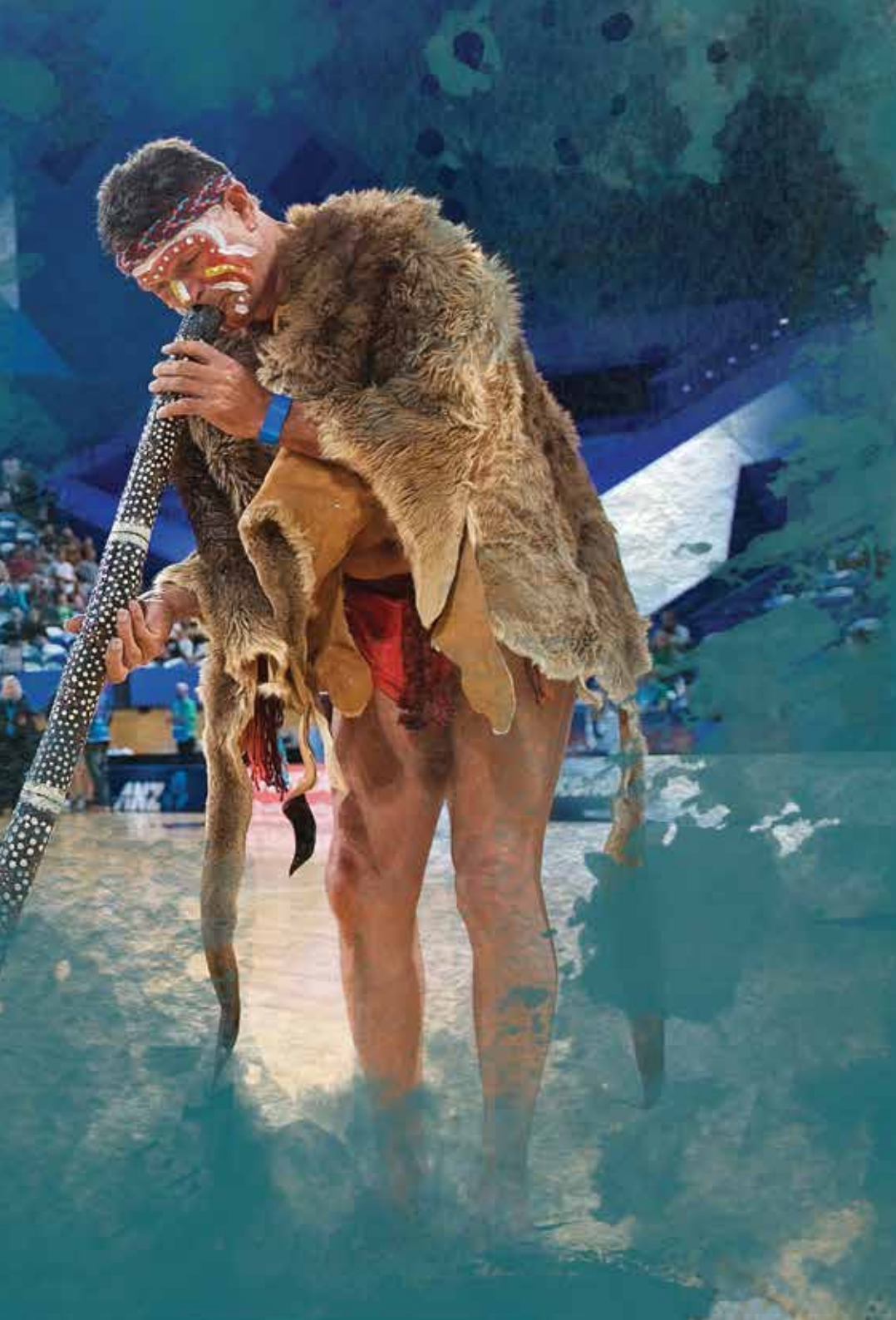
The Aboriginal All Stars program rewards the most talented young Indigenous players across Western Australia with the opportunity to play and compete at an elite level. With selection into the squad based on performances across the annual NAIDOC Netball Carnival, the All Stars program gives young Aboriginal and Torres Strait Islander netballers an introduction to high performance netball, providing exposure to elite level training and opportunities to compete as a team in both Netball WA run competitions such as the Academy Cup, as well as an Interstate Indigenous Carnival.

The All Stars program was established in 2005 with an open age and 17U team representing WA in the Charles Perkins National Netball Championships. Over the following nine years, the program adhered to a similar format with All Star teams selected based on performances at the annual NAIDOC Netball Carnival and invited to participate in a variety of specialist or exhibition tournaments around Australia. The program underwent a significant restructure in 2015, including increased squad sizes, participation in Netball Australia's Develop a Diamond Regional Academy (DADRA) program, and coaching education and resources for the All Stars support staff. The program has grown from 12 participating athletes annually to a squad of 26 per year, with players aged from 13-17.

## INCLUSION SUNCORP NETSETGO

The Inclusion Suncorp NetSetGO program is an introductory netball program offered to school and community centres with a significant proportion of Disabled, Aboriginal and Torres Strait Islander and Culturally and Linguistically Diverse participants. Inclusion Suncorp NetSetGO teaches children basic netball development skills through activities using modified equipment and games based on their age and ability. The program can be conducted anywhere in the state, with Netball WA offering resources and support to teachers, volunteers and parents who run the programs.

**INCLUSION SUNCORP NETSETGO WAS ESTABLISHED BY NETBALL AUSTRALIA IN 2009 AND HAS BEEN DELIVERED BY NETBALL WA SINCE IT'S NATIONAL LAUNCH. ACROSS THE 3-YEAR PERIOD 2014, 2015 AND 2016, NETBALL WA ENGAGED OVER 10,000 PARTICIPANTS VIA THE INCLUSION SUNCORP NETSETGO PROGRAM.**



## CULTURAL AWARENESS

Netball WA worked in partnership with the Department of Aboriginal Affairs (DAA) to conduct a Cultural Awareness Program in a bid to integrate Aboriginal and Torres Strait Islander netballers and promote greater awareness and understanding of Aboriginal and Torres Strait Islander culture within our community and the sport. Full Cultural Awareness Workshops have been delivered to the Netball WA Board and staff and to Netball WA's Regional Development Officer network. Cultural Awareness Information sessions have been presented to community coaches and to Regional and Association Committee Members and Administrators. These sessions have been supported by the DAA and Netball Australia's One Netball community funding.

## ABORIGINAL ACCREDITATION CAMP

Netball WA conducts an annual Aboriginal and Torres Strait Islander Accreditation Camp, whereby identified and interested coaches and umpires undertake a weekend of coach, umpire and bench officials accreditation and education. This camp is held either in Perth or at a regional location. Over the past 3-4 years, this camp has attracted between 20-25 participants annually from across the state and has been supported by Netball Australia's One Netball community funding. Participants have undertaken Foundation and Development Coaching Accreditation, engaged in umpiring education courses and badging pre-requisites as well as the bench officials course and education. For those participants, unable to attend the camp, Netball WA has offered to deliver some of these courses at their local Association.

*Dr Richard Walley performing the Welcome to Country at the West Coast Fever Indigenous Round Game at Perth Arena 2016.  
Photo Credit: Dan Carson, DC Images*





# RELATIONSHIPS

**WE WILL MAINTAIN EXISTING, AND DEVELOP STRONG RELATIONSHIPS AND PARTNERSHIPS BETWEEN ABORIGINAL AND TORRES STRAIT ISLANDER AUSTRALIANS, NETBALL WA AND WEST COAST FEVER TO ENSURE THAT OPPORTUNITIES TO PARTICIPATE IN ALL AREAS OF OUR GAME ARE AVAILABLE TO ALL ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES.**

## **Focus Area – PEOPLE & CULTURE**

Strengthen the significant relationship between Netball and Aboriginal and Torres Strait Islander communities of Western Australia.

### **ACTION**

RAP Working Group (RWG) actively monitors RAP development and implementation of actions, tracking progress and reporting.

<b>DELIVERABLE</b>	<b>TIMELINE</b>	<b>RESPONSIBILITY</b>
Maintain a RWG to oversee the development, endorsement and launch of the RAP	March 24 2018 (Netball WA AGM)	GM-CN
Ensure Aboriginal and Torres Strait Islander peoples are represented on the RWG	March 2018	GM-CN
Meet quarterly to monitor and report on RAP implementation	April, June, September, December 2018 and 2019	GM-CN
Establish and maintain Terms of Reference for the RWG and review annually	March 2018, reviewed in December 2018 and 2019	GM-CN
Invite an Expressions of Interest to join the RWG to identified Aboriginal and Torres Strait Islander peoples within our sphere of influence	April 2018	GM-CN
Maintain NAAC as an external Aboriginal and Torres Strait Islander Advisory Group to provide cultural advice and guidance	Meet quarterly with TOR reviewed each December.	CNM
Integrate RAP agenda items in ongoing meetings including Boards, Executive, Teams, AGM and Presidents.	At all meetings	GM-CN & EO WCF

## ACTION

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.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Organise at least one internal event for NRW each year. E.g. Extend an invitation to Aboriginal and Torres Strait Islander peoples to share their reconciliation experiences or stories	By 1 May annually	PO-I
Register our NRW event via Reconciliation Australia's NRW website	By 1 May annually	PO-I
Support an external NRW event, such as a Reconciliation WA's annual event and ensure the RWG participate	27 May – 3 June annually	CNM & EO WCF
Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW	27 May – 3 June annually	GM-CN
Encourage staff to participate in external events to recognise and celebrate NRW	27 May – 3 June annually	PO-I
Download and add as a favourite Reconciliation Australia's NRW resources and circulate to staff and Netball WA Community	April – May annually	PO-I
During NRW promote the RAP and associated events using Social media.	27 May – 3 June annually	M&CM





## ACTION

Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders	November 2018 and reviewed December 2019	M&CM
Define the 'community' that Netball WA work with, focusing on better understanding of the 'local community'	April 2018 and reviewed December 2018	CNM
Develop a list of Netball WA's key Aboriginal and Torres Strait Islander stakeholders, and assess our current level of engagement	April 2018 and reviewed December 2018	CNM
Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles and frameworks for future engagements between Netball WA, West Coast Fever and the Aboriginal and Torres Strait Islander organisations	November 2018	CEO & GM-CN
Promote the benefits of and access to the sport of netball to Aboriginal and Torres Strait Islander communities	March 2018, 2019	CNM
Engage Grassroots Sites and Association in RAP by creating unique action/s agreed to/between state body and associations in JBPs.	February each year and reviewed December 2018, 2019	CNM

## ACTION

Raise internal and external awareness of our RAP to promote and embed reconciliation across our organisation, sector and community.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Develop and implement a strategy to communicate our RAP to all internal and external stakeholders and celebrate completed actions	April 2018 and as required thereafter for completed actions	M&CM
Promote reconciliation through ongoing active engagement with all stakeholders	June 2018 and 2019	GM-CN
Identify successful engagement initiatives and share these as best practices	June 2018, 2019	M&CM
Inform all staff and key stakeholder groups quarterly of the progress to date of the RAP	Once a month at all staff meetings	CEO
Ensure RAP is on all Regions' meeting agendas	March 2018	Member Services Manager (MSM)
Ensure RAP is considered as part of the development of all events by adding it to the events processes	April 2018	Events Manager (EM)
Engage local artists and students in the development of promotional material for the RAP and ongoing reconciliation initiatives	June 2018	M&CM
Review Netball WA/West Coast Fever policies and procedures to ensure alignment between operations and the values of the RAP, include in the Staff induction for Netball WA/West Coast Fever.	June 2018	EO WCF & GM-CN



*Saintaia Pearce-Mongoo and Cheyenne Monaghan from Shooting Stars with West Coast Fever player and Shooting Stars Ambassador Verity Charles on a regional visit to Meekatharra in 2016.*  
*Photo Credit: Ashton Murphy*





# RESPECT

**NETBALL WA AND WEST COAST FEVER WILL FOSTER THE DEVELOPMENT OF A DEEP UNDERSTANDING OF AND DEVELOP PROTOCOLS TO CELEBRATE ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES VALUES, HERITAGE, TRADITIONS AND CULTURE. ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES, CULTURES, LANDS, WATERS, HISTORIES AND RIGHTS ARE IMPORTANT TO OUR ORGANISATION AND ITS CORE BUSINESS ACTIVITIES – THEMES INCLUDE PRIDE IN CULTURES AND HISTORIES, UNDERSTANDING, APPRECIATION, ACKNOWLEDGMENT, LEARNING, SUCCESS AND CELEBRATION.**

## **Focus Area – PEOPLE & CULTURE**

1. Value and celebrate our history and heritage.
2. Develop effective, credible and valid professional and personal development opportunities allowing our people to maximise their potential.

*Alkira Rodney at the 2017 Perth NAIDOC Netball Carnival at the State Netball Centre.  
Photo Credit: Ashton Murphy*

## ACTION

Engage employees in formal and structured cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Develop and implement an Aboriginal and Torres Strait Islander cultural awareness training strategy for our staff, which defines cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (online, face to face workshops or cultural immersion)	November 2018	Head of People & Culture (HPC) & Human Resources Manager (HRM)
Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural awareness training	November 2018, October annually	CNM & HPC
Provide opportunities for RWG members, RAP champions, HR managers and other key leadership staff to participate in cultural training	September 2018 and 2019	HPC & HRM
Promote the Reconciliation Australia's Share Our Pride online tool to all staff	March 2018 and 2019	HPC & HRM
Nominate a Cultural Ambassador from the Leadership Group to recognise and support cultural awareness tools and provide advice on comfortable approaches on cultural programs	March 2018 and 2019	GM-CN (staff) & EO WCF (staff/players)
Identify stakeholders to undertake cultural learning including: <ul style="list-style-type: none"><li>Working group members</li><li>Community netball representatives (i.e. from Associations etc.)</li><li>Consultants</li><li>Partners of Netball WA/West Coast Fever</li></ul>	December 2018	CNM
Develop information materials relating to all Aboriginal and Torres Strait Islander Country where Netball WA/West Coast Fever work and ensure staff go on a cultural learning experience prior to working in these sites	September 2018	CNM
Survey current level of staff's cultural awareness to establish benchmarks within the organisation. Include in Netball WA annual survey.	Twice yearly, All staff surveys	HPC

## ACTION

Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Develop/identify and communicate a cultural protocol document with guidelines for Welcome to Country and Acknowledgement of Country	March 2018	CNM
Invite Traditional Owners into our workplace to explain the significance of and Acknowledgement of Country	December 2018 and 2019	M&CM
Develop a list of key contacts who can conduct Welcome to Country in the various locations in which we work. This list will be available to all staff and member associations	September 2018	CNM
Identify at least three significant events annually to invite a Traditional Owner to provide a Welcome to Country including the Perth NAIDOC Netball Carnival	February 2018	CNM
Include Acknowledgement of Country at the commencement of important internal and external meetings.	January 2018	CEO
Encourage staff to include an Acknowledgement of Country at the commencement of all meetings	March 2018	M&CM
Create visual displays of Acknowledgement of Country e.g. signage throughout the office.	December 2018	CEO





## ACTION

Celebrate NAIDOC Week and provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their culture and communities.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Provide opportunities for all staff to participate in NAIDOC Week activities	July 2018 and 2019	HPC
Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week	March 2018	HPC
Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week	July 2018 and 2019	HPC
Develop a media and communications plan to promote and engage in NAIDOC Week and related events and activities	May 2018 and 2019	M&CM
Send Invitations to local Associations, to attend National NAIDOC Carnival where 'All Stars' compete against other teams before West Coast Fever. Invite Associations to attend NAIDOC events and/or present information about respectful way for Associations to Recognise NAIDOC Week E.G. Netballs in Red/ Black/ Yellow.	June 2018 and 2019	PO-I

## ACTION

Use Netball WA/West Coast Fever's sphere of influence to publicly recognise and celebrate Aboriginal and Torres Strait Islander cultures and histories.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Continue to advocate Suncorp Super Netball to embed an Indigenous Round across the competition	January 2018	CEO & EO WCF
Scope development of a Netball Indigenous Round in the West Australian Netball League (WANL) with WANL clubs	March 2018 and 2019	Sport Development Manager (SDM)
Engage an Aboriginal and Torres Strait Islander artist to design Game Day uniforms and communicate significance to stakeholders.	March 2018 and 2019	EO WCF & SDM
Develop a strategy to recognise and celebrate Aboriginal and Torres Strait Islander cultures and histories on identified Game Days.	April 2018 & 2019	EO WFC & SDM
Develop awards and recognition of Aboriginal and Torres Strait Islander netball players over past 100 years.	December 2019	Awards & Recognition Committee (A&RC)

## **ACTION**

Celebrate and recognise Aboriginal and Torres Strait Islander dates of significance.

### **DELIVERABLE**

Create a shared calendar for dates of significance and/or cultural relevance and identify opportunities to celebrate them

### **TIMELINE**

January 2018 and 2019

### **RESPONSIBILITY**

M&CM

Understand and communicate the significance of these dates to our staff and stakeholders.

March 2018 and 2019

CEO & GM-CN

## **ACTION**

Build a culturally safe workplace.

### **DELIVERABLE**

Perform a cultural audit of Netball WA (study and examination of an organisation's cultural characteristics, such as its assumptions, norms, philosophy, and values, to determine whether these may hinder or support its vision and mission towards reconciliation) by using the Workplace Cultural Diversity Tool developed by Human Rights Commission.

[www.culturaldiversity.humanrights.gov.au](http://www.culturaldiversity.humanrights.gov.au)

### **TIMELINE**

March 2018 and 2019

### **RESPONSIBILITY**

HRM

Develop a respectful physical environment through visual displays, language and symbols.

July 2018

CEO





# OPPORTUNITIES

IT IS IMPORTANT TO NETBALL WA AND WEST COAST FEVER TO PROVIDE OPPORTUNITIES THROUGH OUR BROAD NETWORKS TO PARTNER WITH ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES AND BUSINESSES PROVIDING GREATER OPPORTUNITIES FOR EDUCATION, EMPLOYMENT AND BUSINESS OUTCOMES.

## Focus Area

1. **PEOPLE & CULTURE** - Position the organisation to effectively and efficiently manage future resource implications.
2. **BUSINESS PERFORMANCE** - Establish a partnership procurement and development program.

## ACTION

Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Collect information on our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities	October 2018	HPC & HRM
Develop and implement an Aboriginal and Torres Strait Islander employment, retention and professional development strategy with clear targets across the business	October 2018	HPC & HRM
Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development	June 2018	HPC & HRM
Provide work experience opportunities to Aboriginal and Torres Strait Islander high school and tertiary studies students	July 2018 & 2019	HRM
Advertise all vacancies in Aboriginal and Torres Strait Islander media such as Koori Mail	From July 2018	HRM
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 2018	HRM
Develop and implement employment pathways, including work experience, traineeships, internships, cadetships and partnerships with other organisations in order to boost employment of Aboriginal and Torres Strait Islander staff	August each year and reviewed July each year	HPC & HRM
Identify opportunities for indirect employment through major events through volunteering and casual employment	From July 2018	EM
Include Aboriginal and Torres Strait Islander representation on recruitment and selection panels where appropriate	From July 2018	HRM
Include in all job advertisements, Aboriginal and Torres Strait Islander people are encouraged to apply	From July 2018	HRM
Review current processes around how staff and participants identify as Aboriginal and Torres Strait Islander.	October 2018	HRM

## ACTION

Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Review and update procurement policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses	October 2018	GM-SS (General Manager – Shared Services)
Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services	March 2018	Corporate Services Manager (CSM)
Become a member to Supply Nation's register of Indigenous Businesses to help build our internal database	March 2018	CSM
Develop at least one commercial relationship with an Aboriginal and Torres Strait Islander owned business	December 2019	GM-SS
Investigate Supply Nation membership	June 2018	GM-SS
Invite Aboriginal and Torres Strait Islander businesses to showcase at NAIDOC Carnival.	July 2018	EM

## ACTION

Support other organisations and campaigns to achieve positive health outcomes for Aboriginal and Torres Strait Islander peoples.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Investigate opportunities to support established health promotion campaigns and ensure these cater to Aboriginal and Torres Strait Islander audiences	October 2018	CNM
Identify opportunities to partner with relevant Aboriginal and Torres Strait Islander Health promotions organisations.	July 2018	CNM

*Breehannah Laylan-Yates, Cheyenne Monaghan and Santaia Pearce-Mongoo from Shooting Stars outside Meekatharra District High School 2016.*  
*Photo Credit: Ashton Murphy*





# GOVERNANCE AND REPORTING

## ACTION

Establish strong governance around the RAP to ensure effective and sustainable outcomes.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Review and update roles, responsibilities and timelines to ensure effective accountability for RAP deliverables	April, July, October and January 2018 and 2019	RWG
Build accountability by linking RAP Actions and Deliverables to KPIs of staff responsible for those in Plans @ Work	January 2018 & 2019	CNM
Link RAP to existing strategies and business plan models	December 2018	GM-CN
Work collaboratively as a RAP Working Group to deliver outcomes effectively, gain executive support and build whole of organisation ownership of reconciliation initiatives	November 2018 & 2019	Chair & RWG
Ensure 'tone from the top' is established by reviewing role and actions of Netball WA Board: <ul style="list-style-type: none"><li>• Endorse RAP Plan</li><li>• Integrate RAP into Strategic Plan</li><li>• No Tolerance Policy / Position statement</li><li>• Education – Board / Staff Arm with Information.</li></ul>	December 2018	CEO

## **ACTION**

Build effective systems and processes to monitor and measure RAP outcomes.

<b>DELIVERABLE</b>	<b>TIMELINE</b>	<b>RESPONSIBILITY</b>
Develop and implement systems and capability needs to track, measure and report on RAP activities through Plans @ Work	March 2018	Manager – State Netball Centre
Establish benchmarking against other similar organisations	October 2018 & 2019	GM-CN
Netball WA – Conduct own pre and post surveys and yarning circle research methodology.	October 2018 and 2019	HPC & HRM

## **ACTION**

Report RAP achievements, challenges and learnings to Reconciliation Australia.

<b>DELIVERABLE</b>	<b>TIMELINE</b>	<b>RESPONSIBILITY</b>
Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually	30 September 2018 & 2019	CEO
Investigate participating in the RAP Barometer.	May 2018	CEO

## **ACTION**

Report RAP achievements, challenges and learnings internally and externally.

<b>DELIVERABLE</b>	<b>TIMELINE</b>	<b>RESPONSIBILITY</b>
Publicly report our RAP achievements, challenges and learnings to our stakeholders at the annual AGM, on our website and directly to community organisations.	April 2018 and 2019	RWG, Chair/CEO

## **ACTION**

Review, refresh and update RAP.

<b>DELIVERABLE</b>	<b>TIMELINE</b>	<b>RESPONSIBILITY</b>
Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements	June 2019	CEO
Send draft RAP to Reconciliation Australia for review and feedback	August 2019	CEO
Submit draft RAP to Reconciliation Australia for formal endorsement.	November 2019	CEO



## THE SEVEN SISTERS

by Helen Ockerby

My artwork is based on the Seven Sisters. As you are well aware, there are many stories across the land from the Dreamtime about the constellations and what their song line is.

My take is related to my roots being both Noongar, on my mother's side, and Bardi, on my father's side.

There are two different versions to this story, and both I grew up hearing under many a clear night sky, and another version from connection with family and friends. In Noongar, Danakat is the story of the tragic loss of the Seven Sisters while looking for their father, and how as a family, they stayed together for eternity.

In Bardi, Birriny is the Bardi word for the star constellation known as the Seven Sisters, or Pleiades. The Stars were used as guidance for people to navigate around the islands to journey safely. Another version I have grown up with is the Seven Sisters returning to the sky each night, because a wrong skin man fell in love with them, so each night they flee to the skies away from him.

My version is based on togetherness from the Sister's perspective in Danakat, and also reflects with way finding and direction from Birriny to reflect my dreamings north and south.

As you look at my art you will see that it's from a birds-eye view, so it's almost looking out of a plane across the landscape as if you were a bird, looking at the land section apart and the islands float around. The Seven Sisters, and the eighth part form across the lands and seas area, separated by the distance, knowing that the Seven Sisters will forever be far away.

**Cool yarn:** I also relate this story to sport. The Seven Sisters is like seven players on a netball court with the eighth body being the opposing team. The opposing team is always trying to win against the Sisters, however they are strong together and can achieve anything.

**How long did the art take:** I am a sole parent and work some pretty crazy hours so this piece took many sittings, but in total 12-14 hours over 6 months. The dots are done by sticks with acrylic paint.











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