



**INNOVATE**  
RECONCILIATION ACTION PLAN  
MAY 2019 - MAY 2021



# THE ARTIST



Artist: Jade Kennedy  
Region/s: Noongar,  
Muddi muddi, Tatti-tatti,  
Waddi-waddi

Title: A Timeless Journey  
Art Style: Graphic Art

Medium: Matte print on  
acrylic

Dimensions:  
1200 mm x 720mm

This artwork hangs proudly at  
the Athletics Australia Albert  
Park office.

## A TIMELESS JOURNEY

'You're inches away from creating dreams, but you stop for a moment, to listen to the spirit of this country.

Before you take your first step, before you walk, run, then leap, you glance.

It's timeless, as every movement, every whisper and every sound, echoes into the future.

To inspire a culture, a dream, for that one moment for dreams to come alive. To take shape, take flight and to give life.'

**-Jade Kennedy**

The Emu and the Kangaroo story represents the coat of arms of Australia, and present-day motto "Advance Australia".

The patterns showcase the wind and sky over the river and land, which further represents Indigenous peoples connection to land.

The cycle of life and the journey to adulthood, where your mind, body, soul and spirit is matured.

The Indigenous people depicted conducting their daily obligation to all that surrounds them, each movement creates a ripple, gives energy, that reaches to even the high of Eagles, and towards the stars.

The Athletes represent the burning fire flames, that each have a desire to do one better."

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Technical Graphic Design Mentorship by Richard Ferrer  
Indigenous Arts Management and Document Design  
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**DREAMTIME  
ART**

'TO INSPIRE A CULTURE, A DREAM,  
FOR THAT ONE MOMENT FOR DREAMS  
TO COME ALIVE. TO TAKE SHAPE,  
TAKE FLIGHT AND TO GIVE LIFE.'

-JADE KENNEDY-



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Prepared by



**Karen Milward Consulting Services**

& the Athletics Australia RAP Working Group, Board and Staff.

Disclaimer: Our RAP uses the terms Aboriginal and Torres Strait Islander throughout. The term Indigenous appears in our RAP to describe a sports program or position that exists – Indigenous Sports Scholarship, Indigenous Sports Program, Indigenous Sport Unit, Indigenous Marathon Project.

# CEO'S MESSAGE



On behalf of Athletics Australia, I am very proud to present Athletics Australia's inaugural 2019-2021 Innovate Reconciliation Action Plan (RAP). This plan is the result of an 18-month consultation process between the Aboriginal and Torres Strait Islander athletics community and Athletics Australia. Our RAP provides an exciting opportunity for Athletics Australia to achieve our commitment to the health of all Australians.

We are proud to commit to a series of actions that will contribute to reconciliation between Aboriginal and Torres Strait Islander peoples and the wider Australian community. We believe that by achieving these actions, our entire athletics community – athletes, coaches, officials, staff and spectators will prosper in an environment that embraces Aboriginal and Torres Strait Islander cultures and heritage.

**“WE MUST WEAVE RESPECT AND CULTURAL AWARENESS THROUGH THE FABRIC OF OUR ORGANISATION”**

Over the past twelve years, Athletics Australia has delivered two main programs aimed at decreasing barriers to athletics participation for the Aboriginal and Torres Strait Islander population. Athletics for the Outback and Jump Start to London have offered necessary access to our sport and have contributed to fostering talented Aboriginal and Torres Strait Islander athletes' competitive journeys. However, we have recognised that we must do more. We must make our athletics clubs, competitions, training environments, state and national teams, talent identification processes, coach education courses, school-based programs and organisational culture welcoming, safe and culturally engaged. We must weave respect and cultural awareness

through the fabric of our organisation and it is essential that we build this into our strategic planning.

Athletics Australia recognises that we must acknowledge the contributions of Aboriginal and Torres Strait Islander peoples to our sport in a more meaningful and sustainable way; that we acknowledge our history and continue to work to increase the participation numbers of Aboriginal and Torres Strait Islander peoples across all aspects of our sport. Athletics in Australia is a vibrant sport that brings together people of all cultures and backgrounds. We are excited to begin implementing our Reconciliation Action Plan and believe it will bring about positive changes from the grass roots to elite levels of our sport. Athletics Australia is committed to implementing and measuring practical actions that build respectful relationships and create opportunities for Aboriginal and Torres Strait Islander peoples to thrive in athletics.

I would like to thank each member of the Reconciliation Action Plan Advisory Committee for their time and contributions towards developing our first RAP. I would also like to thank Reconciliation Australia for the ongoing feedback and support throughout the development process.

Sincerely,

A handwritten signature in black ink, appearing to read 'D. Gocher', with a long horizontal flourish extending to the right.

**Darren Gocher - CEO  
Athletics Australia**

# MESSAGE FROM RECONCILIATION AUSTRALIA

Reconciliation Australia is delighted to welcome Athletics Australia to the Reconciliation Action Plan (RAP) program by formally endorsing its inaugural Innovate RAP.

As a member of the RAP community, Athletics Australia joins over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and increase pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia defines and measures reconciliation through five critical dimensions: race relations; equality and equity, institutional integrity; unity; and historical acceptance. All sections of the community—governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities—have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Innovate RAP provides Athletics Australia with the key steps to establish its own unique approach to reconciliation. Through implementing an Innovate RAP, Athletics Australia will develop its approach to driving reconciliation through its business activities, services and programs, and develop mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders.

We wish Athletics Australia well as it explores and establishes its own unique approach to reconciliation. We

encourage Athletics Australia to embrace this journey with open hearts and minds, to grow from the challenges, and to build on its successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

“Reconciliation is hard work—it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”

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



**Karen Mundine**  
**Chief Executive Officer**  
**Reconciliation Australia**



# OUR VISION FOR RECONCILIATION



Photo courtesy of Melbourne University

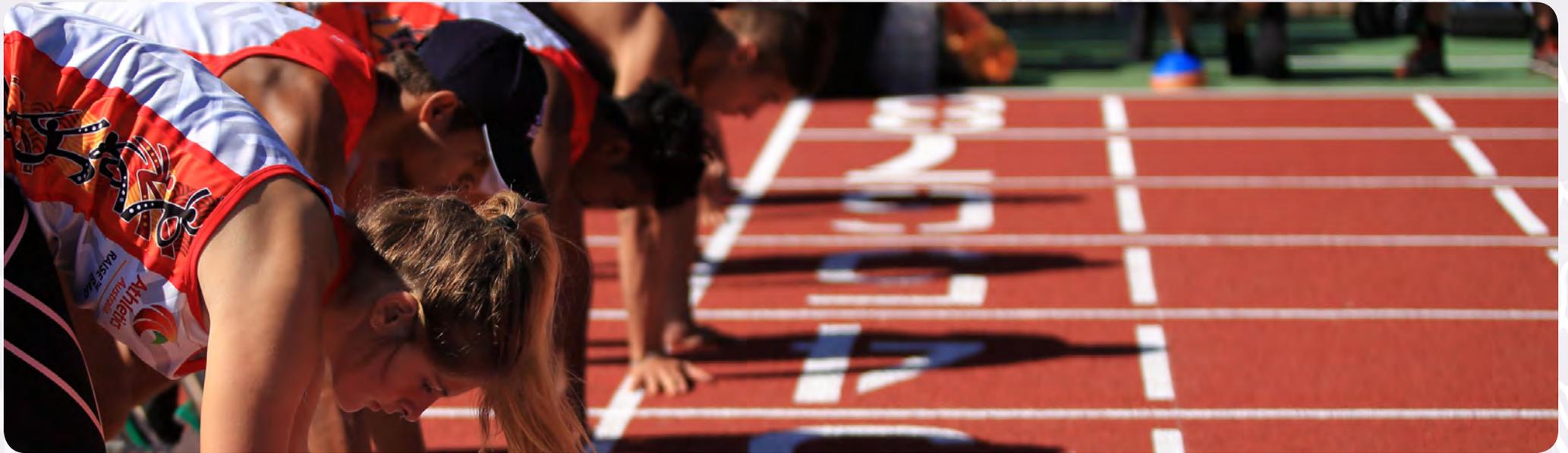


## OUR VISION FOR RECONCILIATION IS TO ACKNOWLEDGE THE COLLECTIVE HISTORIES OF AUSTRALIA.

We honour, respect and celebrate the resilience of Aboriginal and Torres Strait Islander peoples who have participated, excelled and inspired our future champions and athletics community. Including:

- Acknowledging the loss of lands, traditions and cultures of Aboriginal and Torres Strait Islander people. We recognise the historical impact of foreign invasion and colonisation on Aboriginal and Torres Strait Islander families and peoples.
- Celebrating Aboriginal and Torres Strait Islander peoples' achievements past, present and future.
- Enabling an accessible, safe and more inclusive athletics community.
- Supporting Aboriginal and Torres Strait Islander people to enjoy equitable athletics opportunities and be valued and respected as First Australians.

# OUR BUSINESS



Athletics Australia is the national governing body for athletics, responsible for the development, management and governance of the sport in Australia. Established in 1897, Athletics Australia is comprised of eight Member Associations: Athletics ACT, Athletics New South Wales, Athletics Northern Territory, Queensland Athletics, Athletics South Australia, Athletics Tasmania, Athletics Victoria and Athletics Western Australia.

As the custodian of athletics in Australia, Athletics Australia is recognised by the International Association of Athletics Federations, Australian Olympic Committee, Australian Paralympic Committee, Australian Commonwealth Games Association and Sport Australia. Together with our

Members Associations, we are charged with ensuring the encouragement and promotion of athletics and acting in the best interests of the sport as well as ensuring adequate representation of Australian athletics at the Olympic Games, the Paralympic Games, World Championships and other international meetings.

**WE ENGAGE ABORIGINAL AND TORRES STRAIT ISLANDER PERSONNEL AS A PRIORITY FOR OUR INITIATIVES DELIVERED AS PART OF OUR ATHLETICS FOR THE OUTBACK PROGRAM.**

Athletics Australia, governed by a Board of nine, currently employs approximately 35 administrative staff, primarily based in our head office in Melbourne but also with staff in other capital cities. Nationally, 15 coaches are working as part of our high performance system and over 200 casual staff to deliver programs across Australia. Currently, Athletics Australia does not have a robust system to capture data at every level of our sport around the recruitment of Aboriginal and Torres Strait Islander peoples; however we engage Aboriginal and Torres Strait Islander personnel as a priority for our initiatives delivered as part of our Athletics for the Outback program. Up to eight Aboriginal and Torres Strait Islander staff are employed on a regular casual basis through the Athletics for the Outback program.

# OUR RAP

In developing our Innovate RAP Athletics Australia commits to completing the actions within this RAP from May 2019 to May 2021 to ensure we are well positioned to develop and pilot actions aimed at strengthening our relationships and improving outcomes for Aboriginal and Torres Strait Islander peoples and communities.

The Athletics Australia board has endorsed the Innovate RAP as an important step to ensuring that Aboriginal and Torres Strait Islander cultures, histories and successes are celebrated, recognised and included in all aspects of our current and future strategic planning processes and are part of our everyday business and sporting activities.

## ENSURE WE ARE WELL POSITIONED TO DEVELOP AND PILOT ACTIONS AIMED AT STRENGTHENING OUR RELATIONSHIPS AND IMPROVING OUTCOMES FOR ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES AND COMMUNITIES.

In August, 2016, Athletics Australia established a Reconciliation Action Plan Advisory Committee (RAPAC) which is the working group to develop the Reconciliation Action Plan (RAP). The RAPAC is facilitated by Karen Milward (independent consultant), and is chaired by Shannon McCann. Members include: Kyle Vander-Kuyp (former athlete), Bianca Graham, Belinda Duarte, Phil Jones (former CEO Athletics Australia), Nova Peris (former athlete), Aileen Blackburn (community Elder), Anne Lord (Director Athletics Australia) and Bridgid Junot, Indigenous Participation Coordinator (Athletics Australia) who have provided innovative ideas for inclusion in our RAP, and who are all committed to working towards positive reconciliation outcomes for Aboriginal and Torres Strait Islander people and communities and non-Aboriginal peoples and communities.

The RAP was developed through a series of workshops and conversations with the RAPAC, staff and external stakeholders from across the Athletics Australia community.

Of the ten RAPAC members, seven members identify as Aboriginal or Torres Strait Islander people. The RAPAC will actively participate in and guide the development and implementation of actions in our Innovate Reconciliation Action Plan.



# OUR RECONCILIATION JOURNEY

History of Aboriginal and Torres Strait Islander Athletes in Australia - Note: this story may contain the names and images of Aboriginal and Torres Strait Islander people now deceased.

Aboriginal and Torres Strait Islander Australians have a proud and fascinating history with track and field in Australia. From the turn of the century to modern day elite athletes, the Aboriginal and Torres Strait Islander story of athletics is invaluable to our history. The first account of an Aboriginal and/or Torres Strait Islander athlete was named 'Manuello', from Victoria who in 1851 beat Tom McLeod, then regarded as the fastest man in Australia, over 100 yards.

## ABORIGINAL AND TORRES STRAIT ISLANDER STORY OF ATHLETICS IS INVALUABLE TO OUR HISTORY.

Professional running or 'pedestrianism' as it was referred to, became a popular Australian sport in the 1870s, but fell from grace because of heavy gambling and race-fixing. In Australia, the many 'gift' races – some of which still run today – were prestigious events which attracted huge crowds and wagers. Prize money was very attractive: £1000 in Melbourne or £840 in Sydney – really big money in those days.

But corruption was rife and draconian state legislation, especially in Queensland and Victoria, prevented Aboriginal and/or Torres Strait Islander participation in virtually every economic enterprise. The Queensland Amateur Athletics Association even tried to disbar all Aboriginal and Torres Strait Islander athletes from competition on the spurious grounds that they either 'lacked moral character' or shockingly 'had insufficient intelligence'. These appalling excuses were rejected by the national athletics body, leading to the Queensland Association deeming them all professionals in 1903.

For years, governments and white athletes created obstacles. It is said that some in the industry even wrote to the Governor of Queensland asking him to ban all Aboriginal and Torres Strait Islander athletes from competition because they always won. Elsewhere separate initials began appearing after a runner's name in the official race programs, indicating whether they were 'a' (Aboriginal), 'h.c.' (half-caste), or 'c.p.' (coloured person). This bizarre practice lasted from the 1880s until about 1912.

In 1883, Bobby Kinnear, a member of the Yurra Yurra tribe, won the prestigious Stawell Gift, the richest and most famous of all the gift races. He was one of three Aboriginal and/or Torres Strait Islander athletes to win at Stawell.

Perhaps the greatest of all Australian male runners in the early days was Queenslander Charlie Samuels. Samuels was begrudgingly afforded the title of 'the champion foot runner in Australia' by the sporting newspaper, The Referee, after winning races over both 136 yards and 300 yards in 1886. In 1888, Samuels ran 100 yards in 9.10 seconds at Botany in Sydney, an astonishing time, possibly because there was a tendency for promoters to shorten the distances by race organisers. According to The Referee, Samuels trained on 'a box of cigars, pipe and tobacco, and plenty of sherry'. Samuels enjoyed memorable wins over the English and Irish champions, Harry Hutchens and Tom Malone. In the late 1880s to early 1900s Bobby McDonald was a star runner, but more so, his ingenuity changed the sport of athletics forever. In 1887, McDonald developed what we now know today as the 'crouch start'. McDonald initially developed this 'sitting style' to counter the cold and the strong winds while awaiting the starter's gun. "I first got the idea of the sitting style of start (as I always called it) to dodge the strong winds which made me feel cold and miserable while waiting for the starter to send us away". McDonald told The Referee in 1913. "One day while sitting down, almost, the starter sent us away and I found that I could get off the mark quicker than I ever could standing, and afterwards I always used the sitting or crouching start. I never saw anyone using what is known as the crouch start before I did".

Another astonishing tale of Aboriginal and Torres Strait Islander sprinting history comes from a man by the name of Charlie Green. For 20 years he walked the 400 kilometres from his home in East Gippsland to Stawell to compete in the Easter Gift. His reward finally came in 1927 – winning the Old Timers race.

In the late 1920s, Sir Douglas Nicholls who later went on to become a star footballer in the Victorian Football League and the Governor of South Australia was a tremendous gifted athlete. Nicholls won the Nyah Gift and also the Warracknabeal Gift, second only to Stawell in importance. So popular was Nicholls, race organisers paid an appearance fee to have him race. A close relative of Nicholls was the 1929 'Sprint Champion of the World', Lynch Cooper. Believed to be the first Aboriginal person to win a world title in any sport, Cooper famously sold his fishing boat for £20 in 1928. Desperate for money, Lynch backed himself at 60 to 1 to win the Stawell Easter Gift that year – which he did, covering the 130 yards in 11.93 seconds.

### IN 1887, MCDONALD DEVELOPED WHAT WE NOW KNOW TODAY AS THE 'CROUCH START'.

In the 1940s-1950s, Norm McDonald was a champion athlete. McDonald won the Wangaratta, Maryborough and Lancefield Gifts and was runner-up in the Stawell Easter Gift in 1948, as well as the amateur 5000m Australian title in 1948 and 1949. McDonald was notably a star Australian Rules footballer, playing 128 games for Essendon and winning the best and fairest in 1951.

At the 1962 Perth Commonwealth Games, Percy Hobson became the first Aboriginal athlete to win a gold medal for Australia at the Commonwealth Games for Australia. Aged 20 years at the time, Hobson took victory in the high jump clearing the bar at 6'11" (2.11 m), setting a new Commonwealth Games record. Hailing from Bourke in NSW, Hobson also broke the state record and won the Australian title in 1962.

Losing a forearm as a young teenager did not stop Peter Kirkby from becoming one of Australia's most successful para-athletes ever in 1984. A talented sportsperson as a child, Kirkby was 13 when he was badly electrocuted by a fallen power line at the Eden football oval in NSW. He suffered extensive burns to his right arm which was amputated below the elbow. In 1984, Kirkby made the trip to New York for the Summer Paralympics to compete in the 100m, 400m, 4x100m relay, long jump, high jump, and triple jump. Kirkby walked away from New York having won one gold medal (4x100m), one silver (4x400m), and three bronze (100m, 400m and long jump), including a world record in the 4x100m. "It was amazing to go to New York. For a little country boy, it was so exciting to see all these different people. I'd never seen so many people before," Kirkby told the ABC.

The 1990s and 2000s were considered a golden age for Aboriginal and Torres Strait Islander track and field, with the likes of Kyle Vander-Kuyp, Nova Peris, Cathy Freeman and Patrick Johnson taking centre stage of Australian sport and breaking national records.

## KYLE VANDER-KUYP, NOVA PERIS, CATHY FREEMAN AND PATRICK JOHNSON TAKING CENTRE STAGE OF AUSTRALIAN SPORT

Kyle Vander-Kuyp remains Australia's greatest ever 110m Hurdler. An athlete of the Worimi and Yuin tribe of North and South Coast New South Wales, Vander-Kuyp still holds the Australian 110m Hurdles record of 13.29 he set in Göteborg, Sweden back in 1995. Vander-Kuyp's dominance in Australia was matched only by his longevity, winning 12 national open titles between 1992 and 2006, and representing Australia at four Commonwealth Games, four world championships and two Olympic Games, where he made the final of the Atlanta Games.

On the track, few Aboriginal and Torres Strait Islander athletes have had such a profound effect on the world sporting stage as Nova Peris. Nova entered her athletics career having already won Olympic Gold with the Hockeyroos in Atlanta in 1996.

A talented sprinter, Peris first worked her way onto the international scene as a member of the Australian 4x100m team at the 1997 world championships. A year later, she was crowned Commonwealth champion in the 200m and was also a part of the 4x100m relay team that won gold. Furthering her distance a couple of years later, Nova was selected for the Sydney Olympics team in the 400m and 4x400m relay team. In 2013, Peris entered politics and became Australia's first Aboriginal woman elected to federal parliament, in which she served until 2016.

An Australian household name, Cathy Freeman can be heralded as one of Australia's greatest ever sportspeople. Cathy was the leader for athletics in Australia during the 1990s and at the 2000 Sydney Olympic Games, inspiring thousands of Australians to pursue the sport. Bursting onto the scene at 16 years of age, Cathy ran in the Commonwealth Games Selection Trial in Sydney in December 1989 and surprised everyone by tying Kath Sambell for third in the 100 metres in 11.42 to gain selection to the Australian team heading to Auckland, in which she won gold as part of the 4x100m relay team.

As Cathy transitioned from junior to senior athletics, she made the move to longer distances, including the 200m and 400m in which she regularly went toe-to-toe with Melinda Gainsford Taylor. One of Australia's great hopes for the Commonwealth Games in Victoria, Canada, Cathy came through with flying colours winning both 200 metres in 22.25 and the 400 metres in 50.38. Her lap of honour carrying both the Australian and Aboriginal flags brought censure from the Australian Commercial Galleries Association but great support from the Australian public.

Cathy went on to win the silver medal at the 1996 Atlanta Olympics in an Australian record time of 48.63 seconds, before going on to win two world championship gold-medals in 1997 and 1999. A two-time Commonwealth champion, Cathy also won 14 national titles across the 100m, 200m and 400m.

## HER LAP OF HONOUR CARRYING BOTH THE AUSTRALIAN AND ABORIGINAL FLAGS BROUGHT CENSURE FROM THE AUSTRALIAN COMMERCIAL GALLERIES ASSOCIATION BUT GREAT SUPPORT FROM THE AUSTRALIAN PUBLIC.

In 2000, carrying the weight of the nation on her shoulders, Cathy was awarded the honour of lighting the flame at the Opening Ceremony of the Sydney Olympics. Ten days later, in a packed stadium of over 112,000 people and wearing a now legendary full body suit she collected the ultimate prize. Taking the lead 75 metres from home Cathy Freeman held off her challengers to win Olympic gold by four metres in 49.11 seconds, forever cementing her place in Australian sporting folklore.

She was awarded Young Australian of the Year in 1990 and Australian of the Year in 1998 – the first person to receive both awards. In 2011 she was named an Australian sport legend. Catherine became a life member of Athletics Australia and won the prestigious Edwin Flack award for contribution to athletics.

Patrick Johnson can proudly claim to be Australia's fastest man. As the only Australian ever to break the 10 second barrier for the 100m, Patrick's speed and determination to succeed made him a start of the Australian athletics scene. His PB of 9.93 which he set in Mito, Japan

in 2003 made him the first man of non-African descent to break 10 seconds. Patrick represented Australia at the 2000 and 2004 Olympic Games as well as the 2002, 2006 and 2010 Commonwealth Games. Johnson was part of the team that made the final of the 4x100m at the 2004 Athens Games as well as the 4x100m at the 2005 Helsinki world championships.

While Patrick Johnson can claim to be Australia's fastest sprinter, Joshua Ross wasn't far behind. Representing Australia at the 2004 and 2012 Olympic Games, Ross' dominance in Australia was impressive as a nine-time national champion across the 100m and 200m. His PB of 10.08 set in Brisbane is the fastest 100m ever run by an Australian on home soil. In 2003, Ross took out the prestigious Stawell Gift, taking home a cheque for \$32,000 after winning off the 7 metre mark. Two years later, Ross created history becoming only one of three men to win the Stawell Gift again, and this time, off scratch – a feat only achieved twice in the century-old history of the race. After deciding to retire from athletics in 2009, Ross proved he still had it when he returned to athletics to win his sixth national 100m title in 2012, and backed it up the following year, winning the 100m and 200m double at the Australian Championships in 2013.

Discus thrower Benn Harradine is one of only three Aboriginal and Torres Strait Islander athletes to represent Australia at three Olympic Games (Cathy Freeman- athletics '92, '96, '00 / Patty Mills – Basketball '08, '12, '16 / Benn Harradine – athletics '08, '12, '16).

A proud Aboriginal man from the Wotjabaluk/Wergaia peoples of the Wimmera, Harradine became the first Aboriginal or Torres Strait Islander athlete to represent Australia in a field event at an Olympic Games and went on to win a gold-medal for Australia at the Delhi 2010 Commonwealth Games. As the current holder of the Australian discus record of 68.20 m, Benn's lively personality and passion for athletics has made him a favourite among fans and his peers.

Other high performing Aboriginal and Torres Strait Islander athletes of the past decade include two-time Australian champion over the 100m hurdles and 2014 Commonwealth Games finalist Shannon McCann, World Junior Championship and World University Games gold medallist and three-time national long jump champion Robbie Crowther, London 2012 Olympic race walker Beki Smith, and two-time Paralympian Torita Isaac who won bronze in the T38 400m at the 2015 Doha IPC Athletics World Championships and bronze in the T38 400m London IPC Athletics World Championships.

## HISTORY OF ABORIGINAL AND TORRES STRAIT ISLANDER ATHLETE ACHIEVEMENTS

| ATHLETE              | MOB/LANGUAGE GROUP/STATE | EVENT                       | ACHIEVEMENTS   | YEAR              |
|----------------------|--------------------------|-----------------------------|--|-------------------|
| MANUELLO             | VICTORIA                 | PROFESSIONAL SPRINTER       |  | 1851              |
| CHARLIE SAMUELS      | KAMILAROI                | PROFESSIONAL SPRINTER       | 'WORLD RECORD HOLDER'  | 1888              |
| BOBBY KINNEAR        | YURRA YURRA              | PROFESSIONAL SPRINTER       | WINNER OF STAWELL GIFT   | 1883              |
| TOM DANCEY           | HEBEL, QLD               | PROFESSIONAL SPRINTER       | WINNER OF STAWELL GIFT   | 1910              |
| LYNCH COOPER         | YORTA YORTA              | PROFESSIONAL SPRINTER       | WORLD SPRINT CHAMPION 1929   | 1928              |
| JACK MARSH           | BUNDJALUNG               | PROFESSIONAL SPRINTER       | EQUALLED WORLD RECORD  | 1894              |
| ALBERT HENRY         | IPSWICH, QLD             | PROFESSIONAL SPRINTER       |  | 1890S             |
| BOBBY MCDONALD       | YORTA YORTA              | PROFESSIONAL SPRINTER       | CREDITED WITH INVENTING THE CROUCH START IN 1897   | 1890S-EARLY 1900S |
| SIR DOUGLAS NICHOLLS | YORTA YORTA              | PROFESSIONAL SPRINTER       | WON THE NYAH GIFT AND THEN THE WARRACKNABEAL GIFT. FIRST ABORIGINAL OR TORRES STRAIT ISLANDER PERSON TO BE KNIGHTED.   | 1929              |
| KEN HAMPTON          | ALAWA                    | SCHOOLBOY CHAMPION SPRINTER | WON BAY SHEFFIELD GIFT. FIRST ABORIGINAL JUSTICE OF THE PEACE IN SOUTH AUSTRALIA IN 2009   | 1961              |
| PERCY HOBSON         | BOURKE, NSW              | HIGH JUMP                   | FIRST ABORIGINAL COMMONWEALTH GAMES GOLD MEDALLIST WINNING HJ IN 1962 AND BREAKING CGS RECORD.   | 1960S             |
| JOSH ROSS            | BUNDJALUNG               | SPRINTER                    | WON STAWELL GIFT TWICE. 7 TIMES NATIONAL CHAMPION (100M/200M). DUAL OLYMPIAN (2004, 2012). 4X REPRESENTATIVE AT WORLD CHAMPIONSHIPS AND 2006 COMMONWEALTH GAMES.   | 2003-2013         |
| CATHERINE FREEMAN    | PALM ISLAND              | SPRINTER                    | FIRST ABORIGINAL OR TORRES STRAIT ISLANDER WOMAN TO WIN TRACK GOLD (CG 1990). 2X 400M WORLD CHAMPION, THREE TIME OLYMPIAN, WINNING SILVER IN 1996 AND GOLD IN THE 2000 OLYMPICS. LIT THE CAULDRON IN THE 2000 OLYMPICS OPENING CEREMONY. | 1990 - 2004       |
| KYLE VANDER KUYP     | WORIMI AND YUIN          | SPRINT HURDLES              | AUSTRALIAN AND OCEANIA RECORD IN 1995 1996 (7TH HIGHEST PLACE BY AUSTRALIAN SPRINTER/HURDLER), 2000 OGS, 1994, 1998, 2006 COMMONWEALTH GAMES. 1993, 1995, 1997, 1999 WORLD CHAMPIONSHIPS. 11 NATIONAL 110M HURDLE TITLES.                | 1993-2006         |

| ATHLETE              | MOB/LANGUAGE GROUP/STATE              | EVENT          | ACHIEVEMENTS  | YEAR      |
|----------------------|---------------------------------------|----------------|---|-----------|
| NOVA PERIS           | MURRAN & BUNITJ                       | SPRINTER       | WON HOCKEY GOLD IN 1996 BEFORE SWITCHING TO ATHLETICS.<br>WON GOLD 200M 1998 CG, COMPETED IN TWO WC AND AT 2000 OLYMPICS.<br>FIRST ABORIGINAL OR TORRES STRAIT ISLANDER WOMAN TO BE ELECTED TO AUSTRALIAN PARLIAMENT AS SENATOR OF THE NORTHERN TERRITORY.              | 1997-2000 |
| PATRICK JOHNSON      | QUEENSLAND                            | SPRINTER       | FIRST AUSTRALIAN TO BREAK TEN SECONDS (9.93) FOR 100 METRES.<br>UNIVERSIADE IN 1997 AND 1999.<br>REPRESENTED AUSTRALIA AT THE WORLD CHAMPIONSHIPS IN 1997, 2003, 2005 AND 2007,<br>COMMONWEALTH GAMES IN 2002, 2006 AND 2010 AND IN THE OLYMPIC GAMES IN 2000 AND 2004. | 1996-2004 |
| ROBERT CROWTHER      | ABORIGINAL AND TORRES STRAIT ISLANDER | LONG JUMP      | 2006 WORLD JUNIOR CHAMPION.<br>2007 UNIVERSIADE.<br>2011 WORLD CHAMPIONSHIPS.<br>2014 COMMONWEALTH GAMES.<br>3X NATIONAL LONG JUMP CHAMPION.  | 2006-2014 |
| BENN HARRADINE       | WOTJABALUK                            | DISCUS         | 3 X OLYMPIAN.<br>FIRST ABORIGINAL OR TORRES STRAIT ISLANDER FIELD ATHLETE TO REPRESENT AUSTRALIA AT THE OLYMPIC GAMES IN BEIJING 2008.<br>AUSTRALIA AND OCEANIA RECORD HOLDER.  | 2008      |
| JACOB GROTH          | NSW                                   | SPRINTER       | 2004 WORLD JUNIOR 2014 COMMONWEALTH GAMES REPRESENTATIVE.   | 2004      |
| SHANNON MCCANN       | WESTERN AUSTRALIA                     | SPRINT HURDLES | UNIVERSIADE IN 2011 AND 2012.<br>FINALIST AT THE 2014 COMMONWEALTH GAMES.<br>NATIONAL CHAMPION 100M HURDLES IN 2011/2 AND 2012/3.   | 2010-2014 |
| OTIS GOWA            | QUEENSLAND                            | SPRINTER       | 2007/8 100M CHAMPION.   |           |
| BEKI SMITH (NEE-LEE) | NEW SOUTH WALES                       | WALKS          | RACE WALKING CUP IN 2012 AND 2016.<br>2015 WORLD CHAMPIONSHIPS.<br>LONDON OLYMPICS IN 2012.   | 2012-2016 |
| LARISSA CHAMBERS     | QUEENSLAND                            |                | REPRESENTED AUSTRALIA AT THE WORLD JUNIOR CHAMPIONSHIPS IN 2014.  | 2014      |

## HISTORY OF ENGAGEMENT WITH THE ABORIGINAL AND TORRES STRAIT ISLANDER COMMUNITY

For over a decade, Athletics Australia has managed a partnership with the Australian Commonwealth to deliver programs that provide opportunities and pathways for Aboriginal and Torres Strait Islander people to participate in athletics.

In 1999 Athletics Australia managed the Indigenous Sports Scholarship program in partnership with the Australian Sports Commission. The specific aim of this program was to improve the level of support and development for Aboriginal And Torres Strait Islander athletes, coaches and officials. Sixteen people received support through the year.

In 2000/2001 Athletics Australia staff participated in Cultural Awareness Training. The Indigenous Sport Unit of the Australian Sports Commission conducted the program – a first step in a big project, in which Athletics Australia tried to take athletics to a wider population, through the Team Athletics and the Aboriginal and Torres Strait Islander program.

In 2002 Athletics Australia launched a national Aboriginal and Torres Strait Islander Development Program, 'C'mon Let's Go!'. Funding support was secured from both the Australian Sports Commission and the Aboriginal and Torres Strait Islander Commission. At various stages the Australian Sports Commission's Indigenous Sport Program played a key role in delivering a unique athletics program to Aboriginal and Torres Strait Islander communities across Australia.

C'mon let's go! was the brainchild of Olympians Cathy Freeman, Kyle Vander-Kuyp and Tim Forsyth and provided a pathway into athletics for Aboriginal and Torres Strait Islander communities. C'mon let's go! was an introductory athletics clinic and competition based on the Team Athletics



IN 2014, THE RAISE THE BAR ACADEMY WAS ESTABLISHED TO FORM A PATHWAY FOR ABORIGINAL AND TORRES STRAIT ISLANDER SECONDARY SCHOOL STUDENTS WHO ASPIRE TO PARTICIPATE IN ATHLETICS AND STUDY AT UNIVERSITY.



program, which was a modified form of Athletics using soft, bright, easy-to-use equipment. It gave participants the opportunity to do athletics with an emphasis on fun and team-based participation, while still developing skills across a range of disciplines. 'C'mon let's go!' gave remote communities access to equipment and opportunities they otherwise wouldn't have, including links to the athletics system and coach education. The profile of professional athletes Catherine Freeman, Kyle Vander-Kuyp and Tim Forsyth meant the program was much sought after in Aboriginal and Torres Strait Islander communities.'

### IN 2004, ATHLETICS FOR THE OUTBACK WAS LAUNCHED BY KYLE VANDER-KUYP AND CATHERINE FREEMAN.

In 2004, Athletics for the Outback was launched by Kyle Vander-Kuyp and Catherine Freeman. It was aimed not just at athletics but also education opportunities and raising cultural awareness. Athletics for the Outback has continued with government support. The program reaches Aboriginal and Torres Strait Islander Australians in towns and municipalities throughout Australia via a combination of activities including in-school coaching clinics, recreational running events and leadership and education initiatives. The program aims to provide equitable opportunities for Aboriginal and

Torres Strait Islander Australians of all ages and abilities to participate in, and celebrate athletics in community. Unlike previous programs, follow up and revisiting these communities are a significant step forward in trying to make these programs sustainable.

In 2005, the Indigenous Development Program aimed to increase Aboriginal and Torres Strait Islander participation in athletics. It aimed to engage in athlete talent identification and investigate how this talent can be fostered, as well as developing local Aboriginal and Torres Strait Islander coaches. At this time Athletics Australia also worked with the Australian Sports Commission Indigenous Sport Program to supply athletics equipment to Aboriginal and Torres Strait Islander communities, and encourage training teachers and leaders in the community to motivate kids to keep using the equipment regularly. They worked with Aboriginal and Torres Strait Islander students in regional and metropolitan centres to link them with existing clubs and carnivals in the area.

Also in 2005/6 a partnership with Accor was formed. Athletics Australia worked with The Accor Indigenous Employment Program and as part of the partnership, Accor agreed to provide opportunities for participants in Athletics Australia's Indigenous Development Program to apply for employment within the company. In return, Athletics Australia actively promoted the Accor Indigenous Employment Program as

part of its Aboriginal and Torres Strait Islander development initiatives.

In 2006, the Athletics for the Outback program, supported by the Australian Sports Commission and the then department of Health and Aging, conducted remote tours and athletics camps. Teams from all states attended camps held in New South Wales and at the Australian Institute for Sport in Canberra. Outback remote communities were visited providing competition, coaching, education, and by 2010 it included the Torres Strait Islands.

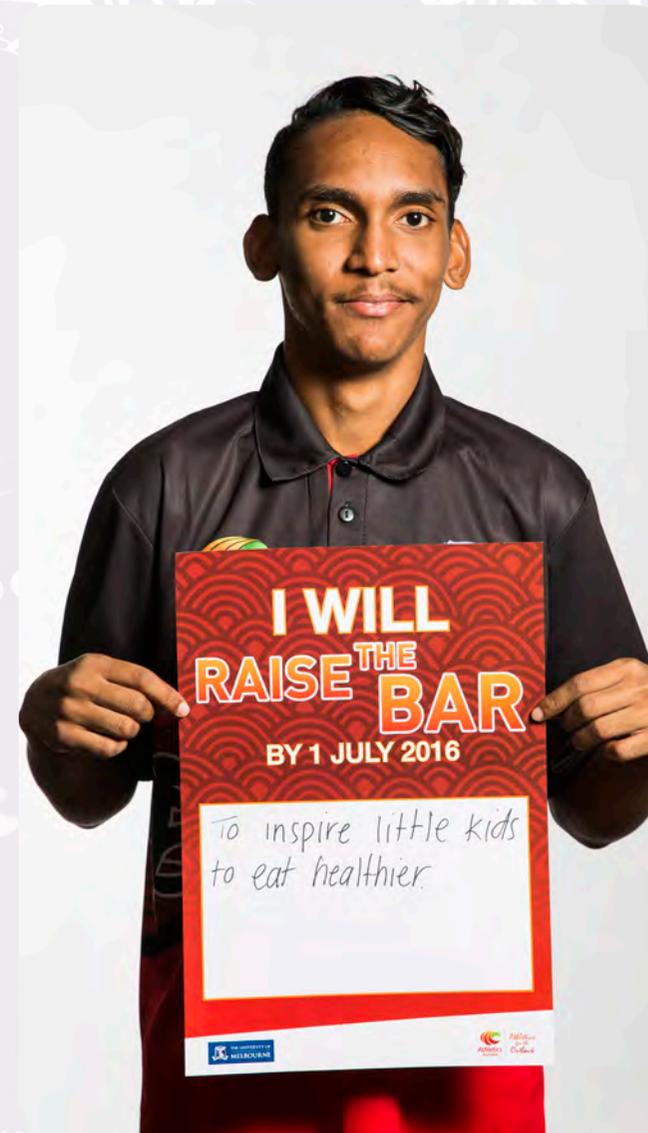
In 2008 the Jump Start to London program continued to flourish under Sally McGrady. By linking this with Athletics for the Outback, there was a pathway for Aboriginal and Torres Strait Islander athletes. Aboriginal elite athletes Patrick Johnson, Nova Peris, Benn Harradine, Josh Ross, Robbie Crowther and Kyle Vander-Kuyp were involved in community visits.

In 2010 Rob de Castella established the Indigenous Marathon Foundation, a not-for-profit organisation that uses the marathon to change lives; In 2015, Athletics Australia partnered with the Indigenous Marathon Foundation to deliver coaching accreditation courses to the Indigenous Marathon Project participants who are now coaching run groups in their communities.

### THE RAISE THE BAR ACADEMY WAS ESTABLISHED TO FORM A PATHWAY FOR ABORIGINAL AND TORRES STRAIT ISLANDER SECONDARY SCHOOL STUDENTS

In 2014, the Raise the Bar Academy was established to form a pathway for Aboriginal and Torres Strait Islander secondary school students who aspire to participate in athletics and study at university. It is an extremely successful program which sees secondary school students attend a comprehensive camp at the University of Melbourne (addressing athletics coaching, technique, life coaching and the importance of education). In its fourth year, the Academy has helped and inspired many participants to go on to university studies.

In addition to targeted programs, Athletics Australia has a Member Protection Policy, Codes of conduct and anti-harassment and anti-discrimination policies which have developed over the years to ensure that every person involved in the sport is treated with respect and dignity, and is safe and protected from abuse. The policy reaffirms Athletics Australia's commitment to eliminating discrimination, harassment, child abuse and other forms of inappropriate behaviour from the sport ensuring that everyone is aware of their legal and ethical rights and responsibilities.





# RELATIONSHIPS

## FOCUS AREA

Athletics Australia is committed to making deep and meaningful connections and the sport has a greater presence in the lives of Aboriginal and Torres Strait Islander peoples and communities through proactive outreach, education, communication and engagement. We will provide leadership and support to Australian Member Associations and Clubs as they forge positive relationships with Aboriginal and Torres Strait Islander peoples and communities within their states.

| ACTION   | DELIVERABLE  | TIMELINE                        | RESPONSIBILITY   |
|--|--|---------------------------------|--|
| 1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations. | Develop and implement an Engagement Plan to work with Little Athletics, Masters and Member Associations, Clubs and other stakeholders, such as ACCOs and Aboriginal sporting service providers to:   | December 2019                   | GM – Participation and Community Strategy                                    |
|  | <ul style="list-style-type: none"> <li>Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement.</li> <li>Ensure data collection mechanisms are embedded across all Athletics Australia Member Associations and Clubs.</li> <li>Monitor and report on the retention rates of Aboriginal and Torres Strait Islander athletes.</li> </ul> | November 2019                   |  |
|  | Recognise and maintain current partnerships such as the Indigenous Marathon Foundation and all service providers involved in the Athletics for the Outback program housed at Athletics Australia.  | June 2019                       | GM – Participation and Community Strategy                                    |
|  | Athletics Australia will provide support to its Member Associations to meet with Aboriginal community controlled organisations and Aboriginal and Torres Strait Islander sports organisations and networks.  | December 2019                   | Manager - Diversity and Inclusion  |
|  | Develop a National Award that recognises 'best-practice' partnerships between athletics clubs and local Aboriginal and Torres Strait Islander peoples and communities.   | December 2019<br>December 2020  | GM – Participation and Community Strategy & Special Awards Committee         |
| 2. Build relationships through celebrating National Reconciliation Week (NRW)  | Athletics Australia will host at least one NRW event each year.  | 27 May to 3 June, 2019, 2020    | Manager Diversity and Inclusion  |
|  | Register all our NRW events via Reconciliation Australia's NRW website.  | 27 May to 3 June, 2019, 2020    | Manager Diversity and Inclusion  |
|  | Athletics Australia will support RAPAC members to participate in one external NRW event to recognise and celebrate NRW.  | 27 May to 3 June, 2019, 2020    | Manager Diversity and Inclusion  |
|  | Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.  | 27 May to 3 June, 2019, 2020    | Manager Diversity and Inclusion  |
|  | RAPAC members to participate in an external NRW event.   | 27 May to 3 June, 2019, 2020    | Manager Diversity and Inclusion  |
|  | Athletics Australia will host at least one internal event during National Reconciliation Week each year and involve Aboriginal and Torres Strait Islander staff and athletes (including former) and local community members.   | May 2019, 2020                  | Manager Diversity and Inclusion  |
|  | Encourage staff, coaches and athletes to actively participate in National Reconciliation Week activities hosted by the Aboriginal community.   | May 2019, 2020                  | GM – Participation and Community Strategy<br>Manager Diversity and Inclusion |
| Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.           | 27 May to 3 June, 2019, 2020   | Manager Diversity and Inclusion |  |

|  |   |                              |   |
|--|---|------------------------------|---|
| 3. Promote reconciliation through our sphere of influence                  | Implement strategies to engage our staff in reconciliation.   | 27 May to 3 June, 2019, 2020 | Manager Diversity and Inclusion           |
|  | Communicate our commitment to reconciliation publically.  | 27 May to 3 June, 2019, 2020 | Manager Diversity and Inclusion           |
|  | Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.   | 27 May to 3 June, 2019, 2020 | Manager Diversity and Inclusion           |
|  | The RAP Champion will continue to engage with internal and external stakeholders to promote reconciliation and positive race relations across the sport.    | June 2019, 2020              | Manager Diversity and Inclusion           |
|  | Invites senior leaders and Board members to actively engage in RAP activities.  | June 2019, January, May 2020 | CEO and Board of Directors                |
|  | Develop a RAP Communications Plan that will be integrated into the current Athletics Australia Communications Plan.   | July 2019                    | GM Commercial                             |
|  | Athletics Australia to explore with parkrun the opportunity to coordinate a Reconciliation parkrun.   | May 2020                     | GM – Participation and Community Strategy |
|  | Collaborate with RAP and other like -minded organisations to develop ways to advance reconciliation.  | 27 May to 3 June, 2019, 2020 | Manager Diversity and Inclusion           |
| 4. 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.                                       | December 2020                | Manager Diversity and Inclusion           |
|  | Develop, implement and communicate an anti-discrimination policy for our organisation.  | December 2020                | Manager Diversity and Inclusion           |
|  | Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy. | April 2020                   | Manager Diversity and Inclusion           |
|  | Educate senior leaders on the effects of racism.  | December 2020                | Manager Diversity and Inclusion           |
|  | Encourage each Member Association and Clubs to adopt the principles of Athletics Australia's RAP.   | August 2019                  | Manager Diversity and Inclusion           |



# RESPECT

## FOCUS AREA

We will embed Aboriginal and Torres Strait Islander cultures and heritage into our business in order for our sport to grow its participation reach and excel at world athletics competitions and events. We will celebrate the achievements of Aboriginal and Torres Strait Islander athletes and ensure our policies and practices are respectful of Aboriginal and Torres Strait Islander cultures and heritage.

| ACTION   | DELIVERABLE   | TIMELINE   | RESPONSIBILITY  |
|--|---|--|---|
| 1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning. | Gather baseline information on perceptions of safety and inclusiveness for Aboriginal and Torres Strait Islander people in the sport of athletics (inclusive of staff, athletes, coaches and officials).  | December 2019  | Manager Diversity and Inclusion   |
|  | Display items that recognise and reflect cultural sensitivity and welcome Aboriginal and Torres Strait Islander peoples at all Athletics Australia and Member Association offices, including: <ul style="list-style-type: none"> <li>• The Aboriginal flag and Torres Strait Islander flag.</li> <li>• Acknowledgement Plaques identifying the Traditional Owners/Custodians of the local area</li> <li>• The display of locally sourced Aboriginal and Torres Strait Islander artwork.</li> <li>• Prepare information about cultural sensitivity and protocols and include it in Australian Team information packets on why this protocol is in place.</li> </ul>  | December 2019<br>December 2019<br>December 2019<br>December 2019 | Manager Diversity and Inclusion<br>GM – Participation and Community Strategy<br>GM – Participation and Community Strategy<br>High Performance Manager |
|  | Review Athletics Australia’s policies and where possible ensure that they are inclusive of Aboriginal and Torres Strait Islander cultures, cultural safety and cultural protocols.  | December 2019  | GM Compliance   |
|  | Conduct a review of cultural learning needs within our organisation.  | October 2019   | Manager Diversity and Inclusion   |
|  | Provide opportunities for RAPAC, HR Managers and other key leadership staff to participate in formal and structured cultural learning.  | November 2019  | Manager Diversity and Inclusion   |
|  | Develop and communicate a cultural learning strategy for our staff that: <ul style="list-style-type: none"> <li>• Identifies the cultural awareness needs in the organisation (i.e. board members, management staff, coaches and athletes).</li> <li>• Identify existing Cultural Awareness training and/or providers to link into.</li> <li>• Use Athletics Australia’s Aboriginal and Torres Strait Islander programs as a cultural immersion opportunity for staff/board.</li> <li>• Embed Aboriginal and Torres Strait Islander Cultural competency into current coach education curriculum for Coach and Official staff.</li> <li>• Embed cultural awareness into our accreditation framework and code of conduct and member protection policy.</li> </ul> | December 2019  | Diversity and Inclusion Manager   |
|  | Athletics Australia to offer Member Associations Board, management, staff, coaches and athletes (including athletes on national teams) opportunities to actively participate in the Athletics Australia Aboriginal and Torres Strait Islander Cultural Awareness Training Program.  | March 2020   | GM Participation  |
|  | Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.   | August 2019  | GM Participation  |
| 2. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.   | Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.  | August 2019  | GM Participation  |

|  |   |                      |   |
|--|---|----------------------|---|
|  | Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country.  | June 2019            | Diversity and Inclusion Manager           |
|  | Develop a key list of contacts for organising a Welcome to Country and maintaining respectful partnerships.   | September 2019       | Diversity and Inclusion Manager           |
|  | Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year, including the Australian Athletics Championships.   | May 2019, 2020       | Manager Sport Delivery                    |
|  | Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.   | May 2019             | Diversity and Inclusion Manager           |
|  | Encourage staff to include an Acknowledgement of Country at the commencement of all meetings.   | May 2019, 2020       | Diversity and Inclusion Manager           |
|  | Display a statement of Acknowledgement of Traditional Owners and Custodians on the Athletics Australia website.   | May 2019             | GM Compliance                             |
|  | Review the current statement about Acknowledgement of Traditional Owners on email signatures.   | June 2019            | GM Compliance                             |
| 3. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.                          | RAPAC to participate in an external NAIDOC Week event.  | July 2019, 2020      | Human Resources Manager                   |
|  | Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.   | July 2019, 2020      | HR Manager                                |
|  | Promote and encourage participation in external NAIDOC events to all staff.   | July 2019, 2020      | GM – Participation and Community Strategy |
| 4. Recognise past, current and future Aboriginal and Torres Strait Islander athletes, coaches, officials and staff.                    | Develop a booklet about past Aboriginal and Torres Strait Islander athletes to be provided to Athletics Australia staff, our Member Associations and the Australian community.  | December 2020        | GM Commercial                             |
|  | Investigate the process of naming athletics events and/or disciplines at major athletics meets after Aboriginal and Torres Strait Islander athletes who have succeeded at the highest level of global competition. For example; Patrick Johnson men's 100m.             | September 2019       | Manager Sport Delivery                    |
|  | Establish a database of all Aboriginal and Torres Strait Islander athletes registered with Australian Member Associations.  | December 2019        | Manager of Diversity and Inclusion        |
| 5. Athletics Australia and Member Associations proactively engage in local Aboriginal and Torres Strait Islander community activities. | Engage with local communities to identify, promote and participate in local community activities (i.e. Aboriginal Children's Day, Aboriginal and Torres Strait Islander Sports Carnivals, Close the Gap Day, Anniversary of the Apology to the Stolen Generation, etc). | June, Dec 2019, 2020 | Manager Diversity and Inclusion           |
|  | Develop guidelines to incorporate local cultures such as traditional games, presence of community Elders, Welcome to Country and/or Acknowledgement of Country and flying the flags during Athletics Australia and Member Association endorsed events.                  | December 2019        | Manager Sport Delivery                    |
| 6. Review and develop proposal on how AA and MA events can prominently incorporate Aboriginal and Torres Strait Islander cultures.     | Explore the incorporation of Aboriginal and/or Torres Strait Islander design in athlete's uniforms with the story and narrative supporting it where possible.   | September 2019       | GM High Performance                       |
|  | Design event programs that include Aboriginal design and storytelling to support the design.  | September 2019       | Manager Sport Delivery                    |
|  | Invite a Traditional Owner to provide a 'Welcome to Country at key events.  | September 2019       | Manager Sport Delivery                    |
|  | Produce an Aboriginal and Torres Strait Islander gift for VIP international guests.   | April 2020           | Manager Sport Delivery                    |
|  | Display the Aboriginal flag and Torres Strait Islander flag (Subject to host venue being able to accommodate flags).  | September 2019       | Manager Sport Delivery                    |
| 7. Athletics Australia branding will consider opportunities for Aboriginal and Torres Strait Islander artwork and design.              | Athletics Australia will identify opportunities for inclusion Aboriginal and Torres Strait Islander peoples and cultures in branding, marketing campaigns and promotional material.   | March 2020           | GM Commercial                             |
|  | Develop a photo collection showcasing the Athletics for the Outback Program for use at major events and the Australian Athletics Championship.  | December 2019        | Manager Sport Delivery                    |



# OPPORTUNITIES

## FOCUS AREA

Athletics Australia will increase opportunities for Aboriginal and Torres Strait Islander peoples to participate in and excel at athletics as athletes, coaches, officials, spectators, administrators and board members. We will achieve this by creating and communicating clear pathways for Aboriginal and Torres Strait Islander peoples entering the sport from the grassroots to elite levels (for athletes and coaches) and from entry-level to high level management (employment).

| ACTION   | DELIVERABLE   | TIMELINE                | RESPONSIBILITY             |
|--|---|-------------------------|----------------------------|
| 1. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.  | Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.   | July 2019<br>April 2020 | HR Manager                 |
|  | Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and profession development strategy.   | July 2019<br>April 2020 | HR Manager                 |
|  | Strengthen Athletics Australia's Equal Employment Opportunity Policy to encompass our commitment to Aboriginal and Torres Strait Islander people's active participation.                        | December 2019           | Human Resources Manager    |
|  | Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy:  | June 2019               | HR Manager                 |
|  | <ul style="list-style-type: none"> <li>Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.</li> </ul> | December 2019           | HR Manager                 |
|  | <ul style="list-style-type: none"> <li>Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.</li> </ul>   | October 2019            | Board Nomination Committee |
| <ul style="list-style-type: none"> <li>Engage with past and existing Aboriginal and Torres Strait Islander staff and athletes to consult on employment strategies including professional development.</li> </ul>   | September 2019  | HR Manager              |                            |
| <ul style="list-style-type: none"> <li>As a part of Athletics Australia's board diversity strategy, identify potential Aboriginal and/or Torres Strait Islander candidates for consideration to become a part of the Athletics Australia Board and state Member Association Boards.</li> </ul> | September 2019  | HR Manager              |                            |
| <ul style="list-style-type: none"> <li>Investigate partnership opportunities with Aboriginal and Torres Strait Islander employment programs to help implement the strategy.</li> </ul>   | November 2019   | HR Manager              |                            |
| Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.   | September 2019<br>April 2020  | HR Manager              |                            |
| 2. Support Aboriginal and Torres Strait Islander peoples to actively participate in athletics either as athletes, coaches and/or officials.  | Actively promote employment opportunities and vacancies in culturally appropriate media publications (i.e. The Koori Mail, Indigenous Times, etc).  | May 2020                | HR Manager                 |

|   |   |                        |   |
|---|---|------------------------|---|
|   | Review current Aboriginal and Torres Strait Islander athletes' access to high performance experiences and develop a strategy to improve access by:  | March 2020             | High Performance Manager                  |
|   | <ul style="list-style-type: none"> <li>• Develop an Aboriginal and Torres Strait Islander Athlete Support Guideline including the development of a retention strategy for high performance experience.</li> </ul>                                       | March 2020             | High Performance Manager                  |
|   | <ul style="list-style-type: none"> <li>• Review the formation of an Aboriginal and Torres Strait Islander Athletics High Performance program, including the employment of an Aboriginal and Torres Strait Islander High Performance Officer.</li> </ul> | March 2020             | Diversity and Inclusion Manger            |
|   | <ul style="list-style-type: none"> <li>• Identify ways clubs and States can identify opportunities for Aboriginal and Torres Strait Islander development and retention.</li> </ul>  | March 2020             | High Performance Manager                  |
|   | <ul style="list-style-type: none"> <li>• Develop Aboriginal and Torres Strait Islander athlete network.</li> </ul>  | March 2020             | High Performance Manager                  |
|   | Review how to increase Aboriginal and Torres Strait Islander coaches and officials and develop a strategy to increase numbers.  | December 2019          | National Coach Development Manager        |
| 3. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes                                       | Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.  | December 2019          | GM Commercial                             |
|   | Investigate Supply Nation membership.   | August 2019            | GM Commercial                             |
|   | Develop commercial relationships with Aboriginal and/or Torres Strait Islander business.  | June 2019              | GM Commercial                             |
|   | Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.   | October 2019           | GM Commercial                             |
|   | Develop and communicate a database of Aboriginal and Torres Strait Islander businesses relevant to Athletics Australia.   | June 2019              | GM Commercial                             |
|   | Explore opportunities with each Aboriginal Chamber of Commerce.   | June 2020              | GM Commercial                             |
|   | Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.   | August 2019            | Finance Manager                           |
| 4. Maintain and grow current Athletics Australia Aboriginal and Torres Strait Islander programs (i.e. Raise the Bar Academy and Athletics for the Outback). | RAPAC review current Athletics Australia Aboriginal and Torres Strait Islander participation programs to understand participation rates, retention, cultural safety and responsiveness and effectiveness.   | September 2019         | GM – Participation and Community Strategy |
|   | Develop an evaluation tool to measure the impact of Aboriginal and Torres Strait Islander participation programs.   | August 2019, July 2020 | GM – Participation and Community Strategy |
|   | Provide relevant opportunities in Aboriginal and Torres Strait Islander communities for engagement, leadership roles, secondment, mentoring, coaching, volunteer opportunities and enhancing professional development.                                  | June 2019, 2020        | GM – Participation and Community Strategy |



# GOVERNANCE

## FOCUS AREA

Athletics Australia will strive to learn and grow as an organisation and report our findings, with the hope that will take the right steps forward towards Reconciliation.

| ACTION  | DELIVERABLE  | TIMELINE  | RESPONSIBILITY                            |
|---|--|---|---|
| 1. Establish and maintain an effective RAP Advisory Committee (RAPAC) to drive governance of the RAP.                                 | Maintain Aboriginal and Torres Strait Islander representation on the RAPAC.                      | September 2019<br>September 2020                                      | GM – Participation and Community Strategy |
|   | Establish and apply a Terms of Reference for the RAPAC.  | May 2019  | GM – Participation and Community Strategy |
|   | Meet at least four times per year to drive and monitor RAP implementation.                       | March, June, November, 2019<br>February, April, August, November 2020 | GM – Participation and Community Strategy |
| 2. Provide appropriate support for effective implementation of RAP commitments.   | Define resource needs for RAP implementation.  | November 2019, 2021   | GM – Participation and Community Strategy |
|   | Engage our senior leaders and other staff in the delivery of RAP commitments.                    | July 2019, December 2019, April 2020                                  | GM – Participation and Community Strategy |
|   | Define and maintain appropriate systems to track, measure and report on RAP commitments.         | August 2019   | GM – Participation and Community Strategy |
|   | Appoint and maintain an internal RAP Champion from senior management.                            | June 2019   | GM – Participation and Community Strategy |
| 3. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally. | Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. | 30 September 2019, 2020, 2021   | GM – Participation and Community Strategy |
|   | Report RAP progress to all staff and senior leaders quarterly.                                   | November 2019   | GM – Participation and Community Strategy |
|   | Publicly report our RAP achievements, challenges and learnings, annually.                        | November 2020   | GM – Participation and Community Strategy |
|   | Investigate participating in Reconciliation Australia’s biennial Workplace RAP Barometer.        | May 2020  | GM – Participation and Community Strategy |
| 4. Continue our reconciliation journey by developing our next RAP.  | Register via Reconciliation Australia’s website to begin developing our next RAP.                | September 2020  | GM – Participation and Community Strategy |

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Photo: Courtesy of Athletics North Queensland



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