



REFLECT

Reconciliation Action Plan (RAP)



GIANTS

Reflect Reconciliation
Action Plan

Years:
May 2017 – May 2018



**"Come prepared for
battle, trust the process,
savor the moments and
reflect on the journey."**

Artist - L.Penrith
Wiradjuri, Yuin,
Wotjobaluk tribes.

"Yindyamarra" Everything



THE GIANTS' CLUB VISION

The GIANTS recognise that we have a role to play in reconciliation and we have taken the first formal step by developing this Reconciliation Action Plan (RAP).

We pride ourselves on being a family club like no other, bringing people together as one community. Throughout our short existence, we have acknowledged and celebrated Aboriginal and Torres Strait Islander culture and heritage and provided a platform for greater awareness and education to our wider community. Our Board, executive, staff and players are committed to being leaders in the reconciliation process to allow develop a better understanding of our history and build avenues for genuine inclusion.

The GIANTS community pillars will drive our Reconciliation journey

Harmony - Provide opportunity to promote the importance of reconciliation by celebrating culture, people and land. Making our club accessible for Aboriginal and Torres Strait Islander peoples and creating space to connect socially and spiritually.

Health - Provide opportunities for Aboriginal and Torres Strait Islander peoples to participate and benefit from our existing health initiatives.

Education - Provide platforms for cultural awareness education for GIANTS staff and players. Furthermore, using game days as an opportunity to educate and celebrate Aboriginal and Torres Strait Islander heritage and culture.

Employment - We will develop genuine partnerships with different networks and organisations to build our reputation as an

employer of choice for Aboriginal and Torres Strait Islander candidates.

Our Business - Our club's core business is to enrich the communities within which we operate through a successful, entertaining football program and an engaging, meaningful community agenda.

We employ 109 staff, 44 male players and 27 female players residing in Western Sydney, Canberra and Melbourne. Our current playing list we comprises four players who identify as Aboriginal or Torres Strait Islander.

Our club has a national and local focus being one of 18 clubs in the Australian Football League. As part of our reconciliation commitment we are building a data collection model that will allow us to capture the cultural association of our staff and playing population.





OUR EXISTING PROGRAMS

Indiguknow

Indiguknow allows schools the opportunity to connect with our local Western Sydney Aboriginal community and gain knowledge and experiences. The Indiguknow workshops are curriculum-based Aboriginal knowledge sessions with D'harawal Saltwater Knowledge Keeper; Shannon Foster, who incorporates activities touching on every aspect of the Aboriginal cultures, science, language, music, art and history.

Muramar

Muramar is a youth-led event connecting youth from around Australia and internationally to celebrate and share Indigenous cultures. It provides positive lifestyle choices, develop career aspirations and support the transition of students into skilled training and employment.

Young Indigenous Pathways Program

A joint initiative with Lend Lease and NASCA by form, the purpose of the Young Indigenous Pathways Program is to enable young Aboriginal and Torres Strait Islander peoples in Western Sydney to complete high school, make positive lifestyle choices, develop career aspirations and support the transition of students into skilled training and employment.

GIANTS CEO MESSAGE

The GIANTS are proud to present the club's inaugural Reconciliation Action Plan (RAP).

The GIANTS are committed to reconciliation and celebrating Aboriginal and Torres Strait Islander peoples as the traditional owners of our nation. The GIANTS RAP aims to build respectful relationships and to raise awareness among our stakeholders to ensure shared ownership of what the GIANTS' RAP means to our organisation and the broader communities in which we operate.

As an organisation we reflect on our nation's past and understand that we are building our club's history. Part of developing that legacy is a commitment to building respectful relationships with Aboriginal and Torres Strait Islander communities from which our players, staff and fans come from. The game of Australian Football and sport in general is a powerful tool in helping bring us together as a nation.

Our RAP is aiming to grow our country and support Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians to unite Australia through the game of Australian Football. As an organisation founded in the community with deep links with Aboriginal and Torres Strait Islander peoples, we have a proud track record of promoting and developing diversity and inclusion.

We have always maintained a commitment to these vitally important values and this RAP provides another step forward in our leadership and responsibility. We know we must all do more to foster diversity in the community and through everyone associated with the GIANTS we will remain committed to achieving even greater outcomes for Aboriginal and Torres Strait Islander peoples.

David Matthews
Chief Executive Officer
GWS GIANTS



RECONCILIATION AUSTRALIA CEO MESSAGE

Reconciliation Australia congratulates the GIANTS on the endorsement of its first Reconciliation Action Plan (RAP), which will build the foundations for the relationships, respect and opportunities essential to reconciliation.

This Reflect RAP will assist the GIANTS to develop a solid RAP governance model and build the business case for future commitments to cultural learning, practicing cultural protocols, and promoting Aboriginal and Torres Strait Islander employment.

In its first RAP, the GIANTS have demonstrated a keen commitment to appoint three RAP ambassadors who will champion and support the RAP. Commitment to showing respect and understanding for Aboriginal and Torres Strait Islander peoples, histories and cultures is demonstrated in the

GIANTS' RAP through its actionable goal to consult with local traditional owners of land to develop a Welcome to Country video which will be played before every home game.

The GIANTS' dedication to providing opportunities and employment pathways for Aboriginal and Torres Strait Islander peoples is communicated through its commitment to promote opportunities for Aboriginal and Torres Strait Islander internships with the National Women's League. On behalf of Reconciliation Australia, I commend the GIANTS on its inaugural RAP and look forward to following its reconciliation journey.

Justin Mohamed
Chief Executive Officer
Reconciliation Australia



OUR RAP

The GIANTS reconciliation journey is just beginning with this inaugural Reflect Reconciliation Action Plan. The club prides itself on Community Engagement and works hard to provide every person an equal opportunity to be a part of our family. Our CEO is committed to building better relationships with the Aboriginal and Torres Strait Islander community and celebrating their unique cultures and the development of the reconciliation process.

Aboriginal and Torres Strait Islander players within our playing group have been an integral part in the making of this document and are committed to creating a legacy for future Aboriginal and Torres Strait Islander peoples who come after them. We have a working group of 12 members with five identifying as Aboriginal and Torres Strait Islander, all members come with diverse skill sets from all facets of the club including our Executive, football, commercial, media, community teams and AFL NSW/ACT.

RAP WORKING GROUP

David Matthews:	Chief Executive Officer
James Avery:	Chief Operating Officer
Jody Masina:	GM People and Culture
Ali Faraj:	Head of Community
Amelia Hills:	GIANTS Partner Executive
Ryan Miller:	Social Media Coordinator
Brett Hand	Head of Development and Welfare
Dylan Addison	Player Development Manager
Zac Williams	GIANTS Player
Nathan Wilson:	GIANTS Player
Jeremy Finlayson:	GIANTS Player
CharleeSue Frail:	AFL NSW/ACT Indigenous Programs Manager

RELATIONSHIPS



ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
Build internal and external relationships	Develop a list of Aboriginal and Torres Strait Islander peoples, communities and organisations within our local area or sphere of influence that we could approach to connect with on our reconciliation journey.	July 2017	GM People and Culture GIANTS Partner Executive
	Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey.	October 2017	GIANTS Head of Community Head of Development and Welfare
	Build on existing relationship with Lend Lease and West Connex and seek to support each other's RAPs.	July 2017	AFL NSW/ACT Indigenous Manager
	Develop a schedule during Community Camps for Aboriginal and Torres Strait Islander players that allows positive interaction with Indigenous communities.	December 2017	
	Provide opportunities for player led performance during Indigenous round.	May 2017	
	Provide opportunities for Aboriginal and Torres Strait Islander organisations use of the WestConnex Centre.	Review May 2018	
	Build a relationship with NCIE and Western Sydney equivalent.	October 2017	

RELATIONSHIPS



ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
Raise internal and external awareness of our RAP	Develop and implement a plan to raise awareness amongst all staff across the organisation about our RAP commitments.	July 2017	GM People and Culture GIANTS Partner Executive
	Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP.	March 2018	GIANTS Head of Community
	Celebrate the inaugural endorsed Reflect RAP with a launch at GIANTS HQ bringing local people and Aboriginal and Torres Strait Islander people, together for a lunch and cultural festivities.	May 2017	Head of Development and Welfare AFL NSW/ACT Indigenous Manager
	Provide a calendar of key Aboriginal and Torres Strait Islander dates, events and ceremonies to all staff.	August 2017	Manager
	We will appoint three RAP ambassadors who champion and support our Reflect RAP.	August 2017	
	Work with NASCA on the LendLease Young Indigenous Pathways Program.	October 2017	



RELATIONSHIPS



RESPECT



ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
Participate in and celebrate National Reconciliation Week (NRW)	Encourage our staff to attend a NRW event.	May 2018	GIANTS Head of Community
	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2018	
	Ensure our RAP working group participates in an external event to recognise and celebrate NRW.	May 2018	
Establish a RAP working group	Maintain a RAP working group that is operational to support the implementation of our RAP, comprising of Aboriginal and Torres Strait Islander peoples and decision-making staff from across our organisation.	May 2017	GIANTS Head of Community
Continue to work in collaboration with the sporting codes	Develop relationships with other sports to provide opportunities for collaboration between Aboriginal and Torres Strait Islander players to build a strong cultural network allowing players to build cultural pride, education and awareness.	July 2018	Player Development Manager Chief Operating Officer GIANTS Head of Community AFL NSW/ACT Indigenous Manager

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
Investigate Aboriginal and Torres Strait Islander cultural learning and development	Develop and deliver a cultural awareness program for all staff and players.	April 2018	GM People and Culture GIANTS Head of Community
	Develop a business case for increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation.	December 2017	
	Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements.	December 2017	
Participate in and celebrate NAIDOC week	Conduct a review of cultural awareness training needs within our organisation.	December 2017	Working Group
	Develop a strategy for National Reconciliation Week, NAIDOC Week and Indigenous Round to have Aboriginal and Torres Strait Islander Community presence at the club.	July 2017, 2018	
	In consultation with Aboriginal and Torres Strait Islander stakeholders and players, develop opportunities for activities such as boomerang throwing, dance, cooking and art at the WestConnex Centre.	July 2017, 2018	
	Build a NAIDOC week strategy including club activation and player involvement.	July 2017, 2018	



ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
Participate in and celebrate NAIDOC Week	Provide staff with opportunities to engage and learn about NAIDOC day.	July 2017, 2018	Working Group
	Raise awareness and share information amongst our staff of the meaning of NAIDOC Week which includes information about the local Aboriginal and Torres Strait Islander peoples and communities.	July 2017, 2018	
	Introduce our staff to NAIDOC Week by promoting community events in our local area.	July 2017, 2018	
	Ensure our RAP working group participates in an external NAIDOC Week event.	July 2017, 2018	
Raise the internal understanding of Aboriginal and Torres Strait Islander cultural protocols	Explore who the traditional owners are of the lands and waters in our local area.	May 2018	GIANTS Partner Executive
	Scope and develop a list of local traditional owners of the lands and waters within our organisations sphere of influence.	May 2018	GM People and Culture Head of Development and Welfare
	Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols).	May 2018	Local Representative

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols	Provide all staff with a brief understanding of Acknowledgement of Country and the way to conduct it.	May 2018	GIANTS Head of Community GWS Players AFL NSW/ACT Indigenous Manager
	Invite Aboriginal elders to conduct a Welcome to Country and smoking ceremony at the WestConnex Centre, pre-season early December.	December 2017	
	In consultation with local traditional owners, develop a Welcome to Country video to be played before every home game.	March 2018	
	Install Acknowledgment of Country plaque in the WestConnex Centre.	May 2018	
	Look at opportunities for the Aboriginal and Torres Strait Islander Flags to be present at Spotless Stadium.	May 2018	
	Develop an Aboriginal and Torres Strait Islander player wall to display previous and present players.	October 2017	
	Develop a yearly visit program for Aboriginal Elders to visit the WestConnex Centre each year.	May 2018	
Seek opportunities to use the Indigenous jersey more than once, and look into having a statement printed in the collar.	May 2018		

OPPORTUNITIES



OPPORTUNITIES



ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
Investigate Aboriginal and Torres Strait Islander employment	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	November 2017	GM People and Culture
	Identify current Aboriginal and Torres Strait Islander staff to inform future employment and development opportunities.	December 2017	GIANTS Head of Community
	Create opportunities for Aboriginal and Torres Strait Islander youth to participate in career pathway programs with AFL Sportsready, Career Day.	December 2017	
	Allow opportunities for Young People to participate in 'CEO for a day' program with GIANTS CEO.	December 2017	
	Open opportunities for Aboriginal and Torres Strait Islander internships within the football department.	November 2017	
	Promote opportunities for Aboriginal and Torres Strait Islander internships within the AFL national Women's League.	November 2017	
	Advertise Indigenous employment within Aboriginal networks and media.	Review May 2018	

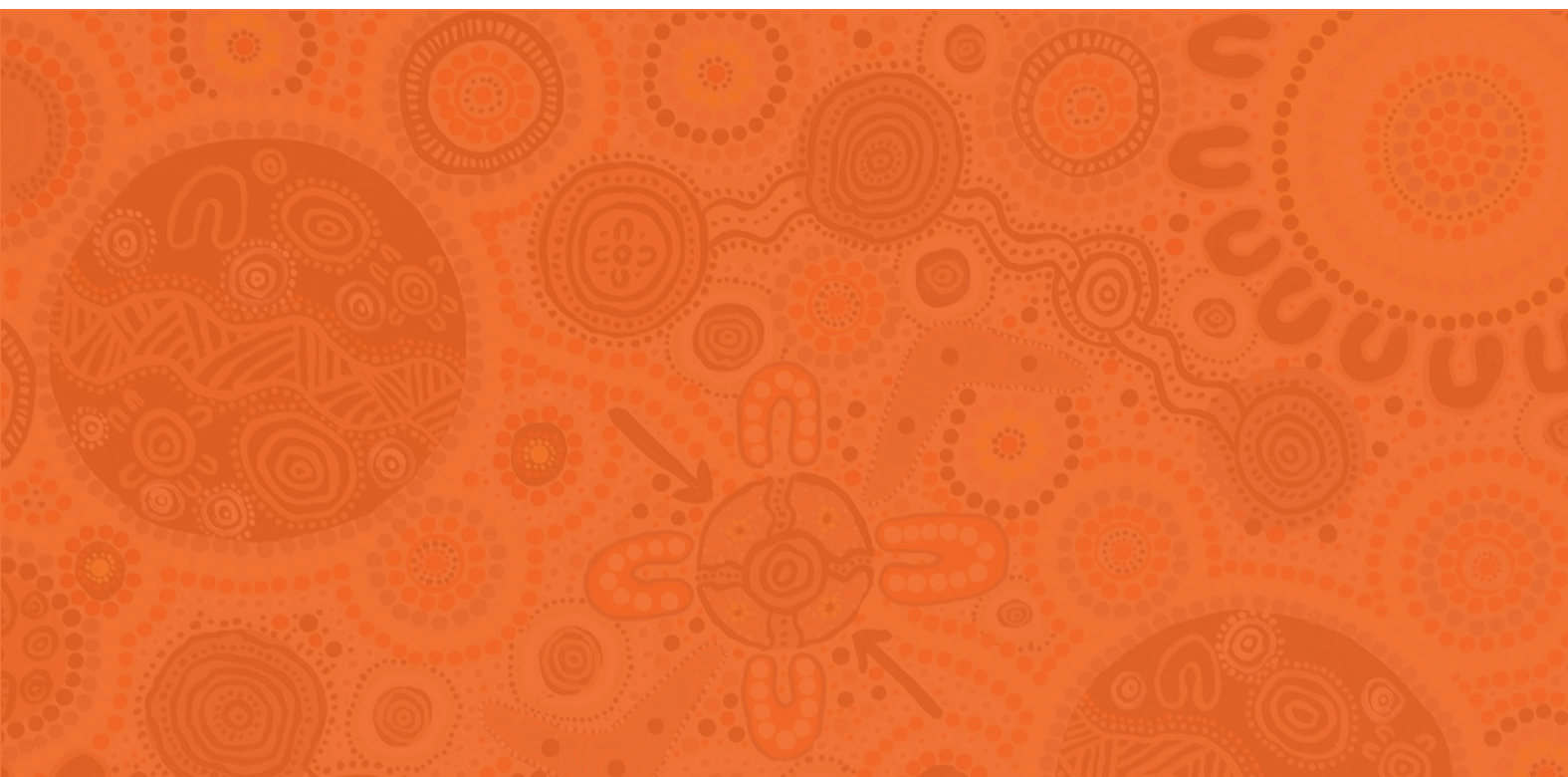
ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
Investigate Aboriginal and Torres Strait Islander supplier diversity	Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses.	December 2017	GIANTS Head of Community
	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	December 2017	AFL NSW/ACT Indigenous Manager
	Grow a database of Aboriginal and Torres Strait Islander small businesses to be used internally to help with procurement.	December 2017	
	Utilise Aboriginal and Torres Strait Islander Food and catering business during Indigenous round.	May - July 2017	
	Look at engaging Aboriginal and Torres Strait Islander Artist to assist with designing Indigenous Round jerseys and boots.	December 2017	





ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
Support Aboriginal and Torres Strait Islander young people	Support and participate in Murrama and Aboriginal Conference, an Aboriginal and Torres Strait Islander youth led two day conference that connects young people with culture.	September 2017	GM People and Culture GIANTS Partner Executive
	Provide Support to yearly AFL NSW/ACT NAIDOC CUP.	May 2017	GWS Head of Community
	Continue to integrate the AFL's Western Sydney Indigenous Academies. Provide players with opportunities to attend and support the program at local schools.	Review May 2018	Head of Development and Welfare
	Develop opportunities to support national programs from AFL House coming to Sydney. Get a yearly calendar from AFL House to allow for player involvement.	Review May 2018	AFL NSW/ACT Indigenous Manager

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
Report RAP achievements, challenges and learnings to Reconciliation Australia	Define resource needs for RAP development and implementation.	June 2017	GIANTS Head of Community
	Define systems and capability needs to track, measure and report on RAP activities.	June 2017	
	Complete annual RAP impact measurement questionnaire and submit to Reconciliation Australia.	September 2017	
Review and Refresh RAP	Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	January 2018	Working Group
	Submit draft RAP to reconciliation Australia for formal review and endorsement.	May 2018	





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