



ST KILDA FOOTBALL CLUB

RECONCILIATION ACTION PLAN

JANUARY 2019 - DECEMBER 2019



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A MESSAGE FROM RECONCILIATION AUSTRALIA

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Reconciliation Australia is delighted to welcome St Kilda Football Club to the Reconciliation Action Plan (RAP) program and to formally endorse its inaugural Reflect RAP.

As a member of the RAP community, St Kilda Football Club 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 Reflect RAP provides St Kilda Football Club a roadmap to begin its reconciliation journey. Through implementing a Reflect RAP, St Kilda Football Club will lay the foundations for future RAPs and reconciliation initiatives.

We wish St Kilda Football Club well as it takes these first critical steps in its reconciliation journey. We encourage the organisation to embrace this journey with open hearts and minds, to grow from the challenges, and to build on the 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 St Kilda Football Club on its first RAP, and look forward to following its ongoing reconciliation journey.

KAREN MUNDINE | CEO RECONCILIATION AUSTRALIA





A MESSAGE FROM THE CEO

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We are immensely proud to present the St Kilda Football Club Reconciliation Action Plan (RAP).

Our RAP recognises the club's rich history of Aboriginal and Torres Strait Islander players, staff and supporters and the significant impact each has had and continues to have on our organisation.

The framework provides a foundation for how we operate as a football club to gain the sustainable outcomes we want to achieve. Through our specific culturally appropriate programs, initiatives and celebrations, we can utilise sport as a tool to contribute to Australia's reconciliation journey.

The RAP will keep us on a path of success, so our current and future Aboriginal and Torres Strait Islander players and staff can reach their dreams, hopes and ambitions.

Our RAP is an important step in acknowledging, respecting and sharing the histories and cultures of Aboriginal and Torres Strait Islander communities and we will continually respect and value their contribution.

MATT FINNIS | CEO

THE STORY BEHIND THE ARTWORK

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The emu, eagle and shark are all totems holding great significance to St Kilda player Ben Long, his sister Emily and their family.

The artwork used throughout this booklet was hand drawn by Emily Long to illustrate the stories of her ancestors, the Anmatyere and Maranunggu people.

With the Long family hailing from the Titree and Daly River regions in the Northern Territory, Emily recently started painting to further understand her culture and share her family history.

"It means a lot for Ben and I to be able to share where we come from through this artwork," Emily said.

The designs will also feature on St Kilda's 2019 Sir Doug Nicholls Round guernsey.

"To have the opportunity to run out alongside my teammates while representing my family on my jumper is such an honour," Ben said.





WHAT WE BELIEVE

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St Kilda Football Club acknowledges the Aboriginal and Torres Strait Islander peoples of this nation. We acknowledge the Traditional Custodians of the lands on which our club is located and where we work and play our game. We pay our respects to ancestors and Elders, past, present and emerging. St Kilda Football Club is committed to honouring Australian Aboriginal and Torres Strait Islander peoples' unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to society.

Because of our reach, ability to generate passion and incredible unity, St Kilda Football Club is uniquely placed to create connections and evoke a sense of belonging within a very diverse range of people. While many sporting clubs understand the virtues of diversity and promoting inclusion, they are themes that can be

found deep within St Kilda Football Club's DNA. They have, and always will be central to our spirit that remains proudly creative, progressive and human centred. We truly value and encourage the notion that every person can be true to who they are and feel like they belong.

We believe education is the foundation to establishing and evolving diversity and inclusion within our club. Building relationships and partnerships in our community to create opportunities at St Kilda Football Club for all our people to gain knowledge and understanding of Aboriginal and Torres Strait Islander cultures. We are proud and passionate to create a culturally safe work place to evoke a greater sense of connection and belonging.



OUR VISION

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Our vision is for all Australians to be inquisitive, to seek greater understanding of the Traditional Custodians of our lands and to reduce the gaps that currently exist between Aboriginal and Torres Strait Islanders and other Australians in health, life expectancy, education and employment. We believe that great outcomes can be attained through sport, that we have a powerful voice and platform to raise awareness both for the people within our organisation as well as our members and broader communities that we operate in that can assist in making social change. This vision has been developed around what we value – performance, creativity and belonging.

PERFORMANCE

As an elite sporting club, we aim to perform at the highest level, both on and off the field. Our RAP will assist us in improving our performance in the areas of respect, relationships and education required for us to build partnerships, nurture relationships and increase our knowledge of Aboriginal and Torres Strait Islander peoples' cultures. Performance makes us accountable to the actions we have committed to in our RAP and will drive us to raise awareness of the health, education and employment gaps that exist between Aboriginal and Torres Strait Islander and other Australians and in endeavouring to develop young Aboriginal and/or Torres Strait Islander leaders in our football community to lead by example and inspire future generations.


CREATIVITY

As a club we always strive to be curious, have an open mind to new ideas and ways of thinking and use the knowledge we obtain well. We understand that we have much to learn and respect about the longest living culture and our aim is to adopt the learnings over many thousands of years into our way of thinking at St Kilda to better strengthen our connection to place, identity, football and self. We will connect with Aboriginal and Torres Strait Islander community groups, peoples and organisations through the Boon Wurrung/Bunurong and Wurundjeri lands in which we work.

BELONGING

The club and its people are authentic and true in building relationships and take pride in being here to serve each other and our broader community. The power of identity and belonging is central to our fabric as a club, we will provide a platform to immerse our staff, players, coaches, members and fans in building knowledge and understanding of Aboriginal and Torres Strait Islander beliefs and spiritual connections to land, water and sea. The more we understand and respect their heritage the sooner we can reach true reconciliation with Aboriginal and Torres Strait Islander peoples.





OUR BUSINESS

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St Kilda Football Club is the home of two great forces: St Kilda spirit and AFL football. Together they do more than each does alone. St Kilda Football Club fuses elite performance with the creative, progressive and human centred spirit of St Kilda, the suburb of our birthplace in 1873.

As a proud AFL foundation club in the Victorian Football League (VFL), the Saints were based at Junction Oval in St Kilda until 1964 before moving its training and administration base to Moorabbin. The club won its first and only premiership in 1966 while enjoying its most successful period in the 1960s.

More recently, St Kilda was dubbed the most successful club in the AFL between 2004 and 2014 when it competed for two flags in 2009 (against Geelong) and 2010 (against Collingwood). The 2010 drawn Grand Final will be forever etched in AFL history as St Kilda and Collingwood re-played the following week.

St Kilda moved its training and administration base to Seaford in January 2011, further instilling itself as AFL's bayside club.

At its heart the club engenders an open and inclusive environment where everyone belongs, with a philosophy where individuals are inspired to be their authentic selves and feel welcomed with open arms.

St Kilda Football Club employs 113 staff across corporate and football administration, 46 AFL players and also has 35 VFLW players, 7 Wheelchair players and 650 Next Generation Academy participants. Within our employees, elite and community players we have one

Aboriginal staff member, four Aboriginal AFL player, one Aboriginal and Torres Strait Islander AFL player, one Aboriginal VFLW player, 14 Aboriginal Next Generation Academy players and one Aboriginal and Torres Strait Islander Next Generation Academy player.

The St Kilda Football Club operates from one business location, however plays games in various locations across Melbourne and other states of Australia.

Early 2018, we saw the return of our training and administration facility back to the heartland of Moorabbin, which in Woi Wurrung language means 'resting place'. Our facilities are situated within the traditional lands of the Boon Wurrung/Bunurong people and we look forward to engaging and establishing a respectful relationship with the Traditional Custodians of the land in every step of our new journey being back at Moorabbin.

In 2018 the club reached 45,678 members and has 294,000 supporters. 1 in 5 AFL supporters in the Bayside region of Melbourne (Port Melbourne through to Portsea) support the Saints while outside of Victoria, we have strong support in WA, NSW, QLD and TAS. Our reach is extensive, and we have the channels to be able to communicate, build awareness and generate support for issues faced by Aboriginal and/or Torres Strait Islander peoples within the AFL that include shorter playing careers and racism on and off the field. Our reach is also an opportunity to build awareness of Aboriginal and Torres Strait Islander histories, cultures and achievements.

OUR RAP



At St Kilda, we believe that communities thrive when people belong, when they feel connected and can truly be who they are. And we know that wrapping all we do in what we call our 'St Kilda spirit' ignites such belonging. We want to connect people through inspiring football, thriving community, and fresh experiences that reflect the definitive St Kilda spirit. St Kilda spirit stems from the suburb – our bayside birthplace. It's about belonging, and the opportunity to be the best and brightest version of ourselves.

This belonging extends through to our RAP and our desire as an elite sporting organisation to give back to our communities, the communities within which we live, operate and play. Our RAP is about our commitment to contributing to Australia's reconciliation journey through acknowledging, respecting and sharing the histories and cultures of Aboriginal and Torres Strait Islander communities.

We have carefully worked through our RAP to implement a plan to making all involved accountable for creating change and investing in opportunities. We have a strong history of Aboriginal and Torres Strait Islander participation and the commencement of our RAP will respect our past, current and future players and staff of our club. We are ready to educate ourselves, respect and better understand Aboriginal and Torres Strait Islander histories, the connection and the stories of our Aboriginal pioneers and at the same time gain more knowledge and understanding of the spiritual connection to 'Resting Place' (Moorabbin).

By taking these learnings and using them as best practice, we know that we will increase our participation levels of our Aboriginal and/or Torres Strait Islander players, staff and wider communities in all areas at St Kilda Football Club and we will be a better club for this.

As a key commitment, we have established a RAP working group to explore opportunities to embed cultural awareness, create a culturally safe working environment to attract Aboriginal and/or Torres Strait Islander players and community members. The working group is charged with consulting, investigating, developing, leading the implementation and reporting on progress of our Reflect RAP and includes the following roles of which three roles are held by Aboriginal and Torres Strait Islander people:

- General Manager Community
- Player Development Manager
- Head of Community Engagement
- Marketing & Communications Coordinator
- Manager, Aboriginal and Torres Strait Islander Programs – Aboriginal
- AFL Player – Aboriginal
- AFL Player - Aboriginal and Torres Strait Islander

The St Kilda Football Club RAP has been endorsed and is championed by the following people to set the standard in implementing the plan:

- St Kilda FC President
- St Kilda FC Board members
- CEO





PAST & PRESENT PLAYERS

As a club we were early leaders in recruiting and developing Aboriginal and/or Torres Strait Islander players. We have a long and respectful history which started with our very first Wurundjeri man to pull on the Red, White and Black jumper - Jim Wandin (debut 1952). Jim played 17 games with the Saints and was the 12th Aboriginal player to play at VFL (now AFL) level in the first 55 years of the VFL/AFL history.

Graeme Lee (debut 1961), Robert Muir (debut 1974) and Eric Clarke (debut 1975) were next to represent the Saints, throughout the 1980's and early 1990's the Saints recruited Aboriginal and/or Torres Strait Islander players Garry Barry, Ian Barry, Dennis Dunne, Phil Narkle, Gilbert McAdam, Russell Jeffrey, Nicky Winmar, Bob Jones, Jim Krakauer, Greg McAdam, and Dale Kickett. During this time, we were second in line to have the most Aboriginal and/or Torres Strait Islander players representing the club.

Since this period the Saints recruited Aboriginal and/or Torres Strait Islander players Gavin Mitchell, Jason Briggs, Fred Campbell, Sean Charles, Xavier Clarke, Allan Murray, Raphael Clarke, Jason Mifsud, Ross Tungatalum, Nicholas Winmar, Terry Milera and Koby Stevens who have all proudly worn the red, white and black.

The Saints current AFL list includes Aboriginal players Ben Long, Jade Gresham and recently drafted players Robert Young and Matthew Parker.

As the platform continues to be embedded at St Kilda, our aim is to elevate our Aboriginal and/or Torres Strait Islander participation by becoming a destination club for players, coaches and administration staff alike.



PAST & PRESENT PLAYERS

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Jim Wandin
1952-53 | 17 GAMES, 3 GOALS



Graeme Lee
1961-62 | 18 GAMES, 7 GOALS



Robert Muir
1974-80, 1984 | 68 GAMES, 23 GOALS



Eric Clarke
1980 | 6 GAMES, 6 GOALS



Garry Barry
1980 | RESERVES PLAYER



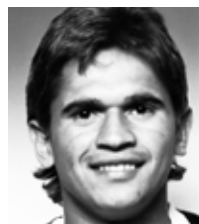
Phil Narkle
1984-86 | 48 GAMES, 37 GOALS



Greg McAdam
1986 | 10 GAMES, 13 GOALS



Russell Jeffrey
1987-91 | 42 GAMES, 3 GOALS



Nicky Winmar
1987-98 | 230 GAMES, 283 GOALS



Bob Jones
1988-89 | 20 GAMES, 2 GOALS



Jim Krakouer
1990-91 | 13 GAMES, 7 GOALS



Gilbert McAdam
1991-93 | 53 GAMES, 48 GOALS



Dale Kickett
1992 | 21 GAMES, 20 GOALS



Gavin Mitchell
1998-2000 | 52 GAMES, 64 GOALS



Jason Briggs
1999-2000 | RESERVES PLAYER



Fred Campbell
2000 | 7 GAMES, 4 GOALS



Sean Charles
2000 | 8 GAMES, 6 GOALS



Xavier Clarke
2002-08 | 105 GAMES, 49 GOALS



Allan Murray
2003-06 | 15 GAMES, 13 GOALS



Raphael Clarke
2004-12 | 85 GAMES, 9 GOALS



Jason Mifsud
2005 | RESERVES PLAYER



Ross Tungatalum
2009 | RESERVES PALYER



Nicholas Winmar
2011 | 2 GAMES, 0 GOALS



Terry Milera
2012-14 | 30 GAMES, 31 GOALS



Koby Stevens
2017-18 | 17 GAMES, 6 GOALS



Jade Gresham
2017-... | 62 GAMES, 76 GOALS



Ben Long
2017-... | 14 GAMES, 7 GOALS

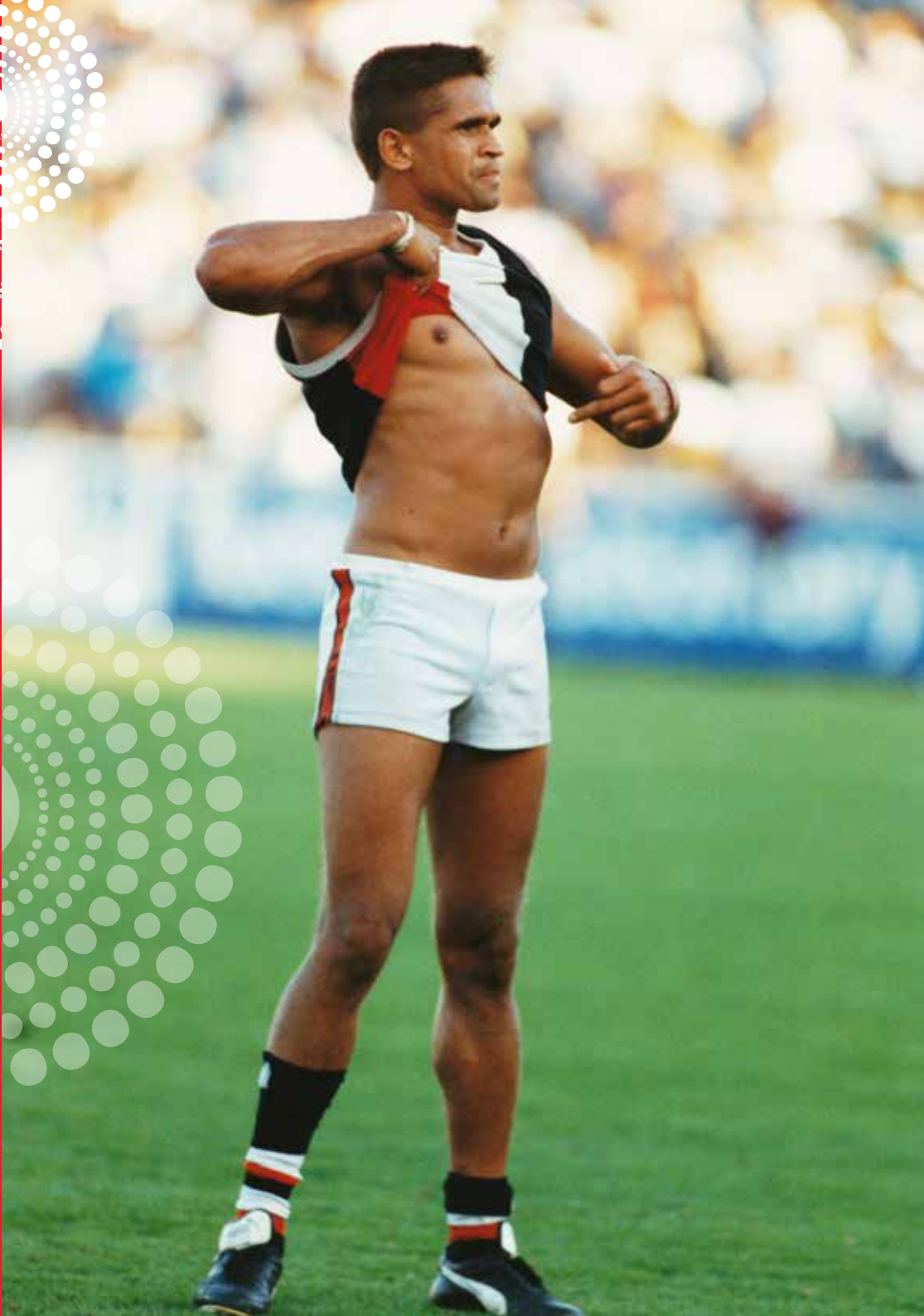


Robert Young
2019 | DRAFTED



Matthew Parker
2019 | DRAFTED

** Please note Indigenous past players not listed but played for St Kilda include: Ian Barry (1983-85 | Reserves Player), and Dennis Dunne (1984 | Reserves Player).*



“

*People forget that words have a big impact. They can lift a person or destroy a person. So that day I responded by saying to those people, and I still say it today: **‘I’m black and I’m proud’***

— NICKY WINMAR (HERALD SUN, APRIL 17, 2013)





SIR DOUG NICHOLL'S GUERNSEY

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The Saints 'Sir Doug Nicholl's Round' guernsey in 2015 and 2016 was designed and created by Aboriginal artist Marcus Lee and represents the six clans of the Boonwurrung - Yakut weelam, Ngurrak weelam, Mayune baluk, Boonwurrung baluk, Yawen djeera and Yaluk baluk that now live in harmony. The design concept featured six concentric circles that symbolically refer to the geographic layout of the Boonwurrung Bay region which extends along the northern, eastern and southern shorelines of Port Phillip, the Mornington Peninsula, Western Port and its two main islands, and land to the south-east down to Wilsons Promontory. The guernsey also featured the 'R' symbol in support of the Recognise campaign.

In 2017 Jade Gresham and his mother alongside our internal designer Malcolm Wallace worked to create a guernsey representative of the Yorta Yorta country of Jade's heritage. The Saints tricolours were adjusted on the guernsey to form an abstract geographical representation of the Yorta Yorta lands, while an intricate detail reminiscent of a turtle's shell runs through the red and black panels. Within the turtle shell, patterns illustrate the network of forests, wetlands and the lifestyle of the Yorta Yorta people.

"Through my involvement in designing the Sir Doug Nicholls round guernsey, I have gained great insight into the appreciation the Yorta Yorta people have for their lands and the importance these lands play as part of the Yorta Yorta culture."

— MALCOLM WALLACE | GRAPHIC DESIGNER, ST KILDA FOOTBALL CLUB

In 2018 the guernsey design created in 2017 was again worn for the Sir Doug Nicholls round played against West Coast Eagles in Perth. To build on our involvement in the Sir Doug Nicholls round we engaged a local Aboriginal artist to create a cultural artefact as a gift exchange with the West Coast Eagles. Adam Magginis delivered a Welcome to Country and presented the cultural gift to Jade Gresham in front of staff and players at RSEA Park ahead of the Sir Doug Nicholls round. Adam spoke to the creation of the gift and its connection to the land of the coast that our club calls home.

PHOTO: BEN LONG & JADE GRESHAM WEARING 2017/18 INDIGENOUS GUERNSEY

SIR DOUG NICHOLL'S GUERNSEY'S

.....



2015



2016



2017/18



2019

GUERNSEYS WORN DURING SIR DOUG NICHOLL'S ROUND EACH YEAR.



SIR DOUG NICHOLL'S GIFT

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Art Piece has been created by three Aboriginal artists who live on the Mornington Peninsula; two Arrente woman (Kirsty Bell and Kylie Armstrong) and one Boon Wurrung man (Adam Magennis). The purpose of having multiple artists is to reflect that there is a diversity of Aboriginal language groups and community who live on country in anyone one area and who have cultural connections to country. The art piece has been created using natural fibre string tied to a piece of driftwood. Natural materials that have been threaded onto string which include sheoak seeds, local shell and bird feathers. All natural material used has been collected from the Boon Wurrung language group area on the Mornington Peninsula. All artists have collected natural material from places that they are connected to. The five hanging strings represent the five women ancestors of the Bunurong community. She oak is used because this coastal tree is a preferred place where our ancestors camped under. The shell used reflects coastal foods that were eaten by the ancestors and reflect that the Boon Wurrung language group area is coastal country.

PHOTO: KOBY STEVENS, ALLAN MURRAY & JADE GRESHAM AT OPTUS STADIUM, MAY 12 2018.

NEXT GENERATION ACADEMY (NGA)

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The launch of the Saints Next Generation Academy has a specific Aboriginal and Torres Strait Islander focus to attract more youth aged 11-15 to participate in an AFL talent development program and increase the number of talented Aboriginal and/or Torres Strait Islander players in the Transport Accident Commission (TAC) Cup program. Our aim is for 5% of our Academy players to be Aboriginal and/or Torres Strait Islander peoples. In February 2018 we appointed an Aboriginal and Torres Strait Islander programs manager on a part time contract to mentor our NGA Aboriginal players and provide game development support.

In May 2018, club sponsor AMC Commercial Cleaning (AMC) became a sponsor of the Saints Aboriginal and Torres Strait Islander NGA program, launching a scholarship for Aboriginal and/or Torres Strait Islander talented players 11-18 years of age. The AMC NGA Scholarship has been set up to create a clear pathway for bayside Aboriginal and/or Torres Strait Islander young people to become better footballers and reach their potential, and to provide the required support for each scholarship holder as they progress within the academy.

A launch of the scholarship was held at RSEA park, Moorabbin, attended by 15 Aboriginal and/or Torres Strait Islander player recipients of the scholarships, their parents and families, AMC Director, Saints Head of Community Football, NGA Manager and Saints Aboriginal and Torres Strait Islander programs manager.

“It’s a good chance to give back to some of the Aboriginal and Torres Strait kids and help out in some little way, so I’m looking forward to being involved in it in the next year or so.”

— JADE GRESHAM | ST KILDA FOOTBALL CLUB PLAYER





AMC NGA SCHOLARSHIP PROGRAM

OUR PARTNERSHIPS/ CURRENT ACTIVITIES

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The Saints have been active with several initiatives and community connections, building on existing relationships and establishing new relationships with local and regional Aboriginal and Torres Strait Islander communities. In 2017 our support extended to remote Aboriginal and Torres Strait Islander communities that stretched from the APY (Anangu Pitjantjatjara Yankunytjatjara Lands) lands in remote north western South Australia to the Tiwi Islands north of Darwin as well as local community football clubs celebrating Sir Doug Nicholls Round.

ST KILDA PLAYER LEADERSHIP GROUP CAMP NT - FEBRUARY 2018

St Kilda Football Club's player leadership group, Alan Richardson, Danny Sexton, Tony Brown, Dean Anderson and Richard Citroen spent a week in Darwin and the Tiwi Islands with Ben Long and his family,

The group immersed themselves in cultural and leadership experiences throughout the week including a day on Melville and Bathurst Islands.

The group spent time on a tour of Parliament House where Paul Henderson (former Labour Government NT Chief Minister and current business man) and Charlie King (well-known local Aboriginal and Torres Strait Islander media personality and anti-domestic violence campaigner) addressed the group on current Aboriginal and Torres Strait Islander issues. The trip also included a history lesson on the Darwin bombing, attending and learning about the issues surrounding the Don Dale Detention Centre, delivering Football clinics for the children of the Tiwi Islands and importantly learning about the local culture from older students on the Tiwi Islands. Still needing to maintain training outcomes, the players spent time at the Michael Long Leadership and Learning Centre throughout the week. It is envisaged that the player leadership group will embark on a similar leadership program every 2nd or 3rd year.






2018 DARWIN PLAYER LEADERSHIP CAMP



THE WINTJYALANGU PEOPLE



OUR PARTNERSHIPS/CURRENT ACTIVITIES

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THE WINYTJALANGU SAINTS IN THE APY LANDS

Through a request from the Port Adelaide Football Club, Senior Coach Alan Richardson championed the donation of a set of Saints guernseys, socks and boots to the Winytjalangu Saints in the APY lands to represent the red, white and black. The team, based in Ernabella and made up of Anangu people from the APY lands, have been wearing the Saints tri-colours for years and are now able to wear authentic guernseys. Alan Richardson was able to present some of the donated items to representatives of the Winytjalangu Saints in Adelaide when St Kilda played there in July 2017 and produced a supporting video message for the Winytjalangu Saints team. The Anangu people returned the gesture by gifting St Kilda a Pitti, a hand crafted wooden bowl.

“I’m really glad we’ve been able to provide the Winytjalangu Saints with our guernseys. I’m really passionate about assisting our Aboriginal and Torres communities where I can, so when I was approached I embraced the opportunity.”

— ALAN RICHARDSON | SENIOR COACH ST KILDA FOOTBALL CLUB

NGANMARRIYANGA SCHOOL

Through the receipt of an email from Nganmarriyanga school requesting help, St Kilda Football Club supported the ‘Employment Pathways’ program for disengaged adolescents at the School, a remote Aboriginal school south-west of Darwin. Through the donation of Saints apparel to the community op-shop run by the program, money was raised to support school trips and opportunities were provided for students to gain employment skills in retail. This was a new relationship formed in 2017 and one that we will continue with support of donated apparel.

“Dear St Kilda Football Club, Nganmarriyanga School would like to thank you for your recent generous donation. We were thrilled to receive a range of shorts, socks and promotional material (great for class prizes!) from your club. These were very popular at the weekly op-shop that our Employment Pathways class run. Thanks to your benevolent donation we were able to sell these items at a fraction of what they would usually retail for, allowing marginalized people within our community to purchase brand new AFL gear – a rarity for many of them. Further, by contributing to the ongoing operation of our op-shop you have assisted our school in providing opportunities to acquire real-world employment skills for a group of at-risk students. All profits generated from the store’s operation are used to help fund school trips and enrichment opportunities, such as our recent Middle Years Darwin trip.”

— NICK GILLIES | EMPLOYMENT PATHWAYS TEACHER, NGANMARRIYANGA SCHOOL

OUR PARTNERSHIPS/CURRENT ACTIVITIES

ST KILDA CITY – SIR DOUG NICHOLLS ROUND

For the second year the Saints sponsored the St Kilda City football club by providing at low cost, AFL Sir Doug Nicholls Round themed guernseys worn during the Round as part of the Southern Football Netball League (SFNL) Indigenous Round. We are gratified to be able to provide these guernseys which in turn provide a strong visual support of Aboriginal and Torres Strait Islander peoples through Community football. The SFNL in turn shared the story of the guernsey design, which symbolically refers to the geographic layout of the Boonwurrung Bay region with their supporters extending the knowledge of the design.

KINGSTON KOORIE MOB

Throughout 2017 a relationship was built between the Saints and the Kingston Koorie Mob, a cultural group for local Aboriginal and/or Torres Strait Islander secondary students. The Kingston Koorie Mob provides cultural education, including promoting cultural identity, opportunities to connect with community, setting goals, personal development and encouraging educational outcomes to young people in the Bayside region.

Staff and players were engaged in activities during the Club's annual Community Camp (2017 & 2018) with a visit to the Derrimut Weelam Gathering Place (Mordialloc) in February of each year. In 2017 St Kilda Football Club donated a Sir Doug Nicholls Round jumper signed by the St Kilda Football club playing group including Aboriginal and/or Torres Strait Islander players Koby Stevens, Jade Gresham and Ben Long. Saints staff returned for the official launch of the Gathering Place in October.

Ben Long represented the Saints at the 'Welcome to Country' match played between Parkdale Secondary College and the Port Adelaide Aboriginal Academy.

FRANKSTON KOORIE HOMEWORK CLUB

In May 2018 a relationship commenced with the Frankston Koorie Homework Club run by Southern VACCA. A 4-week football skills program was introduced for young people of all ages attending the homework club. St Kilda Community Football staff delivered skill sessions and fun football activities for children of ages 7-15 years old every alternate Wednesday across Terms 2 and 3 of the school year. This relationship will continue into 2019 with the hope of also finding some talented players to participate in our Next Generation Academy.

“Just a Massive THANK YOU for the Most DEADLY staff supporting at the Homework Club last night. Thank you, St Kilda Footy Club, for bringing in Fabulous staff that engaged with the children giving them new skills, super fun and a love for sports. All the wonderful tops, shorts and t-shirts for the children and staff are deeply appreciated. You have converted some of us to support your Team!!”

— N'DENE RILEY | CULTURAL CONNECTIONS, VACCA

“Thanks N'dene and St Kilda FC, It was such an amazing afternoon! The kids loved it. To see their little faces light up with joy and excitement when the boys came in was heart-warming. Looking forward to the next one”

— MENA ARSOSKA | THERAPEUTIC PRACTITIONER, ABORIGINAL CHILDREN'S HEALING TEAM, SOUTHERN VACCA

HEART FOUNDATION – NICKY WINMAR

In conjunction with the Heart Foundation and through Nicky Winmar sharing his personal story, the St Kilda Football Club were able to raise awareness of Heart Health and the gaps in mortality rates that exist between Aboriginal and Torres Strait Islander people and other Australians. Nicky Winmar openly talked about experiencing and acting on the warning signs that he experienced, the short video shown on the Marngrook football show, prime time news and saints.com.au spoke to a broad audience the statistic that almost one fifth of the mortality gap that currently exists between Aboriginal and Torres Strait Islander and other Australians is due to cardio vascular disease.



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish a RAP Working Group	<ol style="list-style-type: none"> Form a RAP Working Group that is operational to support the implementation of our RAP. Ensure Aboriginal and/or Torres Strait Islander peoples and decision-making staff from across our organisation are represented on the RAP working group. Establish Terms of Reference for the RAP working group. Working group meetings held bimonthly. 	Jan 2019 Oct 2019 Jan 2019 Oct 2019	GM Community GM Community GM Community Aboriginal and/or Torres Strait Islander programs manager
2. Build internal and external relationships	<ol style="list-style-type: none"> Develop a list of Aboriginal and/or 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. Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey. Better connect and build positive relationships with the Traditional Custodians on the lands on which we work. 	Oct 2019 Oct 2019 Oct 2019	GM Community Aboriginal and/or Torres Strait Islander programs manager GM Community
3. Participate in and celebrate National Reconciliation Week (NRW)	<ol style="list-style-type: none"> Encourage our staff to attend a NRW event. Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW. Participate in and celebrate the Sir Doug Nicholls Round, bringing meaningful activations to our game day presentation. 	27 May – 3 June 2019	Head of Community Engagement Head of Community Engagement Head of Community Engagement Head of Community Engagement

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ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
4. Raise internal awareness of our RAP	<ol style="list-style-type: none"> 1. Officially launch our RAP at the opening of RSEA Park. 2. Develop and implement a plan to raise awareness amongst all staff across the organisation about our RAP commitments. 3. Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP. 4. Publish our RAP through Saints media and digital media channels and raise external awareness of our RAP. 	<p>Feb 2019</p> <p>Jan 2019</p> <p>Jan 2019</p> <p>Feb 2019</p>	<p>GM Community</p> <p>GM People & Culture</p> <p>GM Community</p> <p>GM Communications</p>
5. Form an Aboriginal and/or Torres Strait Islander Advisory Group (AAG)	<ol style="list-style-type: none"> 1. Form AAG inclusive of up to 4 locally operated Aboriginal and/or Torres Strait Islander organisations. 2. Establish AAG's purpose with the group to provide coaching and recommendations for the delivery of the Club's RAP. 3. Hold AAG meetings quarterly. 	<p>Feb 2019</p> <p>Jan 2019</p> <p>Oct 2019</p>	<p>Aboriginal and Torres Strait Islander programs manager</p> <p>Aboriginal and Torres Strait Islander programs manager</p> <p>Aboriginal and Torres Strait Islander programs manager</p>
6. Promote initiatives to strengthen outcomes and foster positive relationships with Aboriginal and Torres Strait Islander peoples	<ol style="list-style-type: none"> 1. Develop and implement a strategy for addressing racism on and off the field. 2. Investigate opportunities to collaborate with other AFL clubs to promote anti-discrimination dialogue. 3. Investigate joining the 'Racism. It Stops With Me' campaign. 4. Communicate St Kilda FC's anti-racism policy to all members and supporters. 	<p>Oct 2019</p> <p>Oct 2019</p> <p>Jan 2019</p> <p>Sep 2019</p>	<p>GM People and Culture</p> <p>GM Community</p> <p>GM Community</p> <p>GM Communications</p>



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Investigate Aboriginal and/or Torres Strait Islander cultural learning and development	<ol style="list-style-type: none"> Develop and implement a business case for increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation. Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and/or Torres Strait Islander cultures, histories and achievements. Conduct a review of cultural awareness training needs within our organisation. Investigate cultural education and immersion programs for staff and player participation. Communicate and encourage all staff to use Reconciliation Australia's Share Our Pride online tool. Investigate engaging Aboriginal and/or Torres Strait Islander cultural educators, artists and presenters for cultural training, projects, events and festivals. 	<p>Oct 2019</p> <p>Apr 2019</p> <p>Apr 2019</p> <p>Oct 2019</p> <p>Oct 2019</p> <p>Oct 2019</p>	<p>Aboriginal and Torres Strait Islander programs manager</p> <p>Aboriginal and Torres Strait Islander programs manager</p> <p>Aboriginal and Torres Strait Islander programs manager</p> <p>Aboriginal and Torres Strait Islander programs manager</p> <p>Aboriginal and Torres Strait Islander programs manager</p> <p>Aboriginal and Torres Strait Islander programs manager</p>
2. Participate in and celebrate NAIDOC Week	<ol style="list-style-type: none"> Raise awareness and share information amongst our staff of the meaning of NAIDOC Week which includes information about the local Aboriginal and/or Torres Strait Islander peoples and communities. Introduce our staff to NAIDOC Week by promoting community events in our local area. Ensure our RAP Working Group participates in an external NAIDOC Week event. Build an activity campaign around the NAIDOC 2019 theme . Engage our Aboriginal and/or Torres Strait Islander players to participate in an internal NAIDOC week awareness campaign. 	<p>7-14 Jul 2019</p>	<p>Head of Community Engagement</p> <p>Head of Community Engagement</p> <p>GM Community</p> <p>Head of Community Engagement</p> <p>Community Engagement Coordinator</p>
3. Raise internal understanding of Aboriginal and/or Torres Strait Islander cultural protocols	<ol style="list-style-type: none"> Explore who the Traditional Custodians are of the lands and waters in our local area. Scope and develop a list of local Traditional Custodians of the lands and waters within our organisations sphere of influence. 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). Organise and display an Acknowledgment of Country plaque at RSEA Park. Integrate Acknowledgement of Country into all Club major events. 	<p>Oct 2019</p> <p>Oct 2019</p> <p>Mar 2019</p> <p>Oct 2019</p> <p>Jan 2019</p>	<p>GM Community</p> <p>GM Community</p> <p>Aboriginal and Torres Strait Islander Programs Manager</p> <p>Events Manager</p> <p>Events Manager</p>

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ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
4. Celebrate/recognise Aboriginal and/or Torres Strait Islander dates of significance.	<ol style="list-style-type: none"> 1. Create and communicate a calendar of Aboriginal and Torres Strait Islander dates of significance to all staff. 2. Share information internally through our staff monthly e-newsletter and staff meetings about each Aboriginal and Torres Strait Islander date of significance. 3. Host a 'lunchtime learning session' to coincide with Aboriginal and Torres Strait Islander dates of significance. 	<p>Dec 2019</p> <p>Oct 2019</p> <p>Oct 2019</p>	<p>GM Community</p> <p>GM Community</p> <p>Aboriginal and Torres Strait Islander Programs Manager</p>
5. Create a welcoming environment at RSEA Park paying respect to the Traditional Custodians of the land	<ol style="list-style-type: none"> 1. Explore opportunities and seek permission to use Aboriginal and/or Torres Strait Islander language within and around RSEA Park through consultation with the Traditional Custodians of the Moorabbin area of which we call home. 2. Organise and display Aboriginal and Torres Strait Islander flags or representations of at RSEA Park. 3. Explore opportunities to share our Aboriginal and/or Torres Strait Islander player stories at RSEA Park. 	<p>Oct 2019</p> <p>Jan 2019</p> <p>Oct 2019</p>	<p>GM Community</p> <p>GM Community</p> <p>GM Community</p>



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Investigate Aboriginal and/or Torres Strait Islander employment	1. Develop a business case for Aboriginal and/or Torres Strait Islander employment within our organisation.	Jul 2019	Aboriginal and Torres Strait Islander Programs Manager
	2. Identify current Aboriginal and/or Torres Strait Islander staff to inform future employment and development opportunities.	Jul 2019	GM People and Culture
	3. Review and update current position descriptions and club employment policies to be inclusive of Aboriginal and/or Torres Strait Islander people.	Jul 2019	GM People and Culture
	4. Investigate Aboriginal and/or Torres Strait Islander employment pathways (e.g. traineeships or internships).	Oct 2019	GM People and Culture
2. Investigate Aboriginal and/or Torres Strait Islander supplier diversity	1. Develop an understanding of the mutual benefits of procurement from Aboriginal and/or Torres Strait Islander owned businesses.	Oct 2019	GM Community
	2. Develop a business case for procurement from Aboriginal and/or Torres Strait Islander owned businesses.	Oct 2019	GM Community
3. Investigate opportunities to increase the number of Aboriginal and/or Torres Strait Islander participants in the Saints Next Generation Academy	1. Increase sponsorship revenue for Aboriginal and/or Torres Strait Islander participants in the Saints NGA.	Oct 2019	GM Commercial
	2. Investigate Aboriginal and/or Torres Strait Islander AFL players and Programs Manager to attend prospective Aboriginal and/or Torres Strait Islander draftee interviews.	Oct 2019	Recruitment Manager
	3. Explore engagement of Aboriginal and/or Torres Strait Islander coach/s into the Saints Next Generation Academy.	Oct 2019	Next Generation Academy Manager
	4. Engage local Aboriginal and/or Torres Strait Islander peoples to identify potential Next Generation Academy participants.	Oct 2019	Next Generation Academy Manager

GOVERNANCE & TRACKING PROGRESS

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ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Build support for the RAP	<ol style="list-style-type: none"> 1. Define resource needs for RAP development and implementation. 2. Define systems and capability needs to track, measure and report on RAP activities. 3. RWG to collect data for the RAP Impact Measurement Questionnaire. 4. Complete the annual RAP Impact Measurement Questionnaire and RWG to seek internal approval for submission to Reconciliation Australia. 5. Submit RAP Impact Measurement Questionnaire to Reconciliation Australia. 	Jan 2019 Jan 2019 Aug 2019 Sep 2019 Sep 2019	GM Community GM Community GM Community GM Community GM Community
2. Review and Refresh RAP	<ol style="list-style-type: none"> 1. Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements. 2. Submit draft RAP to Reconciliation Australia for review. 3. Submit draft RAP to Reconciliation Australia for formal endorsement. 	Aug 2019 Aug 2019 Sep 2019	GM Community GM Community GM Community





CONTACT

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