



RECONCILIATION
ACTION PLAN

INNOVATE

RECONCILIATION ACTION PLAN

INNOVATE RECONCILIATION ACTION PLAN

DECEMBER 2019 - DECEMBER 2021



Artist: Jenni McEwen

***Artwork provided
by Sydney Roosters
Sponsor, KARI***

The artwork tells the story of Sydney Roosters and KARI working together to empower the community by honouring the past, and building an inclusive, respectful future.

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ACKNOWLEDGEMENT OF COUNTRY

The Sydney Roosters Board, Staff and Players acknowledge the Traditional Custodians of the lands on which our games are played, and the communities we work within and support. We pay our respects to Elders past, present and future, and to all Aboriginal and Torres Strait Islander peoples across our nation.



MESSAGE FROM THE CEO

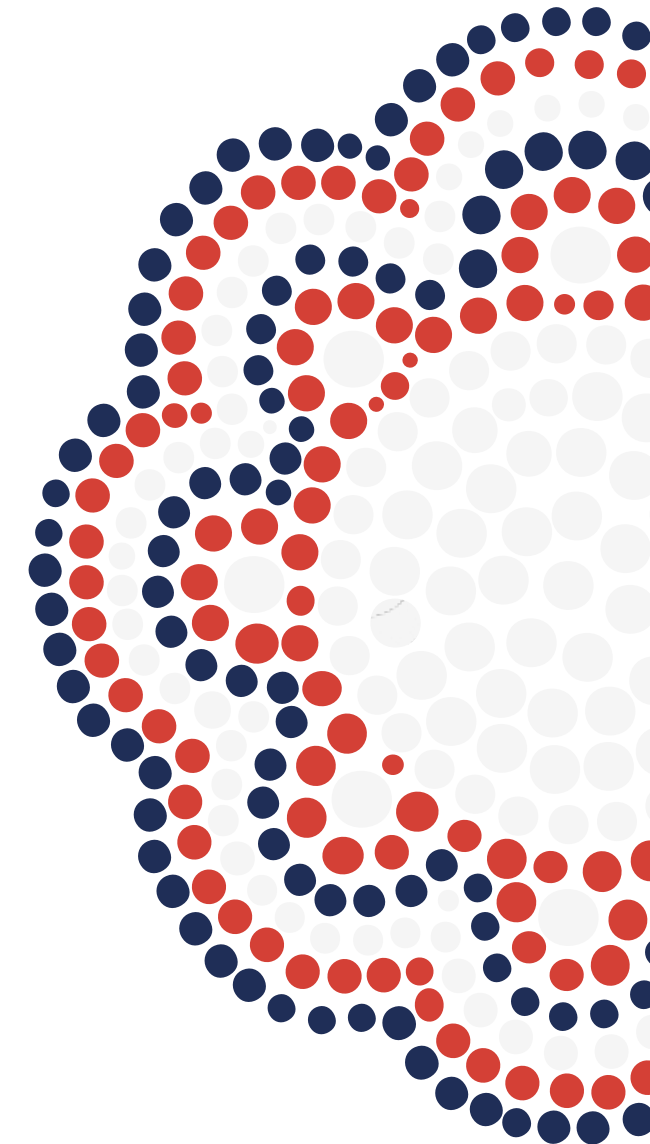
It is with great pride that we now present the second Sydney Roosters Reconciliation Action Plan (RAP) which has been endorsed by Reconciliation Australia as an Innovate Plan. The Sydney Roosters is incredibly proud of its strong Aboriginal and Torres Strait Islander player heritage and our commitment to reconciliation which has now resulted in receiving this endorsement. I would like to acknowledge the Staff involved in developing this RAP, and those Staff and Players who have shown commitment in actioning the deliverables in both the Reflect and Innovate plans.

This RAP sets out a number of new initiatives which both formalises our ongoing commitment to Australia's First Peoples. The Plan also enables us to continue to develop and expand upon our existing relationships and community programs during 2020 and beyond. The plan also provides an opportunity for our corporate network to support these initiatives, and to enable the Club to expand its contribution to the wider community.

We look forward to reporting on our progress of this plan and taking our next steps as an organisation towards reconciliation.



Joe Kelly
CEO
SYDNEY ROOSTERS



OUR VISION FOR RECONCILIATION

The Sydney Roosters vision for reconciliation is a future where Aboriginal and Torres Strait Islander peoples are able to experience true equality in Australian society. To realise this vision, strong and meaningful relationships with Aboriginal and Torres Strait Islander peoples will be formed, and stories will be shared with our Staff, Players and Communities within our sphere of influence. The Club will seek to use our influence as a high-profile team to display leadership within the community, and to make a real and tangible difference with our Reconciliation Action Plan deliverables. The Sydney Roosters Board, Staff and Players all share this vision for reconciliation.



OUR BUSINESS

The Sydney Roosters is an Australian professional Rugby League football club based in the Eastern Suburbs of Sydney. Founded in 1908, the Club competes in the NRL Competition and is one of the oldest Rugby League Clubs in Australia, with 15 Premierships and strong Leagues Club and Football Club business operations. In 2018, the Sydney Roosters secured a licence for the inaugural NRL Holden Women's Premiership (NRLW), a professional four-team competition that completes a genuine elite first-grade pathway for aspiring female athletes. As a Foundation NRL Club, the Sydney Roosters is proud to also be one of the foundation NRL Clubs in the NRLW Competition supporting women in Rugby League.

Our Club values are *Club First*, *Respect* and *Team Work*. Our Club Vision is *To Always Have Something to Crow About*. The distinctive crow of the Rooster heralds the dawn of a new day. To the Roosters, it symbolises our daily commitment for excellence both on and off the field. We embed the value of respect for Aboriginal and Torres Strait Islander peoples and their cultures within our organisation, and offer a safe and inclusive working environment for all employees. In 2019, the Sydney Roosters employed 283 staff members (95 staff members and 188 players) of whom 53 are Aboriginal and Torres Strait Islander peoples. This equates to 18% of our organisation.

The Roosters is more than just a Football Club and we place great value on community engagement, which is also one of the Club's five strategic pillars. Our community philosophy is to "create positive social change within the communities we reside and support". The Club delivers a range of programs and initiatives under three main focus areas of Wellbeing, Inclusion and Education. The Sydney Roosters is a national brand with a membership base of circa 16,000 spread across all States and Territories, and a cumulative national TV audience of 18 million and 480,550 supporters reached via our digital and social media channels.

The majority of our community engagement takes place within our local catchment areas in both the Eastern Suburbs and on the Central Coast. The Central Coast is a Roosters affiliated region which boasts 27 Rugby League Clubs, over 80 primary schools and secondary schools, and has a high Aboriginal and Torres Strait Islander population. In 2019, the Roosters played 10 home games at the Sydney Cricket Ground (SCG) and one game each at Central Coast Stadium and Adelaide Oval.

OUR RECONCILIATION ACTION PLAN

The Sydney Roosters established our first RAP in 2017 with Reconciliation Australia, which was titled as a 'Reflect' RAP. The introduction of a formal plan was greatly influenced by the Club's deep history of Aboriginal and Torres Strait Islander players, the most famous being Roosters Legend Arthur Beetson. Beetson was the first Aboriginal and Torres Strait Islander player to captain Australia and his legacy still lives on at the Roosters. Now, in 2019, the Club's RAP has been endorsed as an Innovate RAP and continues our strong commitment towards reconciliation. The Sydney Roosters recognise the significant role that sport plays in closing the gap between Aboriginal and Torres Strait Islander peoples and other Australians.

The Sydney Roosters is incredibly proud to continually build on its reconciliation program and this commitment is reflected in this RAP through a number of initiatives. The partnership between the Sydney Roosters and the Sydney Indigenous Academy Under 18 Women's Tarsha Gale team is a point of pride, and reinforces our commitment to reconciliation. Through the National Rugby League's (NRL) School to Work program we also demonstrate our dedication to improving the lives and opportunities of young Aboriginal and Torres Strait Island people. This program provides young Aboriginal and Torres Strait Islander peoples with work experience, mentoring and leadership opportunities in their quest to complete their schooling and transition into further education and employment.

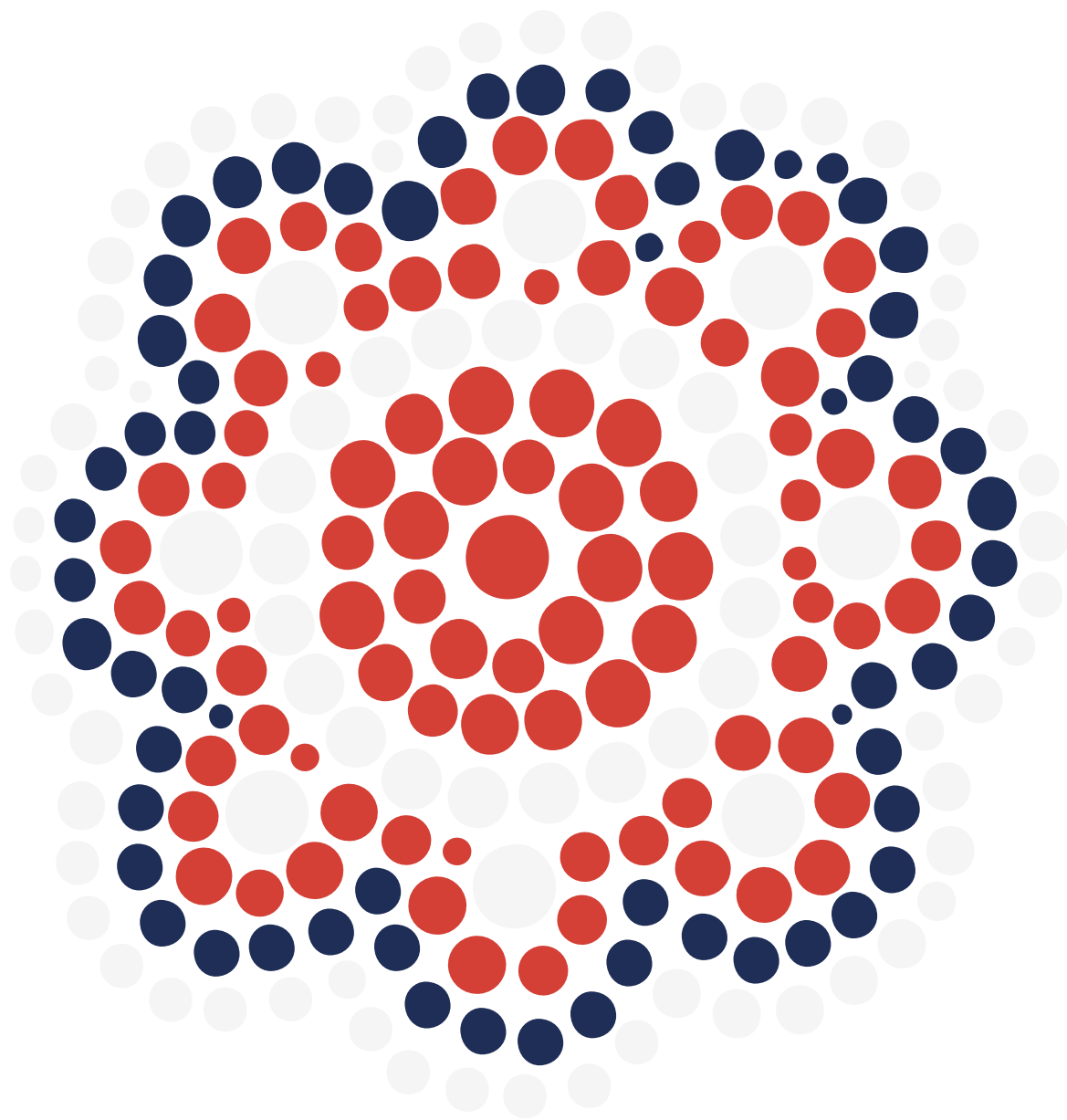


Our Innovate RAP will aim to strengthen the relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations. The plan forms part of the Club's Indigenous strategy, which continues to be an area of focus for the Club in 2020.

Clear and measurable targets are outlined under three areas of Relationships, Respect and Opportunities, which are influenced by the Sydney Roosters 2018 – 2022 Strategic Plan. This Reconciliation Action Plan builds upon the learnings and achievements formed from the Club's first RAP and aims to continue to build on these relationships moving forward in 2020 and beyond.

SYDNEY ROOSTERS RAP WORKING GROUP

The Board of Directors, Staff and Players support the Club RAP. The Sydney Roosters CEO Joe Kelly is proud to be the official RAP Champion within the organisation and takes responsibility for internally ensuring our deliverables are met. The Sydney Roosters Community Manager has led the development of the RAP, supported by the Club's CEO. The RAP Working Group consists of Joe Kelly (CEO), Catherine Dawson (Community Manager) and three Aboriginal and Torres Strait Islander peoples being Adam McEwen (NRLW Assistant Coach, Central Coast Roosters SG Ball Coach), Travis Touma (High Performance Manager) and Jason Solomon (NRL School to Work Project Officer).



OUR RAP JOURNEY

Our Club's RAP program has developed significantly since the implementation of the Sydney Roosters' first RAP in late 2017. The Club has remained and will continue to be committed to the expansion of community programs and initiatives for reconciliation since the launch of the first Sydney Roosters RAP.

INDIGENOUS JERSEYS

The Sydney Roosters has and will continue to celebrate Aboriginal and Torres Strait Islander cultures with the release of special edition Indigenous tribute jerseys worn during NRL Indigenous Round.



2017 INDIGENOUS JERSEY

The jersey acknowledges the local Eastern Suburbs region, as well as incorporating the totems of the five Sydney Roosters Aboriginal and Torres Strait Islander players from 2017.

The Goanna represents Blake Ferguson and Connor Watson from the Wiradjuri Nation, the Shark represents Latrell Mitchell from the Biripi Nation and Lightning and Thunder represents Chris Smith and his Northern Territory family tribe. The Whale represents Grant Garvey and the Sydney Roosters of the Eora Nation. The surrounding patterns and designs are symbolic of the salt-water Aboriginal communities located on the South-Eastern coastline. Each symbol echoes imagery from the ocean, forming a protective barrier around the totems of the players positioned in the centre. The symbols reflect ripples in the water and erosions in the sand. The design not only highlight the coastal Aboriginal communities, but also represents the iconic image of Bondi, the home of the Sydney Roosters. The 2017 Indigenous jersey was designed by La Perouse artist Jordan Ardler.



GOANNA TOTEM
WIRADJURI NATION
BLAKE FERGUSON
CONNOR WATSON



SHARK TOTEM
BIRIPI NATION
LATRELL MITCHELL



WHALE TOTEM
EORA NATION
GRANT GARVEY



LIGHTNING & THUNDER
NORTHERN
TERRITORY
FAMILY TRIBE
CHRIS SMITH

DESIGNED BY
JORDON ARDLE
AGE 22
LA PEROUSE

2018 BEETSON TRIBUTE JERSEY

In 2018, the Sydney Roosters honoured a Roosters legend by featuring the late Arthur Beetson. The jersey was designed by Arthur's niece Bianca Beetson, who also designed the Roosters Arthur Beetson jerseys in 2016.

Arthur's face sits proudly on the front of the jersey surrounded by Totems of the Kabi Kabi people of the Sunshine Coast, which include the Bunya Pine and the native bee. The artwork pays tribute to Arthur, who in his own words is "a very proud Australian, a very proud Queenslander, but also a very proud Aboriginal." Following the official NRL Indigenous Round, the match-worn jerseys were sold at auction, with the proceeds donated to The Arthur Beetson Foundation which helps close the gap by engaging the community to empower Aboriginal and Torres Strait Islander peoples to better outcomes.





2019 INDIGENOUS JERSEY

The 2019 Indigenous Jersey was designed by Danielle Mate Sullivan, who worked with the Sydney Roosters Indigenous players to develop a design that represented them as proud Indigenous people and also our Club and Members within the community. The artwork represents the totems of the 2019 Sydney Roosters Indigenous players. The large circle at the centre of the piece represents the Roosters Club. The totems (Shark, Crocodile, Goanna and Whale) all face inwards to the Club where they meet. Surrounding this is the red, white and blue dot work which represents the supporters of the Club. The supporter's communities, large and small, are the circles surrounding the Club. The white small dots show the connection from community to Club and the Club back to community. The large hand prints are the actual players prints and the smaller prints are of their family. This shows the importance of not only family, but the role the players have in inspiring our next generation and leaving a positive imprint of culture for everyone.



2019
INDIGENOUS
JERSEY



INDIGENOUS ROUND

The Roosters support the NRL Indigenous Round which was contested in Round 11 in 2019. The round is an opportunity for the game to cement its commitment to the Aboriginal and Torres Strait Islander community and celebrate the unique relationships between Aboriginal and Torres Strait Islander people and rugby league. The Roosters show their support each year by playing in a locally-designed Roosters Aboriginal and Torres Strait Islander jersey, showcasing Aboriginal and Torres Strait Islander cultures through dance, arts and crafts, music, Welcome to Country and taking part in a cultural gift exchange.



SYDNEY ROOSTERS INDIGENOUS ACADEMY

In early 2018 the Sydney Roosters announced the formalisation of a relationship with the Sydney Indigenous Academy Under 18s Women's Tarsha Gale team, which has since been renamed the Sydney Roosters Indigenous Academy (SRIA). The SRIA is a nine-a-side women's team that participate in the NSW Tarsha Gale Cup in a fully branded Roosters Playing Jersey. The team is supported by Aboriginal and Torres Strait Islander coaches and Ambassadors from the Roosters' NRL Holden Women's Premiership team.



ROOSTERS AND THE KARI FOUNDATION

The Sydney Roosters have a strong relationship with the KARI Foundation that will continue to grow in future years.

The KARI Foundation has an innovative approach to showcasing Aboriginal Excellence, Culture and Community Achievement by establishing and nurturing the connection between Governments and Corporates to Aboriginal Australia. The KARI Foundation delivers a range of community capacity-building programs focusing on cultural strength, education, and early intervention.

This relationship between the Roosters and the KARI Foundation focuses on developing programs and initiatives to support local Aboriginal communities. Most importantly, KARI Foundation provides cultural connections and learnings for the Sydney Roosters Community Department. From a corporate perspective, the relationship between the Sydney Roosters and KARI Foundation has been significant. KARI Foundation is the major partner of the Sydney Roosters Indigenous Academy, the Tarsha Gale Women's Team, featured on the top back of the Sydney Roosters 2018 Indigenous Jersey and is a platinum partner of the Sydney Roosters Inaugural NRL Holden Women's Premiership Team. KARI Foundation also featured on the Sydney Roosters 2019 Indigenous Jersey. KARI Foundation has been a key figure in the delivery of the Sydney Roosters Reconciliation Action Plan, with a strong focus on helping the Club move through various deliverables as our initiatives grow.

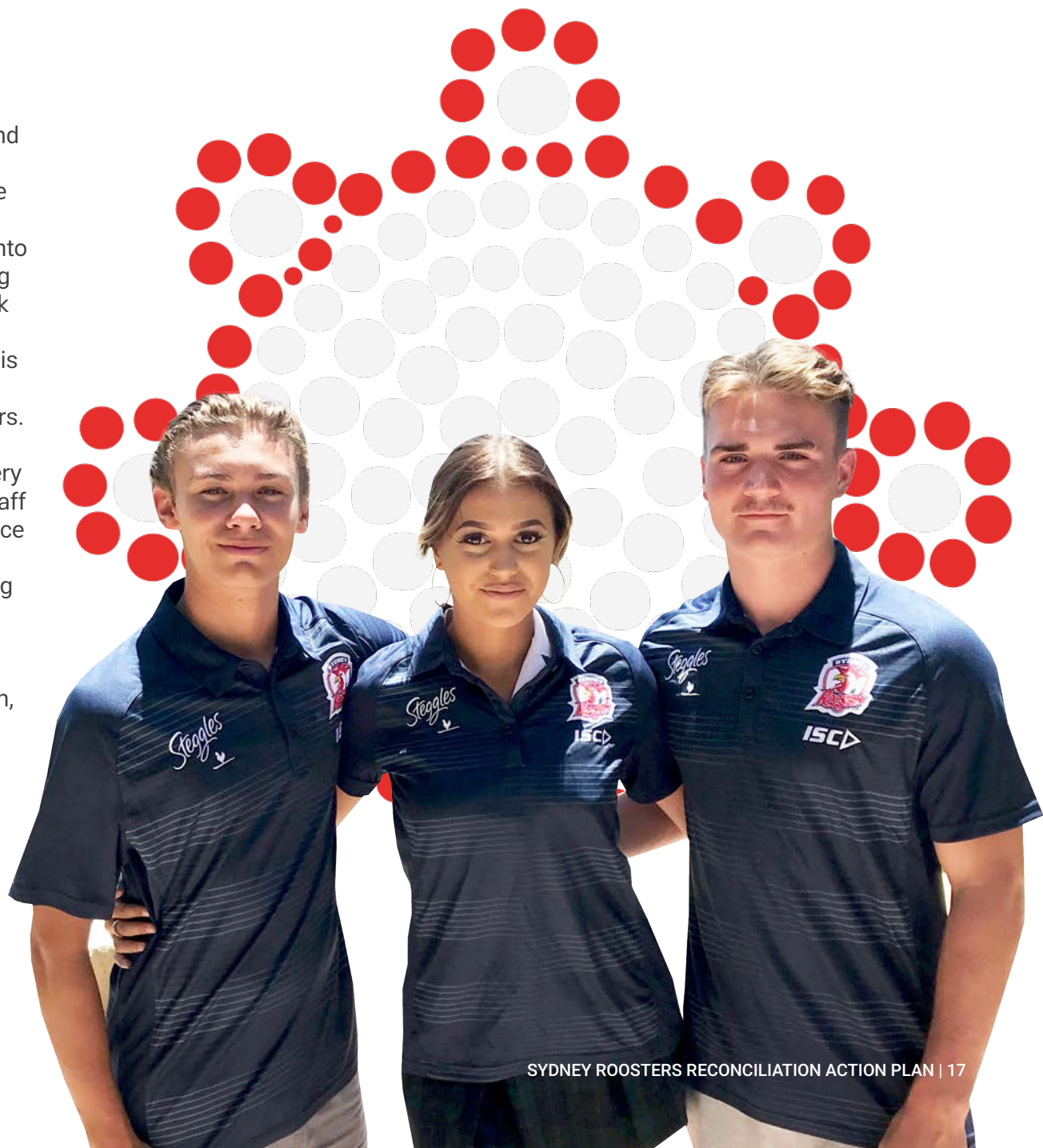


NRL SCHOOL TO WORK PROGRAM

The School to Work (S2W) Program is an education and employment program that utilises the positive profile of the game of rugby league to support and encourage young Aboriginal and Torres Strait Islander peoples to complete their schooling and successfully transition into further education or employment. S2W provides young Aboriginal and Torres Strait Islander peoples with work experience, mentoring and leadership opportunities that lead to a successful outcome. The S2W Program is backed by an exceptional team of NRL players, Clubs, staff, community, government and business supporters.

The Sydney Roosters play an integral role in the delivery of the S2W Program through our support of players, staff and corporate partners with mentoring, work experience and employment opportunities. The Club participates in the program with a full-time project officer delivering the program on the Central Coast and in the Eastern Suburbs. The program supports approximately 35 students per annum for a period of 6 – 24 months. In 2018, there was a high success rate from this program, with 94 per cent of student participants achieving their HSC, transitioning into further study, training or meaningful employment.

Sydney Roosters students from the 2019 NRL School to Work Program (Lakeisha Dargin, Riley Weatherall & Cameron Maher).



The Glen

THE GLEN CENTRE

The Sydney Roosters have had a proud affiliation with the communities of the Central Coast, including The Glen, for a number of years now. The Glen Centre is the only male specific Drug and Alcohol Rehabilitation Centre for Indigenous and non-Indigenous males on the Central Coast of NSW. Established in 1994, the site is a modern rehabilitation facility that has 37 residential beds (including transition beds). The Glen's program aims to empower people to take control of their lives, to live a good fun life and to become active members of their families and in the community as a whole. Their program is based on Aboriginal and Torres Strait Islander values and spirituality with a heavy emphasis on the individual and the consequences of their choices. Clients from The Glen have supported Sydney Roosters events by performing traditional dance and ceremony at the launch of the first Sydney Roosters Reconciliation Action Plan. As part of the official NRL Indigenous Round in 2018, the Sydney Roosters was proud to present a cultural gift of clapsticks to the New Zealand Warriors made by clients from The Glen Centre.

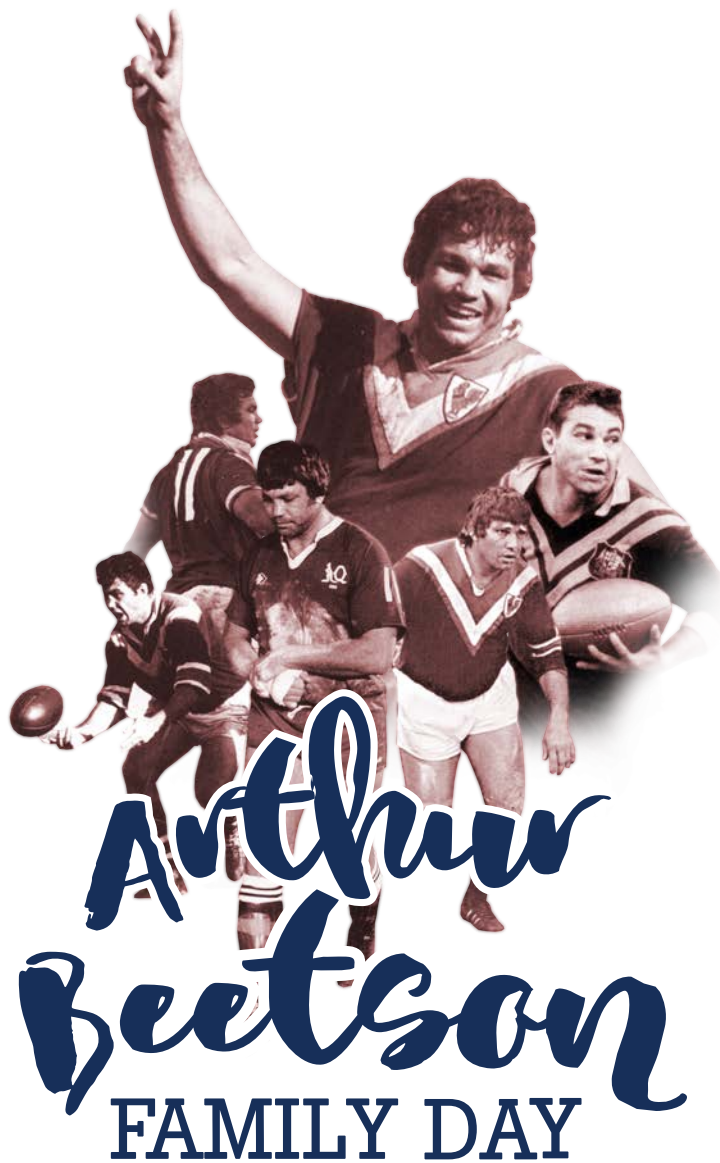


ABOUT THE DESIGN

These clapsticks represent a journey where positive role models keep us on the right path during our journey called “life”. The centre line shows the following of the “straight and narrow” path and the curved lines displays the journey that sometimes goes off the track one way or another, but it is our positive role models that keep us on the right path.

The Roosters aim to strengthen our relationship with The Glen beyond 2019 by promoting respectful and positive behaviours across communities.





BROUGHT TO YOU BY **WARD**

The Arthur Beetson Family Fun Day is a Sydney Roosters NAIDOC Week event for the Aboriginal and Torres Strait Islander community on the Central Coast. The Club is proud to honour one of its all-time greats, Arthur Beetson, and also recognise the importance of contributions Aboriginal and Torres Strait Islander people have made both past and present. Using the power of rugby league, the day brings Aboriginal and Torres Strait Islander families, local service providers, community partners, and Sydney Roosters Aboriginal and Torres Strait Islander players together for a NAIDOC Week celebration. The power, reach and love of rugby league on the Central Coast is incredibly strong. In 2019, the event supported the NAIDOC Week theme of 'Voice. Treaty. Truth.' by providing a platform for both male and female Aboriginal and Torres Strait Islander players to discuss community, identity, culture, and the importance of family and women. The day also provided the opportunity for Aboriginal and Torres Strait Islander families to get together with their children during the school holidays for a day of rugby league and cultural celebration through cultural dance. To promote healthy living and an active lifestyle, young Aboriginal and Torres Strait Islander children aged 5 to 12 years old participated in a rugby league clinic delivered by NRL Game Development Officers.





INDIGENOUS LITERACY FOUNDATION

The Sydney Roosters is proud to support the Indigenous Literacy Foundation and the official Indigenous Literacy Day by providing Aboriginal and Torres Strait Islander men and women players as spokespersons for this great cause.

The Indigenous Literacy Foundation aims to raise literacy levels starting at a community level by gifting appropriate, quality books to organisations operating in remote communities.

The Sydney Roosters players promote Indigenous Literacy Day in September in an effort to close the literacy gap between Aboriginal and Torres Strait Islander peoples and other Australians.





INTERNAL EVENTS

Internally, the Roosters supports annual events on the calendar including NAIDOC Week, National Reconciliation Week and NRL Indigenous Round. Each year during Indigenous Round, the Club organises a briefing for its staff and players on Aboriginal and Torres Strait Islander cultures and the Club's Community Manager updates the group on where the Club is on its reconciliation journey.



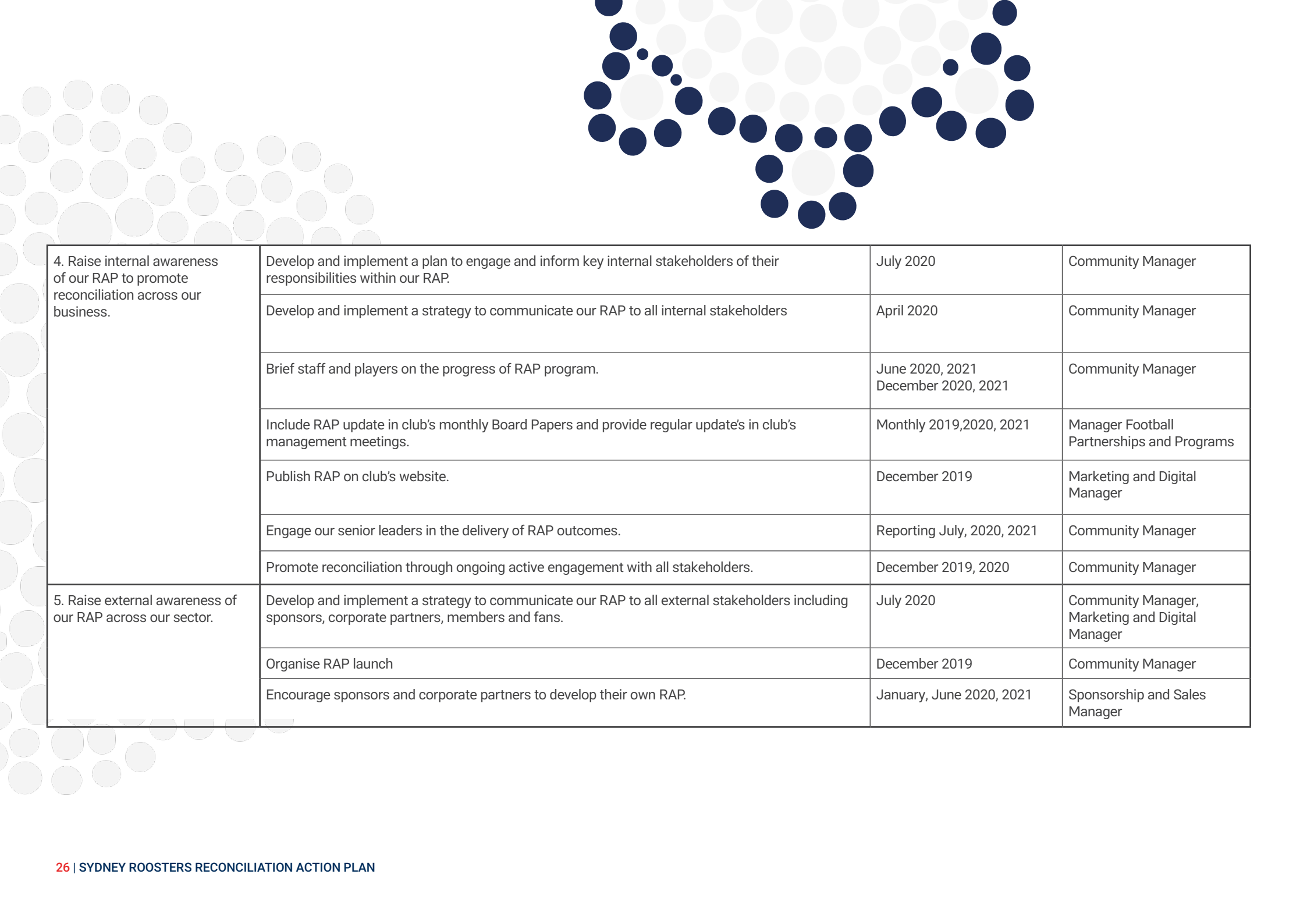
RELATIONSHIPS

The Sydney Roosters recognise the importance of building strong relationships with Aboriginal and Torres Strait Islander peoples. We have already established relationships with a number of Aboriginal and Torres Strait Islander communities and believe that maintaining these strong relationships is an important step in the process of reconciliation. It is important that these relationships are sustainable and meaningful.

Focus Area: Engagement with Aboriginal and Torres Strait Islander peoples and communities.



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. RAP Working Group (RWG) actively monitors RAP development and implementation of actions, tracking progress and reporting	RWG oversees the development, endorsement and launch of the RAP.	December 2019	Community Manager
	Ensure Aboriginal and Torres Strait Islander peoples are represented on the RWG.	December 2019	Community Manager
	Meet at least twice per year to monitor and report on RAP implementation.	January, June 2020, 2021	Community Manager
	Establish Terms of Reference for the RWG.	February 2020	Community Manager
2. Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians	Organise at least one internal event for NRW each year.	27 May- 3 June 2020, 2021	Community Manager
	Register all NRW events via Reconciliation Australia's NRW website.	27 May- 3 June 2020, 2021	Community Manager
	Support an external NRW event.	27 May- 3 June 2020, 2021	Community Manager
	Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW.	27 May- 3 June 2020, 2021	Community Manager
	Extend an invitation to Aboriginal and Torres Strait Islander peoples to share their reconciliation experiences or stories.	27 May- 3 June 2020, 2021	Community Manager
	Encourage staff to participate in external events to recognise and celebrate NRW.	27 May- 3 June 2020, 2021	Community Manager
	Download Reconciliation Australia's NRW resources and circulate to staff.	27 May- 3 June 2020, 2021	Community Manager
3. Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes.	Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders, KARI, The Glen, Bungree Aboriginal Association, Central Coast United Aboriginal Sporting Association, La Perouse Land Council and La Darkinjung Land Councils and Indigenous Literacy Foundation.	March 2020	Community Manager
	Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement.	July 2020	Community Manager



4. Raise internal awareness of our RAP to promote reconciliation across our business.	Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP.	July 2020	Community Manager
	Develop and implement a strategy to communicate our RAP to all internal stakeholders	April 2020	Community Manager
	Brief staff and players on the progress of RAP program.	June 2020, 2021 December 2020, 2021	Community Manager
	Include RAP update in club's monthly Board Papers and provide regular update's in club's management meetings.	Monthly 2019,2020, 2021	Manager Football Partnerships and Programs
	Publish RAP on club's website.	December 2019	Marketing and Digital Manager
	Engage our senior leaders in the delivery of RAP outcomes.	Reporting July, 2020, 2021	Community Manager
	Promote reconciliation through ongoing active engagement with all stakeholders.	December 2019, 2020	Community Manager
5. Raise external awareness of our RAP across our sector.	Develop and implement a strategy to communicate our RAP to all external stakeholders including sponsors, corporate partners, members and fans.	July 2020	Community Manager, Marketing and Digital Manager
	Organise RAP launch	December 2019	Community Manager
	Encourage sponsors and corporate partners to develop their own RAP.	January, June 2020, 2021	Sponsorship and Sales Manager

6. Provide opportunities for Aboriginal and Torres Strait Islander peoples during NRL Indigenous Round.	Engage with local artist to design Aboriginal and Torres Strait Islander Jersey.	May 2020, 2021	Community Manager, Chief Operating Officer
	Develop and implement Welcome to Country and Acknowledgement of Country video to be played at each Sydney Roosters home game including Indigenous Round.	May 2020, 2021	Community Manager
	Invite student representatives from NRL School to Work program to take part in match day activities including Guard of Honour and on-field experiences.	May 2020, 2021	Community Manager
	Share good news stories of NRL School to Work students on Roosters website and social media.	May 2020, 2021	Community Manager
	Engage with local Aboriginal and Torres Strait Islander performers to celebrate Indigenous culture on-field.	May 2020, 2021	Community Manager
7. Promote positive race relations through anti – discrimination strategies.	Develop a plan for addressing racism directed to Aboriginal and Torres Strait Islander people in the Roosters Against Racism School Program, a program promotes the importance of cultural diversity, respectful behaviours and fair treatment of all people regardless of their culture, race or religious background.	July 2020	Community Manager
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	August 2020	HR Manager



RESPECT

The Sydney Roosters is respectful towards Aboriginal and Torres Strait Islander peoples and cultures. This is demonstrated by celebrating the success and achievements of Aboriginal and Torres Strait Islander peoples through events and cultural learning.

Focus Area: Expand community engagement and ways to celebrate Aboriginal and Torres Strait Islander cultures, histories and achievements.



Indigenous Clap Sticks

As a sign of respect Clubs exchanged cultural gifts during Indigenous Round in 2019. Designed by clients from The Glen Centre, the Clap Sticks were gifted by the Sydney Roosters to the Newcastle Knights.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
8. Engage employees in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements.	Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories, and achievements.	August 2020, 2021	Community Manager
	Circulate Cultural Awareness Survey for both Easts Leagues and Roosters staff and players to capture data.	August 2020, 2021	Community Manager
	Provide opportunities for players to attend cultural camps.	July 2020, 2021	Football Manager
	Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural awareness training.	August 2020, 2021	Community Manager
	Provide opportunities for RWG members, RAP champions, HR managers and other key leadership staff to participate in cultural training.	June 2020, 2021	Community Manager
	Encourage all staff and players to utilise Reconciliation Australia's Share Our Pride Website.	August 2020, 2021	Community Manager
	Develop and implement an Aboriginal and Torres Strait Islander cultural awareness training strategy for our staff which defines cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (online, face to face workshops or cultural immersion).	August 2020, 2021	Community Manager
	Investigate local cultural experiences and immersion opportunities.	August 2020, 2021	Community Manager
9. Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning.	Annually review and communicate the cultural protocol document to all staff and players for Welcome to Country and Acknowledgement of Country.	July 2020, 2021	Community Manager
	Annually review and update the list of key contacts for organising a Welcome to Country and maintaining respectful partnerships.	July 2020, 2021	Community Manager
	Invite a Traditional Owner to provide a Welcome to Country at significant events, including the launch of RAP.	December 2019	Community Manager
	Develop and implement Welcome to Country and Acknowledgement of Country video to be played at each Sydney Roosters home game in areas including Sydney, NSW Central Coast and Adelaide.	December 2019, 2020	Community Manager, Marketing and Digital Manager
	Continue to include an Acknowledgement of Country at the commencement of all important internal and external meetings.	July 2020, 2021	Community Manager
	Encourage staff to include an Acknowledgement of Country at the commencement of all meetings.	July 2020, 2021	Community Manager

10. Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their cultures and communities by celebrating NAIDOC Week.	Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week.	July 2020, 2021	HR Manager
	Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week.	First week in July 2020, 2021	Community Manager
	Schedule an all staff email to share NAIDOC Week information and club initiatives.	July 2020, 2021	Community Manager
	Include Club NAIDOC Week events and initiatives in club's newsletter, staff meetings and monthly board report.	July 2020, 2021	Community Manager, Manager Football Partnerships and Programs
	Continue to develop and implement Club NAIDOC Week events including but not limited to: <ul style="list-style-type: none"> · NAIDOC School Visits · NAIDOC Holiday Camps and coaching clinics 	July 2020, 2021	Community Manager
	Support local NAIDOC Week events.	July 2020, 2021	Community Manager
	Consult with Aboriginal and Torres Strait Islander people with organising one internal NAIDOC Week club event.	July 2020, 2021	Community Manager
11. Celebrate and recognise Aboriginal and Torres Strait Islander days of significance.	Organise club events and community initiatives to celebrate key events including National Reconciliation Week, Indigenous Literacy Day and Harmony Day.	March 2020, 2021 May 2020, 2021 August 2020, 2021	Community Manager
	Produce a dates of significance calendar and distribute to all staff.	January 2020, 2021	Community Manager



2019
INDIGENOUS
ROUND



OPPORTUNITIES

The Sydney Roosters is committed to providing genuine opportunities for Aboriginal and Torres Strait Islander peoples in the areas of leadership, education and supplier diversity and initiatives.

Focus Area: Sydney Roosters and Easts Group Strategic Plan 2018 – 2022. Community Engagement Strategic Pillar. To create positive social change within the communities we reside and support.



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
12. Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace.	Collect information on our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities.	August 2020, 2021	HR Manager
	Develop and implement an Aboriginal and Torres Strait Islander Employment and Retention strategy.	August 2020, 2021	HR Manager
	Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development.	July 2020, 2021	HR Manager
	Advertise all vacancies in Aboriginal and Torres Strait Islander media.	July 2020, 2021	HR Manager
	Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace.	August 2020, 2021	Community Manager
13. Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation.	Review and update procurement policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses.	July 2020, 2021	Community Manager
	Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services.	July 2020, 2021	Community Manager
	Develop at least one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business.	July 2020, 2021	Community Manager
	Investigate Supply Nation membership.	August 2020, 2021	Community Manager
14. Investigate opportunities to develop and empower Aboriginal and Torres Strait Islander young peoples.	Develop relationship with NRL Indigenous programs including the School to Work program by providing opportunities for students to undertake work experience with Roosters Corporate Network and Sponsors.	July, 2020, 2021	Community Manager
	Develop relationship with KARI Foundation and increase number of community programs that support primary and secondary school students.	August 2020, 2021	Community Manager, Sponsorship and Sales Manager
	Support the annual All Stars Youth Summit.	August 2020, 2021	Community Manager
	Continue to provide Rugby League Clinics and Wellbeing education sessions to areas of high Aboriginal and Torres Strait Islander young peoples in the Central Coast to encourage healthy, active lifestyles.	August 2020, 2021	Community Manager



GOVERNANCE, TRACKING PROGRESS AND REPORTING



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
15. Report RAP achievements, challenges and learnings to Reconciliation Australia.	Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.	September 2020, 2021	Community Manager
	Investigate participating in the RAP Barometer.	May 2020, 2021	Community Manager
16. Report RAP achievements, challenges and learnings internally and externally	Report our RAP achievements, challenges and learnings internally to Board Members, staff and players by email and presentation.	December 2020, 2021	Community Manager
17. Review, refresh and update RAP	Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	March 2020, 2021	Community Manager
	Send draft RAP to Reconciliation Australia for review and feedback.	May 2020	Community Manager
	Submit draft RAP to Reconciliation Australia for formal endorsement.	May 2020	Community Manager



CONTACT

CATHERINE DAWSON

COMMUNITY MANAGER

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