



# Innovate Reconciliation Action Plan

October 2018 – October 2020

A RAP for Sport in South Australia







# ACKNOWLEDGEMENTS

Sport SA acknowledges the Land where the Head Office is located at West Beach, are the traditional lands of the Kaurna people and we respect their spiritual relationship with their Country.

We also pay respects to the cultural authority of Aboriginal peoples visiting from other areas of South Australia or Australia.

We acknowledge and respect Aboriginal peoples of South Australia as the first peoples and recognise Aboriginal people as traditional owners and occupants of lands and waters in South Australia.

*We thank the Weetra family for allowing us to use the artwork of Colin, their loving husband, father and 'Bubby'. Over many years he gave time to educating and enriching the lives of many South Australians – he was passionate about increasing cultural knowledge so that people from every walk of life would have a greater understanding and acceptance of Aboriginal nations, culture, history and achievements. He particularly gave support to Sport SA Members, sport and recreation trainees and office staff so Sport SA thought his work an appropriate choice. We believe his work resonates with the encouragement, enlightenment and richness he gave willingly and freely to whomever would listen.*

*As well as a devoted family man, Colin enjoyed sport and was an athlete, swimmer and participant in many sports. An educator and a cultural guide, he would be happy to know that this RAP is intended to increase Aboriginal engagement, and improved health and wellness through sporting participation. Family, friends and colleagues know that he would definitely love for his work to be used in this way. The front cover image which is repeated throughout the RAP was painted in the South Australian colours and he set out to depict the connection of people through sport which is at the core of our community. Sport unifies while providing opportunities to learn and achieve.*

***"You'll never know 'til you try it"***  
***Colin Weetra (October 4 1953 – January 14 2017)***

The artwork is kindly supplied from the private collection of former Sport SA CEO Jan Sutherland.

Sport SA thanks the support given from the Office for Recreation, Sport and Racing: the initiative received full encouragement and commitment from the Chief Executive; we had access to Project Officers, Indigenous Sport and the Office provided a funding grant which enabled the RAP Working Group to have a Project Coordinator to drive the project through the development stage.

*Aboriginal and Torres Strait Islander Peoples should be aware that this document may contain images or names of people who have since passed.*

Design and print by Terry Howe Printing Services

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# MESSAGE FROM RECONCILIATION AUSTRALIA

Reconciliation Australia is delighted to welcome the South Australian Sports Federation Inc ('trading as 'Sport SA') to the Reconciliation Action Plan (RAP) program by formally endorsing its inaugural Innovate RAP.

As a member of the RAP community, Sport SA 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 increased 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 Strait Islander communities – have a role to play to progress these dimensions.

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

We wish Sport SA well as it explores and establishes its own unique approach to reconciliation. We encourage the Members of Sport SA and the sporting public of South Australia to embrace this journey with open hearts and minds, to grow from the challenges, and to build on its successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

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

On behalf of Reconciliation Australia, I commend the South Australian Sports Federation on its first RAP, and look forward to following its ongoing reconciliation journey.

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

# MESSAGES OF COMMITMENT

## **Hon. Corey Wingard, MP, Minister for Recreation, Sport and Racing**

With a past involvement in sport that enriched my life and gave me wonderful opportunities as a player, coach and commentator, I firmly believe sport is integral in building better communities with no boundaries or barriers.

It brings people of all persuasions together, fosters friendships, builds social skills, is a positive contributor to improved health and wellness and importantly, provides opportunities in employment, education and elite career pathways. When one takes the step to join in a sporting or recreational activity, there is no limit to what can be achieved.

I am honoured to provide a message of commitment to this RAP and I intend to be an active and passionate contributor to this journey. I commend the Vision of those who brought us to this point – the sporting community is now being asked to lead the way on reconciliation that will bring benefits to all South Australians.



## **Dr Roger Thomas, South Australia's Commissioner for Aboriginal Engagement**

Two former Commissioners, Frank Lampard and Harry Miller were actively committed to this journey and I am proud that I can continue their efforts as we enter the Implementation Phase.

Both Aboriginal and non-Aboriginal people in the state will benefit from this positive demonstration of reconciliation.

I commend the Vision that through sport Aboriginal people can lead improved lives as part of a greater community that is free of racism and prejudice.



## **Leah Cassidy, Chief Executive Officer, Sport SA**

Our Sport SA Vision acknowledges the importance of everyone living in an inclusive, vibrant community where people can feel as if they have something to aspire to and be valued and respected. Our commitment is to ensure sport is available to every South Australian who wishes to participate, volunteer and or support any sport, recreation or physical activity for these bring opportunities that enable everyone to lead an enjoyable and healthy life regardless of their background.

We are passionate about achieving the actions under this RAP and, through our Members, look forward to actively demonstrating that reconciliation is possible across sporting codes in South Australia. Success will confirm our position as the leader for sport in South Australia, and also nationally, as other state organisations are looking at following this initiative.







## OUR VISION

The Sport SA Vision is to ensure sport is available to every South Australian who wishes to participate, volunteer and or support any sport, recreation or physical activity which results in a lifelong, healthy, active and enjoyable lifestyle.

This Vision takes its lead from the Office for Recreation, Sport and Racing Vision for “*An Active State*” and its belief that “*Sport and active recreation develops stronger, healthier, happier and safer communities.*” (Office for Recreation, Sport and Racing Strategic Plan 2017-21).

The Vision acknowledges the importance of South Australia being an inclusive, vibrant community. It responds to the overwhelming message from South Australians of all backgrounds, that we share a desire to be connected to our communities, to feel as if we have something to aspire to and be valued and respected.

Our vision for reconciliation is a culture that embraces unity between Aboriginal and Torres Strait Islander peoples and other Australians. It is a culture that represents equality and equity, historical acceptance of our shared history and removal of negative race relations.

This Vision simultaneously recognises the pillars of Aboriginal society; beliefs system, spirituality, land and family, that connect Aboriginal peoples and are themselves interconnected.

While there can be mainstream domination in some sporting areas, to ensure sport is available to every South Australian, individuals and minority groups often need greater encouragement to participate. There are endless opportunities if such people are given information on what is available, the empowerment to make a decision, the skills to take on the challenge, the acknowledgement of effort, some role modelling and the support to want to make it happen.

Importantly for the Aboriginal community, physical activity has already shown itself to be an avenue to recognition, better health, connectedness to family and community, education opportunities, employment, spiritual engagement, exercising the power of choice and a general feeling of belonging. It has brought some participants economic independence, increased stability, improved living standards and a feeling of contentment. These outcomes demonstrate that through activity, a high level of social and emotional wellbeing where everyone can feel good is possible.

The Reconciliation Action Plan (RAP) is designed to work in conjunction with other complementary policies and services and sporting codes, which actively support and engage with Aboriginal communities, particularly those located in remote regional areas. Taking a holistic approach, and using avenues already in place, the RAP implementation actions are designed to foster and build on relationships in place so that the message of sport and physical activity being a key contributor to an enjoyable and healthy life becomes reinforced in Aboriginal cultures.

This RAP will deliver our Vision in that it will bring people together in an environment free of prejudice and racism for sport has the potential to cross all boundaries and acknowledge skill and excellence regardless of heritage.

*For the purposes of this document, use of the term ‘Aboriginal’ is inclusive of Torres Strait Islander peoples.*

## OUR BUSINESS

The South Australian Sports Federation Inc. (Sport SA) was established to be the peak sports industry professional association providing industry advocacy, training and professional support to its members and affiliated bodies in South Australia.

Since its inception, Sport SA has been responsible for leading, representing and advocating for sport while ensuring that the membership has access to services, programs and projects which enhance the delivery of sport. Services include lobbying and advocacy, governance, policy advice and development, State Sport Dispute Centre, Event and project management, Sports volunteer network, South Australian Masters Games, South Australian Sports Awards and The South Australian Sport Hall of Fame.

Importantly it is also a Registered Training Organisation with a highly respected industry training program that meets the workforce needs of the industry in the state.

Sport SA has a geographic reach that is state based supporting Members some of which have a national affiliation. Membership comes from State Sporting organisations, sporting industry bodies and organisations, local government, commercial sports industry organisations, sporting clubs and other organisations associated with the industry across South Australia. There are over 160 members which infers that this organisation has access to thousands of South Australians who are taking an active role in playing, officiating, volunteering, administering and supporting sport.

Research shows two thirds of South Australians are involved in sport or recreation with around forty percent of those involved, participating in organised sporting activities. Significantly people from regional areas are more likely to participate through a club based structure and are more likely to volunteer and to be a spectator than those in the Adelaide metropolitan area. It is estimated regional communities have an

estimated one third of adults participating in exercise recreation and sport via a club or association and almost a quarter are involved as a coach, official, umpire or administrator. Source: “*Out & About: State Report*” (PDF). SA Government. Retrieved 3 May 2013.

The RAP is designed to reach out to the broader South Australian community rather than be limited or confined to the activities of the Office for Recreation, Sport and Racing.

Sport SA operates from a head office at West Beach. Currently five staff are employed in a range of full time and part time roles and ably supported by some volunteers. While none of the current staff are Aboriginal and Torres Strait Islander peoples, it is envisaged that as future opportunities arise at both the governance and operational levels, Sport SA will take positive steps to ensure suitably qualified Aboriginal peoples are attracted to work in the team.

***“Reconciliation, in its broadest sense, is about bringing Aboriginal and non-Aboriginal Australians together.”***

Mark Waters,  
Reconciliation South Australia Inc





## OUR RAP INTENTION & MOVING FORWARD

This Reconciliation Action Plan is intended to cover all sports in South Australia. It is being driven by Sport SA on behalf of the Aboriginal Community following an approach by the State Commissioner of Aboriginal Engagement, the State Government through the Office for Recreation, Sport and Racing and Sport SA members. The intent of this RAP is to ensure all sporting bodies embrace Reconciliation and introduce initiatives in their various codes that bring increased health, fitness and wellbeing opportunities for Aboriginal peoples.

The Sport SA RAP is “a-whole-of-sport” RAP because it sits over a number of different sporting codes as members and it is not intended to replace or supersede any RAP that an existing sporting code may already have (e.g. Netball SA). Rather it is designed to complement / value-add to that RAP and possibly provide guidance in terms of any gaps that may exist (e.g. policy gaps and special measures etc.)

The intent of the RAP Working Group is to increase the likelihood of success of this RAP by engaging and partnering with a number of organisations that are already delivering outcomes against a RAP. This approach is viewed as a major opportunity and how it will be undertaken is outlined in the Opportunities Section.

The Board of Sport SA has endorsed the development and implementation of a RAP as an important strategy for sport in the future. It has enabled the Chief Executive Officer to be responsible for the delivery of this outcome.

Moving forward, it is the intention that once this RAP is endorsed, a new Working Group will develop and implement a project plan that covers the life of the RAP. As part of this Implementation Plan, the Working Group will sign off against new Terms of Reference that maintains the Working Group as the champion for implementation and outcomes. The number of people and the composition of the Working Group may change in the next phase.

As part of the implementation, Sport SA and the RAP Working Group will establish, coordinate and or promote other contributing bodies that can be involved in relevant aspects of the RAP e.g. a Cultural Advisory Group to recommend on cultural matters.

### Leading the reconciliation journey for sport in SA

Increasing Aboriginal engagement and participation



Promoting a healthy active lifestyle

Providing access to sporting opportunities

Creating sporting pathways to prosperity

## OUR RAP WORKING GROUP

### Internally and externally our RAP Working Group comprised:

- Commissioners Frank Lampard, OAM and Harry Miller, Commissioner for Aboriginal Engagement, Department of Premier and Cabinet
- The Hon. Michael Wright, former Minister for Sport and Recreation, President of Sport SA
- Ms Katrina Webb, OAM, Member of Sport SA Board
- Mr David Hutton, CEO Rowing SA, Member of Sport SA Board
- Ms Nerida Saunders, Executive Director, Aboriginal Affairs and Reconciliation, Department of State Development
- Ms Tahnee Sutton, Office Manager, Office of Design and Architecture, Department of Public Transport and Infrastructure
- Mr Terry Sparrow, Principal Policy Consultant, Office of the Commissioner for Aboriginal Engagement, Department of Premier and Cabinet
- Ms Kelly Harrington, Principal Program Officer, Office for the Public Sector, Department of Premier and Cabinet
- Ms Jade Wilson, Senior Program Officer, Department of Public Transport and Infrastructure
- Mr Shouwn Oosting, Principal Consultant, Office for the Public Sector, Department of Premier and Cabinet
- Ms Jan Sutherland, former CEO Sport SA

Of those listed, the Aboriginal and Torres Strait Islander community is represented by:

- Mr Frank Lampard, former Commissioner for Aboriginal Engagement
- Mr Harry Miller, former Commissioner for Aboriginal Engagement
- Ms Nerida Saunders
- Ms Tahnee Sutton
- Mr Terry Sparrow
- Ms Kelly Harrington
- Ms Jade Wilson
- Mr Shouwn Oosting

This RAP was the agreed outcome to a concept presented by Terry Sparrow in response to Aboriginal South Australia needing to develop its own position with a state based sports peak body; notwithstanding a national push for a National Indigenous Sporting Association to be established.

Terry arranged a meeting with former Commissioner Frank Lampard, former Sport SA CEO Jan Sutherland, and highly respected David Rathman who provided knowledge of Aboriginal sport in this state. The two key leaders agreed that a partnership between the Aboriginal sporting community and Sport SA would be the most appropriate option and through a RAP it would be possible to deliver something that has not been done before in Australia. The RAP could ensure sport was accessible to Aboriginal people; to encourage Aboriginal participation in sport as a means of improving health, fitness and wellbeing; to identify and support pathways into elite sport (Pathways to Prosperity) and to open up sport as an opportunity for coaching, officials, administrators and volunteers through providing knowledge and education. Through the demonstrated commitment that Sport SA has had in engaging with the Aboriginal community, this RAP has commenced at the second level ie Innovate.



Frank Lampard



Jan Sutherland



Terry Sparrow





# INITIATIVES UNDERTAKEN BY SPORT SA

For the past 10 years or more, Sport SA has demonstrated an active role in progressing sport for Aboriginal participants, ensuring greater cultural awareness and for encouraging students to learn about the industry through the RTO.

- In November 2017 Sport SA conducted a survey with Members seeking their level of Aboriginal engagement and commitment, the number of initiatives undertaken, what programs were already in place, and what activities were proposed as demonstrating commitment to reconciliation
- In November 2017, Sport SA CEO instigated a Welcome to Country at the South Australian Sport Awards presented by The Advertiser, Channel Seven and Sport SA



Major "Moogy" Sumner, known affectionately as **Uncle Moogy**, is a Ngarrindjeri Elder and with the Tal-Kin-Jeri *dance* group, performed the Welcome to Country to an audience of over 400.

- Sport SA conducted Cultural awareness sessions for Members and presenters engaged in the SA Aboriginal Sports Training Academy and SANFL Indigenous programs
- In October 2017, Sport SA actively pursued nominations for different Award categories from known Aboriginal sporting/administration identities
- Sport SA CEO was an active participant on the SA National Football League Advisory Committee for Aboriginal Programs
- Sport SA CEO has been Chair of the Indigenous Employment Strategy Committee
- Sport SA has been an Indigenous Employment Panel member
- Sport SA CEO always opens with Welcome to Country/Acknowledgement of Country
- Sport SA CEO and staff have visited the APY Lands



Paul Vandenberg, Director, Aboriginal Programs Port Power was a Finalist in the 2017 Gallagher Insurance Brokers Administrator of the Year at the South Australian Sport Awards. He was also named the 2017 South Australian NAIDOC Person of the Year. Here he is receiving his NAIDOC honour from Ambassadors Sharon Gollan and Frank Lampard OAM.

- Sport SA RTO delivered VET to APY Trainees, SAASTA students, Leadership and governance program participants and trainees in the Certificate II & III in Sport & Recreation



SANFL/Sport SA Trainees conducting a coaching session in APY Lands

- Sport SA was represented at numerous Tauondi Open Days (Tauondi is Adelaide's Adult Aboriginal College)
- "Spirit of South Australia Message stick" introduced into Sport SA Awards night in 2010. Symbolism important with only two recipients to date ie Marjorie Jackson-Nelson and Robert Gerard recognising their contribution and standing as leaders in the sporting community



SPORT SA

THE SPIRIT OF SOUTH AUSTRALIA



The ancient skills and knowledge of Aboriginal Australia are incorporated in this Message Stick. It is an ingenious way of communicating between people of high esteem on important issues and knowledge. This contemporary Message Stick with colours and texture depicts our land and the strength we gain from it. This is a symbol of the outstanding qualities of honour, strength, generosity and passion. It is an honour to present this Message Stick to Robert Gerard who embodies these qualities to be an inspiration to all. You have truly captured the hearts of all South Australians and we take great pleasure in recognising your outstanding achievements which form part of South Australia's sporting history.

These words were written by Colin Weetra a Senior Member of the Aboriginal Community.

- Sport SA promotes stories of Aboriginal engagement initiatives undertaken by member from the Aboriginal Community
- Sport SA was successful in obtaining grants from the Office for Recreation, Sport and Racing for this RAP project
- Sport SA introduced the State Sport Dispute Centre – handles cases of racism, bullying directed to it by Members
- Sport SA Governance – Advertisement placed seeking Expression of Interest of Independent Sub Committee member from the Aboriginal community
- Sport SA was successful in obtaining a grant from the Office for the Ageing, SA Health for increasing the level of Aboriginal participation at the 2018 South Australian Masters Games in Murray Bridge



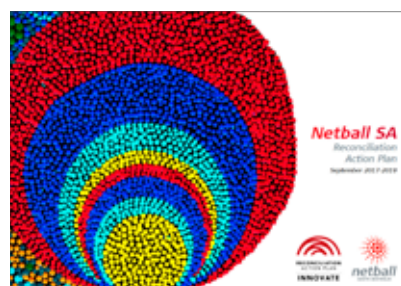
Nerida Saunders PSM, Mark Davis legendary National League Adelaide 36ers basketball player and Michelle Den Dekker OAM, world champion netballer and Sport Hall of Fame Inductee were Ambassadors at the 2018 Murray Bridge Green South Australian Masters Games.



# INITIATIVES UNDERTAKEN BY MEMBERS OF SPORT SA

From a Member perspective some examples of activities include

- It appears Members are increasing their participation either through targetted or non targetted activities; in general activities happen and grow of their own accord.
- Case studies from Golf SA (does not have a RAP at either state or national level) are very encouraging and reflective of how it has been able to grow membership by providing support to a minority group. It has also linked the Aboriginal Golf Program to the important health issue of diabetes.
- Several years ago, Australian Rules football, netball, cricket and rugby all received support at the national level to put in place a RAP. There are numerous examples of success stories they can share at the national and state level.
- Dragon Boating, Tennis, Equestrian, Dirt Bike, Volleyball – these are a few sports that have entered the space and wish to do more.
- Adelaide Football Club RAP Launched in February 2018.



Front covers of current sporting RAP in South Australia.



Faith Thomas, the first Aboriginal woman to play cricket for Australia was the instigator of the Inlanders Womens Hockey club which provided Aboriginal players an identity in the period 1970-80. In the 1980's the Club merged with Port Adelaide to become Port Inlanders. This photo of the 1993 Port Inlanders Premiershipe team coached by Olympian Sandy Pisani, OAM features Rachel Hampton who went on to play state and national league.



Tyson Wilson is a member of the Grange Bowling Club and is currently in the South Australian State Development Squad. Tyson is a Premier League "Skipper" at Grange and is one of the most promising young talents in the state. He has had many successes representing the state at Under 18 level, with numerous medals including gold at National Level.

## CASE STUDY

### Aboriginal Golf Club of South Australia Inc

The South Australian Aboriginal Golf Championship has been a feature of the golf schedule in the state since 2011.

It is for golf club members with a handicap or social players and represents the culmination of a series of regional events held for the Aboriginal Community. Bringing together Aboriginal golfers from all parts of the State in a community atmosphere, it typically attracts around 40-50 players – male, female and juniors.

Importantly, this event is also the focus of the South Australian Aboriginal Diabetes Strategy, a critical health issue.

In October 2017, the Club took a bold step and hosted the National Championships with over 80 participants from all over Australia playing in varying and trying conditions on the east course at Grange Golf Club.



The State Championship was so successful in highlighting the benefits of the game of golf to the Aboriginal Community that Golf SA in conjunction with the Aboriginal Community, formed a Committee to establish the Aboriginal Golf Club of South Australia.

Based at the North Adelaide Golf Club, the Aboriginal Golf Club of South Australia Inc has provided an opportunity for many golfers to be competitive and socialise at the same time.

The Club is split on handicap and age as follows:

- Division 1: Men 0-18 / Women 0-24
- Division 2: Men 19-36 / Women 25-45
- Senior Men and Women (40+): 0-45
- Juniors: Under 18 years

The Club has been formed to bring more structure and a pathway to the sport for the participants from the Aboriginal Community.

From 2018 Golf SA has included State Representative players to the National Aboriginal and Torres Strait Island Championships as part of the pathway.







# SPORT, A FOUNDATION FOR SUCCESS IN LIFE

**Andrea Mason, OAM**, moved to Adelaide in 1979 from Kalgoorlie. Since 2009, she has been Chief Executive Officer of Ngaanyatjarra Pitjantjatjara Yankunytjatjara Women's Council which works across a 350,000 square kilometre area of Central Australia helping to empower women and their families.

*"In my family, sport and music have opened up doors to opportunities that may have otherwise remained unopened. I played netball at an elite level which opened the door to me attending the Australian Institute of Sport in Canberra in 1984 and 1985".*

In 2016, Andrea was named Australian Telstra Business Woman of the Year.

In reflecting on her award and achievements to date, Andrea credits netball as a key contributor to her success, particularly the lessons she learned over her playing career; a career that stretched to time at the AIS where Andrea was one of the pioneering Aboriginal netball players at an elite level.

*"I've always said netball, and my experiences and time playing on the court was a real classroom to learn not only my own limits around my character and personal resilience, but it also helped me reach out and develop fantastic friendships with people outside of my own community," said Andrea.*

*"Netball helped me to learn how to be a professional leader. During my career I met Australians from all walks of life, middle class as well as working class families, business people and administrators. Netball helped me to develop my leadership style in regards to connecting with people from all walks of life."*

Through her work in empowering women in Central Australia, Andrea also touched on the importance of sport in developing confident girls and in-turn, confident women.

*"Sport is really important in bush communities. Whether it's AFL or softball, or any competitive sport a kid can get involved with, it's really important to give young people that opportunity to understand the dynamics of good team work at an early age."*



In 2017 she was appointed a Co-Chair, Prime Minister's Indigenous Advisory Council and in June 2018 received an OAM for service to the Indigenous community of the Northern Territory. Andrea holds a Bachelor of Laws and Bachelor of Arts in Aboriginal Affairs and Public Administration.

She is a Ngaanyatjarra woman on her father's side and Kronie on her mother's side.



Sport SA leads and advocates for sporting opportunities for everyone uniting and with a place for everyone in sport. We will educate, support and contribute to the growth of the sporting community and improve our personal and professional relationships with Aboriginal and Torres Strait Islander people and organisations from the grassroots to the elite level. We will work with professional organisations and individuals that share the same vision.

We are committed to ensuring genuine and sustainable relationships are formed, strengthened and promoted in all activities undertaken as a combined effort offers the greatest opportunity for bringing Aboriginal and non-Aboriginal peoples together. This will be achieved by looking at what has worked, what can be improved, and what is best for achieving success.

Our advocacy and actions will ensure results build stronger, healthier, happier, and safer communities. The connection facilitates the inclusion of everyone bringing the entire community together to enjoy their involvement in sport in a healthy, active lifestyle.

This RAP is committed to the following Actions and Deliverables that appear under the sections Relationships; Respect; Opportunities; Governance, Tracking, Reporting.

# RELATIONSHIPS

## FOCUS AREA

**Sport SA is the leader for sport in South Australia and we provide leadership for the growth and success of sport in the state.**

## Strategic Areas

### 1 **Advocacy** To advocate for and promote the recognition of the value and role of sport.

- 1.1 Recognition of the value and contribution of sport to the economy, productivity, health and wellbeing

### **Promotion** To showcase and celebrate the achievements and heritage of South Australians in sport, exciting all to achieve their potential in sport and life.

- 4.1 Success and achievements of the sports industry are promoted and publicly recognised
- 4.2 Showcase the contribution of sport to the character, heritage and culture of South Australia
- 4.3 Inspiring and educating South Australians to participate in sport, strive and achieve success
- 4.4 Promoting the values and qualities of our sporting champions and achievers
- 4.5 Marketing and communication of the benefits of a healthy, active lifestyle through sport
- 4.6 Growing the profile of all sport supporting diversity and inclusion





# RELATIONSHIPS

Action	Deliverable	Timeline	Responsibility
1 RAP Working Group (RWG) actively monitors RAP development and implementation of actions, tracking progress and reporting	1.1 RWG oversees the development, endorsement and launch of the RAP-Innovate.	October 2018	Chair, Sport SA Board/ Co chairs RWG
	1.2 Ensure Aboriginal and Torres Strait Islander peoples are represented on the RWG.	October 2018	Chair, Sport SA Board/ Co chairs RWG
	1.3 Meet at least twice per year to monitor and report on RAP implementation.	April 2019, 2020 October 2019	CEO Sport SA/Co chairs RWG
	1.4 Establish Terms of Reference for the RWG.	October 2018	CEO Sport SA/Co chairs RWG
	1.5 Develop the concept of Champions for Reconciliation and distribute an expression of interest to undertake the role to key Aboriginal and Torres Strait Islander peoples within our sphere of influence. In this role they would be expected to <ul style="list-style-type: none"> <li>• endorse the RAP</li> <li>• lead by example by actioning the commitments in the RAP</li> <li>• commit to educating themselves on the need for reconciliation, Aboriginal affairs, cultural learning etc</li> <li>• raise the profile of the RAP/ reconciliation through communications to the sporting world</li> <li>• be able to speak publically about the RAP and any matters regarding reconciliation initiatives that the organisation is undertaking.</li> </ul>	April 2019, 2020 October 2019	CEO Sport SA/Co chairs RWG
	1.6 Establish an external Aboriginal and Torres Strait Islander Advisory Group to provide cultural advice and guidance to all members of Sport SA.	April 2019, 2020	CEO Sport SA/Co chairs RWG
	1.7 Explore the feasibility of increasing the number of people in the Aboriginal and Torres Strait Islander Advisory Group to include Experts by Experience that cover a range of sports, industries, suppliers and other related parties involved in sport in the state.	October 2019, 2020	CEO Sport SA/Co chairs RWG

# RELATIONSHIPS

Action	Deliverable	Timeline	Responsibility
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	2.1 Organise at least one internal event for NRW each year.	July 2019, 2020	Marketing/Events Manager/ Co chairs RWG
	2.2 Register all NRW events via Reconciliation Australia's NRW website	June 2019, 2020	CEO Sport SA/Co chairs RWG
	2.3 Register all South Australian NRW events on the Reconciliation SA website and Sport SA Knowledge Centre	June 2019, 2020	Marketing/Events Manager
	2.4 Support an external NRW event.	December 2019 October 2020	Marketing/Events Manager
	2.5 Ensure the RAP Working Group participates in an external event to recognise and celebrate NRW.	December 2019 October 2020	CEO Sport SA/Co Chairs RWG
	2.6 Promote NRW week to all Members encouraging them to attend events that are publicised on the Sport SA website	July 2019, 2020	Marketing/Events Manager
	2.7 Download Reconciliation Australia's NRW resources to the Sport SA Reconciliation Knowledge Centre	December 2019 October 2020	Marketing/Events Manager
3. Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes	3.1 Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders.	October 2018	CEO Sport SA/Co Chairs RWG
	3.2 Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement.	December 2018	CEO Sport SA/Co Chairs RWG
	3.3 Encourage Members to identify one of the four Models of Engagement; create a register of committed organisations and promote this on the Sport SA Reconciliation Knowledge Centre	October 2020	CEO Sport SA
	3.4 Develop joint ventures, partnerships, pro bono support or secondment and community capacity opportunities.	October 2020	CEO Sport SA/Co Chairs RWG





# RELATIONSHIPS

Action	Deliverable	Timeline	Responsibility
	3.5 Develop relationships with local Aboriginal communities to ensure their engagement in the Masters Games that are held in regional centres	February 2019, 2020	CEO Sport SA
	3.6 Promote the Masters Games to local Aboriginal communities as a means of increasing the health and wellbeing of older Aboriginal peoples by participating, volunteering and or supporting	February 2019, 2020	CEO Sport SA
	4.1 Continue with the implementation of the RAP ensuring progress is communicated to all internal and external stakeholders.	October 2019, 2020	Chair Board Sport SA/CEO Sport SA/Co Chairs RWG
4. Raise internal and external awareness of our RAP to promote reconciliation and collaboration across our business and other agencies working to RAP outcomes	4.2 Promote reconciliation through ongoing active engagement with all stakeholders.	October 2019, 2020	Chair Board Sport SA/CEO Sport SA/Co Chairs RWG
	4.3 Support Reconciliation Australia through regular updates on the Reconciliation Knowledge Centre	October 2019, 2020	CEO Sport SA
	5.1 Engage further with Reconciliation SA as the preferred source of Reconciliation information	December 2018, 2019	CEO Sport SA
5. Build and support external relationships	5.2 Target strategic parties, people of influence and contacts who are prepared to come on the journey and promote these on the Reconciliation Knowledge Centre (to include local, state and federal government officials, businesses, Aboriginal communities, Aboriginal health, educational institutions, existing state sporting organisations with a RAP in place, national sporting bodies)	April 2019, 2020 October 2019, 2020	Chair Board Sport SA/CEO Sport SA/Co Chairs RWG



# RESPECT

We are committed to ensuring everyone touched by sport has a deeper respect and understanding of Aboriginal and Torres Strait Islander cultures and heritage, and the importance of the journey which is bringing Aboriginal and non-Aboriginal people together.

Sport SA will facilitate cultural awareness and understanding to demonstrate our respect of and for Aboriginal and Torres Strait Islander people's heritage, traditions and cultures through the education and engagement of the sporting community, our organisation and all volunteers in sport in SA.

We will celebrate the success stories of Aboriginal and Torres Strait Islander peoples in sport and work to increase their participation in all aspects of sport.

## FOCUS AREA

### Promotion

To showcase and celebrate the achievements and heritage of South Australians in sport, exciting all to achieve their potential in sport and life.

Action	Deliverable	Timeline	Responsibility
6. Engage the industry in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements	6.1 Develop and implement an Aboriginal and Torres Strait Islander cultural awareness training strategy for our Board and staff which defines cultural learning needs in all areas of our sector and considers the most appropriate method cultural learning can be provided (ie face to face workshops and/or cultural immersion)	January 2019	CEO Sport SA
	6.2 Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural awareness training with preference given to those consultants who are known for their knowledge of the sporting world.	January 2019	CEO Sport SA
	6.3 Provide opportunities for Sport SA members to participate in cultural training.	June 2019, 2020	CEO Sport SA
	6.4 Provide opportunities for RWG members, RAP champions, HR managers and other key leadership staff to participate in cultural training	April 2019, 2020 October 2020	CEO Sport SA
	6.5 Board members to attend at least one external cultural event each year	October 2019, 2020	Chair Board Sport SA



# RESPECT

Action	Deliverable	Timeline	Responsibility
	6.6 Promote the Reconciliation Australia's Share Our Pride online tool to all members by linking it to the Reconciliation Knowledge Centre	October 2019, 2020	CEO Sport SA
	6.7 Investigate local cultural experiences and immersion opportunities occurring in sporting organisations that could be promoted to other Members.	October 2019, 2020	CEO Sport SA
	6.8 Promote the use of common terminology for Members when engaging with the South Australian Aboriginal community	October 2019, 2020	CEO Sport SA
7. Engage the industry 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	7.1 Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country.	December 2018	CEO Sport SA
	7.2 Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships	June 2019, 2020	Aboriginal CoChair RWG
	7.3 Invite a Traditional Owner to provide a Welcome to Country at significant events, including the annual SA Sports Awards coordinated by Sport SA	December 2018, September 2019, 2020	CEO Sport SA
	7.4 Include an Acknowledgement of Country at the commencement of all important internal and external meetings..	October 2018, 2019, 2020	CEO Sport SA
	7.5 Encourage Members to include an Acknowledgement of Country at the commencement of all meetings, events and functions	October 2019, 2020	CEO Sport SA
	7.6 Organise and display an Acknowledgement of Country plaque in our office building.	December 2018	CEO Sport SA
	7.7 Encourage members to display an Acknowledgement of Country plaque in their office	October 2019, 2020	CEO Sport SA
8. Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their culture	8.1 Review Sport SA HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week.	First week in July	Marketing/Events Manager

# RESPECT

Action	Deliverable	Timeline	Responsibility
and communities by celebrating NAIDOC Week	8.2 Provide opportunities for any Aboriginal and Torres Strait Islander staff engaged by Sport SA to participate with their cultures and communities during NAIDOC Week.	First week in July	Marketing/Events Manager
	8.3 Invite Aboriginal sportswomen or sportsmen as guests to key sporting events throughout the year in keeping with the spirit and focus of the theme of NAIDOC week.	July 2019, 2020	Marketing/Events Manager
	8.4 For the period leading up to NAIDOC week, actively promote Aboriginal sportswomen or sportsmen who have made successful careers in sport in South Australia	July 2019, 2020	Marketing/Events Manager
	8.5 Approach Aboriginal and Torres Strait Islander peoples to attend the Family Day NAIDOC Week community event and participate with a demonstration of sport, promote the success of the RAP, invite role models/Champions for Reconciliation (Aboriginal and non-Aboriginal) to have a presence.	July 2019, 2020	Marketing/Events Manager
	8.6 Contact our local NAIDOC Week Committee to discover events in our community and promote these on the Reconciliation Knowledge Centre	July 2019, 2020	Marketing/Events Manager
	8.7 Promote NAIDOC week to all Members encouraging them to participate in external events or to arrange an event within their own sport that recognises and celebrates reconciliation.	July 2019, 2020	Marketing/Events Manager
	9.1 Hold a networking event for Members to share stories of their own journey.	July 2019, 2020	CEO Sport SA
	9.2 Establish a calendar of Aboriginal Sporting events that are held on a regular basis in South Australia and promote on the Reconciliation Knowledge Centre.	March 2019, 2020	CEO Sport SA
	9.3 Encourage Members to link to an international association with Indigenous participants for a different perspective on how sport is used as a means for improving health, education and participation	October 2019, 2020	CEO Sport SA
	9. Sharing the Reconciliation journey between Sport SA members		



# OPPORTUNITIES



Sport SA will increase opportunities for Aboriginal and Torres Strait Islander communities to participate in and engage with sport. This will be led with governance and constitutional reform by Sport SA as the peak industry body to appoint an Aboriginal person to the Board thereby modelling both leadership and commitment to reconciliation. The Constitution to be amended to provide for this appointment and the Board will ensure that the Aboriginal community is identified as a key participant in sport and hence needs to be part of the decision making body driving the strategic direction of the industry organisation.

Flowing down into the sporting community, Sport SA intends to ensure the success of the RAP by the inclusion of everyone from juniors to masters sport, opening up pathways and opportunities to achieve their potential in coaching, playing, officiating and professional roles. Utilising community partnerships and through the engagement of effective Aboriginal and Torres Strait Islander role models, we will inspire the sports community to become part of the journey towards reconciliation through sport.

To effect the outcomes of this RAP, Sport SA and the RAP Working Group have deemed it critical that they must work collaboratively with a number of government departments and organisations that are driving strategies which aim to narrow the gap between Aboriginal and non-Aboriginal people. If this RAP can be viewed alongside existing RAPs that are focussed on improvements in education, employment and health where parties are already committed to engagement and better outcomes, there is greater likelihood that tangible and sustainable results can be achieved. In particular the key stakeholders to be engaged are Office for Recreation, Sport and Racing, Education, State Health, Aboriginal Affairs.

## FOCUS AREAS

### Industry and Workforce capability

To lead and support the building of capable, sustainable organisations with a skilled, responsive workforce of paid and unpaid workers.

### Promotion

To showcase and celebrate the achievements and heritage of South Australians in sport exciting all to achieve their potential in sport and life.

### Health

To promote positive role models that can demonstrate improved health outcomes arising from participation in sporting activity.

### Governance

To amend the Sport SA Constitution to provide an appointed director's position for an Aboriginal person with the relevant qualifications and experience.

Action	Deliverable	Timeline	Responsibility
10. Explore and implement opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes in the sport and recreation industry.	10.1 Review Sport SA 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 workplaces .	December 2018	CEO Sport SA
	10.2 Engage with the Cultural Advisory Group to consult on recruitment, employment and retention strategies, including professional development	October 2019, 2020	CEO Sport SA
	10.3 Develop and implement an Aboriginal and Torres Strait Islander Employment and Retention strategy.	October 2020	CEO Sport SA
	10.4 Advertise all vacancies for positions at Sport SA in Aboriginal and Torres Strait Islander media (e.g. including but not limited to Turkindi).	October 2020	CEO Sport SA
	10.5 Actively promote Sport SA as a preferred employer for Aboriginal and Torres Strait Islander staff	October 2020	CEO Sport SA
	10.6 Collect information on our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities.	October 2020	CEO Sport SA
	10.7 Develop and implement Aboriginal and Torres Strait Islander career pathways in sport (e.g. traineeships or internships) working in conjunction with the Office for Recreation, Sport and Racing.	October 2019, 2020	CEO Sport SA
	10.8 Encourage all Sport SA members to introduce policies and strategies that allow for Aboriginal people to participate in, enjoy, achieve and realise success in mainstream non-traditional sporting pathways	October 2019, 2020	CEO Sport SA
	10.9 Introduce pilot projects in selected member organisations that provide for increased participation for Aboriginal people.	October 2019, 2020	CEO Sport SA





## OPPORTUNITIES

Action	Deliverable	Timeline	Responsibility
11. Explore and implement opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation	11.1 Review and update supplier policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses.	July 2019	CEO Sport SA
	11.2 Develop and communicate to members a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services.	October 2019, 2020	CEO Sport SA
	11.3 Develop at least one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business.	October 2020	CEO Sport SA
	11.4 Investigate Supply Nation membership.	October 2020	CEO Sport SA
	11.5 Develop and pilot an Aboriginal and Torres Strait Islander supplier strategy	October 2020	CEO Sport SA
	11.6 Investigate opportunities to partner with the South Australian members of the Aboriginal Business network	October 2020	CEO Sport SA
12. Provide leadership and mentoring opportunities for Aboriginal and Torres Strait Islander peoples.	12.1 Develop an Aboriginal and Torres Strait Islander professional mentoring network.	October 2020	CEO Sport SA/Co Chairs RWG
	12.2 Develop a cultural mentoring and advisory network for the sports industry	October 2020	CEO Sport SA/Co Chairs RWG
	12.3 Support Aboriginal and Torres Strait Islander leadership	October 2020	Chair Board Sport SA/CEO Sport SA/Co Chairs RWG
	12.4 Promote role models that epitomise the successful outcomes that can be achieved through sport	October 2019, 2020	CEO Sport SA/Co Chairs RWG
13. Increase Sport opportunities for Aboriginal and Torres Strait Islander peoples	13.1 Support opportunities for funding for Aboriginal and Torres Strait Islander people in the sport industry.	October 2019, 2020	CEO Sport SA/Co Chairs RWG
	13.2 Work with key stakeholders to develop programs to increase opportunities Aboriginals in Sport	October 2019, 2020	CEO Sport SA/Co Chairs RWG
	13.3 Promote volunteering opportunities in sport and recreation	October 2019, 2020	CEO Sport SA



## GOVERNANCE, TRACKING AND REPORTING

Action	Deliverable	Timeline	Responsibility
14 Strengthen governance in Sport SA	14.1 Review the Constitution, policies and procedures of Sport SA with a view to opening up an opportunity in governance of Sport SA.	October 2018	Chair Board SA / CEO Sport SA
	14.2 Within 3 months of the RAP being approved / endorsed by the Board of Sport SA, appoint at least one Aboriginal person with suitable governance skills and sporting expertise to the Board of Sport SA as key to the leadership and governance of the industry body whilst championing the timely implementation and delivery of the RAP	February 2019	Chair Board SA / CEO Sport SA
	15. Report RAP achievements, challenges and learnings to Reconciliation Australia	October 2019, 2020	CEO Sport SA
15. Report RAP achievements, challenges and learnings to Reconciliation Australia	15.1 Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.	October 2019, 2020	CEO Sport SA
	15.2 Investigate participating in the RAP Barometer.	October 2020	CEO Sport SA
	15.3 Develop and implement systems and capability needs to track, measure and report on RAP activities	October 2020	CEO Sport SA
16. Report RAP achievements, challenges and learnings internally and externally	16.1 Publically report our RAP achievements, challenges and learnings in the Annual Report and through the Sport SA Knowledge Centre.	October 2020	CEO Sport SA
17. Review, refresh and update RAP	17.1 Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements	April 2020	CEO Sport SA/Co Chairs RWG
	17.2 Send draft RAP to Reconciliation Australia for review and feedback.	June 2020	CEO Sport SA/Co Chairs RWG
	17.3 Submit draft RAP to Reconciliation Australia for formal endorsement.	August 2020	CEO Sport SA/Co Chairs RWG





# ACKNOWLEDGING SOME WHO HAVE TRAVELLED THE JOURNEY

**Corey Ah Chee** debuted in 2000 in the South Australian National Football League (SANFL) from which he retired in 2009 after 206 senior games. He was the first Aboriginal captain of the Port Adelaide Magpies.

**Michael Ah Matt** joined the Australian Basketball Hall of Fame in August 2010. He was selected to represent the Northern Territory at the 1959 Australian championships and is considered to be Australia's first Aboriginal basketballer. At the age of 17 he came from Darwin to play for South Adelaide and over 20 seasons clocked up a massive 588 games. In 1964 he became the first Aboriginal Australian to represent his country and the first Territorian to compete at the Olympic Games in Tokyo, Japan.

**Eddie Betts**, originally from Kalgoorlie-Boulder in Western Australia, is currently playing for Adelaide Crows in the Australian Football League (AFL).

**Daniel Christian** – Australian Indigenous All Stars cricket squad of 2008.

**Travis Dodd** became the first Aboriginal soccer player to score a goal for Australia. He played his 100th match with Adelaide United in 2009.

**Jason Gillespie** was born in New South Wales and is a descendant on his father's side of the Kamilaroi people. He undertook secondary education in South Australia and played for South Australia before going on to enjoy a successful International cricket career from 1996-2006.

**Adam 'Goodes' Goodes** was born in the South Australian Yorke Peninsula town of Wallaroo. Goodes played in the AFL, was a dual Brownlow Medallist, a member of the Indigenous Team of the Century; and has represented Australia internationally.

**Rachel Hampton** was a State and National League representative in field hockey. She was named Hockey SA best and fairest in 2005.

**B H 'Bertie' Johnson** is the first known Aboriginal premiership player in the SANFL playing for West Adelaide during the 1960s.

**Alan Karpany** was the first footballer to win the Adelaide Sunday Mail Medal for the best and fairest player in the Murray Downs Football League in 1935.

**David Kantilla** (traditional name Amparralamtua) is recognised as the first Indigenous player in the SANFL and the first Tiwi Islander to successfully play in a southern football league. He represented the state four times between 1964-1965.

**Andrew McLeod**, from Darwin, started his career in 1994 and played a record 340 games for the AFL Club, Adelaide

Crows before retiring in 2010. Andrew won several medals, among them 'Best on Ground' in 1997 and 1998, the Michael Tuck Medal in 2003 and Jim Stynes Medal in 2005. He captained the Aboriginal All Stars and the 2008 Dream Team.

**John Kundereri Moriarty AM**, is an Indigenous Australian artist, government advisor and former soccer player (initially with Port Thistle) who was the first selected to play for Australia in 1960. He represented the state 17 times. He is also renowned as founder of the Balarinji Design Studio.

**Charles Perkins**, born in Alice Springs came to Adelaide as a teenager and played in Port Thistle soccer team. At 21 he was one of the highest paid players in the Budapest team, winning the State's best and fairest award.

**Roger 'The Wombat' Rigney** played 211 senior games for Sturt in the SANFL between 1959 and 1971 kicking 250 goals. Rigney was inducted into the Double Blues Hall of Fame in 1970.

**Kerina Smallhorn** is a retired female field hockey player who represented South Australia and New South Wales in the National Hockey League and was an Australian Under 21 Junior World Cup Team, Silver medallist in Barcelona in 1993. Kerina also represented the Australian Institute of Sport with tours to the UK, Spain and Germany in the early 1990s.

**Vanessa Stokes** is an Australian softball pitcher playing club softball in South Australia. She has represented Australia on the junior and senior level. In 2003, she was awarded an Indigenous Excellence Scholarship.

**Faith Thomas** (nee Coulthard) from Nepabunna, was the first Aboriginal woman to be selected to represent Australia in sport playing for the Australian cricket team in 1958. A keen sportswoman, she also played hockey and squash.

**Leah Torzyn** was a State netballer. She is now a successful designer and owner of the Print Junction, a family printing business that was established in 1997.

**Gavin Wanganeen** was the first AFL/VFL footballer and Aboriginal player to play 300 games during the 2000-2009 decade. He started playing aged just under 17 years, with the Magpies. Gavin was a first Aboriginal Brownlow Medallist. He was inducted to the Australian Football League Hall of Fame in June 2010.

## Sources:

www.CreativeSpirits.info, Aboriginal culture – Sport – Famous Aboriginal sportspeople, retrieved 10 July 2018

General Wikipedia access

# CREDITS

This publication would not be possible without the images supplied.

Acknowledgment is given to the following:

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The RAP Working Group takes this opportunity to convey their thanks to Pam Simmons, Director of Minerva Professional Services.

A Member of Sport SA, a previous state representative in athletics and hockey, and with work experience in a variety of Aboriginal environments, Pam was engaged to take on the role of Project Officer.

Coordinating the project and keeping the momentum going amidst an evolving and challenging landscape, Pam ensured she worked closely with the Office for Recreation, Sport and Racing, Reconciliation Australia and Reconciliation South Australia.

She was also Project Officer of the successful 2018 South Australian Masters Games project under a grant from the Office for the Ageing and it was her idea to have Aboriginal Ambassadors. This concept will now be an integral part in future Masters Games.

Pam was the prime author of the RAP and this publication.





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