



Reconciliation Action Plan

April 2022 – April 2023



Our Artwork



Artwork by Devinia Binell
(*Barngarla-Kokatha-Wirangu*)

In March 2021, The WWTFC proudly appointed Devina Binell to the Board of the WWTFC. Devina is the first, First Nations Female Board Member to represent a SANFL club to the best of the clubs’ knowledge.

Devina is a proud Barngarla-Kokatha-Wirangu woman who joined the WWTFC to help guide and facilitate the introduction of the first WWTFC Reconciliation Action Plan. Devina designed and painted the Reconciliation Action Plan artwork as part of the Clubs Reconciliation journey.

Devinia says, “The painting represents my understanding of how important it is to recognise the WWTFC as a true Community Club. The Club has many relationships and partnerships with varying organisations, community groups and First Nations People. I Have tried to capture this in the artwork and show the many and varying connections.”



“The large circles represent the WWTFC, with the five smaller circles representing the important connections and valued partnerships with the SANFL Community, Past and Present Players, WWTFC Supporters, Community Football Clubs and most importantly, the First Nations People.”

Contents

Our Artwork	2
Message from Reconciliation Australia	4
Message from WWTFC President and CEO	5
Our Business	6
Our RAP	9
Our Partnerships/Current Activities	10
Relationships	12
Respect	13
Opportunities	14
Governance	15

Message from **Reconciliation Australia**



Reconciliation Australia welcomes Woodville West Torrens Football Club to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Woodville West Torrens Football Club joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of

influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Woodville West Torrens Football Club to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Woodville West Torrens Football Club, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

Message from **WWTFC President and CEO**



The Woodville West Torrens Football Club (WWTFC) is committed to being a leader and an active participant in Australia's reconciliation journey. We are proud to introduce the Club's first Reflect Reconciliation Action Plan (RAP).

Our Reflect RAP is the formal launch of the WWTFC reconciliation journey. The WWTFC aims to embrace and nurture an understanding of the Aboriginal and Torres Strait Islander cultures, history and people.

Learning will be achieved through enhancing Board Members, Staff, Players, Sponsors and Supporters' knowledge of Aboriginal and Torres Strait Islander peoples and their culture.

In consultation with Reconciliation Australia, this plan was developed by the WWTFC RAP Working Group as part of the WWTFC commitment to Diversity, Social and Cultural Inclusion. Our inaugural Reflect RAP will establish a base foundation to drive the Club into the next phase of our reconciliation journey.

Christine Williams
President

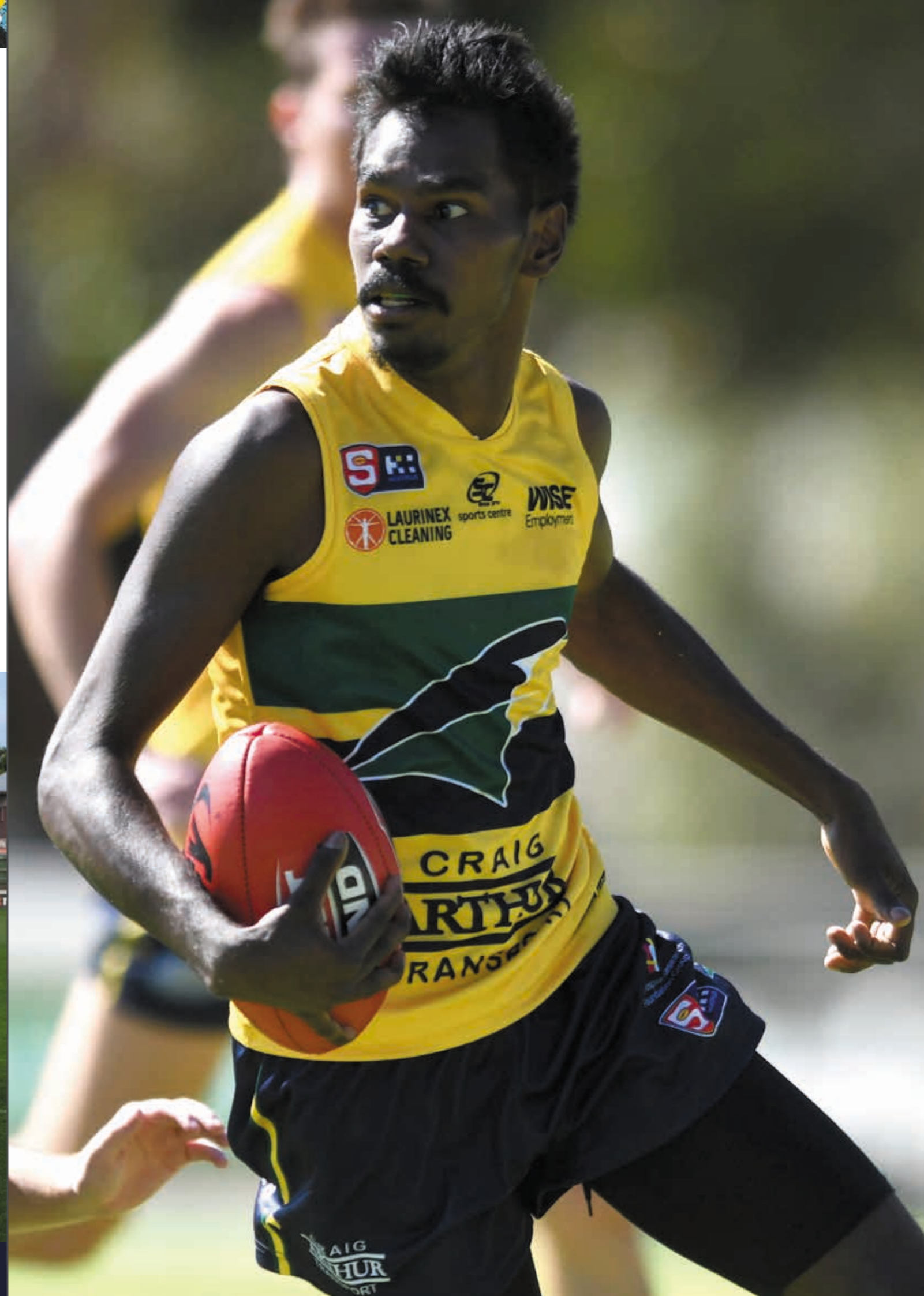
Luke Powell
Chief Executive Officer

Our Business

Woodville-West Torrens Football Club is an Australian rules football club playing in the South Australian National Football League (SANFL). It was formed in 1990 from an amalgamation of the neighbouring Woodville and West Torrens football clubs and played its inaugural game in 1991. Since 1993, the Eagles have played most of their home games at Woodville's home ground of Woodville Oval, having previously used Football Park.

The Woodville West Torrens Football (WWTFC) Club is proud to make an ongoing commitment to support reconciliation. We will continue to seek an understanding of, and embrace, reconciliation within our club and community, with the focus to embrace and value the histories and cultures of Aboriginal and Torres Strait Islander peoples within our club.

Currently the Woodville West Torrens Football Club has 15 staff employed, 225 players (Male and Female), and 40 volunteers that are committed the clubs visions and direction. Our club is proud to have 6 Aboriginal players, and 1 board member whom are very valued members of our club. Our aim is to identify and develop talented junior footballers within the Woodville West Torrens promotional zone, metropolitan and country, and provide them with a pathway to play football at the highest level. Our relationship extends to the APY lands and NT in building relationships and seeking further opportunities.





Our RAP



Director of Football and Social Inclusion David Couzner has a strong commitment to strengthening our club and continuing to build stronger engagement and partnership with Aboriginal and/or Torres Strait Islander communities. David continues to seek opportunities to work with Aboriginal Peoples and communities motivated to see positive change in attitudes and behaviours through education and awareness. Ensuring the diversity of culture beliefs and connection are respected. Through this RAP, WWTFC aim to create a welcoming, inclusive and nurturing environment that is socially, culturally and spiritually safe and accessible for Aboriginal and Torres Strait Islander people. This RAP formalises our ongoing commitment to maintaining these strong relationships. We are privileged

to work within football, which has the ability to influence and lead, and we see this as an opportunity to challenge community views, strengthen outcomes and be a leader in creating genuine opportunities for Aboriginal and Torres Strait Islander people.

With the support of Identified Aboriginal board/staff/ and players that form part of the RAP Working Group providing guidance to the Woodville West Torrens Football Club reconciliation journey through encouraging: Commitment to engage and accesses to Significant Cultural events, sharing cultural information, education and knowledge. Advocacy and implementation to change.

Woodville West Torrens Football Club has a proud history of Aboriginal and Torres Strait Islander players and involvement in local communities. We have a long held, and strong connection, with Aboriginal and Torres Strait Islander footballers as an SANFL club. We have had a strong commitment of Aboriginal artist to whom have committed to the design of the annual SANFL Indigenous round. The appointment of an Aboriginal board member to add value to implementing Diversity and Inclusion. Extending our partnership with the Northern Territory provides us with an opportunity to play pre-season games in the Territory and attending annual Reconciliation breakfast and community events.

Our Partnerships/ Current Activities

Community partnerships

With the aim to inspire Aboriginal and Torres Strait Islander peoples in pursuing future ambitions of AFL, Woodville West Torrens Football Club embraces its relationship with APY Lands and NT in providing ongoing commitment to visit and network, seeking opportunities, and embrace the experience of two way learning of culture and football with an annual visit from coaching staff and players.

Internal activities/initiatives

Woodville West Torrens Football Club understands the cultural significance in creating a culturally safe environment by providing tailored support and access to cultural mentoring for Aboriginal and Torres Strait Islander players. The club collectively identifies the Indigenous rounds not only through the players and their amazing designed Guernsey's, but also as a club with developing a designed polo for all to access. By recognition of the Traditional Owners of the land, the club engages with Traditional Owners for a Welcome to Country for major events, and respectfully Acknowledgment of Country at important meetings.



Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	April 2022	Director of Football and Social Inclusion
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	April 2022	Director of Football and Social Inclusion
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	April 2022	Director of Football and Social Inclusion
	RAP Working Group members to participate in an external NRW event.	27 May- 3 June, 2022	Director of Football and Social Inclusion
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June, 2022	Director of Football and Social Inclusion
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	April 2022	Director of Football and Social Inclusion
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	April 2022	Director of Football and Social Inclusion
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	April 2022	Director of Football and Social Inclusion
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	April 2022	Director of Football and Social Inclusion
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	May 2022	Director of Football and Social Inclusion

Respect

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	May 2022	Director of Football and Social Inclusion
	Conduct a review of cultural learning needs within our organisation.	May 2022	Director of Football and Social Inclusion
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	Feb 2022	Director of Football and Social Inclusion
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	May 2022	Director of Football and Social Inclusion
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	July 2022	Director of Football and Social Inclusion
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2022	Director of Football and Social Inclusion
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2022	Director of Football and Social Inclusion

Opportunities

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	October, 2022	Director of Football and Social Inclusion
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	October 2022	Director of Football and Social Inclusion
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	October 2022	Director of Football and Social Inclusion
	Investigate Supply Nation membership.	May 2022	RWG Chair

Governance

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	Feb 2022	Board
	Draft a Terms of Reference for the RWG.	Feb 2022	RWG Chair
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	Feb 2022	RWG Chair
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	April 2022	RWG Chair
	Engage senior leaders in the delivery of RAP commitments.	April 2022	RWG Chair
	Define appropriate systems and capability to track, measure and report on RAP commitments.	Nov 2022	RWG Chair
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, 2022	RWG Chair
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	October 2022	RWG Chair



Contact:

Woodville West Torrens Football Club

08 8347 2444