



# REFLECT RECONCILIATION ACTION PLAN

SUNSHINE COAST LIGHTNING

SEPTEMBER 2021 - SEPTEMBER 2022



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## ABOUT THE ARTWORK

### COVER ARTWORK:

The art shows Kabi Kabi First Nations connection to Country determined by our Dreaming, in ceremonies like the Bunya Festival on the Sunshine Coast. Our totemic relationship to everyone and all living things dictates our responsibilities as custodians of our Kabi Kabi place. All Australians have their connections to place too. However, since time immemorial, totems are First Nations' people storylines passed on from generation to generation as portrayed in the art, really doesn't need explanations.

### PAGE ARTWORK:

The Dreaming always was and will always be a continuum of a state of being. Within the Dreaming is the spiritual essence, where spirit beings share the same psyche with humans and the environment. Kabi Kabi people of the Sunshine Coast ask all those that share our Country to take pride in caring for all people and to be mindful that you also have a responsibility, as Australians to care for this country and its people.



Artist: Aunty Hope O'Chin, Kabi Kabi



## OUR BUSINESS

Sunshine Coast Lightning was established in August 2016, as one of three new franchises in the Suncorp Super Netball (SSN) League and is the Sunshine Coast's first and only national, professional sporting team.

Lightning is a joint venture between NRL Club Melbourne Storm and the University of the Sunshine Coast (USC). Both groups have played a critical role in bringing Sunshine Coast Lightning to life, with the Sunshine Coast Council also influential in the Club securing one of the additional SSN licences.

Since Lightning's inception, the community, Members, fans and sponsors have firmly embraced the Club, with each year seeing over 2,200 Members and 20 corporate partners invest in the Club.

First and foremost, Lightning was built for, and with, the local community. As a regionally based sporting organisation, Lightning continues to engage and integrate the Sunshine Coast community at all levels and across a variety of programs and events. Lightning is a well-respected, successful and influential sporting organisation.

Lightning's office and training base are both based at USC's Sippy Downs campus. Lightning has 38 employees including athletes, coaching, performance and administrative staff of which none currently identify as Aboriginal and/or Torres Strait Islander people. Lightning has a game day workforce of around 50 volunteers, of which two identify as Aboriginal and Torres Strait Islander people.

With three international netballers currently in the team (two from South Africa and one from Uganda) and former Players and Head Coach also having been from overseas, Lightning has local, national and international following.

## OUR RAP

Lightning is extremely proud of its engagement in the community, creating many different safe and inclusive opportunities across a wide variety of programs and groups. We understand the importance of our athletes and Club being role models in the community. Entering its fifth year of operations, Lightning has identified there is more it could be doing to engage with Aboriginal and Torres Strait Islander people and have a greater understating of First Nations cultures, connections and histories.

Lightning is developing a Reconciliation Action Plan (RAP) as one component of many in the Club's journey towards seeking greater respect, building mutually beneficial relationships, supporting social and economic opportunities and increasing knowledge and understanding of the Custodians of the land on which we live and play.

Championed by Community & Team Engagement Manager, Georgia Galton, the Club has recently formed a RAP Working Group including athlete representative Ashlee Unie and our First Nations workforce volunteers MaryAnne Williams and Tanya Morcom. As a collective we will work together through ongoing communications and catch-ups towards implementing the Club's RAP through a variety of activities and learnings.

This includes sharing contacts and knowledge, Acknowledgement to Country or Welcome to Country at meetings; events and game days, integrating First Nations people and activities into Club activities and business, engaging First Nations people to share their knowledge and stories through cultural learning sessions as well as recognising and participating in significant First Nations dates and events such as Harmony Day, NRW and NAIDOC Week. In addition, we will host a home game as part of SSN's Indigenous Round and partake in a range of activities to recognise and celebrate the Traditional Owners, the Kabi Kabi and Jinibara people and the broader First Nations community on the Sunshine Coast.

Lightning since its inception, has recognised the Traditional Owners through such things as Acknowledgement to Country, inviting Traditional Elders to share their knowledge with the Club, providing netball clinics for local First Nations youth, integrating Traditional Indigenous Games as part of training warm-up sessions and working with Sunshine Coast Council's First Nations department to celebrate and recognise Indigenous Round over the past three years (including Kabi Kabi artists designing our dress artwork, providing a Welcome to Country for the game and engaging with game day patrons in our external activation zone and promotion of this engagement through our digital networks).



# OUR PARTNERSHIPS/CURRENT ACTIVITIES

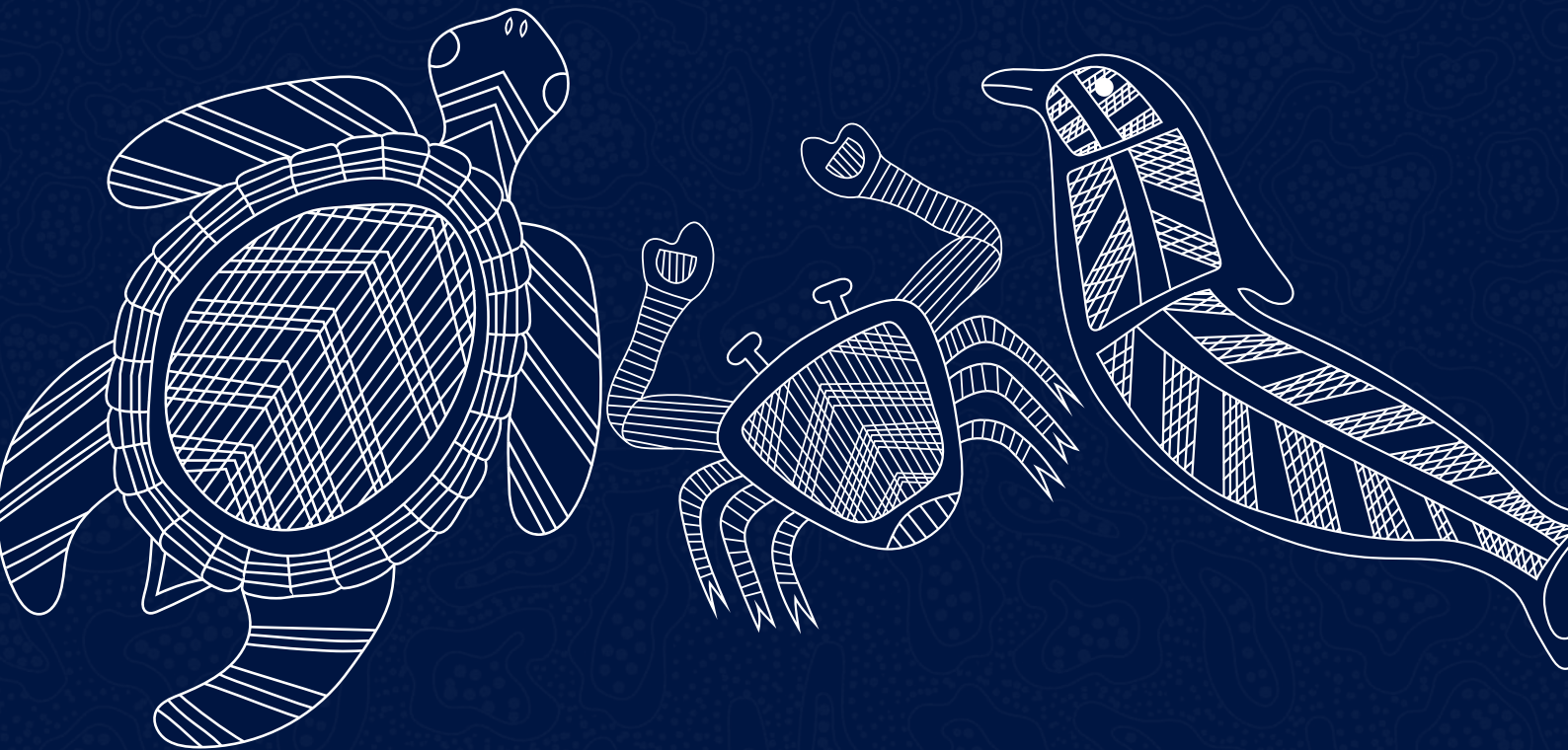
Some of the engagement activities the Club has undertaken to support and recognise First Nations peoples and cultures includes:

- ▶ An Acknowledgement of Country at all Club events and game days.
- ▶ Recognition of the Custodians of the land on which we live via our email signatures.
- ▶ Participation in SSN's annual Indigenous Round including:
  - ▶ working with Sunshine Coast Council's First Nations department to engage local artists to design our dress,
  - ▶ talking to the team about the significance of the dress design and sharing the stories and messages through our media channels,
  - ▶ netball clinics for First Nations youth,
  - ▶ a Welcome to Country pre-game on the court as well as cultural display in the external activation zone in 2019,
  - ▶ collaborating with Chancellor State College First Nations students in 2020 to help design the artwork elements for the Indigenous dress,
  - ▶ presentation of the framed Indigenous dresses over the years to the artists/students to show our gratitude for their involvement.
- ▶ Inviting Kabi Kabi Traditional Elders to chat to the Club about the local history of the area and the significance of First Nations people.
- ▶ Signing Netball Australia's 2020 Declaration of Commitment to commit to the change required to increase participation in Netball's performance pathway for Aboriginal and/or Torres Strait Islander players, coaches, umpires and administrators.
- ▶ Connecting via zoom to share knowledge and stories with two of Melbourne Storm First Nations athletes during the 2020 Indigenous Round.
- ▶ In 2020, the Playing group wore a circle of black tape on their dresses for the whole season as a show of support for diversity in our sport.

## ACKNOWLEDGEMENT TO COUNTRY

Sunshine Coast Lightning acknowledges and pays respect to the Traditional Custodians of the land, the Kabi Kabi and Jinibara Peoples. We pay respect to their culture, history and Elders, past, present and emerging.





## OUR PARTNERSHIPS/CURRENT ACTIVITIES

Since identifying the Club needs to be doing more towards its reconciliation journey, in 2021 further engagements and activities that have been identified/introduced include:

- ▶ Displaying the AIATSIS Indigenous Map in both the office and athletes' changeroom and working with AIATSIS for Georgia to undertake their Core Cultural Competency Program.
- ▶ Including a Cultural Connections section in our fortnightly Club update, sharing knowledge and highlighting what we are up to in our First Nations journey as well as advising on upcoming dates and events of significance.
- ▶ Regular meetings and communications with the Sunshine Coast Council's First Nation department – including providing contacts for First Nations Sunshine Coast groups, guidance on developing this RAP and helping to identify a local artist to work with the Club in developing this year's Indigenous Round dress artwork.
- ▶ Identifying and establishing our RAP Working Group.
- ▶ Joining Netball Australia's First Nations Champions Committee which will look towards identifying what we can all do as a collective.
- ▶ Meeting with Netball Queensland's Inclusion Manager to share ideas and look towards collaborative opportunities in the future.
- ▶ Attending the Sunshine Coast Council's First Nations Forum and connecting with a range of First Nations people.
- ▶ Undertaking a Club-wide cultural learning session with a Kabi Kabi Tribal Elder on Country.
- ▶ Working with the Sunshine Coast's NAIDOC Committee to identify opportunities for support and involvement.
- ▶ Met with and workshopping ideas for engagement with the North Coast Aboriginal Corporation for Community Health.
- ▶ Exploring the opportunity to establish a First Nations Netball Academy in the future.
- ▶ Undertaking a Club survey (which had an 80% uptake) to find out current First Nations knowledge and areas of interest to engage in as part of our journey.
- ▶ Seeking funding through Netball Australia's Confident Girls program to run First Nations engagement programs for young girls (a variety of sessions covering health and wellbeing, nutrition, training and attendance at a game day).

# 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	October, 2021	Community & Team Engagement Manager
	▸ Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations	October, 2021	Community & Team Engagement Manager

Action	Deliverable	Timeline	Responsibility
2. Build relationships through celebrating National Reconciliation Week (NRW)	▸ Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff	May, 2022	Community & Team Engagement Manager
	▸ RAP Working Group members to participate in an external NRW event	27 May - 3 June, 2022	Community & Team Engagement Manager
	▸ 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	Community & Team Engagement Manager Player Representative

Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence	▸ Communicate our commitment to reconciliation to all staff	September, 2021	Community & Team Engagement Manager
	▸ Identify external stakeholders that our organisation can engage with on our reconciliation journey	September, 2021	Community & Team Engagement Manager Marketing Manager
	▸ Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey	October, 2021	Community & Team Engagement Manager

Action	Deliverable	Timeline	Responsibility
4. Promote positive race relations through anti-discrimination strategies	▸ Research best practice and policies in areas of race relations and anti-discrimination	October, 2021	CEO Finance Manager
	▸ Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs	October, 2021	CEO Finance Manager



# 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	September, 2021	Community & Team Engagement Manager
	▸ Conduct a review of cultural learning needs within our organisation	September, 2021	Community & Team Engagement Manager

Action	Deliverable	Timeline	Responsibility
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	September, 2021	Community & Team Engagement Manager
	▸ Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols	September, 2021	Community & Team Engagement Manager Player Representative

Action	Deliverable	Timeline	Responsibility
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	June, 2022	Community & Team Engagement Manager
	▸ Introduce our staff to NAIDOC Week by promoting external events in our local area	July, 2022	Community & Team Engagement Manager
	▸ RAP Working Group to participate in an external NAIDOC Week event	First week in July, 2022	Community & Team Engagement Manager Marketing Manager



# 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, 2021	Community & Team Engagement Manager
	▸ Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities	October, 2021	CEO

Action	Deliverable	Timeline	Responsibility
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, 2021	CEO Finance Manager
	▸ Investigate Supply Nation membership	October, 2021	Community & Team Engagement Manager



# GOVERNANCE

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP	<ul style="list-style-type: none"> <li>Form a RWG to govern RAP implementation</li> <li>Draft a Terms of Reference for the RWG</li> <li>Establish Aboriginal and Torres Strait Islander representation on the RWG</li> </ul>	September, 2021 September, 2021 September, 2021	Community & Team Engagement Manager

Action	Deliverable	Timeline	Responsibility
11. Provide appropriate support for effective implementation of RAP commitments	<ul style="list-style-type: none"> <li>Define resource needs for RAP implementation</li> <li>Engage senior leaders in the delivery of RAP commitments</li> <li>Define appropriate systems and capability to track, measure and report on RAP commitments</li> </ul>	September, 2021 September, 2021 September, 2021	Community & Team Engagement Manager

Action	Deliverable	Timeline	Responsibility
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally	<ul style="list-style-type: none"> <li>Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia</li> </ul>	30 September, 2021	Community & Team Engagement Manager

Action	Deliverable	Timeline	Responsibility
13. Continue our reconciliation journey by developing our next RAP	<ul style="list-style-type: none"> <li>Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP</li> </ul>	March, 2022	Community & Team Engagement Manager





## CONTACT DETAILS

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