



**ST GEORGE ILLAWARRA DRAGONS**  
**RECONCILIATION**  
**ACTION**  
**PLAN**  
**NOV 2017 – NOV 2019**







# ACKNOWLEDGEMENT OF COUNTRY.

The St George Illawarra Dragons acknowledge the Traditional Owners of the lands on which our games are played, where our programs are conducted and in the communities we support. We acknowledge their continuing connection to land, sea and community. We pay respect to them and their Elders past and present and acknowledge them as the oldest living culture in the world.

We acknowledge the consequences of the impact of western settlement for peoples, communities and our nation. We believe we can walk together to a stronger future and are committed to Reconciliation and to promoting greater understanding of Aboriginal and Torres Strait Islander peoples' cultures within our catchment and the wider community.



# MESSAGE FROM THE CEO.

The St George Illawarra Rugby League Football Club is committed to sustained success on and off the field and understands that the foundation of its success is in the relationship that it has developed and maintained with its community.

The club respects the unique position of Aboriginal and Torres Strait Islander peoples as the First Peoples of our nation, and values the contribution they make to our country, our community, to our sport and to our club.

**It is with great pleasure that I, on behalf of the St George Illawarra Dragons, present our inaugural Reconciliation Action Plan (RAP) for 2017-2019.**

The development of our Reconciliation Action Plan, has involved a review of all existing Aboriginal and Torres Strait Islander commitments, the formal establishment of RAP Working Group, and collaborative and consultative engagement of staff across our organisation, as well as other key community and corporate stakeholders.

This will not only enable our club to develop programs towards reconciliation but will also inspire and encourage our stakeholders to do the same. We are extremely proud to partner with the University of Wollongong in the delivery of a range of resources and indigenous programs to schools across our region. We have had a long standing relationship with the University of Wollongong (UOW), and



in 2017, with former Prime Minister John Howard present, officially extended our Memorandum of Understanding (MoU) agreement to 2020. The RAP draws on this partnership to expand our already significant contributions to community.

The Dragons core values of pride, respect, inclusion and commitment are the keystones of our business and this RAP is an extension of our club behaviours. The 2017-2019 Reconciliation Action Plan sets ambitious targets, targets we are confident, through strong leadership, will achieve.

**Peter Doust**  
Chief Executive



# MESSAGE FROM RECONCILIATION AUSTRALIA.

## Reconciliation Australia congratulates St George Illawarra Dragons on developing its inaugural Reconciliation Action Plan (RAP).

By adopting an Innovate RAP, St George Illawarra Dragons is demonstrating its readiness to develop and test innovative approaches to reconciliation, and champion reconciliation at every level of the organisation. Its commitments in this RAP place it well to progress across all three key pillars of reconciliation—relationships, respect and opportunities.

St George Illawarra Dragons is dedicated to building and maintaining meaningful, respectful relationships with Aboriginal and Torres Strait Islander peoples and organisations in order to achieve mutually beneficial outcomes. This dedication is displayed in its actionable goal to organise and host at least one event for National Reconciliation Week (NRW) annually.

Respect and understanding for Aboriginal and Torres Strait Islander peoples, histories and cultures is key to St George Illawarra Dragons' core values. It champions these values by committing to develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country throughout the organisation.

St George Illawarra Dragons is committed to driving reconciliation through developing employment and training opportunities for Aboriginal and Torres

Strait Islander peoples. It demonstrates this through its target to identify appropriate support for all Aboriginal and Torres Strait Islander players to undertake professional development and training. On behalf of Reconciliation Australia, I commend St George Illawarra Dragons on this Innovate RAP, and look forward to following its continued reconciliation journey.

**Karen Mundine**

Chief Executive Officer  
Reconciliation Australia





# MESSAGE FROM NATIONAL RUGBY LEAGUE.

**Message from National Rugby League  
The Honourable Linda Burney MP Chair of  
Australian Rugby League Indigenous Council**

On behalf of the Australian Rugby League Indigenous Council, I am delighted to support and congratulate the St George Illawarra Dragons on committing to their Innovate Reconciliation Action Plan (RAP).

This is a momentous occasion for a club that already boasts significant cultural and community initiatives aimed at improving the lives of many and the RAP will only add to the off-field strengths of the St George Illawarra Dragons.

Rugby League has a proud history of support and inclusiveness of Aboriginal and Torres Strait Islander people and it is encouraging to witness growing recognition across our game for Australia's First Peoples.

Currently, more than 17% of grassroots players' and 12% of NRL players hail from Aboriginal and Torres Strait Islander backgrounds. This number will only continue to grow as our game is a fundamental part of Aboriginal and Torres Strait Islander peoples' lives.

The Australian Rugby League Indigenous Council, together with the Australian Rugby League Commission and the National Rugby League will provide guidance and assistance to the St George Illawarra Dragons as they deliver on their RAP and we wish the club well on their Indigenous journey







# OUR VISION FOR RECONCILIATION

**Our vision for reconciliation is for an inclusive country built on respect for Aboriginal and Torres Strait Islander peoples, histories and cultures as well as supporting our nation's aim of closing the gap in education and health between Aboriginal and Torres Strait Islander peoples and non- Aboriginal and Torres Strait Islander peoples.**

This vision is valued by our Board of Directors, Executive Management, Administration, Coaching Staff, Players and every employee and volunteer associated with the Club.

The St George Illawarra Rugby League Football Club is very proud to launch our inaugural Reconciliation Action Plan and thank, in particular, those Working Group members. By realising this vision, we can collaboratively make a significant contribution for positive change in Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander peoples.



# OUR BUSINESS

**The St George Illawarra Rugby League Football Club competes in the National Rugby League (NRL) competition.**

We have a proud history stretching back to 1921. The St George Illawarra Rugby League Football Club was formed in 1998 following the merger of the St George Dragons (formed in 1921) and the Illawarra Steelers (formed in 1982). In 1999, the St George Illawarra Dragons entered the competition and claimed their first premiership in 2010. Both clubs have a proud and rich history that has included the development of some of the most decorated Aboriginal and Torres Strait Islander players. These include Nathan Blacklock, John Simon, Anthony Mundine, Ricky Walford, Dylan Farrell, Wendell Sailor, Jeff Hardy, Ian Russell, Gordon Tallis, Jamie Soward, Craig Simon, Amos Roberts, Lee Hookey and Joel Thompson.

In 2017, the St George Illawarra Dragons boast 18 715 members, with an average attendance of 13 125 across our 12 home games.

Currently the Dragons employ 176 staff, (60 full time, 80 players, 36 casual staff) across two locations (Wollongong and Kogarah), inclusive of administrative staff, coaching staff and players from NRL, National Youth Competition, the Illawarra Rugby League (NSW Cup), Illawarra Steelers and St George Dragons juniors representatives.

In 2017, two (2) staff and nineteen (19) players across all teams are Aboriginal and Torres Strait Islander peoples. This equates to 11.9% of our organisation.

The St George Illawarra Dragons geographically has an expansive catchment, from the Cooks River, Earlwood in the north, to Batemans Bay in the south. It is significant to note that the Dragons catchment virtually mirrors that of the lands of the traditional clans of the Dharawal nation. The Dharawal language was spoken and understood from the southern banks of Botany Bay, west towards the Blue Mountains and Goulburn, and as far south as Bega.

The St George Illawarra Dragons very much value the importance of 'community'. It holds the highest importance in what we are. Through Dragons Community, the Dragons work closely with many community organisations across our region achieving our aim of having a positive impact on the lives of people. Our players, NRL and National Youth Competition, embody these values.

Recently an independent strategic review of Dragons Community was undertaken to ensure its associated programs are aligned to key social issues and areas of focus for Rugby League, and the Dragons continue to be leaders in this area. Most of these programs have been implemented with our RAP clearly in mind.

The objectives of Dragons Community are as follows:

- To support and encourage young people, especially youth, to make positive choices around health, education and other social issues
- To promote respect for self and others, responsibility and self - esteem
- Promote Rugby League as a means of delivering health benefits and promoting positive social interaction
- Use the profile and the strength of the Dragons brand to assist selected local charities and associations



In 2017 – 2019, Dragons Community will be involved in programs across three key areas of focus, Health & Wellbeing, Education and Skills & Social Inclusion. Key initiatives and programs include:

#### **NRL School to Work.**

- The School to Work Program (S2W) 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 Islanders to stay at school and plan for their future. Selected year 10, 11 and 12 students from participating schools work with NRL Dragons Project Officer to build Career Development Plans focussed on career aspirations and personal goals.

#### **Indigenous Round**

- The Indigenous round is a great opportunity to promote, celebrate and acknowledge our Aboriginal and Torres Strait Islander peoples. This game brings together many community groups and exposes our fans, members, players and staff to real experiences through the activities we coordinate.

#### **Coomaditchie Learning Centre**

- Players and staff attend regularly with our aim of stressing the importance of education. As role models the players read to the participants, tell stories and encourage them to learn.

#### **Jervis Bay PS/Wreck Bay Program, Batemans Bay PS and Mogo PS programs**

- In partnership with the University of Wollongong, The St George Illawarra Dragons have been enjoying a special relationship with Jervis Bay Public School and the Wreck Bay community since 2009. Dragons Community staff and players support these schools by delivering health and wellbeing programs/resources across

the entire school, with three visits planned each. Since 2011, similar programs are now being presented in Mogo Public School and Batemans Bay Public School.

#### **Dragons educational programs/resources**

- 2017 'The Best You Can Be' school diary (third edition), presents a different health and wellbeing topic each school week including the importance of sleep, importance of family meal time, friendship, nutrition, respect, kindness, limiting screen time and self-image
- Dusty and Friends, early childhood educational resource, presents topics around resilience: Anger management, anxiety, conflict resolution, bullying and harassment.



# INDIGENOUS JERSEYS



## 2016 Jersey

The unique design of the jersey has special relevance and significance to the Dharawal people.

The jersey itself was designed by local Aboriginal artist Lani Balzan, who when asked to design the strip, said she wanted to show the strong connection Traditional Owners have always had with country.

The designs reflect the importance of 'Connection' to Aboriginal and Torres Strait Islander peoples and highlights special Dharawal totems. Totems are a demonstration of each individual's connection to both the Real World and the Spirit World. The jerseys display three main totems – the Whale, Kangaroo and Snake.



## 2017 Jersey

Designed by local artist Lani Balzan, the Dragons' 2017 Indigenous jersey is headlined by a hand print on the bottom-right which represents the significance of the artwork and the importance of reconciliation.

The sternum design above the Red V represents Aboriginal and Torres Strait Islander people's ancestors and the dreaming, while the feather represents wisdom and respect.

Dharawal totems are again part of the design. The whale – representing strength and courage, and the snake – representing the importance of life.

The Dragons' traditional Red V remains, with special Indigenous significance. The symbols within the Red V represent the importance of connection with community.



## 2018 Jersey

For the first time, the Dragons Indigenous jersey carries the designs of three local artists. Lani Balzan's design, front of jersey, shows Birri Birri (whale) and the many different gathering symbols representing connection. Note the three white dots above the Red V. These represent our three Indigenous players.

The back of jersey, from a design by young artists Keiran Cambell and Koori Minto shows the special relationship and respect local Aboriginal peoples have with the sea.





# **CASE STUDY: INDIGENOUS ROUND**



# CASE STUDY: INDIGENOUS ROUND

The St George Illawarra Dragons, each year, mark this round as a highlight of our year. The club sees this as a great opportunity to celebrate our Aboriginal and Torres Strait Islander cultures and to also showcase our community initiatives and bring together our community groups.

In addition to wearing our Indigenous jersey, the Dragons facilitate many activities in our aim to celebrate and honour the importance of Aboriginal and Torres Strait Islander cultures.





In 2017, the St George Illawarra Dragons celebrated Indigenous Round by:

- Traditional Acknowledgement of Country
- 35 Member local community choir singing National Anthem in Dharawal Language and in English.
- Aboriginal and Torres Strait Islander dance performance pre game from renowned national dancers
- Honouring past Aboriginal and Torres Strait Islander players: John Simon, Jeff Hardy, Anthony Mundine and Ricky Walford.
- Hosting three Clontarf academies - Endeavour, Kempsey and Dubbo. Students also involved in Guard of Honour.
- Reconciliation Mural (pictured) where fans added their handprints alongside Dragon NRL player's handprints.
- Players handed out painted footballs, designed and created by S2W students, at the end of the game.
- Traditional music played as players ran onto the field.
- Invitations for all students involved in School2Work (S2W) Program.
- S2W student, Taliah King, participated in the coin toss.
- S2W student and young Aboriginal junior league player conducted gift exchange. Students dressed in traditional local clothing.

- S2W and Clontarf students formed a Guard of Honour.
- Ricky Walford guest speaker in corporate function.
- Former player George Rose spoke to playing group, in the week leading up to the Indigenous Round, about the special significance to Aboriginal and Torres Strait Islander players.
- Donation of tickets to over 300 participants from specific Dragons Indigenous programs
- Invitations for key stakeholders E.G Woolyungah Indigenous Centre University of Wollongong.
- Media session during the week promoting the Indigenous Round, involving Joel Thompson and Aboriginal artist Lani Balzan.
- Player's indigenous jerseys to be used by charities and Aboriginal and Torres Strait Islander community groups to raise funds.





**THE DRAGONS LOOK FORWARD TO EXPANDING ON THIS EVENT AND MAKING IT A KEY INITIATIVE IN CELEBRATING AND ACKNOWLEDGING THE WONDERFUL CONTRIBUTION ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES BRING TO OUR COMMUNITIES, OUR CATCHMENT AND OUR NATION.**







# CASE STUDY: SCHOOL TO WORK



# CASE STUDY: SCHOOL TO WORK

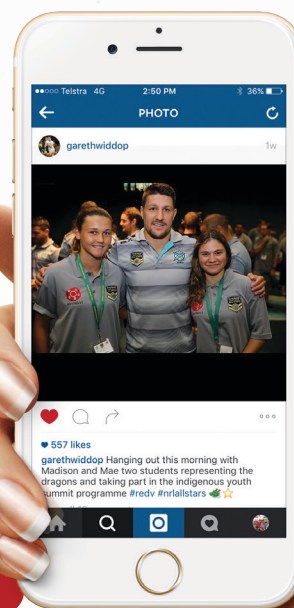
**The School to Work (S2W) program is the flagship community-based Aboriginal and Torres Strait Islander program for the National Rugby League, of which the St George Illawarra Dragons are a key stakeholder and supporter. S2W is an aspirational mentoring program that utilises the positive profile of Rugby League to deliver meaningful education and employment outcomes for Aboriginal and Torres Strait Islander youth.**

The program is the result of a partnership between the NRL, NRL Clubs and the Australian Government to improve employment outcomes for Aboriginal and Torres Strait Islander people through the development of the Learn Earn Legend!, strategy and connection with NRL's Indigenous All Stars team.

S2W is a holistic program that targets Aboriginal and Torres Strait Islander students in Years 11 and 12, which works to ensure that students not only graduate high school, but achieve post-school outcomes whether it be further study or employment.

The specialist staff employed to deliver the program set high expectations for the participants, and have supported more than 3,000 Aboriginal and Torres Strait Islander young people to achieve their career goals with a success rate in 2016 of 98%.

The St George Illawarra Dragons are proud supporters of this program and work very closely with the School to Work team on a range of initiatives and opportunities for participants. These include 'Dragons / Australian Defence Force 'Experience Days' where participants are given the opportunity to get up close and personal with current Defence Force personnel and NRL Dragons. Networking opportunities, through existing corporate partners are also available to School to Work staff. A very strong partner in support of School to Work is the University of Wollongong.





# LANI BALZAN AUSTRALIAN INDIGENOUS ARTIST

**My name is Lani Balzan, and I am a proud Aboriginal woman from the Wiradjuri people**

Being an Aboriginal Education Officer at Warrawong High gives me the opportunity to help our young people; this is a job I love. I am committed to help motivate the students, their families, and carers within our school community.

I am driven by a strong desire to make a positive difference, an aim I share with the Dragons and enjoy immensely working with them. I was extremely proud and honoured to be asked to design the 2016 and 2017 Dragons Indigenous jerseys.



## ABOUT THE ARTWORK

The artwork featured throughout the St George Illawarra Dragons RAP is a combination of work by local Indigenous artists: Lani Balzan, Keiran Campbell, Koori Minto and Shane Snelson.

The designs reflect the importance of 'Connection' to Aboriginal and Torres Strait Islander peoples and highlights special Dharawal totems. Totems are a demonstration of each individual's connection to both the Real World and the Spirit World. The jerseys display three main totems – the Whale, Kangaroo and Snake. There are many others but these totems demonstrate the three main spirit creators and their importance to life.

To have a totem is to acknowledge your ancestral connection to the Spirit world and the Dreaming. Land and Country are 'Life' – the Dreaming connects the individual to that life.



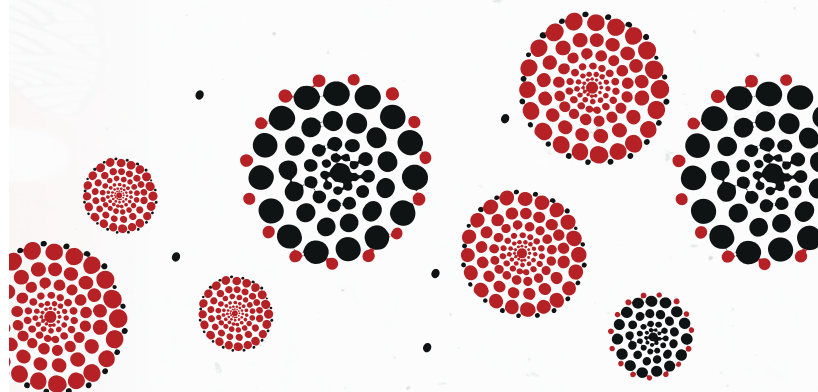
# MESSAGE FROM PROFESSOR PAUL CHANDLER

UNIVERSITY OF WOLLONGONG,  
PRO VICE CHANCELLOR  
(INCLUSION & OUTREACH)

When appointed Dean of Education, University of Wollongong, in 2007, I met with the Dragons and was immediately impressed with the breadth and depth of their partnerships across the Community.

Since then, together, we have significantly grown and developed partnerships particularly with our Aboriginal communities. The Dragons, UOW, Illawarra Aboriginal Corporation Learning Centres were the first of its kind in Australia at the time. The team trips to the South Coast and Jervis Bay/Wreck Bay are very special.

Today we have footprints throughout all over the community and I proudly say Dragons is the most deeply connected club with their communities.



# JOSH KERR

Josh understands better than most about hardships and negativity Aboriginal and Torres Strait Islander peoples can face. His advise to young adolescents is straight forward. "Be proud of who you are. For me, its about who I am as a person and who we are as people."

Josh is a proud Quandamooka man from Stradbroke Island in Queensland. They are the Noonuccal, Ngugi and Goenpul tribes of Moreton Bay.

Josh embraces his role as our Dragons Indigenous player representative.





# TRIBUTE TO PAST PLAYERS

We pay tribute to all Aboriginal and Torres Strait Islander players, past and present, who, with their amazing natural talents, have enriched our sport, our club and our communities.

The following players have played 50 or more games for the St George Illawarra Dragons, Illawarra Steelers or the St George Dragons. Nathan Blacklock, John Simon, Anthony Mundine, Ricky Walford, Wendell Sailor, Jeff Hardy, Ian Russell, Gorden Tallis, Jamie Soward, Craig Simon, Amos Roberts, Lee Hookey and Joel Thompson



# THANK YOU



# OUR RECONCILIATION ACTION PLAN

The St George Illawarra Rugby League Football Club have undertaken this Reconciliation Action Plan to ensure we continue to contribute to stronger long term relationships with all Aboriginal and Torres Strait Islander peoples.

The club have developed this 'Innovate RAP' to demonstrate our ongoing commitment to recognising and celebrating the contributions of Aboriginal and Torres Strait Islander peoples to the organisation over the club's combined long history.

By establishing this RAP, the club aims to further engage with the community and to further educate groups and individuals on reconciliation. In doing so, the St George Illawarra Dragons aim to encourage wider Australia to create conversation around the importance of reconciliation. The Dragons encourage other organisations to create a RAP and help work towards national acceptance and understanding.

Development of this RAP will ensure that we continue to evolve our relationships with Aboriginal and Torres Strait Islander peoples and communities, and establish programs and partnerships that are sustainable and deliver positive outcomes for all participants.

Development of the RAP has been led by the club's Community and Game Development Manager, Paul Everill and with the assistance of University of Wollongong's Pro Vice Chancellor, (Inclusion and Outreach) Professor Paul Chandler.

The RAP Working Group monitors the development, implementation and the reporting of the RAP. It includes the following internal and external members, five of whom are Aboriginal or Torres Strait Islander peoples.

St George Illawarra Dragons Community and Game Development Manager – Paul Everill

University of Wollongong Pro Vice Chancellor, Executive Board Member NSW Educational Standards Authority (NESA),

Executive Board Member Australian Indigenous Mentoring Experience (AIME) – Professor Paul Chandler

St George Illawarra Dragons Chief Executive Officer – Peter Doust

St George Illawarra Dragons Chief Operating Officer – Michael McDonald

St George Illawarra Dragons Player – Josh Kerr

Illawarra Aboriginal Corporation and NRL School to Work Project Officer – Scott Morgan

Country Rugby League Executive and former Dragons Player – Ricky Walford

St George Illawarra Dragons Head of Football – Ben Haran

University of Wollongong (UOW) RAP Coordinator – Amara Barnes

Established in 2015, and in addition to this RAP Working Group is our RAP Advisory Group which consists of external stakeholders from Aboriginal and Torres Strait Islander communities, of which, two members are also representatives on the RAP Working Group.



# RELATIONSHIPS

**The St George Illawarra Dragons understands and respects that the foundation of its success is the relationship that it has developed and maintained with its community.**

The club also appreciates the powerful role that rugby league can play as a vehicle to lead social change and is committed to fulfilling its social responsibility in bringing recognition and understanding to the special contribution that Aboriginal and Torres Strait Islander peoples make to the community.

The Dragons are committed to maintaining and growing meaningful and sustainable relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations.





## ACTION

## DELIVERABLE

## TIMELINE

## RESPONSIBILITY

### 1. RAP Working Group actively monitors RAP development, implementation of actions, tracking progress and reporting

- Ensure RAP Working Group comprising of Aboriginal and Torres Strait Islander peoples.
- RWG oversees the development, endorsement and launch of the RAP
- Establish Terms and Reference for the RWG
- Meet at least twice annually to monitor and report on RAP implementation

November 2017,  
November 2018, 2019  
November 2017  
November 2017  
November 2017,  
March 2018,  
November 2018

Community Manager  
Community Manager  
Community Manager  
Community Manager

### 2. Establish an external Aboriginal and Torres Strait Islander Advisory Group

- Coordinate introductory meetings with Illawarra Aboriginal Corporation in regard to establishment of an Advisory Group.
- Ensure a representative from the Advisory Group will attend RAP Working Group meetings

November 2017

Community Manager

November 2017, August 2018

### 3. St George Illawarra Dragons will strengthen existing relationships, and build new relationships with Aboriginal and Torres Strait Islander communities and organisations to ensure we continue our engagement and meet their needs

- Develop and implement a communications strategy to promote programs across our catchment
- Continue to implement existing engagement programs in Aboriginal and Torres Strait Islander communities.
- Expand programs to deepen reach in targeted localities and schools.
- Build relationships with Elders to further understand and promote Aboriginal and Torres Strait Islander cultures and heritage.
- Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for further development, including: Illawarra Aboriginal Corporation, Woilyungah Indigenous Centre (WOW) and Australian Indigenous Mentoring Experience (AIME) and Clontarf.
- Develop a list of RAP organisations and other like-minded organisations that Dragons could connect with.

November 2017  
August 2017, 2018, 2019  
February 2018  
April 2018

Communications Manager  
Community Manager  
Community Manager  
Community Manager

March 2018, December 2018

Community Manager

December 2018

Community Manager

### 4. Celebrate and participate in National Reconciliation Week (NRW)

- Organise an event to celebrate NRW
- Register our NRW event via Reconciliation Australia's NRW website
- Encourage our staff to attend a NRW event.
- Support our local NRW events
- Circulate to staff and players, Reconciliation Australia's NRW resources.
- Ensure our Working Group participates in an external event to recognise and celebrate NRW.
- Demonstrate support by hosting NRW event

May 2018, 2019  
May 2018, 2019  
May 2018, 2019  
May 2018, 2019  
April 2018, 2019  
May 2018  
May 2018

Community Manager  
Community Manager  
Community Manager  
Events Manager  
Events Manager  
Events Manager

### 5. Raise internal and external awareness of our RAP to promote reconciliation across our business.

- Develop and implement a strategy to communicate our RAP to all internal and external stakeholders.
- Promote reconciliation through ongoing active engagement with all stakeholders

April 2018  
May 2018

Chief Operating Officer  
Chief Operating Officer



# RESPECT

**Recognising respect is a core value of Aboriginal and Torres Strait Islander cultures, the Dragons firmly believes in its place within our Reconciliation Action Plan. Promoting and growing respect towards Australia's First Peoples encourages reconciliation and develops an inclusive and positive culture.**

It is the club's belief that a particular level of respect should be extended to Aboriginal and Torres Strait Islander peoples because of their significant position as the First Peoples of this nation, and for the unique and valuable contribution they have made, and continue to make to our society, our country, to our game and to our club.





## ACTION

## DELIVERABLE

## TIMELINE

## RESPONSIBILITY

### 6. Engage employees in cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements

- 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).
- Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural awareness training.
- Provide opportunities for RWG members and other key leadership staff to participate in cultural training

June 2018, 2019

Chief Operating Officer

March 2018

Community Manager

June 2018, 2019

Community Manager

### 7. 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.

- Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country.
- Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships.
- Invite a Traditional Owner to provide a Welcome to Country at least one significant event.
- Include Acknowledgement of Country at the commencement of important internal and external meetings.
- Display Acknowledgement of Country on big screens at every home game.
- Invite Traditional Owners into our office to explain the significance of Welcome to Country and Acknowledgement of Country.
- Encourage staff to include an Acknowledgement of Country at the commencement of all meetings
- Organise and display an Acknowledgment of Country plaque in our office/s or on our office building.

March 2018

Chief Operating Officer

November 2017  
May 2018, 2019  
November 2017  
2018, 2019  
February 2018

Community Manager  
Community Manager  
Chief Operating Officer  
Events Manager  
Community Manager

May 2018  
July 2018

Chief Operating Officer  
Community Manager

### 8. Promote Aboriginal and Torres Strait Islander peoples artwork within the St George Illawarra FC sphere of influence to build community awareness emphasising cultural significance

- Commission Aboriginal and Torres Strait Islander artist/s to design artwork for Reconciliation Action Plan document, themed jersey for the St George Illawarra Dragons and related activities around Reconciliation Week, Indigenous Round and NAIDOC Week, ensuring any artwork is acknowledged appropriately

August 2017, 2018

Community Manager

### 9. 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.
- Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week.
- Support external NAIDOC Week community events in our community
- Contact our local NAIDOC Week Committee to diarise events in our community.

February 2018  
July 2018, 2019

Finance manager  
Community Manager

July 2018  
July 2019

Community Manager  
Community Manager

### 10. Celebrate and recognise Aboriginal and Torres Strait Islander dates of significance and other key events

- Highlight and promote our involvement in Indigenous All Stars match
- Promote local representation at Indigenous All Stars Youth Summit
- Create a local (Illawarra) 'All Stars' themed community day in conjunction with Illawarra Aboriginal Corporation.
- Participate and promote National Aboriginal and Torres Strait Islander Children's Day

February 2018, 2019  
October 2017  
October 2018  
October 2018

Media Manager  
Community Manager  
Community Manager  
Community Manager

### 11. Engage local and national media to ensure our work in Aboriginal and Torres Strait Islander communities and Aboriginal and Torres Strait Islander culture is shared with the wider community

- St George Illawarra Dragons will provide a minimum of 30 media and PR opportunities per season for external media, related to our Aboriginal and Torres Strait Islander players, or to Aboriginal and Torres Strait Islander initiatives, that the club is involved in.
- St George Illawarra Dragons will provide a combination of a minimum 50 articles, posts, messages across social media relating to Aboriginal and Torres Strait Islander content

November 2017 – August 2019

Media Manager

Review in August 2018,  
November in 2018, 2019

Media Manager



# OPPORTUNITIES

**The St George Illawarra Dragons Club acknowledges its corporate and community leadership responsibility and understands the important role that Rugby League plays as a vehicle for social change.**

By building upon its existing programs and corporate, community and charity partnerships, the St George Illawarra Dragons Club is in a position to create opportunities within its sphere of influence that can bring broader community benefit.





## ACTION

## DELIVERABLE

## TIMELINE

## RESPONSIBILITY

### 12. Investigate opportunities within St George Illawarra Dragons to improve and increase Aboriginal and Torres Strait Islander peoples employment outcomes

- Collect information on our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities.
- Develop and implement an Aboriginal and Torres Strait Islander Employment and retention strategy.
- Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development.
- Advertise all vacancies in Aboriginal and Torres Strait Islander media.
- Pilot different approaches to increasing Aboriginal and Torres Strait Islander employment within St George Illawarra Dragons including school – based traineeships, internships, cadetships, work experience
- Continue to build relationships by engaging with employers, tertiary educational faculties and Dragons corporate sponsors through the School to Work program
- 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

October 2017  
February 2018  
September 2018  
September 2018  
March 2018  
March 2018  
November 2017

Finance Manager  
Finance Manager  
Finance Manager  
Finance Manager  
Finance Manager  
Community Manager  
Finance Manager

### 13. Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within St George Illawarra Dragons

- Review and update policies and procedures to identify barriers to Aboriginal and Torres Strait Islander businesses to supply our organisation with goods and services.
- Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services.
- Develop at least one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business.
- Investigate Supply Nation membership.

February 2018  
May 2018  
June 2018  
March 2018

Finance Manager  
Finance Manager  
Partnerships Manager

### 14. Provide opportunities for existing Aboriginal and Torres Strait Islander players to develop careers post NRL

- St George Illawarra Dragons will identify appropriate support for all Aboriginal and Torres Strait Islander players to undertake professional development and training.
- Encourage Aboriginal and Torres Strait Islander players to assist in the facilitation and implementation of all Dragons Community's Indigenous programs
- Include past Aboriginal and Torres Strait Islander players on our casual employee register to work and assist at workshops, clinics, school programs, events
- Encourage Aboriginal and Torres Strait Islander players to undertake coaching and player development training.

February 2018  
November 2017, 2018  
February 2018  
November 2017, 2018

Education and Wellbeing Manager  
Education and Wellbeing Manager  
Community Manager  
Education and Wellbeing Manager

### 15. Provide opportunities for our past Aboriginal and Torres Strait Islander players to assist St George Illawarra Dragons coaches in the development and mentoring of current players.

- Encourage past players to work with current players and their coaches in their development.
- Assign past players to become 1 on 1 mentors for current players

June 2018  
February 2018

Football Manager  
Education and Wellbeing Manager

### 16. Explore opportunities to increase Aboriginal and Torres Strait Islander membership of the St George Illawarra Dragons

- Develop and implement an Aboriginal designed membership package. This could include the current Indigenous jersey.
- Offer discounted membership to Aboriginal and Torres Strait Islander peoples (all year round and on significant dates)
- Advertise membership in Aboriginal and Torres Strait Islander media.

November 2018

Membership Manager  
Finance Manager  
Marketing Manager





# TRACKING & PROGRESS



JOURNEY  
TO  
SUCCESS





**ACTION****DELIVERABLE****TIMELINE****RESPONSIBILITY****17. Report RAP achievements, challenges and learnings to Reconciliation Australia**

- Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.
- Investigate participating in the RAP Barometer.

September 2018, 2019  
May 2018

Community Manager

**18. Report RAP achievements, challenges and learnings internally and externally**

- Include RAP Progress Report in Dragons Annual Report
- Publish and promote RAP progress on website and across social media channels.

October 2018, 2019  
October 2017, March,  
July 2018, 2019

Media manager & Community Manager  
Media manager & Community Manager

**19. Review refresh and develop new St George Illawarra Dragons RAP**

- In partnership with the NRL and Reconciliation Australia, develop a new RAP based on learnings, challenges and achievements.
- Send draft RAP to Reconciliation Australia for review and feedback.
- Submit draft RAP to Reconciliation Australia for formal endorsement.

August 2018  
  
April 2019

Community Manager  
  
Community Manager  
Community Manager



