



St. George Illawarra Dragons

# Reconciliation Action Plan

May 2021 - May 2023



# ACKNOWLEDGEMENT OF COUNTRY.



The St George Illawarra Dragons acknowledge the Traditional Custodians of the lands 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 our respects to their Elders past and present and acknowledge them as the oldest living culture in the world.

We acknowledge the consequences of the impact of colonisation on our First Nation's peoples and communities and the journey ahead for a reconciled nation.

# MESSAGE FROM THE CEO.



**It is with great pleasure, that on behalf of the St George Illawarra Dragons, I present our Reconciliation Action Plan (RAP) for 2021 – 2023.**

The St George Illawarra Rugby League Football Club is committed to sustained success on and off the field. We understand that one of the pillars to our success lies in the strong relationships we maintain with our 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, community, sport and club.

The development of our second Reconciliation Action Plan was a robust process that involved:

- a review of our 2017-2019 Reconciliation Action Plan which included close analysis of our 2018/19/20 RAP Impact Measurement Questionnaires.
- the continual development of our RAP Working Group; and
- the collaborative and consultative engagement of our staff, key community groups and corporate stakeholders.

It is our hope that this plan will not only steer our club in developing 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 specifically supporting schools across our region. We have had a long standing relationship with the University of Wollongong (UOW). 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 Reconciliation Action Plan is an extension of our club behaviours.

The 2021 - 2023 Reconciliation Action Plan sets ambitious targets that we are confident we will achieve, through strong leadership and commitment.

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**Ryan Webb**  
**Chief Executive**

# OUR RECONCILIATION ACTION PLAN

The St George Illawarra Rugby League Football Club has a corporate and social responsibility to the community in which it thrives. Continuing to have a Reconciliation Action Plan that guides and empowers us to achieve our vision of an Australian community that is united and built on respect, is an integral part of our strategic plan in driving positive community engagement and fostering social inclusion opportunities.

As an NRL club we recognise that we are in a special position to be able to influence and showcase the importance of Australia's journey towards reconciliation.

In the planning and formation of our second Reconciliation Action Plan, the RAP Working Group firstly looked at our achievements and failings from our previous RAP by analysing results from our RAP Impact Measurement Questionnaire and closely examining all deliverables and outcomes. We were able to identify areas of strength and areas needing more direction.

From here, as part of this evaluative process, the internal champions conducted meetings with all department heads (managers) in our aim to build and refine this document. While this means that the RAP development process took much longer than anticipated, the result is a plan whereby each department has ownership of particular the deliverables and knowledge of the entire document.

Along the way, the club continued to engage with external stakeholders to seek feedback on our direction with this RAP and particularly on the deliverables being proposed for inclusion. Special thanks to Scott Morgan (Illawarra Aboriginal Health Service Chairman and Wollongong City Council Engagement Officer), Professor Paul Chandler (former Pro-Vice Chancellor – University of Wollongong and current Director to Skills Board NSW) and Jaymee Beveridge, Director, Woolyungah Indigenous Centre, University of Wollongong.

Development of the RAP has been led by the Club's Inclusion & Outreach Consultant Paul Everill and Dragons Community Manager Adam Bezzina.

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

## ST GEORGE ILLAWARRA STAFF

St George Illawarra Dragons  
Inclusion and Outreach Adviser  
**Paul Everill (Champion)**

St George Illawarra Dragons  
Community Manager  
**Adam Bezzina (Champion)**

St George Illawarra Dragons  
Chief Executive Officer  
**Ryan Webb**

St George Illawarra Dragons  
Head of Football  
**Ben Haran**

St George Illawarra Dragons  
Education & Welfare Manager  
**Scott Stewart**

St George Illawarra Dragons  
Consumer Business Manager  
**Andrew Wardrop**

St George Illawarra Dragons  
Membership & Ticketing Manager  
**Anna Barwell**

Player Representative  
**Josh Kerr (Quandamooka)**

## EXTERNAL MEMBERS

Director to Skills Board NSW  
and Former Dean of Education and  
Foundation Director, Early Start (UOW)  
**Professor Paul Chandler UNSW (Bidjigal)**

Illawarra Aboriginal Medical Service  
Chairman and Wollongong City Council  
Aboriginal Development Officer  
**Scott Morgan (Gamilaroi)**

Former Dragons Player  
**Ricky Walford (Gamilaroi)**  
Director, Yarpa Hub,  
NSW Aboriginal Land Council

Former Steelers Player  
**John Simon (Biripi)**  
Aboriginal Caseworker  
Department of Communities and Justice  
Child Protection

NRL School to Work Project Officer  
**Ms Jordan Thomas**

**Local Elder Representative**



Established in 2015, and in addition to this RAP Working Group are our two RAP Advisory Groups which consists of external stakeholders from Aboriginal and Torres Strait Islander communities, of which, three members are also representatives on the RAP Working Group. As we work across two distinctly different areas (Illawarra/South Coast in the south and Botany Bay/Georges River to the north) it is important to have advisory groups across these two traditional areas (Dharawal Country and Eora Nation). These groups help in selecting panellists for our jersey competition, giving us direction around NAIDOC and NRW celebrations and advice on program support.

# OUR VISION

Our vision is a reconciled, united Australian community built on respect. It's an inclusive community, striving towards equality and equity that accepts and understands our shared history.

We aim to achieve this vision by building respect for Aboriginal and Torres Strait Islander peoples, histories and cultures as well as supporting our nation's aim of improving education and health outcomes for Aboriginal and Torres Strait Islander peoples.

The St George Illawarra Dragons Reconciliation Action Plan demonstrates our commitment to reconciliation, and alongside our stakeholders, we will actively work towards our vision, using our position of influence to strengthen commitment and bring awareness across our community and the broader audience.

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 second Reconciliation Action Plan and thank, in particular, those Working Group members. By realising this vision, we can collaboratively make a significant contribution working with our community to achieve positive change in Aboriginal and Torres Strait Islander and Non Aboriginal and Torres Strait Islander people's lives.



# MESSAGE FROM RECONCILIATION AUSTRALIA.

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

Reconciliation Australia commends St George Illawarra Dragons on the formal endorsement of its second Innovate Reconciliation Action Plan (RAP).

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. St George Illawarra Dragons continues to be part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

An Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build the strong foundations and relationships that ensure sustainable, thoughtful, and impactful RAP outcomes into the future.

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that St George Illawarra Dragons will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to St George Illawarra Dragons using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for St George Illawarra Dragons to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, St George Illawarra Dragons will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of St George Illawarra Dragons' future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations St George Illawarra Dragons on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.



# MESSAGE FROM NATIONAL RUGBY LEAGUE.

**Message from National Rugby League**

**Katrina Fanning PSM**

**Chair of Australian Rugby League Indigenous Council**

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

For a Club which is so rich in history but also in cultural respect and reputation, this is a particularly significant achievement.

Rugby league in general has been an integral part of Indigenous history and has played an important role in promoting reconciliation, social mobility and inclusion.

The Dragons have played a vital role. In recent years, particularly, the Club has taken great steps to unite and inspire in its off-field actions and responsibilities. The Club has been involved in the School to Work program since 2015 and has contributed significantly to the success of the program in the Illawarra. The Dragons also have a strong presence in the Indigenous community along the South Coast and recently saw a local junior and a wonderful Indigenous talent, Jayden Sullivan, make his debut.

Jayden has joined an NRL playing group which includes 12 percent Indigenous players. Close to 20% of junior rugby league players identify as Aboriginal or Torres Strait Islander.

Rugby League plays an incredibly important leadership role, setting a standard for society in its attitudes and acceptance. The Australian Rugby League Indigenous Council, together with the Australian Rugby League Commission and the National Rugby League, will provide support to the St George Illawarra Dragons during this important journey, which highlights the strength and purpose of the game, as well as its values.



The background of the page is a vibrant Indigenous Australian artwork. It features a large, stylized snake with a red body and black and white patterns, coiled across the top. Below the snake, there are several concentric circles in red, black, and white, resembling a boomerang or a traditional design. The bottom of the image shows two black silhouettes of people, one larger and one smaller, walking towards the right. The entire artwork is set against a light blue background with various geometric and organic shapes in red, black, and white.

# OUR JOURNEY

The club's first Reconciliation Action Plan (RAP) ran from November 2017 – November 2019 and was, due to the COVID 19 pandemic, and under advice from Reconciliation Australia, rolled over into 2021.

# OUR JOURNEY

A key learning for the club over this time was to recognise the importance of having a Reconciliation Action Plan in order to have a strong foundation of accountability and a means of direction. It provided a framework to deliver and report on outcomes.

It was a challenge early to get a high level of understanding and commitment from all staff, however it was pleasing to note, as time went on, a real 'cultural' change of acceptance and commitment from staff, and strong support from our leaders, many of which, played active roles.

We found the implementation and delivery of externally supported events and initiatives such as the Indigenous Round, Indigenous jersey design competition and Indigenous Advancement programs, relatively easy to achieve. We are extremely pleased and proud of our achievements in these areas.

Development of internal initiatives which were to be adopted across our entire business, such as the implementation of Acknowledgement of Country in meetings and events, introduction of

Acknowledgement of Country email business footers, the scheduling of cultural awareness programs for staff and players and employment protocols were slow to be developed and implemented.

A major boost and achievement for our club was the securing of an inaugural NRL Women's licence in 2018, and the continued expansion of women and girl's development within our system. This has deepened our commitment across community to reconciliation, recognising and celebrating the cultures, contributions and achievements of our Aboriginal and Torres Strait Islander players and communities.

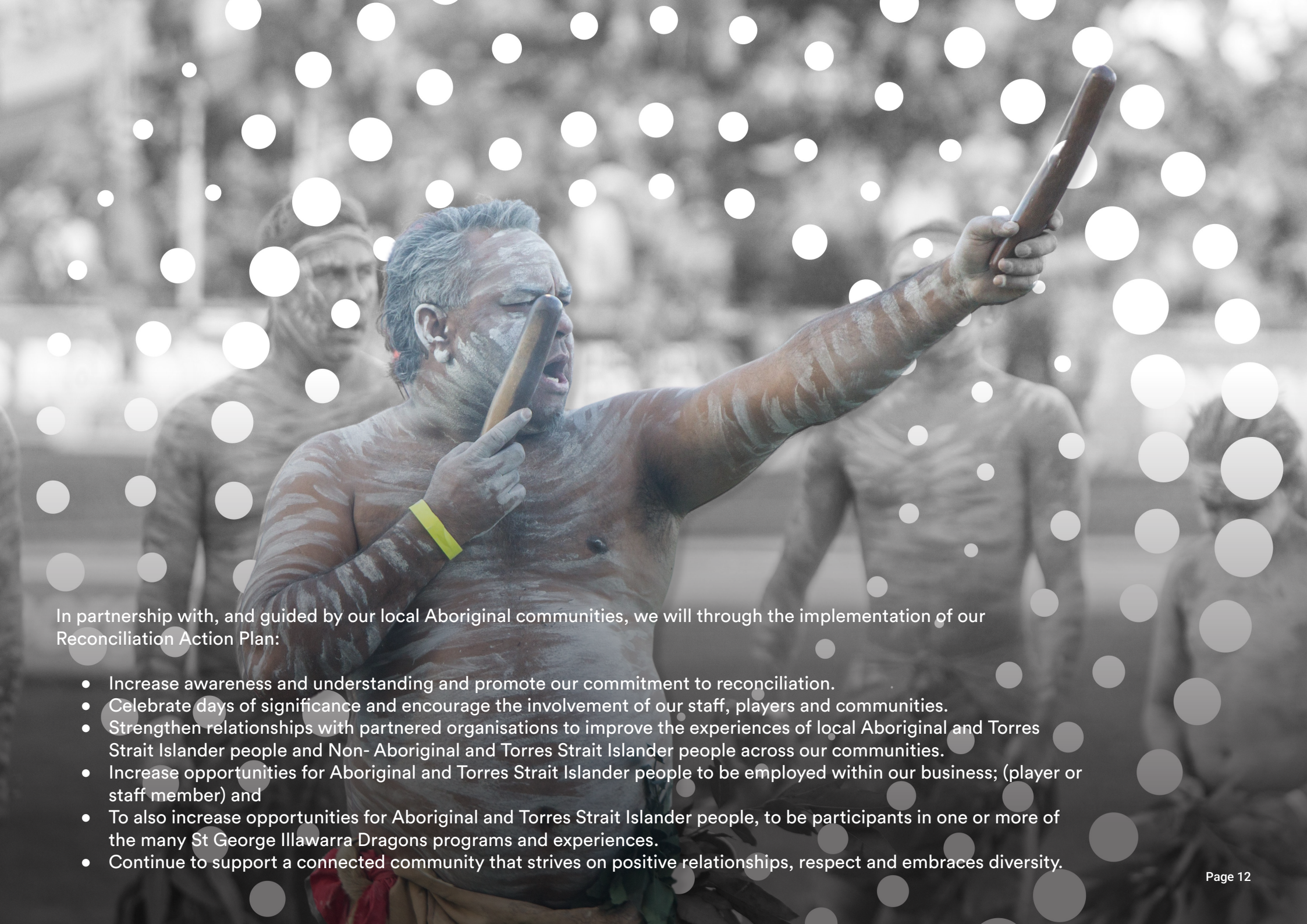
Our club now recognises the importance of ensuring we make a consistent, sustained contribution towards reconciliation, ensuring our staff and players feel informed and empowered to be champions of change through regular education and participation. We look forward to further embedding our cultural initiatives and protocols in this our second Reconciliation Action Plan.



# OUR COMMITMENT

We are committed to working with our Aboriginal and Torres Strait Islander people, their communities and our wider community as we continue our reconciliation journey. We understand and believe that reconciliation is everyone's business and we will lead through our actions.

Our local Aboriginal communities are made up of Traditional Custodians, knowledge holders, language holders, Aboriginal groups and organisations and individuals. Aboriginal and Torres Strait Islander people identify themselves according to their cultural and national identities. These identities represent different heritages, languages, cultural practices, spiritual beliefs and geographic areas and are extremely important to Aboriginal and Torres Strait Islander people.



In partnership with, and guided by our local Aboriginal communities, we will through the implementation of our Reconciliation Action Plan:

- Increase awareness and understanding and promote our commitment to reconciliation.
- Celebrate days of significance and encourage the involvement of our staff, players and communities.
- Strengthen relationships with partnered organisations to improve the experiences of local Aboriginal and Torres Strait Islander people and Non- Aboriginal and Torres Strait Islander people across our communities.
- Increase opportunities for Aboriginal and Torres Strait Islander people to be employed within our business; (player or staff member) and
- To also increase opportunities for Aboriginal and Torres Strait Islander people, to be participants in one or more of the many St George Illawarra Dragons programs and experiences.
- Continue to support a connected community that strives on positive relationships, respect and embraces diversity.



# OUR BUSINESS

The St George Illawarra Rugby League Football Club competes in the National Rugby League (NRL) competition and has done so since 1999, claiming their first and only premiership in 2010.

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).

# OUR BUSINESS

Both clubs have provided the St George Illawarra Dragons with a proud and rich history that has included the development of some of the most decorated players. These include **Nathan Blacklock, John Simon, Anthony Mundine, Ricky Walford, Dylan Farrell, Wendell Sailor, Jeff Hardy, Ian Russell, Gorden Tallis, Jamie Soward, Craig Simon, Amos Roberts, Lee Hookey and Joel Thompson.**

In 2020, the St George Illawarra Dragons, in a Covid 19 affected environment, was pleased and thankful to have 15 618 members. This compares to 20949 members in 2019.

Currently the Dragons employ 192 staff,(49 full time, 104 players, 39 casual staff) across two locations (Wollongong and Kogarah), inclusive of administrative staff, coaching staff and players from NRL, National Rugby League Women Competition (NRLW), the NSW Cup and Jersey Flegg (20s).

In 2021, two (2) staff and twenty – six (26) players across all teams identify as Aboriginal

and Torres Strait Islander people. This equates to 14.5% 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 speaking 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, NRLW and NSW Cup, embody these values.

Our annual strategic review (2020) of Dragons Community, which included our 2017-2019 RAP review, was undertaken to ensure all associated programs are aligned to key social issues and areas of focus for Rugby League, and that 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 2021 – 2023, 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:

- **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.
- **Indigenous Jersey Design Competition.**  
Pre 2020, up to four local artists were invited each year to present a design. Players and RAP staff selected the successful design.

For the 2020 and 2021 designs, the Dragons ran a national competition, opening up opportunities for more than just local artists. Thirty-one (31) artist's designs entered in 2020 and seventeen (17) in 2021. A selection panel, made up of local Aboriginal representatives, players and Dragons staff, selected twelve finalists. The selection panel of eleven (11), comprised of five players (3 Indigenous and 2 Non Indigenous), four members of the RAP Working Group and a local Aboriginal Elder. The process has been successful in promoting many outstanding artists.

- **Dragons educational programs/resources**  
2021 'The Best You Can Be' school health and wellbeing resource (seventh edition).

'The Best You Can Be' health and wellbeing resource has become more popular with teachers. In 2021, 104 schools and 358 classes are part of this program.

We target schools with high Aboriginal and Torres Strait Islander populations and provide these schools with an 80%-100% subsidy.

'The Best You Can Be' Outreach program. In 2021, after a recommendation from Department of Education Director, Mr David Lamb, we have introduced and implemented an 'outreach' program targeting country and remote schools outside our catchment. The program material is sent digitally and Zoom sessions are conducted for each school. In 2021 we have 28 schools.

The BYCB resource supports our aim of encouraging youth to make positive choices around health, education and social issues. Our teacher's evaluation group and teacher surveys, ensure our outcomes and content are current and positive changes are made each year.

Dusty and Friends, early childhood educational resource, targeting K-2 classes, presents topics around resilience: Anger management, anxiety, conflict resolution, bullying and harassment.

- **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 Islander people to stay at school and plan 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.

- **Coomaditchie Learning Centre / Kemblawarra Public School**

In partnership with The Smith Family, players and staff regularly attend (weekly for staff and fortnightly with players) the after school program. Our aim being to stress 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 year. Since 2011, similar programs are now being presented in Mogo Public School and Batemans Bay Public School.

# 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.

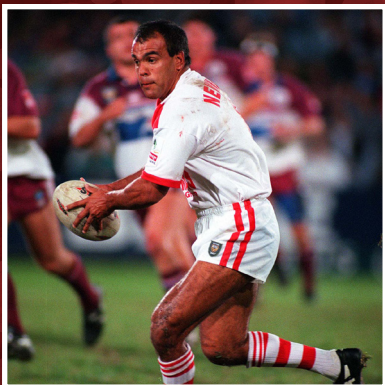
Josh embraces his role as our Dragons Indigenous player representative and current member of the RAP Working Group.



# 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 40 or more games for the St George Illawarra Dragons, Illawarra Steelers or the St George Dragons.



**Jeff Hardy (Yuwallaraay)**  
Illawarra Steelers 1985-1989  
St George 1991-1998  
248 games  
140 points (35 tries)



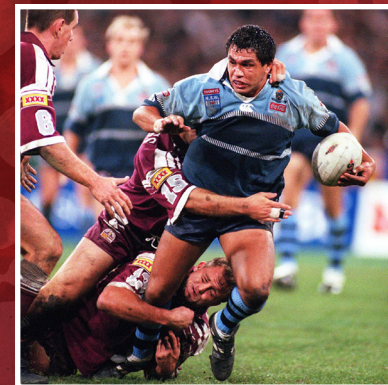
**Ricky Walford (Gamilaroi)**  
St George 1985-1996  
207 games  
872 points (104 tries, 229 goals)



**Jamie Soward (Wiradjuri)**  
Currently St George Illawarra's  
Highest Point Scorer – 977 points.  
Most points scored in a season  
St George Illawarra 1999-2004  
140 games  
977 points (39 tries, 398 goals)



**Nathan Blacklock (Gamilaroi)**  
Highest Dragons Try Scorer.  
Most tries in a season (27)  
St George 1997-1998  
St George Illawarra 1999-2004  
137 games  
508 points (120 tries, 14 goals)



**John Simon (Biripi)**  
Illawarra Steelers 1990 – 1995  
120 games  
177 points (26 tries, 30 goals)



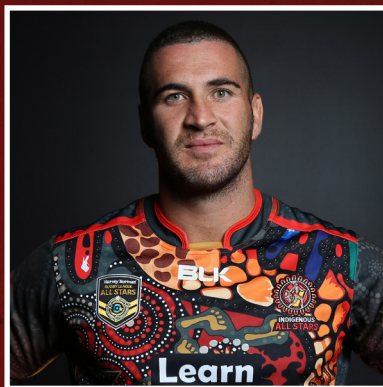
**Anthony Mundine (Bundjalung)**

St George 1993-1996, 1998

St George Illawarra 1999 - 2000

116 games

232 points (56 tries, 3 goals)



**Joel Thompson (Wiradjuri/  
Ngiaampaa)**

St George Illawarra 2014 – 2017

85 games

72 points (18 tries)



**Amos Roberts (Bundjalung)**

St George Illawarra 2000 - 2003

65 games

168 points (29 tries, 26 goals)

Most goals in a match – 9 goals.

Most points in a match – 22



**Gorden Tallis  
(Torres Strait Islander)**

St George 1992-1995

54 games

70 points (17 tries, 1 goal)



**Ian Russell (Yuin)**

Illawarra Steelers 1986-1994

115 games

58 points (14 tries)



**Craig Simon (Biripi)**

Illawarra Steelers 1992 – 1997

73 games

60 points (15 tries)



**Lee Hookey (Bundjalung)**

St George Illawarra 2000 - 2003

61 games

128 points (32 tries)



**Wendell Sailor  
(Torres Strait Islander)**

St George Illawarra 2008 - 2009

33 games

68 points (17 tries)

# INDIGENOUS JERSEYS



## 2012 Jersey

The club's inaugural jersey was designed in 2012 by local Illawarra artist, Jodie Stewart and officially launched at WIN Stadium on the 24th August, in Round 24 against the North Queensland Cowboys.



## 2014 Jersey

In 2014, the indigenous jersey, worn on the 10th August in Round 22 against the Penrith Panthers at WIN Stadium, was designed by local Illawarra artist Kevin Butler, depicted the symbol of the Illawarra, the Flame 2012 Tree. The Flame Tree (Weery Wegne), is a symbol of significance and was vital to the Traditional Owners of the land in coastal areas. It was integral in the supply of fish, as its soft spongy bark was used to make string for the nets and fishing lines. The seeds of the tree was also an important food source.

Club policy at this time was to produce, and proudly wear our indigenous jersey if we were allocated a home game. It was important to the Dragons to showcase and acknowledge our local indigenous culture while 'on country'.

From 2016 on, we, and all NRL clubs, proudly work with our local communities to produce our indigenous jersey each and every year.

# 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.

# INDIGENOUS JERSEYS



## 2019 Jersey

Repeating the 2018 design with the artists' original black background.

Worn on Sunday May 26, at WIN Stadium against the Sharks. Another fulfilling day with our club, our fans and members celebrating our Aboriginal and Torres Strait Islander culture.

## SINCE 2020, THE DESIGN OF OUR INDIGENOUS JERSEY IS SELECTED VIA A NATIONAL COMPETITION PROCESS.

Previously, up to four local artists were invited to submit a design and a selection process, which included players and local community, determined the winning design.

The jersey design competition has been very popular. Across these two years we received 44 entries.

The Dragons RAP committee, players and staff, invite artists within the Aboriginal and Torres Strait Islander community, to submit a painting design for consideration to be incorporated in the following year's Dragons Indigenous jersey and associated merchandise.

Submissions are asked to capture the spirit and passion of the Dragons fans and recognise and celebrate Aboriginal and Torres Strait Islander culture. It is expected that a storyline accompanies the artwork, clearly explaining all aspects of the design.

A selection panel of up to fifteen (15), including five players (3 indigenous and 2 non-indigenous), four (4) members of the RAP Working Group, up to six (6) local Aboriginal Elders assist in the selection process.

# INDIGENOUS JERSEYS



## 2020 Jersey

Front of Jersey  
Artist: Jakeob Watson

We pay our respects to the Dharawal speaking people showcasing their spiritual guides, the humpback whale and the footprints of the kangaroo within the hunting boomerang.

This painting entitled 'Dragons Community' represents the Dragons playing group, their families, staff and supporters including the Dharawal people.

The 2 boomerangs represent the players hunt towards the premiership and the battle they have each week to help attain that goal.

Lower Back of Jersey  
Artist: Elenore Binge

The two meeting places represent Jubilee Oval and WIN Stadium, the U shaped symbols are the traditional Custodians the Bediagal and Wadi Wadi people where the stadiums are. The line that joins them is the journey between the two stadiums, linking supporters.

The little people is a depiction of the youth and two Spirit Figures that watch over them and guide them through life.



## 2021 Jersey

Artist: Johnny Robinson

This painting is about coming together as one, on ancestral Dharawal land, also the land that much of the St George Illawarra Dragons catchment covers.

The central circle, the Reconciliation circle, symbolises the reconciliation of Indigenous and non-Indigenous people. Within the circle, we welcome to country, with the gum leaves and white dots representing smoking ceremonies that Aboriginal People do to cleanse.

The three circles together represent past, present and future Dragons players. The placing of the circles are, by design, in the shape of a V.

The humpback whale, spiritual guide of the Dharawal people, is surrounded by circular red and white dots representing the Dharawal people and the fans.

Present also are the animal spiritual guides of many past, present and future Aboriginal players and fans, who come from far and wide, across many lands.

The white lines you see are the shellfish and fish, some of the traditional foods from this area.

The Rainbow Serpent, creator of our land, holds significance, is situated within.



# INDIGENOUS ROUND

Doonooch Dance Company

## CELEBRATING INDIGENOUS ROUND USUALLY INCLUDE THE FOLLOWING ACTIVITIES:

- Traditional Welcome or Acknowledgement of Country by Elder or past player
- Indigenous jerseys presented to all 17 players by local Elders and past players at the training session leading up to the match.
- Former player to speak to playing group, in the week leading up to the Indigenous Round, about the special significance to Aboriginal and Torres Strait Islander players.
- Aboriginal and Torres Strait Islander dance performance pre game from local dance group/s.
- Honouring past Aboriginal and Torres Strait Islander players: eg. John Simon, Jeff Hardy, Anthony Mundine, Ricky Walford, Nathan Blacklock
- Hosting Clontarf academies - Endeavour, Kanahooka, Lake Illawarra. Students also involved in Guard of Honour.
- Gili School dance group - DEC
- Traditional music played as players ran onto the field.
- Invitations for all students involved in School2Work (S2W) Program.
- Indigenous artist (winner of art competition) participates in the coin toss.
- Young Aboriginal and Torres Strait Islander representatives, dressed in traditional local clothing, conduct gift exchange.
- S2W and Clontarf students formed a Guard of Honour.
- Past Aboriginal and Torres Strait Islander players invited to be guest speaker in corporate function.
- Donation of tickets to over 300 participants from specific Dragons indigenous programs
- Invitations for key stakeholders and students from Woolyungah Indigenous Centre. (University of Wollongong).
- Media session during the week promoting the Indigenous Round and NRW, involving players and community members.
- Player's Indigenous jerseys to be used by charities and Aboriginal and Torres Strait Islander community groups to raise funds.
- Indigenous jersey auction. Proceeds to Dragons Indigenous Advancement programs.



Gili Dancers

The Dragons look forward each year in organising this event and take pride in 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.



Clontarf Academy (Endeavour High)





# THE BEST YOU CAN BE PROGRAM



Now in its seventh year (2021) 'The Best You Can Be' program has become our marquee program. The resource (school booklet), a 40+ page resource is considered best practice within the league and modelled off by numerous clubs. It is the centrepiece of a community engagement strategy that encompasses both standard school catchment and outreach communities.

Many of the participating local schools have significant numbers of Aboriginal and Torres Strait Islander students. As can be seen from our map, many of our remote and rural schools also have strong First Nations representation.

# THE BEST YOU CAN BE

## HEALTH AND WELLBEING PROGRAM



**8978**  
**STUDENTS**

will be encouraged to make positive choices around health, education and social issues



**104**  
**SCHOOLS**  
taking part in program, up from 78 in 2020

**358**

**TEACHERS/CLASSROOMS**  
engaged in wellbeing conversations and physical activity lessons throughout 2021



**28**

Rural and remote schools in our 'Outreach' program

**14 SCHOOLS KOGARAH**  
**49 SCHOOLS ILLAWARRA SOUTH COAST**  
**13 SCHOOLS FAR SOUTH COAST**  
**28 SCHOOLS WESTERN NSW AND QLD**

# UNDERSTANDING COUNTRY

## UNDERSTANDING COUNTRY

The importance of the Sky, Land and Sea to the Dharawal speaking People.

All the elements of the natural world, the earth, the sea and the sky are aspects of the unique relationship that all Aboriginal people have with the world. These parts all make up the idea of 'Country'. It is significant to note that the Dragons Community coincides with much of the lands of the nations and clans of Dharawal language.

The training headquarters of the Dragons in Wollongong, sits in an area of stunning natural beauty that is the ancestral home of the Wadi Wadi people. Our northern homelands, Kogarah (places of reeds) is the ancestral home of the Bidjigal people of the Eora nation. The most substantial stretch of our catchment, the south coast of New South Wales from the Shoalhaven River, all the way to the Victorian border in the south, is Yuin Country.

The three major spiritual guides (totems) of this region are the sea eagle of the air, the humpback whale of the ocean and the red-bellied black snake (Illawarra and Southern Sydney) and the black duck of the vast Yuin nation to the south.

## KNOWING OUR HISTORY

Many Australians are unaware of our region's true history. It is important to note that in many places across Australia, including our region, we have a dark and shameful history in regard to the treatment of our First Nation's People.

Between 1814 - 1816, by order of the then governor, nearly all of the three thousand Dharawal speaking people had been killed or driven off their ancestral lands.

## TODAY

Today, the Dharawal culture is kept alive by Aboriginal people who descend from the ancient Dharawal people.

The Elders are advocates and cultural historians for this rich and inspiring culture, that has thrived for over 8500 years in this area. Research and study of many hours of spoken language has helped enormously.

This is now our shared heritage for which we all have a responsibility to know and understand. This inheritance must then be used to enrich the lives of future generations.

We acknowledge that all Australians have a cultural heritage that is worthy of respect, and we hope that you all embrace this Dharawal heritage, adding to the fabric of our wonderfully diverse and rich Australia.

## CLASS ACTIVITY

Do you know your cultural background?

1. What is your cultural heritage
2. List below the cultural heritage of all your classmates

Explore and research important landmarks or cultural stories from your local area

Photo by Chilby Photography  
www.chilby.com.au

## ACKNOWLEDGEMENT OF COUNTRY

The St George Illawarra Dragons acknowledge the Traditional Custodians 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.



Kevin Butler

## THE SIX DAUGHTERS OF THE WEST WIND

This is the local Aboriginal story of how five islands off our coast and Mt Keira were created.  
The story goes....

The west wind, Oolaboolawoo lived on top of Merrigong, (Illawarra Range) and had six daughters. Mimosa, Wilga, Lille Pilli, Wattle, Clematis and Geera. Mimosa would scratch and fight when the girls were playing and to punish her, the west wind blew her and the rock she sat on out to sea. She landed away from the land and became an island, which none of her sisters could swim to. Mimosa's fate should have been a lesson to her sisters, who were also cast out to sea by their father.

Because Oolaboolawoo was always busy out west, the last sister Geera sat lonely on the escarpment looking out at her sisters, the Five Islands. Sitting motionless, eventually the animals and trees grew all over her. She turned to stone and became the mountain now known as Mt Keira (Geera).

# 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 St George Illawarra Dragons strive to be inclusive, diverse and supportive to all peoples and cultures. In doing this we ensure we have strong sustainable relationships with the local Aboriginal and Torres Strait Islander communities.

## Focus area:

Relationships directly relate to our club's business plan and are consistent with the Dragons internal values and beliefs. Meeting the goals in this RAP will benefit the Club across the entire business. Our focus will be to maintain our high level of involvement, exposure and respect we have in our community. We are proud of our connection with community, and know that our many unique and innovative programs are helping in making a difference.



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> <li>• Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement. Include: Illawarra Aboriginal Corporation, Clontarf, Coomaditchie Learning Centre, Illawarra Aboriginal Health Service, Woolyungah Indigenous Centre – University of Wollongong, 3 Bridges Community</li> </ul>	July 2021	Inclusion & Outreach Advisor
	<ul style="list-style-type: none"> <li>• Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.</li> </ul>	June 2021	Inclusion & Outreach Advisor
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> <li>• Download and circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.</li> </ul>	May 2021, 2022, 2023	Community Manager
	<ul style="list-style-type: none"> <li>• Select working panel (staff and Local Aboriginal and Torres Strait Islander community members) to coordinate and organise Indigenous Round activities.</li> </ul>	May 2021, 2022, 2023	Community Manager Inclusion & Outreach Advisor
	<ul style="list-style-type: none"> <li>• RAP Working Group members to participate in an external NRW event.</li> </ul>	27 May- 3 June, 2021, 2022, 2023	Community Manager
	<ul style="list-style-type: none"> <li>• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.</li> </ul>	27 May- 3 June, 2021, 2022, 2023	Community Manager
	<ul style="list-style-type: none"> <li>• Organise, not including Indigenous Round, at least two NRW events each year.</li> </ul>	27 May- 3 June, 2021, 2022, 2023	Inclusion & Outreach Advisor
	<ul style="list-style-type: none"> <li>• Engage at least 50 community organisations and service providers during NRW, including NRL Indigenous Round, by inviting them to our match, pre week presentations, morning tea, and cultural training.</li> </ul>	27 May- 3 June, 2021, 2022, 2023	Community Manager Communications & Media Manager
	<ul style="list-style-type: none"> <li>• Register all our NRW events on Reconciliation Australia's NRW website.</li> </ul>	27 May- 3 June, 2021, 2022, 2023	Inclusion & Outreach Advisor
3. Promote reconciliation through the Dragons sphere of influence.	<ul style="list-style-type: none"> <li>• Run annual national art competition for design of both the Dragons Indigenous jersey, to be worn on Indigenous Round and Club Indigenous polo to be worn throughout the year on significant dates. eg NAIDOC Week.</li> </ul>	October 2021 & 2022	Community Manager Inclusion & Outreach Advisor
	<ul style="list-style-type: none"> <li>• Produce professionally, a short film clip, in partnership with WIN TV, on reconciliation using leading players, staff and local Aboriginal and/or Torres Strait Islander community members.</li> </ul>	September 2021	Community Manager Inclusion & Outreach Advisor
	<ul style="list-style-type: none"> <li>• Implement strategies to engage our staff in reconciliation.</li> </ul>	June 2021, 2022, 2023	Community Manager Education & Wellbeing Manager
	<ul style="list-style-type: none"> <li>• Communicate our commitment to reconciliation publicly, across all our social media channels, commencing with the launch of our second RAP. The RAP to take pride of place on our website and hard copies sent to staff, players and external stakeholders.</li> </ul>	September 2021	Communications & Media Manager Community Manager
	<ul style="list-style-type: none"> <li>• Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.</li> </ul>	September 2021	Community Manager Commercial Business Manager
	<ul style="list-style-type: none"> <li>• Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation, including WIN TV, Woolyungah Indigenous Centre (UOW) and LGAs.</li> </ul>	September 2021	Inclusion & Outreach Advisor
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> <li>• Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.</li> </ul>	August 2021	Chief Financial Officer
	<ul style="list-style-type: none"> <li>• Develop, implement and communicate an anti-discrimination policy for our organisation.</li> </ul>	July 2021	Chief Financial Officer
	<ul style="list-style-type: none"> <li>• Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.</li> </ul>	April 2022	Chief Financial Officer Inclusion & Outreach Advisor
	<ul style="list-style-type: none"> <li>• Facilitate mentee groups between current players and former players or senior Aboriginal and Torres Strait Islander staff.</li> </ul>	August 2021	Education & Wellbeing Manager
	<ul style="list-style-type: none"> <li>• Educate our senior leaders on the effects of racism</li> </ul>	July 2021	Education & Wellbeing Manager
	<ul style="list-style-type: none"> <li>• Senior leaders to publicly support anti-discrimination campaigns and initiatives against racism</li> </ul>	June 2021	Chief Executive Officer



# RESPECT

Respect is a foundation block of forming solid relationships and working together to achieve goals and outcome. The St George Illawarra Dragons acknowledge Aboriginal and Torres Strait Islander peoples of Australia as the Traditional Owners of this great land. We pay our respects to Aboriginal and Torres Strait Islander people past and present. We recognise and respect the heritage and traditions of Aboriginal and Torres Strait Islander people. We aim to work collaboratively with Aboriginal and Torres Strait Islander communities fostering awareness and celebrating the rich cultures of Aboriginal and Torres Strait Islander Australians.

## **Focus area:**

Aligning our RAP with St George Illawarra Dragons values which drive us to deliver on our mission. One of our key values is to treat others with respect and dignity at all times. We recognise that strong cultural identity is fundamental to the wellbeing of Aboriginal and Torres Strait Islander peoples.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</b>	<ul style="list-style-type: none"> <li>• Conduct a review of cultural learning needs within our organisation.</li> <li>• Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.</li> <li>• Develop, implement and communicate a cultural learning strategy for our staff.</li> <li>• All staff to undertake annually, online cultural learning modules.</li> <li>• Develop, implement and communicate a cultural learning strategy for our members and fans</li> <li>• Participate in authentic “on-Country experiences” in Mudjee and Wreck Bay/Jervis Bay where staff and players will be totally immersed in traditional culture which is delivered by community Elders and senior leaders.</li> <li>• Provide opportunities for RAP Working Group members, HR managers, Board Members, Executive Management and other key leadership staff to participate in formal and structured cultural learning.</li> </ul>	November 2021  November 2021  February 2022  July 2021, July 2022  February 2022  February 2022, 2023  July 2021, 2022	Inclusion & Outreach Advisor Education & Wellbeing Manager  Inclusion & Outreach Advisor  Education & Wellbeing Manager  Football Manager Community Manager  Community Manager Communications & Media Manager  Inclusion & Outreach Advisor  Community Manager
<b>6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>	<ul style="list-style-type: none"> <li>• Increase staff’s understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.</li> <li>• Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.</li> <li>• Update a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships.</li> <li>• Display an Acknowledgement of Country on big screens at every home game.</li> <li>• Acknowledgement of Country to be included in all email signature blocks (all departments) and used by all staff.</li> <li>• Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.                Dragons Medal                Indigenous Round                High Tea at the Footy                Selected home games</li> <li>• Display Acknowledgement of Country sign/plaque in both Dragons area offices.</li> <li>• Include an Acknowledgement of Country or other appropriate protocols, by staff, at the commencement of important meetings.</li> </ul>	June 2021  June 2021  May 2021  May 2021, 2022, 2023  May 2021  September 2021, 2022. May/June 2021 2022. August 2021, 2022  December 2021  May 2021	Community Manager  Community Manager  Inclusion & Outreach Advisor  Marketing & Events Manager  Community Manager  Inclusion & Outreach Advisor Marketing & Events Manager  Community Manager  Community Manager
<b>7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b>	<ul style="list-style-type: none"> <li>• RAP Working Group to participate in an external NAIDOC Week event.</li> <li>• Players and staff wear Indigenous club polo throughout NAIDOC Week signifying the importance we hold for NAIDOC Week.</li> <li>• Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.</li> <li>• Promote and encourage participation in external NAIDOC events to all staff.</li> <li>• In consultation with Aboriginal and Torres Strait Islander stakeholders, support external NAIDOC Week events each year, including:                NAIDOC Community Day – Shellharbour                NAIDOC Community Day – Kogarah                NAIDOC Community Day – Wreck Bay                NAIDOC Community Day – Warrawong                NAIDOC open Day – Illawarra Aboriginal Medical Services                Albion Park Rail Community Centre Elders’ Morning Tea                NAIDOC Community Day – Shoalhaven (Nowra)</li> <li>• Support all staff/players to participate in local NAIDOC Week events</li> </ul>	First week in July, 2021, 2022  July 2021, 2022  November 2021  First week in July, 2021, 2022  First week in July, 2021, 2022  First week in July, 2021, 2022	RAP Champion  Community Manager  Chief Financial Officer  Community Manager  Community Manager Inclusion & Outreach Advisor  Chief Executive

# OPPORTUNITIES

The Dragons believe in equality and the opportunity to involve Aboriginal and Torres Strait Islander Australians as part of our core business, which includes employment and procurement.

We recognise that having people with diverse skills and experiences – and who come from a range of backgrounds – helps to create a healthy culture that reflects the communities we engage with.

We recognise that our connections and partnerships with Aboriginal and Torres Strait Islander peoples, organisations and communities are part of our strengths and help to enrich us and our work.

**Focus area:**

Employment, Procurement



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>8 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</b>	<ul style="list-style-type: none"> <li>• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</li> <li>• Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.</li> <li>• Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.</li> <li>• Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.</li> <li>• Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.</li> <li>• Ensure the establishment of career development plans for each Aboriginal and Torres Strait Islander player which are reviewed annually.</li> <li>• Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.</li> </ul>	<p>August 2021</p> <p>August 2021, 2022 &amp; January 2023</p> <p>August 2021</p> <p>September 2021</p> <p>September 2021</p> <p>October 2021, 2022</p> <p>November 2021,2022</p>	<p>Chief Executive Chief Financial Officer</p> <p>Chief Executive Chief Financial Officer</p> <p>Chief Executive Chief Financial Officer</p> <p>Chief Executive Chief Financial Officer</p> <p>Chief Executive Chief Financial Officer</p> <p>Education &amp; Wellbeing Manager</p> <p>Chief Executive Chief Finance Officer</p>
<b>9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>	<ul style="list-style-type: none"> <li>• Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.</li> <li>• Investigate Supply Nation membership.</li> <li>• Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.</li> <li>• Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.</li> <li>• Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.</li> <li>• Train all relevant staff in contracting Aboriginal and Torres Strait Islander businesses through Supply Nation or similar organisation.</li> </ul>	<p>June 2021</p> <p>June 2021</p> <p>November 2021,2022</p> <p>August 2021</p> <p>November 2021,2022</p> <p>October 2021 &amp; 2022</p>	<p>Chief Executive Chief Financial Officer</p> <p>Chief Executive Chief Financial Officer</p> <p>Chief Executive Chief Financial Officer</p> <p>Chief Executive Chief Financial Officer</p> <p>Commercial Business Manager</p> <p>Chief Executive Chief Financial Officer</p>
<b>10. Increase opportunities to utilise the club's programs to engage Aboriginal and Torres Strait Islander peoples.</b>	<ul style="list-style-type: none"> <li>• Via our 'The Best You Can Be' outreach program, maintain and increase each year, our valued school program engagement and support to the many areas with high Aboriginal and Torres Strait Islander populations especially in country and remote schools</li> <li>• Increase opportunities for participation in our game by Aboriginal and Torres Strait Islander players in remote communities, by visiting areas in western NSW who are participants of our 'The Best You Can Be' program. Recruitment and Game Development activities to be conducted also.</li> <li>• Provide opportunities, via our programs, for Aboriginal and Torres Strait Islander families to gain complimentary Family Memberships. These will be individualised, outcome based, incentive programs, whereby successful participants can gain membership for their whole family.</li> </ul>	<p>October 2021 &amp; 2022</p> <p>February 2022, 2023</p> <p>February 2022, 2023</p>	<p>Community Manager Inclusion &amp; Outreach Advisor</p> <p>Community Manager Inclusion &amp; Outreach Advisor</p> <p>Community Manager Membership Manager</p>

# GOVERNANCE

We are committed to providing effective leadership and appropriate resourcing to deliver our RAP. We will be diligent and committed in delivering positive outcomes when working with our Aboriginal and Torres Strait Islander communities, continuing our journey towards reconciliation.



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>11. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.</b>	<ul style="list-style-type: none"> <li>• Maintain Aboriginal and Torres Strait Islander representation on the RWG.</li> <li>• Establish and apply a Terms of Reference for the RWG.</li> <li>• Meet at least four times per year to drive and monitor RAP implementation.</li> </ul>	May 2021, 2022, 2023  May 2021  April, July, October, January 2021, 2022, 2023	Inclusion & Outreach Advisor  Inclusion & Outreach Advisor  Inclusion & Outreach Advisor
<b>12. Provide appropriate support for effective implementation of RAP commitments.</b>	<ul style="list-style-type: none"> <li>• Define resource needs for RAP implementation.</li> <li>• Engage our senior leaders and other staff in the delivery of RAP commitments.</li> <li>• Define and maintain appropriate systems to track, measure and report on RAP commitments.</li> <li>• Appoint and maintain an internal RAP Champion from senior management.</li> </ul>	July 2021  July 2021 & 2022  May 2021  November 2021	Community Manager  Chief Executive  Community Manager Inclusion & Outreach Advisor Chief Executive  Chief Executive
<b>13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</b>	<ul style="list-style-type: none"> <li>• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.</li> <li>• Report RAP progress to all staff and senior leaders quarterly.</li> <li>• Publicly report our RAP achievements, challenges and learnings, annually.</li> <li>• Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.</li> </ul>	30 September, 2021 & 2022  April, July, October, January 2021, 2022, 2023  November 2021 & 2022  May 2022	Community Manager  Community Manager  Community Manager Chief Executive  Community Manager
<b>14. Continue the Dragons' reconciliation journey by developing our next RAP.</b>	<ul style="list-style-type: none"> <li>• Register via Reconciliation Australia's website to begin developing our next RAP</li> </ul>	December 2022	Community Manager

# ARTWORK AND ARTISTS

As we know, Aboriginal and Torres Strait Islander culture dates back as far as between 60,000 to 80,000 years.

There is no written language for our First Nation's People so in order to convey their important cultural stories through the generations it was portrayed by symbols/icons through their artwork.

It is imperative to pass on information to preserve their culture. Indigenous art is centered on story telling. It is used as a chronical to convey knowledge of the land, events and beliefs of the Aboriginal people.

The use of symbols is an alternate way to writing down stories of cultural significance, teaching survival and use of the land. The interpretations of the iconography differ depending on the audience.

When being told to children it would take on a simpler form, highlighting the educational and behavioural aspect. There can be a combination of information and moral teachings behind the story. The children are taught right from wrong and the consequences of good and bad behaviour. The local Dharawal Five Islands story is a good example. See artwork depicting this story by local Aboriginal man Kevin Butler.

**We recognise all artists, who, through their artwork, continue to show us our cultural connection to our coastline, our special places, our identity, our history, our sacred sites and our beliefs.**

**On these pages we proudly acknowledge just some of the many artists who have, over the last eight years, through our indigenous jersey competitions, provided us with some truly outstanding work. Thank you.**



SEAN KINCHELA



JOSIE ROSE



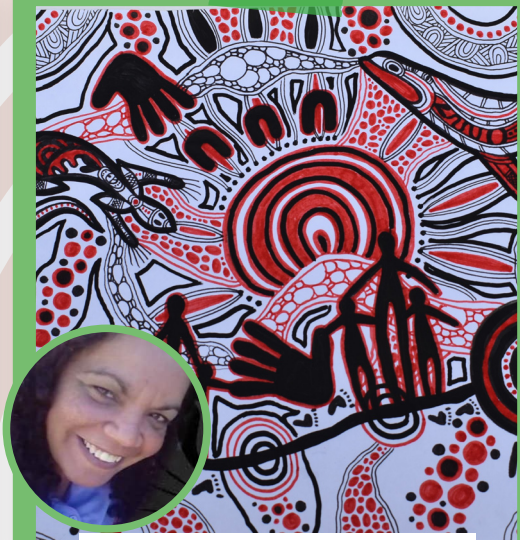
RHONDA SAMPSON



KEIRAN CAMPBELL/KOORI MINTO  
2018/2019 JERSEY (BACK)



JOHNNY ROBINSON | 2021 JERSEY



ELENORE BINGE | 2020 JERSEY (BACK)



LANI BALZAN | 2016, 2017, 2018, 2019 JERSEY



BOBBY McLEOD | 2021 POLO



JAKEOB WATSON | 2020 JERSEY



KEVIN BUTLER | 2014 JERSEY



**ABOUT THE ARTIST:  
ROBERT MCLEOD**

I am a proud Yuin/Monaro man. I recently spent time residing at Oolong House, an AOD residential rehabilitation centre in Nowra. My aim was to personally overcome the difficulties of alcohol and drug addiction. This painting helped achieve this, to stay clean and to become a proud father for my family. It is important to me on this journey that my people and our culture is recognised and acknowledged. Culture will get me there.

**ABOUT THE ARTWORK:**

In the Dreaming, our spirit Ancestors are spiritually there to protect and guide us. In order for us to gain self-determination, our culture and spiritual belief must be at the forefront for our survival. The Spirit people are our protectors. The animals are our spiritual guides, our totems. This is the journey we take in life. We must reconcile with the past so we can make our future brighter.

