



NETBALL VICTORIA  
**REFLECT RECONCILIATION  
ACTION PLAN**

July 2021 - December 2022

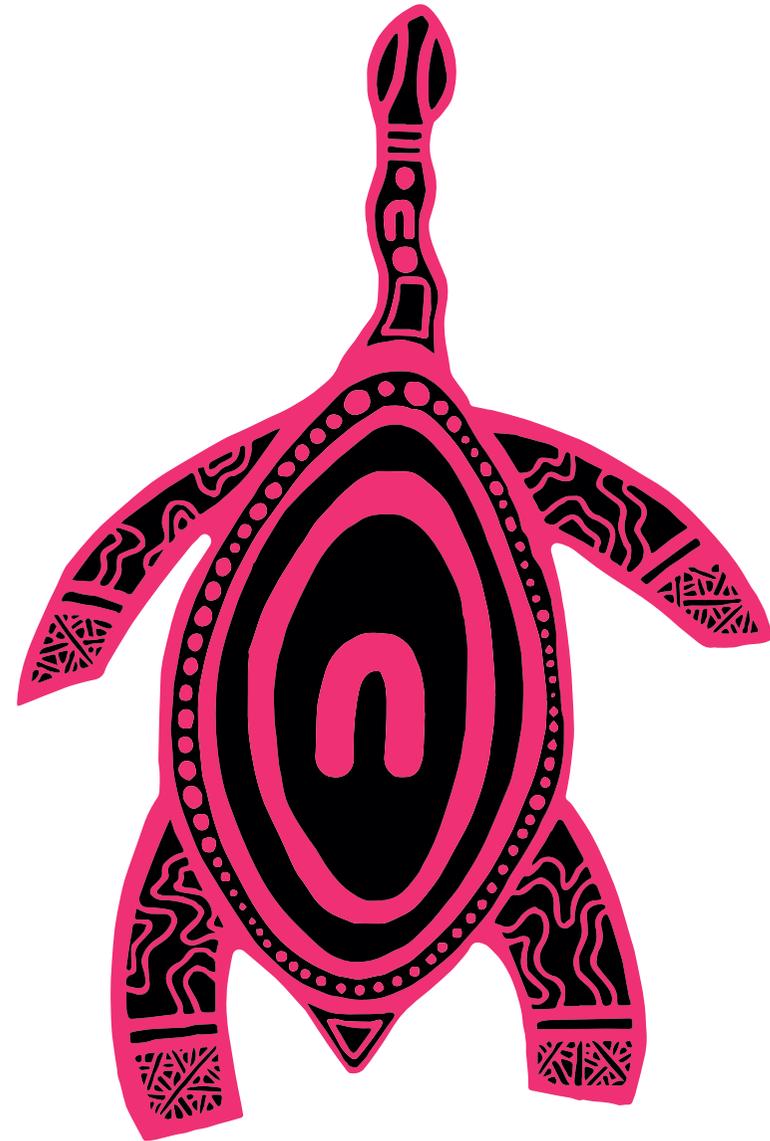


# ACKNOWLEDGEMENT OF COUNTRY

Netball Victoria respectfully acknowledges the Traditional Owners and Custodians of all the lands and waters that make up Victoria.

We also acknowledge the Wurundjeri people as the Traditional Owners and Custodians of the land at the State Netball Centre in Parkville, which is considered a home of netball in Victoria and we pay our respects to Elders past, present and future.

Netball Victoria recognises the tremendous contribution that Aboriginal and Torres Strait Islander people make to sport, in particular to netball in Victoria. We also wish to highlight the power of netball to promote reconciliation, enhance belonging and reduce inequality.



# OUR BUSINESS

For almost 100 years, Netball Victoria has been the governing body for netball in Victoria, administering and promoting the number one team sport for females in the state.

As the state sporting organisation, Netball Victoria holds a special place in the hearts of many Victorians, given the rich history from grassroots participation through to the elite, Melbourne Vixens.

With the purpose to improve people's lives, the business' four strategic drivers propel momentum, enabling collaboration and connection across the organisation and community, these are: a life-long love of netball, being member centric, Victorian netball dominance and building our netball economy. These pillars form the culture at Netball Victoria in metropolitan and regional offices, supporting the growth and reach of netball in all areas, servicing our 115,000+ members across the state.

The role of the organisation is to coordinate the player pathway from grassroots through to the elite, develop leaders in umpires, coaches and officials, and advocate to government and partners for investment in facilities and the sport. With touchpoints across the sporting community, sports fans and the school environment, it is hard to deny the influence the sport has had for so long.

As at May 2021, Netball Victoria employs 80 people in a combination of full time and part-time roles at nine locations spread throughout Victoria including: Ballarat, Bairnsdale, Bendigo, Cranbourne, Geelong, Melbourne, Shepparton, Traralgon and Wodonga. Of the 80 people, two people identify as being Aboriginal and/or Torres Strait Islander.

Netball Victoria is for the community, enabling everyone to play and love the sport in social, competitive and meaningful ways regardless of age, background or ability. Having already empowered and engaged the community for close to 100 years, the reach of the sport continues to grow, and Netball Victoria remains committed to the evolution and needs of the community.



# OUR RAP

Netball Victoria's Reconciliation Action Plan (RAP) is the first step in turning intentions into actions, where an understanding of the organisation's current position and efforts will guide the contribution to reconciliation of the nation.

It is through this framework that the organisation can ensure it is in the best possible position to implement effective and mutually beneficial initiatives, to respect and recognise Aboriginal and Torres Strait Islander peoples within our community.

Through this first stage of creating the Reflect RAP, Netball Victoria's aim is to educate and empower staff and the community to create a culture of understanding, awareness and inclusion, to create more opportunities for Aboriginal and Torres Strait Islander peoples in netball.

Netball Victoria has existing relationships with some of Victoria's Aboriginal and Torres Strait Islander communities, which have already provided education and development opportunities:



## Rumbalara Football Netball Club

Netball Victoria holds a strong working relationship with Rumbalara, an Aboriginal community-run sporting club in the Murray Goulburn area on Yorta-Yorta land, supporting programs, carnivals, and providing coaching and umpiring opportunities.

## The Lagunta Sisters of the Korin Gamadji Institute (KGI)

Developing young Aboriginal and Torres Strait Islander athletes to participate at netball tournaments with skill development sessions, nutrition and wellbeing, coaching and umpiring workshops.





### **Victorian Aboriginal Community Services Association Ltd. (VACSAL)**

Support the annual junior and senior netball tournaments held regionally throughout Victoria with coaching and umpiring workshops, coach mentoring and administration support to deliver the competition.



### **Worawa Aboriginal College**

Melbourne Vixens attending the annual netball tournament – promoting the netball pathway in Victoria.



### **Suncorp Super Netball's Indigenous Round**

Contracting Aboriginal artists to design the Melbourne Vixens' indigenous dress through their own story telling.



Netball Victoria has also connected with Aboriginal community groups such as Rumbalara Football Netball Club and Aboriginal Cooperatives and has utilised Sport and Recreation Victoria (SRV) funding to assist and enhance these relationships to grow the sport of netball. However, when reflecting on the promotion and development of Aboriginal and Torres Strait Islander programs, there is still a way to go.

Beginning with the Reflect RAP, Netball Victoria commits to utilising the five dimensions as outlined by Reconciliation Australia, to help build relationships, respect and trust between the Victorian netball community and Aboriginal and Torres Strait Islander peoples, and ultimately have a deeper connection and acknowledgment of their contribution not only to the sport, but to our history.

With a deeper understanding of where the organisation stands, Netball Victoria can be a leader in the community, scoping and developing relationships with Aboriginal and Torres Strait Islander stakeholders, to help achieve the vision of reconciliation.



# NETBALL VICTORIA WORKING GROUP

With representatives from each department and across all levels of the organisation, Netball Victoria's RAP working group has been established to ensure the organisation continues to learn, and incorporate values in every program and ethos across the organisation.

Across the 18 months of the Reflect RAP, the group will welcome members of the netball community to provide an Aboriginal and Torres Strait Islander perspective.

The working group has had staff members contribute and those from outside of the organisation who aren't listed below but should be recognised including Le'Shaye Gray, Yvonne Porter, Karen Milward and Lisa Thorpe.

The Netball Victoria's RAP is championed by General Manager Netball Development Angela Banbury, to ensure it's embedded in Netball Victoria's business as usual.



**Angela Banbury**  
General Manager Netball  
Development

Angela Banbury is in her eighth year at Netball Victoria and is the chair of the Netball Victoria Reconciliation Action Plan working group. Overseeing the development of diversity & inclusion programs, junior netball and workforce as part of the remit, Angela is passionate about making netball available for everyone and ensuring all netball communities work towards reconciliation and inclusion.



**Ginny Robinson**  
Training and Development  
Coordinator

Ginny has been employed by Netball Victoria for just over a year as Training and Development Coordinator in the Government Relations and Affiliate Services department. With ties to a large association, Ginny is looking forward to being able to help with increased inclusion at the association and throughout the entire netball community.



**Judi Buhagiar**  
Eastern Region Manager

Judi has been employed by Netball Victoria for seven years but has been involved with the sport at many levels across 50 years. She is passionate about this working group because she wants to learn more about our First Nations People and their culture, and advocate for their rights.



## Michael Di Petta

Digital & Content Producer

With a background in community sports writing and media, Michael joined Netball Victoria in 2019 to develop and create digital content across both the Netball Victoria and Melbourne Vixens organisations. With a strong passion for sport, local community and telling people's stories, he brings enthusiasm and a desire to effectively present the Netball Victoria RAP.



## Meg Hopper

Umpire Development  
Coordinator

Meg Hopper has worked at Netball Victoria for 15 months as Umpire Development Coordinator. As a proud ally of First Nations people, and passionate about collaboration with community, she is excited about the opportunity of greater inclusion and recognition for Aboriginal and Torres Strait Island people in netball in Victoria.



## Nicole Menzel

Human Resources Manager

Nicole Menzel has been with Netball Victoria for two years as the HR Manager. Nicole is working towards Netball Victoria employment opportunities being even more accessible and attractive to people of all backgrounds. Nicole would like to see reconciliation and inclusion become a part of every aspect of Netball Victoria, beginning with the very first touchpoint - employee recruitment.



## Pam Ferrari

Northern Region Manager

Pam Ferrari has worked at Netball Victoria for the last seven years as North Region Manager and previously was a member of Netball Victoria board for 17 years. Pam is passionate about Netball Victoria working on Reconciliation Action Plan across all areas of our business and communities. She enjoys working to include all people in our great game of netball towards reconciliation and inclusion.





## Rebekah Webster

General Manager Vixens,  
Performance & Pathways

Rebekah has been with Netball Victoria for seven years, working in netball going into her 12th. She is passionate about the game and has a desire to support and provide opportunities for girls, boys, women, and men to gain both valuable life skills and lifelong memories through their netball journey. Rebekah would like to ensure we provide more opportunities for talented Aboriginal and Torres Strait Islander athletes to enter the high performance pathway and see increased representation in our state, national and Suncorp Super Netball teams.



## Sarah Last

Diversity & Inclusion Coordinator

Sarah Last has worked at Netball Victoria as a Diversity & Inclusion Coordinator for two years. She is currently exploring her personal Aboriginal family history. Sarah is passionate about inclusion and working towards reconciliation at Netball Victoria.



## Tanya Gamble

Community & Junior  
Development Manager

Tanya Gamble has worked at Netball Victoria for the last six years in a range of roles across the organisation. Tanya is currently working as the Community & Junior Development Manager overseeing diversity & inclusion, NetSetGO, schools and clinics. Tanya is passionate about everyone being included in netball and having the ability to be involved.



## Virginia Bennett

Human Resources Manager

Virginia is new to Netball Victoria and is enjoying the inclusive environment she is finding herself in. Virginia's extensive migration experience, providing a pathway to international individuals being able to live and work in Australia, she embraces inclusion in entirety.

# A MESSAGE FROM RECONCILIATION AUSTRALIA

Reconciliation Australia welcomes Netball Victoria to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.



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

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with over 2.3 million people now working or studying in an organisation with a RAP.

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

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

These outcomes contribute towards the five dimensions of reconciliation: race relations;

equality and equity; institutional integrity; unity; and historical acceptance.

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

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

Congratulations Netball Victoria, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

**Karen Mundine**

Chief Executive Officer  
Reconciliation Australia



# CEO & PRESIDENT'S MESSAGE

On behalf of the team at Netball Victoria, we have pleasure in presenting our first Reflect Reconciliation Action Plan.

There is no coincidence that the term 'reflect' has been chosen by Reconciliation Australia as the first step towards a deeper understanding and connection between an organisation and our First Nations people. We have opened our hearts and minds on this journey to develop our first RAP, as we have reflected on our role towards reconciliation as the peak body for our sport in our state.

The home of netball in Victoria is located at Royal Park, on the land of the Wurundjeri people. We pay our respects to the traditional owners and commit to honouring and respecting the history of the place that we also now call home.

Whilst netball remains the most popular team sport for Aboriginal and Torres Strait Islander females in Australia, we understand that in Victoria there is still much more work to do. We need to support Indigenous netballers with

role models and a more targeted approach to ensure females are being elevated to the elite end of the netball pathway.

We know we need to be better and work harder in this area.

For years, Netball Victoria has been under the umbrella of our national body's RAP, however in 2020 became a signatory to the Declaration of Commitment (<https://netball.com.au/news/netballs-declaration-commitment>) in our sport, which has created greater urgency and momentum to develop our own Netball Victoria RAP.

We are excited to take this first step because as we know, sport can be wonderful vehicle for social change. The team at Netball Victoria is ready to step into this responsibility and want to be guided by our First Nations people as we learn and grow as an organisation and as individuals.

Netball Victoria supports the aspirations contained in the Uluru Statement of the Heart and we are committed to the spirit of reconciliation. As such, this RAP will help to guide our efforts to advocate, design and deliver more inclusive policies and programs that we believe will make a tangible difference in netball across Victoria.



**Rosie King**  
Netball Victoria CEO



**Kirrily Zimmerman**  
Netball Victoria President



# MELBOURNE VIXENS INDIGENOUS ROUND

Since 2018, the Melbourne Vixens have celebrated and acknowledged the contribution Aboriginal and Torres Strait Islander people have made to society through Suncorp Super Netball's indigenous round.

Each year, the Melbourne Vixens engage with a local Aboriginal artist to create a playing dress for the round that symbolises the Victorian indigenous netball community.



# 2018 DRESS

Designed by Nakia Cadd

Round 10 | Vixens vs Firebirds | Bundjalung land

Gunditjmara, Yorta Yorta, Dja Dja Wurrung and Bunitj woman, Nakia Cadd designed the inaugural Melbourne Vixens Indigenous playing dress.

A player herself, Nakia reflected that she “felt like I belonged” at netball, and highlighted one coach in particular, Kim Ryan who has since sadly passed away.

Nakia was part of the Korin Gamadji Institute (KGI) program, which partnered with Netball Victoria to deliver a netball program to Aboriginal and Torres Strait Islander high school girls, to develop talent and industry pathways while strengthening cultural connections.

The design includes four bunches of native flora, the golden wattle, to represent the four core values of the team.

10 unique footprints on the side panel represent the roles and stories of each individual player and signify playing on sacred land.

The Minglip star represents the story of the seven sisters coming together (adapted differently across Aboriginal nations). The story aligned with the Vixens’ value of ‘stronger together’.





# 2019 DRESS

Designed by Ky-ya Nicholson Ward

Round 8 | Vixens vs Firebirds | Yuggera land

Wurundjeri and Dja Dja Wurring woman, Ky-ya Nicholson Ward designed the 2019 Melbourne Vixens Indigenous playing dress. Ky-ya was also a selected through the KGI program.

Ky-ya worked closely with her mother Mandy Nicholson, who is also an artist passionate about storytelling through Victorian Aboriginal artwork, to create the dress.

Ky-ya's aim was to showcase aboriginal culture in a positive way and allow indigenous netballers to be proud of their culture.

Titled 'Nallei Jerring' (coming together), the dress features elements of Ky-ya's ancestry learnt from her mother, and her experiences as a young aboriginal woman.

The Boorimul (Emu) footprints are pictured over the shoulder and across the burrung (heart) of the dress. 10 footprints represent each player and joining together on one path.

The horizontal lines on the middle panel of the dress represent the passing on of ngagu (knowledge) from past generations.

The side panel features circles, symbolising how culture has no beginning or end, and illustrates the ripple effect culture has on people. The triangle lines on the bottom half represent balit (strength), and unity.





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# 2020 DRESS

Designed by Alice Pepper

**Round 13** | Vixens vs Firebirds | Yidinjdji land

Gunai/Kurnai woman, Alice Pepper (a native of East Gippsland), designed the 2020 Melbourne Vixens Indigenous playing dress.

Alice, who works for indigenous networks on her local area, also has significant connections to those affected by the devastating 2020 bushfires in the East Gippsland region.

Through the dress, Alice tells her personal and community story and used the creative process to heal, mirroring the regrowth of the land that had burnt.

The style of artwork on the dress is native to the Gippsland region, where linework is used to portray meaning. The landscape of the region, from mountains, bushland, rivers and sea, have been depicted.

The Vixen head at the top of the dress looks over the country through the eyes of those surrounded by the fires, hoping for more rain. The blue on the dress symbolises donations of water that were received due to lack of water and poor quality in some areas.

Footprints travelling down the 'Gippsland line' on the centre of the dress represent the evacuation of those from townships, feeling the fires to Lakes Entrance.

In the middle panel of the dress, is the burned landscape of trees and natives. The green regrowth on the trees and leaves is a stark contrast to the blackened country that surrounds it.



# Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	Oct 2021	Eastern Regional Manager
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Jan 2022	Eastern Regional Manager
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	Sep 2021	Training and Development Coordinator
	RAP Working Group members to participate in an external NRW event.	27 May–3 June, 2021	Diversity & Inclusion Coordinator
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May–3 June, 2021	Northern Region Manager
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	Sep 2021	Digital & Content Producer
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	Jan 2022	Umpire Development Coordinator
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	June 2022	General Manager Vixens Performance Pathway
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	Dec 2021	Human Resources Manager
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.		



# Respect

Action	Deliverable	Timeline	Responsibility
1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	Feb 2022	General Manager Netball Development
	Conduct a review of cultural learning needs within our organisation.	Dec2021	Human Resources Manager
	Provide online workshop of “building aboriginal cultural competency” through Koorie Heritage Trust for Netball Victoria community (affiliates & clubs).	Dec 2021	Community & Junior Netball Manager
2. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation’s operational area.	Sept 2021	Training and Development Coordinator
	Increase staff’s understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Sep 2021	Diversity & Inclusion Coordinator
3. Education Welcome to Country / State Netball Centre.	Ensure there is a Welcome to Country ceremony for the Netball Victoria opening of the redeveloped State Netball Centre in Parkville.	Dec 2021	Community & Junior Netball Manager
4. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	First week in July 2021	Umpire Development Coordinator
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	First week in July 2021	North Region Manager
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2021	General Manager Netball Development
	Organise an article on Netball Victoria website detailing NAIDOC Week events and opportunities, including the official NAIDOC website for the Victorian netball community.	First week in July 2021	North Region Manager
	Inclusion in Electronic Direct Mail (EDM) to Netball Victoria’s affiliates and members detailing events in their region.	First week in July 2021	Digital & Content Producer
	Promote NAIDOC Week through feature articles and imagery to be shared on Netball Victoria social media channels.	First week in July 2021	Eastern Region Manager



# Respect

Action	Deliverable	Timeline	Responsibility
5. Suncorp Super Netball (SSN) Indigenous Round.	Engage with a Victorian Indigenous artist to design the Melbourne Vixens dress.	Sep 2022	
	Present the story of the Melbourne Vixens dress design through media channels to the Victorian netball community.		
	Work with selected Victorian traditional owners and custodians to be a part of the Melbourne Vixens match day event.		
	Align with the Netball Australia education model for a Melbourne Vixens Indigenous workshop.		
Victorian Netball League (VNL) Indigenous Round.	Provide an online workshop of “building aboriginal cultural competency” through Koorie Heritage Trust to VNL Clubs.	Sep 2022	
	Start conversations with VNL clubs via president’s forum to explore the option of observing a permanent inclusion of an Indigenous Round as a part of the fixture.		

# Opportunities

Action	Deliverable	Timeline	Responsibility
1. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	June 2022	Human Resources Manager
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June 2022	Northern Regional Manager
2. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	June 2022	Diversity & Inclusion Coordinator
	Investigate Supply Nation membership.	Dec 2021	Training and Development Coordinator



# Governance

Action	Deliverable	Timeline	Responsibility
1. Maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	Aug 2021	General Manager Netball Development
	Draft a Terms of Reference for the RWG.	Aug 2021	Umpire Development Coordinator
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	Dec 2021	Diversity & Inclusion Coordinator
2. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	Sep 2021	Eastern Region Manager
	Engage senior leaders in the delivery of RAP commitments.	Aug 2021	General Manager Vixens Performance & Pathways
	Define appropriate systems and capability to track, measure and report on RAP commitments.	Sep 2021	Umpire Development Coordinator
3. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 Sep 2021	Community & Junior Development Manager
4. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	June 2022	General Manager Netball Development



# ALKINA EDWARDS

## ARTIST

Netball Victoria's Reflect RAP artwork has been designed by Aboriginal artist, Alkina Edwards, a proud Yorta Yorta, Wemba Wemba, Mutthi Mutthi and Wiradjuri Women, living on Yorta-Yorta Country in Echuca.



Alkina's passion for art began while watching her family members paint and share their stories, giving her strength in her identity. It was only in October 2020 that Alkina began to share her art with people outside of her immediate family.

Her style is contemporary, and she includes part of her tribe in every piece.

The theme of the Reflect RAP artwork is about creating a deeper connection between Netball Victoria and our First Nations' people, a notion that pushed Netball Victoria into taking the step to create their own RAP.

The colours represent the different people, clan groups, nations and tribes in Australia, and as much as we share similarities, we are all different, and can learn and teach more every day. As the colours come together and branch into each other, the artwork represents sharing and storytelling, creating the first step in reconciliation.

The footprints throughout the piece have been left by people from different walks of life, showing that everyone has their own story that needs to be heard, acknowledged and respected. The lines connecting each large circle represent people coming from

different pathways, recognising that everyone is connected, but we need to reach out and take that first step.

The circles represent yarning circles - gatherings of peace and unity that need to be entered with open hearts and deep listening. Without these, the conversations are never going to happen. The symbols around the circles represent men and women, both Indigenous and non-indigenous, coming together to each share and acknowledge their history to move forward together.

Boomerangs in this piece signify starting the uncomfortable conversations with people and having the lessons and knowledge come back so we can continue to grow and learn.

Plants seen around the gathering circles represent smoking ceremonies, and cleansing of the area, while the longneck turtle - which is a sacred totem for the Yorta-Yorta tribe - represents healing, and a sense of safety and security, so when it is seen, people instantly connect with it and feel comfortable to have conversations about reconciliation.

Netball Victoria thanks Alkina for the design that perfectly represents the Reflect RAP.







**Angela Banbury**

General Manager Netball Development

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