



Netball Victoria

## Innovate Reconciliation Action Plan

January 2025 - January 2027

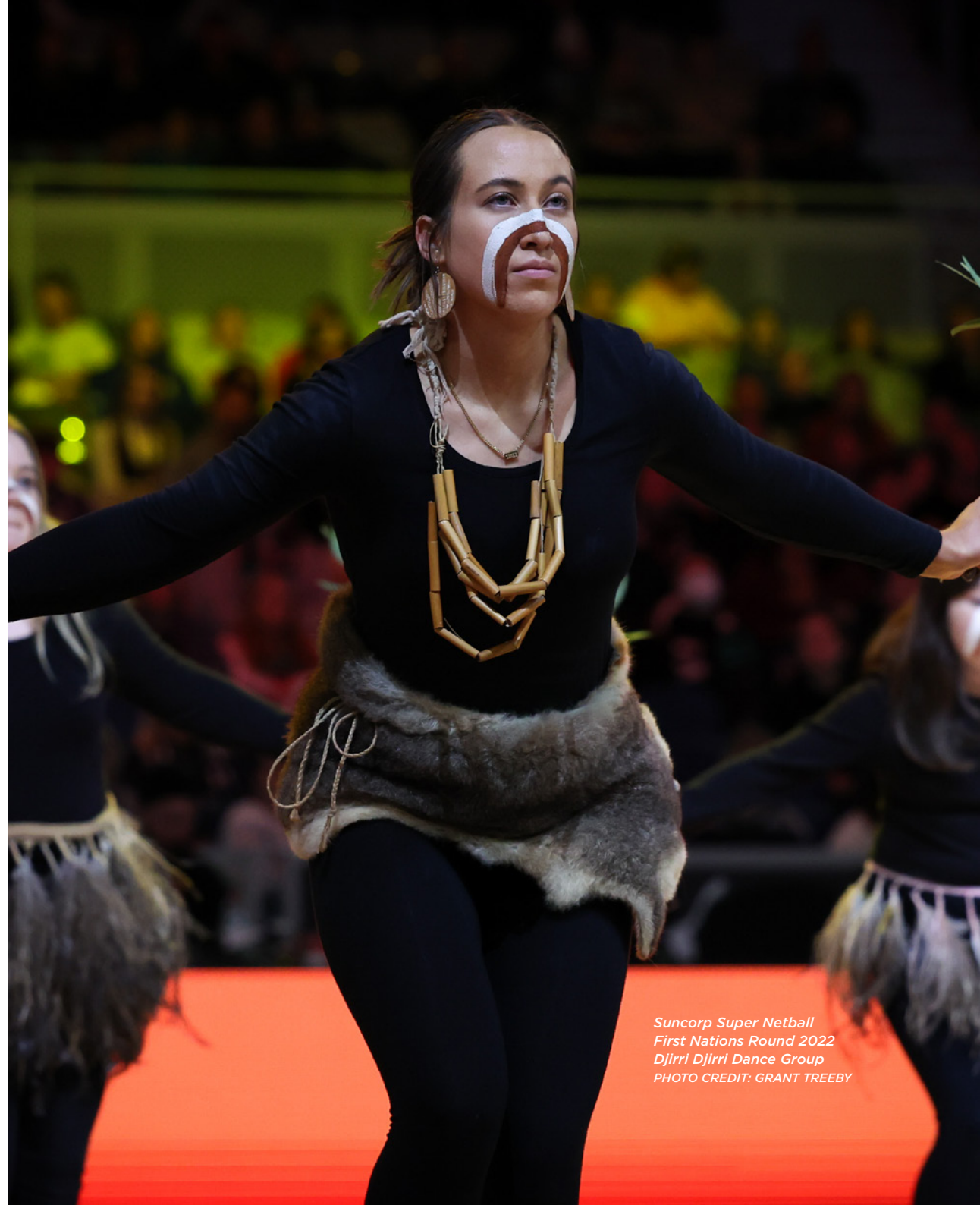


# Acknowledgement of Country

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 of the Kulin Nation 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 and present.

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



*Suncorp Super Netball  
First Nations Round 2022  
Djirri Djirri Dance Group  
PHOTO CREDIT: GRANT TREEBY*



# Contents

CEO and President Statement	4 →	Gabby Coffey's Story	25 →
Our Vision	5 →	First Nations Coordinator	26 →
Our Artist	6 →	First Nations Advisory Group	27 →
Our Artwork	7 →	Timeline	28 →
Our Business	8 →	Reconciliation Australia Statement	29 →
Our RAP	9 →	Relationships	30 →
RAP Working Group	11 →	Respect	31 →
Connections	12 →	Opportunities	37 →
Suncorp Super Netball	14 →	Governance	41 →
'Steadfast' Diamond Artwork	24 →		



# CEO & President Statement

We are pleased to present Netball Victoria's Innovate Reconciliation Action Plan (RAP), demonstrating the organisation's continued commitment to reconciliation, and recognising the role we play in acknowledging and respecting Aboriginal and Torres Strait Islander peoples in our community.

Netball Victoria's Reflect RAP, completed in December 2022, helped us identify and understand our current position with First Nations communities, taking our first step of responsibility to be guided by First Nations people, particularly in the sport of netball.

Through the delivery of the Reflect RAP and the process of creating our Innovate RAP, we have identified the need to continue working with and listening to First Nations community members, and further strengthening current and new relationships.

We recognise the importance of addressing barriers facing First Nations people in netball, and believe that focusing our efforts in this space will create a greater understanding and awareness of First Nations communities.

The vision for our Innovate RAP is to continue our organisation's journey of changing intentions into actions; to break down barriers and ensure equal opportunities are open to First Nations and non-First Nations participants in our sport.

We want to ensure we are building trusting relationships and creating safe and inclusive spaces for First Nations people to contribute to the netball community, and we maintain our commitment to creating culturally safe pathways for First Nations athletes to thrive in their netball environments from grassroots to the elite level.

As the governing body for our sport in Victoria, we need to be accountable. Our Innovate RAP is one element of our commitment to taking proactive steps to address racism and promote reconciliation at all levels, immediately and with a long-term vision.

*Andrea Pearman*

**Andrea Pearman**  
Chief Executive Officer

*Carol Cathcart*

**Carol Cathcart**  
President



Suncorp Super Netball  
First Nations Round 2023  
PHOTO CREDIT: GRANT TREEBY



# Our Vision for Reconciliation

Netball Victoria's Reconciliation Action Plan (RAP) signifies our journey towards transforming intentions into actions. Our primary objective is to break down barriers and ensure equal opportunities for both Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander communities within netball in Victoria.

We respect and acknowledge the ongoing contributions that Aboriginal and Torres Strait Islander peoples make to netball in Victoria, and we are committed to nurturing enduring and trusting relationships with First Nations communities in Victoria.

Through the development and implementation of this Innovate RAP, we are committed to creating welcoming and inclusive spaces where individuals from all cultural backgrounds can not only engage, but also be empowered to actively participate in the sport of netball.



*Suncorp Super Netball  
First Nations Round 2022  
Exhibition match  
(Rumbalara player)  
PHOTO CREDIT: GRANT TREEBY*

# Our Artist

## Bayley Mifsud, Merindah-Gunya

Bayley Mifsud is a contemporary Aboriginal artist born in the country town of Warrnambool, located in south-west Victoria. She takes great pride in her heritage as a descendant of the Peek and Kirrae Whurrong clans.

Her Aboriginal name is Merindah-Gunya meaning “Beautiful Spirit” in Peek Whurrong language, which was gifted to her through a naming ceremony on Country at the age of 16, supported by her Elders and community.

Bayley began doing Aboriginal art at a very young age. She was first introduced to the traditional symbols at the age of five, while working on her family’s possum skin cloak at the Brambuk Aboriginal Cultural Centre in the Grampians. Her family would often go there on weekends, immersing themselves in culture through art, music, and dance.

Bayley now lives on Wurundjeri Country in Naarm (Melbourne) and has lived a large portion of her life there.

Bayley always had a particular passion and talent for art, continuing her artistic pursuits all the way through to VCE. In Year 12, she took on three folio subjects despite being advised against it due to the workload.

At the beginning of COVID in 2020, Bayley found herself with a lot of free time and took the opportunity to start doing art again. She had a large blank wall above her bed and created a series of three pieces telling a story about her family. After sharing an image of her work on her private Facebook page, she received a lot of positive feedback from family and friends. This led to a few close friends reaching out to her to create pieces for their homes.

Since then, her business has grown and she has been a full time artist for just over a year now.

Bayley has a passion for community development, diversity and self-determination as well as continuing the gift of storytelling through her artwork.





# Our Artwork

Bayley's artwork tells a story about Netball Victoria, and the connection that the organisation has with its community and Country.

The centralised meeting place is symbolic of Netball Victoria, shown with people surrounding in different sizes and colours to symbolise diversity.

The Journey lines on the bottom right of the piece show the future, past and present journeys of Reconciliation within the organisation.

The water in the bottom left and top right represent the waterways throughout Victoria – all significant to the stories of the Traditional Owners.

Animals throughout also show the connection to Country. In the top right corner there are stars, showing our Elders before us who are now in Dreamtime.

The large meeting places shown throughout the background symbolise the different locations where netball is played throughout the state.

Lastly, the woman by the water is symbolic of the Traditional stories and also the woman who runs this organisation.



# Our Business

Netball Victoria holds a unique position within the Victorian sporting landscape, encompassing a diverse range of functions and serving as the guiding force behind the popular sport of netball. Our core business revolves around fostering a lifelong passion for netball, a sport deeply ingrained in the hearts of Victorians. Our mission is underpinned by four strategic pillars: play, grow, inspire, and lead. These pillars fuel collaboration and connectivity across our organisation and community.

Our presence extends from metropolitan hubs to regional outposts, encompassing a network of nine offices. These offices, located in Ballarat, Bairnsdale, Bendigo, Cranbourne, Geelong, Melbourne, Shepparton, Traralgon, and Wodonga, serve as vital touchpoints that enable us to connect with our vast, vibrant community.

We employ a dedicated team of 69 individuals, comprising both full-time and part-time staff members, who work tirelessly to support our 115,000+ members across the state. Our organisation is proud to have two members of our team who identify as Aboriginal and/or Torres Strait Islander.

Internally, our reach extends to staff, participants, and to our elite Melbourne Vixens athletes who represent us at the national level. Our influence also extends beyond the workplace as we engage with various organisations, including partners such as RACV and WorkSafe Victoria, alongside stakeholders such as Sport and Recreation Victoria and cooperatives within our community.

Our **sphere of influence** also encompasses the broader Victorian netball community, including our dedicated affiliates, players, umpires, officials, administrators and volunteers. We also resonate with society at large, connecting with ardent sports enthusiasts, schools, and diverse community groups.

With over a century of history, Netball Victoria continues to promote and develop the sport of netball across the state. Our commitment to our core mission and values ensures that we remain a driving force in fostering a lifelong love for netball, inspiring individuals, and empowering communities.



*Suncorp Super Netball  
First Nations Round 2023  
Exhibition match  
(Diamonds player)  
PHOTO CREDIT: RACHEL BACH*



# Our RAP

Netball Victoria's Reconciliation Action Plan (RAP) signifies our commitment to fostering reconciliation by translating intent into action. Through our Innovate RAP, we seek to focus on creating equal opportunities, recognition, and inclusivity, affirming our commitment to breaking biases and creating a welcoming environment for all.



Our RAP is Championed by Andrea Pearman, Netball Victoria's Chief Executive Officer who leads by example, keeping the Organisation and Working Group accountable at all times.

## Where we have come from

Amid the challenges posed by the COVID pandemic, we formed a dedicated RAP Working Group and created a full-time First Nations netball coordinator role. This dedicated staff member will continue to oversee and maintain the consistency of our reconciliation initiatives.

Through the establishment of our First Nations Pathway Working Group, we identified the low number of Aboriginal and Torres Strait Islander athletes coming through the Netball Victoria pathways programs and sought to address this lack of representation.

Now known as the First Nations Advisory Group, it includes four Netball Victoria staff members and eight external First Nations ambassadors, each bringing their experiences within netball as First Nations people to our meetings and advising how we can actively work to increase First Nations participation and ensure we are providing culturally safe spaces for athletes.

Our efforts have strengthened relationships with Aboriginal and Torres Strait Islander communities, including with organisations such as VACSAL and VAHS whose events we support and promote, and with individuals in community through our Advisory Group, RAP Working Group, artists and pathway athletes. We have continued to work with, listen to and build on our current and new relationships, to allow greater understanding and awareness for us as an organisation.

Education and training continue to play a pivotal role as we continue our reconciliation journey. A 12-month training plan to grow social and cultural awareness in our staff and affiliate communities is in place to ensure that everyone engaged in Victorian netball, from grassroots to elite levels, respects and understands the importance of inclusivity, cultural safety, creating opportunities for those facing barriers and the shared pursuit of reconciliation.

# Our RAP

## Where we are going

We are committed to creating greater opportunities through First Nations clinics and programs, and delivering workshops for umpires and coaches that will foster opportunities for Aboriginal and Torres Strait Islander people to participate in netball.

Through building social and cultural awareness, we recognise past and present challenges facing First Nations people and reaffirm our commitment to supporting First Nations people to participate in netball in a culturally safe way. Our organisation's Acknowledgement of Country reflects our recognition of the contribution that First Nations people make to sport, and in particular to netball, in Victoria.

Delivering education and training in the workplace and to our affiliate community will help to ensure we are demonstrating and promoting a culturally diverse and safe workplace, where all identities are respected and welcomed.

We seek to build on existing initiatives such as having Aboriginal and Torres Strait Islander flags on display, the permanent artwork piece on our Melbourne Vixens' home and away dresses, and sharing of stories that celebrate First Nations communities in netball, to continue translating intentions into actions and forging deeper connections with Aboriginal and Torres Strait Islander communities.



*Suncorp Super Netball First Nations Round 2022  
Exhibition match (Rumbalara & Naarm Angels)  
PHOTO CREDIT: GRANT TREEBY*



# Our RAP Working Group

**Kaitlyn Pyle**

First Nations Netball Coordinator

**Tanya Gamble**

Corporate Social Responsibility Manager

**Meg Hopper**

Workforce Development Manager

**Daniella Jong**

Partnership Specialist

**Pam Ferrari**

Northern Region Manager

**Lisa Taylor**

Melbourne Vixens Team Manager

**Ginny Robinson**

Netball Connect Product Manager

**Nicole Menzel**

Head of People & Capability

**Tracey Stephens**

External First Nations representative



# Connections

## Netball Victoria First Nations Clinics

Netball Victoria is dedicated to running four First Nations clinics throughout the year in various locations around the state, connecting with community groups, associations and clubs. This Netball Victoria initiative is supported by RACV.

At our Albury/Wodonga NAIDOC Week clinic, Adrian (father of Lexi and Eli) highlighted the significance of these clinics in providing his children with opportunities that he didn't have growing up in Central Australia. "It's important for our community to participate in sport to keep healthy," he said. "I want my kids to stay in sport and keep that going for the next generation."

## Victorian Aboriginal Community Services Association Ltd (VACSAL)

Netball Victoria attends and supports VACSAL's annual junior and senior netball tournaments held regionally throughout Victoria, providing administration support to deliver the competitions.

## Worawa Aboriginal College

Netball Victoria attends the school's annual Reconciliation Carnival, promoting the pathway for First Nations netballers in Victoria.

## Clubs & Teams

Netball Victoria supports independent and affiliated First Nations clubs and teams to assist with the growth of the sport in First Nations communities.

Rumbalara, an Aboriginal community-run sporting club in the Murray Goulburn area on Yorta Yorta, is one example of a club Netball Victoria supports coaching and umpiring opportunities.

In partnership with Netball Australia, Visit Victoria and Coaching Unlimited a development coaching course was delivered to coaches from Rumbalara to further develop opportunities for First Nations coaches.



RACV Koorie Clinic 2024  
Jubilee Stadium, Frankston  
PHOTO CREDIT: KAITLYN PYLE



# Connections

## Victorian Netball League

Celebrating culture through VNL First Nations Round, we support and promote VNL clubs who have sourced local Aboriginal artists to design dresses, growing awareness and inclusivity practices within their clubs and communities.

### Casey Demons

Krstel Petrevski – Kija/Jaru woman

### Melbourne University Lightning

Bayley Mifsud – Kirrae & Peek Whurrong Woman

### Wilson Storage Southern Saints

Bayley Mifsud – Kirrae & Peek Whurrong Woman

### Western Warriors

Kiz Costelloe – Mandandanji & Noonuccal Woman





# Suncorp Super Netball

## First Nations Rounds

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 First Nations Round (initially named Indigenous Round).

Each year the Melbourne Vixens engage with a local Aboriginal and/or Torres Strait Islander artist to create a playing dress for the round that symbolises the Victorian First Nations netball community.

In recent years we have also created replica warm up tops displaying the playing dress design, as well as other items featuring the design, to be sold as merchandise. All profits made from these items are used to support our First Nations pathway programs. Since 2022, we have held online auctions for our Melbourne Vixens athletes' signed and worn First Nations warm up tops and dresses, which also supports First Nations netballers with all proceeds supporting the pathway programs.

Aside from highlighting local Aboriginal and Torres Strait Islander artists, our First Nations Round supports more than our netball community. We aim to celebrate First Nations

culture, history, entertainment and players creating opportunities and visibility for all First Nations people.

We recognise the immense contribution that First Nations people continue to make to the sport of netball and want to highlight the power of the annual First Nations Round for our netball community.

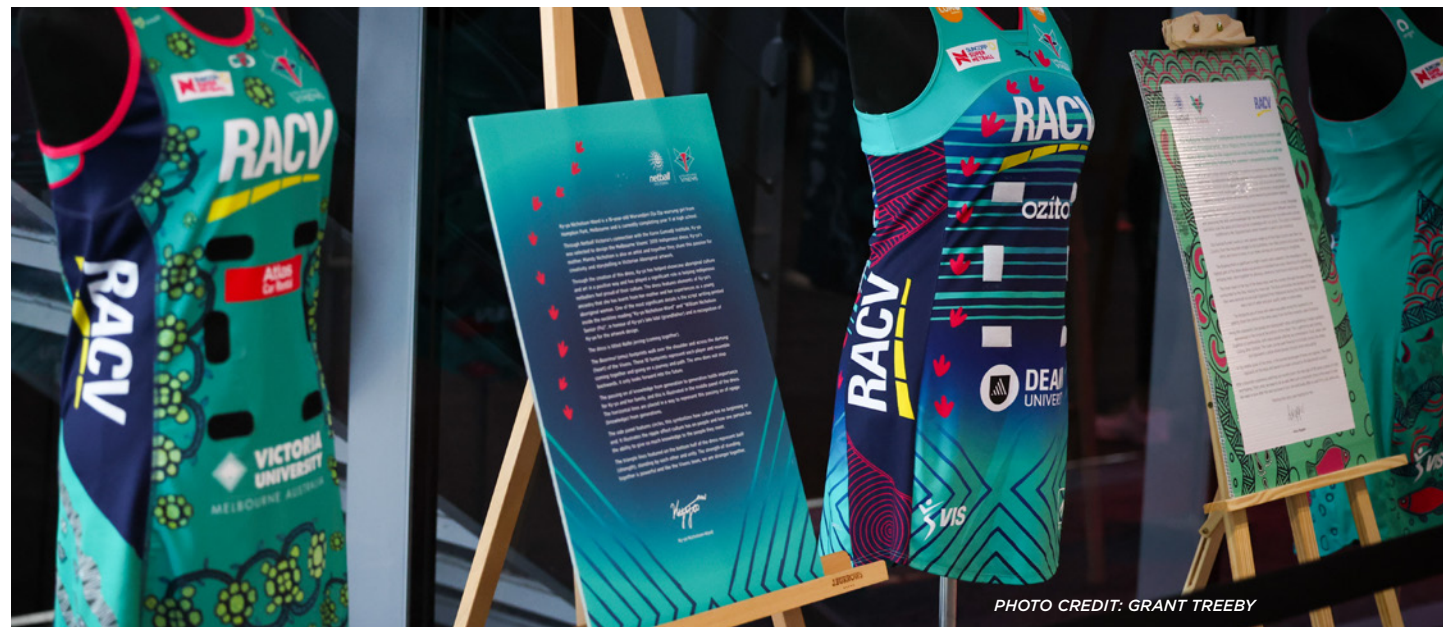
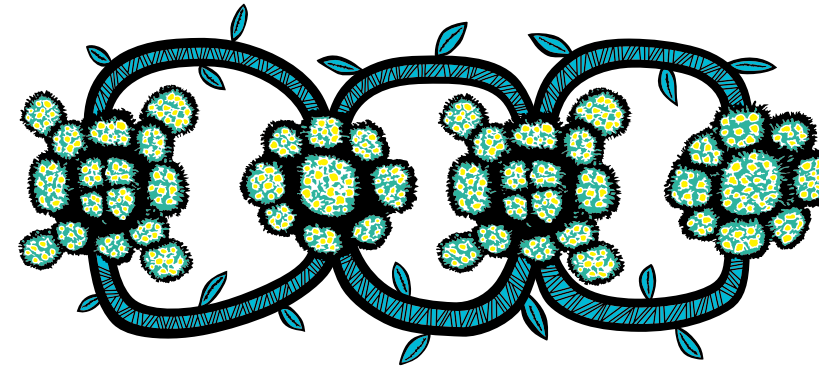


PHOTO CREDIT: GRANT TREEBY

# Where we have started – previous dresses

2018-2020



**2018**

**Round 10**

**Vixens vs Firebirds  
Bunjalung Land**

*Designed by Nakia Cadd  
Gunditjmara, Yorta Yorta, Dja Dja Wurrung  
& Bunitj woman*



**2019**

**Round 8**

**Vixens vs Firebirds  
Yuggera and Turrbal Land**

*Designed by Ky-ya Nicholson Ward  
Wurundjeri & Dja Dja Wurrung woman*



**2020**

**Round 13**

**Vixens vs Firebirds  
Yidinji Land**

*Designed by Alice Pepper  
Gunnai, Yorta Yorta, Mutti Mutti,  
Gunditjmara & Arrernte woman*



# 2021 Dress

Designed by Tammy-Lee Atkinson

Round 10 | Vixens vs Swifts | Wurundjeri Land

The Melbourne Vixens' 2021 Indigenous Round dress artwork was designed by Tammy-Lee Atkinson, a proud Yorta Yorta woman from Mooroopna.

The overarching theme of the artwork resembles the Victorian netball community returning to the court in 2021, and the Vixens returning to Victoria for the Suncorp Super Netball season.

The waterways are connecting lakes, rivers or the ocean – and represent the connection of sport, family and coming together. These waterways meet at each of the four team values of the Melbourne Vixens. Women can be seen around each value, representing the gathering of the team, coaches and support staff.

Linework is the traditional form of artwork for Tammy and can be seen at the bottom of the dress, representing the land that the Vixens play on. The three circles on the side panels represent the rivers that connect to Echuca, where Tammy was born – the Campaspe River, Goulburn River and Murray River. These rivers also represent her siblings – three were

born in Echuca, three in Kerang and three in Shepparton.

Tammy started her career with Kaiela Arts in Shepparton where she also delivers programs including for youth, women, and children.

“My art has been connecting with both Aboriginal and non-Aboriginal communities and I love the fact that I have been able to design the dress for the Melbourne Vixens, to me it has been an honour,” she said.

“To have Indigenous Round for sport in general is amazing and is a great opportunity to highlight Indigenous people. It’s amazing for netballers in Victoria to see and connect with the dress and highlight culture.”









# 2022 Dress

## Designed by Bri Pengarte Apma Hayes

**Round 12** | Vixens vs Lightning | Wurundjeri Land

**Round 13** | Thunderbirds vs Vixens | Kurna Land

The Melbourne Vixens' 2022 First Nations dress was designed by Bri Pengarte Apma Hayes, proud Arrernte woman and young emerging artist. Bri's family is from Arrernte country in Alice Springs, and their culture is reflected in her style of art.

Each dot tells a story and has significance as it can all represent the journey of a person. The dots form a circle with many layers, representing the unity of everyone coming together – the Vixens players, coaches, staff, and community.

The U symbol represents people and how individuals may walk a similar journey or go through similar things in life and show resilience. The blue lines and cross hatching represent one's journey, the flow of life and our constant process of learning.

The design incorporates the symbols, dots, and lines to tell a story and to represent togetherness, fearlessness, and resilience.

"When people work together it shows fearlessness, because there is always strength in numbers. I think unity is a great thing

to show in my artwork, especially with the reconciliation journey we are currently going through," Bri said. "I really wanted to show the best way to represent the themes and individuals who work among the Melbourne Vixens as well as my own community."

Bri began playing netball around age 7 with Wathaurong, and she continues to play now for Belmont Lions in Geelong. She played for the Korin Gamadji Institute's Lagunta Sisters team in a Koori carnival, as well as the Victorian Seven Sisters in a national Indigenous carnival in Queensland.

"I have had so many opportunities and friendships come from it. Netball is about making community connections, friendships and having a fun time with those around me," she said.









# 2023 Dress

## Designed by Rebecca Atkinson

**Round 11** | Vixens vs Swifts | Wurundjeri Land

**Round 12** | Vixens vs Firebirds | Turrbal and Yuggara Country

The Melbourne Vixens' 2023 First Nations dress artwork was designed and shared by artist Rebecca Atkinson.

"I am a proud Moiradu woman from the Bangerang Nation from my father's side and Kerrupmara woman from the Gunditjmarra Nation from my mother's side. I've enjoyed expressing my identity through creative influences from my upbringing and the surrounding landscapes where my connection of culture is embedded everywhere.

This design has different elements to highlight the themes of fearless, togetherness and resilience which empowers the journey of the Melbourne Vixens to lead in 2023. Fearlessness is portrayed with the inner design from the seven circles which represent the seven players on the court, as they play a hard, competitive game to gain a win. The other design attached to the circles is the players who are not on court but supporting from the sidelines. The design in the centre is a showcase of the different movements in the game, from running into the lead to gain the ball, to defence and trying to stop the play.

Resilience is the colour pink, as everyone has different struggles throughout their lives and it might feel like a rollercoaster ride, but with strong resilience you can make it past any barriers that life may present. This is a deadly example of how the First Nations people know the meaning of resilience – the obstacles facing different generations has shaped who we are in today's world.

Togetherness is symbolised in the large outer circles which represent the coaches, staff and supporters of the Melbourne Vixens. There are different layers of who is involved at the club, but everyone is important to make the Melbourne Vixens be successful on the court and off the court. You must have fearlessness, togetherness and resilience to play a hard competitive game of netball in the Suncorp Super Netball season to make the ultimate sacrifice, to make the finals and win."









# 2024 Dress

## Designed by Teagan Malcolm

**Round 7** | Fever vs Vixens | Whadjuk Noongar Land

**Round 13** | Vixens vs Fever | Wurundjeri Land

The Melbourne Vixens' 2024 First Nations dress was designed by proud Kamilaroi woman and artist Teagan Malcolm, who lives and paints on Wurundjeri Country.

Through a collaborative process in consultation with the Vixens' athletes and coaches, the club sought a design based on the theme 'foundations'; a reflection of our connections on Wurundjeri Country.

"I'm Teagan – a proud Kamilaroi woman, illustrator, and artist. Ten years ago, I first moved to Melbourne. I'm honoured to have been welcomed so warmly into the community and am proud to call Wurundjeri Country home.

My work is a collaboration between traditional Aboriginal storytelling practices and modern graphic design and illustration techniques. Each piece is a reflection of contemporary families, communities and experiences. I hope that by capturing these stories through my art, I may preserve them for many generations.

For me, art is more than a personal joy – it's a crucial component in the revitalisation and

preservation of our culture, our language, and our stories.

I initiated the process by mapping out the foundational places of the Vixens, Netball Victoria, and John Cain Arena. I aimed to highlight the connection these locations have to the Wurundjeri and Boonwurrung lands on which they stand. I achieved this by incorporating the shapes of the surrounding parklands into the design.

Additionally, you'll notice the Yarra/Birrarung river winding through the piece. John Cain Arena and Netball Victoria stand side by side in this artwork, symbolising their interconnectedness. They are bound together by the love, passion, and dedication of the Vixens' fans.

When I began reflecting on the 2024 theme of foundations, it was important for me to not only represent the physical spaces used by the Vixens but also to acknowledge what brings those spaces to life – people.

In the top left corner, you'll find seven players, each representing a position on the court. In

the opposite corner, the wider Vixens team is depicted, everyone who works tirelessly to keep the season running. The 'U' shape is used to symbolise people, as they are the shapes left behind in the sand after sitting and storytelling. In this piece, you can see Vixens fans, far and wide, represented by this symbol.

Many other elements of the artwork have been carefully chosen to symbolise joy and celebration, serving as a blessing for the team for a wonderful 2024 season."



*Melbourne Vixens 2024 First Nations dress  
Artist Teagan Malcolm (Kamilaroi)  
PHOTO CREDIT: JOSHUA SCOTT*







# ‘Steadfast’ Diamond Artwork

Designed by Samantha Richards

Melbourne Vixens Dress 2023-2024

Titled ‘Steadfast’ and inspired by the Vixens’ values of fearlessness, togetherness and resilience, this piece of art has featured on the Melbourne Vixens’ home and away dresses since the 2023 Suncorp Super Netball season.

The artwork was designed by Samantha Richards, a Wurundjeri / Dja Dja Wurrung woman from the Melbourne and Bendigo regions respectively. Samantha creates digital, canvas and mural artworks utilising traditional symbols and contemporary styles to share culture visually in the public space.

“Sharing culture is something I am very passionate about, as it is important to learn about the people that lived on this land in the past, and the people that live here today,” she said.

‘Steadfast’ uses a layering of traditional Wurundjeri symbols to depict the strength of a team, combining to tell the story of the elements involved in building up from where the Vixens began, to where they are now and who they will be in the future. Supported by



the protection (diamonds), strength (double circles) and knowledge (single circle) of their teammates and past players, the Vixens team and the people that have travelled with them along the journey (wavy line with dots) have worked to become what the team is today.

The river in the background represents the flow of change and the ability to adapt (river) and the mountains show that the team has each other’s backs (mountains back-to-back). These two elements also represent the landscape of Melbourne and the connection the Vixens have to it. From teamwork, moving forward with the support of fans and building each other up with the different strengths and knowledge of each team member, ‘Steadfast’ represents these key building blocks in creating a successful team.





# Gabby Coffey's Story

Gabby Coffey, a proud Wiradjuri woman hailing from Alice Springs, moved to Melbourne in pursuit of her netball career in 2017. Her scholarship at Caulfield Grammar School marked the beginning of her journey to high performance, which she fully embraced despite the challenges of being away from her family.

While rising through the ranks of Melbourne University Lightning's Victorian Netball League teams, Gabby took every opportunity she could, representing Victoria and the Northern Territory at the Australian Netball Championships and National Netball Championships respectively.

Gabby signed as a training partner with the Melbourne Vixens in 2021, marking her inaugural Suncorp Super Netball contract. In 2022 she made her SSN debut for the Collingwood Magpies against GIANTS Netball, operating under the League's COVID-19 Contingency Framework, and she then made her Melbourne Vixens debut as a temporary replacement player in Round 1, 2023 against West Coast Fever in Perth.

Having reflected on her journey thus far, she highlights the need for enhanced support, particularly for those from regional areas who are looking to enter the pathway.

Her own relocation from Alice Springs to Melbourne resonates in her advocacy for improved pathways and support networks for future athletes.

"It was really tough. Now that I've gotten a bit older, I hope that with my knowledge and experience of it, we can improve that pathway and build a better support network," she said.

Gabby envisages mentorship opportunities for seasoned athletes to guide newcomers, enhancing their adaptation and easing their transition into this competitive arena.

Her journey speaks not only of personal success but also echoes the aspirations to facilitate more accessible pathways for aspiring Aboriginal athletes in netball.



Victorian Netball League  
Melbourne University Lightning 2023  
PHOTO CREDIT: GRANT TREEBY



# First Nations Netball Coordinator

## First Nations Netball Coordinator

Established in **November 2022** – **Sarah Last**  
(previously Diversity & Inclusion Coordinator).

**May 2023** – **Kaitlyn Pyle**

The First Nations Netball Coordinator is responsible for connecting First Nations people to the sport of netball throughout Victoria.

The First Nations Netball Coordinator's primary responsibility is to work with a range of stakeholders to help facilitate greater connection and participation opportunities. The role's purpose is to further develop an inclusive community netball culture, using Netball Victoria's strategic plan and key measures to help develop a framework of netball programs, education, training and support to Netball Victoria's affiliates and First Nations people.

The overall aim is to increase netball participation for First Nations people through new and existing programs and initiatives.

*Netball Victoria's Reflect RAP artwork was created by Alkina Edwards, a proud Yorta Yorta, Wemba Wemba, Mutthi Mutthi and Wiradjuri woman.*





# First Nations Advisory Group

Seeing positive outcomes from our First Nations Pathways Working Group, we have recognised the need for advice and support throughout the whole organisation. This will allow us to plan First Nations initiatives and programs with the First Nations netball community.

## First Nations Advisory Group

Meetings: 4-6 times per year

Established to support and guide our First Nations initiatives and priorities – pathways for First Nations athletes, coaches and umpires, our Reconciliation Action Plan and First Nations engagement through the Victorian netball community.

The aim of our First Nations Advisory Group is to build cultural capability and increase inclusive netball participation for First Nations people within Victoria.

### Pathways

Athletes  
Coaching  
Umpiring  
Competitions/  
Programs  
Careers  
Work placement

### Reconciliation Action Plan

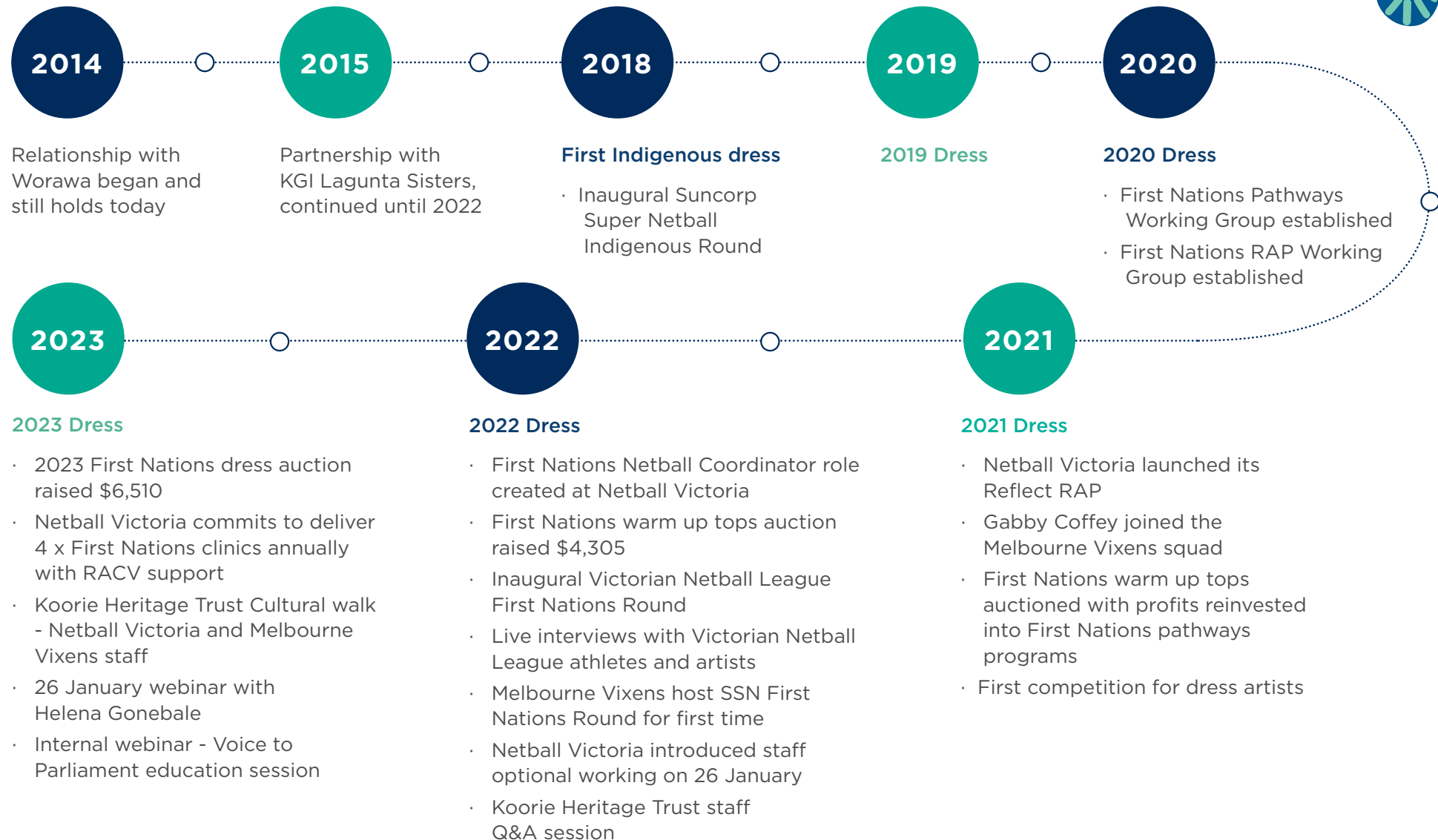
Actions  
Deliverables  
Reporting strategies  
Community involvement/  
Reconciliation journey

### Engagement

Events  
First Nations Rounds  
(SSN/VNL)  
VACSAL/VAHS  
Artists  
Highlighting community



# Timeline





# A Message from Reconciliation Australia

Reconciliation Australia commends Netball Victoria on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).



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

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

This Innovate RAP is both an opportunity and an invitation for Netball Victoria to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Netball Victoria will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also

empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Netball Victoria is part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Netball Victoria's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Netball Victoria on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

**Karen Mundine**

Chief Executive Officer  
Reconciliation Australia

# Relationships

Developing and maintaining strong relationships with Aboriginal and Torres Strait Islander people is vital to Netball Victoria and the Melbourne Vixens. We prioritise genuine connections, in which these relationships foster trust and open dialogue. This allows us to learn from and engage in the rich cultural heritage of Aboriginal and Torres Strait Islander peoples and ensure access to participate in netball is open for all.



*Victorian Netball League First Nations Round 2024  
Hawks Netball & Melbourne University Lightning  
PHOTO CREDIT: GRANT TREEBY*





# Relationships

Focus area: Inspire – Netball is a welcoming sport for everyone

Action	Deliverable	Timeline	Responsibility
<b>1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</b>	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	June 2025	Melbourne Vixens Team Manager
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	February 2025	Melbourne Vixens Team Manager
	Develop a list of Netball Victoria's key Aboriginal and Torres Strait Islander stakeholders, assessing and progressing the level of engagement.	February 2025	Northern Region Manager
<b>2. Build relationships through celebrating National Reconciliation Week (NRW).</b>	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	27 May - 3 June, 2025 & 2026	Northern Region Manager
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June, 2025 & 2026	Partnership Specialist
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June, 2025 & 2026	Corporate Social Responsibility Manager
	Organise at least one NRW event each year.	27 May - 3 June, 2025 & 2026	Partnership Specialist
	Register all our NRW events on Reconciliation Australia's <a href="#">NRW website</a> .	May 2025 & 2026	Partnership Specialist

# Relationships

(Continued)

Action	Deliverable	Timeline	Responsibility
<b>3. Promote reconciliation through our sphere of influence, raising awareness and communicating our RAP within our organisation and community.</b>	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	March 2025	Northern Region Manager
	Inform all staff of RAP progress and celebrate completed actions at monthly group meeting.	September 2025 & 2026	Partnership Specialist
	Develop and implement an external engagement strategy to raise awareness of reconciliation across our netball community and communicate our commitment to reconciliation publicly.	April 2025	Northern Region Manager
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	May 2025	Corporate Social Responsibility Manager
<b>4. Promote positive race relations through anti-discrimination strategies.</b>	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	May 2025	Netball Connect Product Manager
	Develop, implement, and communicate an anti-discrimination policy for our organisation.	July 2025	Netball Connect Product Manager
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	May 2025	Netball Connect Product Manager
	Educate senior leaders on the effects of racism.	June 2025	General Manager Netball Community



Victorian Netball League  
First Nations Round 2023  
PHOTO CREDIT: GRANT TREEBY





# Respect

Respect for Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights is integral to our organisation's core activities and initiatives. We believe in acknowledging the past as a crucial step towards creating a more inclusive and equitable future where Aboriginal and Torres Strait Islander peoples are respected and empowered.

We deeply value Aboriginal and Torres Strait Islander cultures and histories and their contributions to sport, specifically netball within Victoria. We prioritise listening to and learning from Aboriginal and Torres Strait Islander voices, ensuring that decisions are made collaboratively and with active participation. Our success is intrinsically linked to this commitment.



*Victorian Aboriginal Health Service  
Family Mixed Netball Carnival 2024  
PHOTO CREDIT: GRANT TREEBY*



# Respect

Focus area: Inspire – The people in our netball community are role models who inspire current and future generations

Action	Deliverable	Timeline	Responsibility
<b>1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</b>	Conduct a review of cultural learning needs within our organisation.	January 2025	General Manager Netball Community
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	February 2025	First Nations Netball Coordinator
	Develop, implement, and communicate a cultural learning strategy document for our staff.	April 2025	General Manager Netball Community
	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	September 2025	Corporate Social Responsibility Manager
<b>2. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	February 2025	Corporate Social Responsibility Manager
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	February 2025	First Nations Netball Coordinator
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	April 2025 & 2026	Corporate Social Responsibility Manager
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	October 2025	First Nations Netball Coordinator

# Respect

(Continued)

Action	Deliverable	Timeline	Responsibility
<b>3. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b>	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2025 & 2026	Partnership Specialist
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week activities.	May 2025	Head of People & Capability
	Promote and encourage participation in external NAIDOC events to all staff.	June & July 2025 & 2026	Netball Connect Product Manager
<b>4. Promote and celebrate Aboriginal and Torres Strait Islander cultures during First Nations Round of the Suncorp Super Netball (SSN) 2025 &amp; 2026 seasons.</b>	Engage with a Victorian First Nations artist to design the Melbourne Vixens dress for SSN seasons 2025 and 2026.	October 2025 & 2026	Melbourne Vixens Team Manager
	Present stories and content of the Melbourne Vixens dress design process through media channels to the Victorian netball community.	August 2025 & 2026	Melbourne Vixens Team Manager
	Engage and work with Victorian Traditional Owners and Custodians to be part of the Melbourne Vixens match day presentation and events.	August 2025 & 2026	Corporate Social Responsibility Manager
	Align with the Netball Australia education model for Melbourne Vixens First Nations workshops for SSN teams.	August 2025 & 2026	Melbourne Vixens Team Manager
<b>5. Promote and celebrate Aboriginal and Torres Strait Islander cultures in the Victorian Netball League (VNL) and to our affiliates.</b>	Provide an online workshop of Building Aboriginal Cultural Competency through Koorie Heritage Trust to VNL clubs and our affiliates.	April 2025 & 2026	First Nations Netball Coordinator
	Deliver the VNL First Nations Round, including stories, content and activations, and invite Elders and representatives in community to provide a Welcome to Country to commence the Round.	June 2025 & 2026	General Manager Netball Community
	Identify and promote our affiliates' First Nations Rounds and games to acknowledge community engagement through social media channels and storytelling internally and/or externally.	May 2025 & 2026	Northern Region Manager



# Opportunities

Netball Victoria is dedicated to creating opportunities for Aboriginal and Torres Strait Islander peoples, organisations, and communities.

By fostering a diverse and inclusive environment, we aim for better health outcomes, job opportunities, and personal development for all individuals through the sport of netball. We firmly believe in promoting self-determination, enabling individuals to shape their own pathways and contribute to our collective success both on and off the court.

Victorian Aboriginal Health Service  
Family Mixed Netball Carnival 2024  
PHOTO CREDIT: GRANT TREEBY



# Opportunities

Focus areas: Grow – Increase participation and involvement in netball.

Play – Our grassroots competitions and programs provide a happy and safe place for everyone to be involved in our game

Action	Deliverable	Timeline	Responsibility
<b>1. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.</b>	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	November 2025	Northern Region Manager
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	November 2025	Head of People & Capability
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	December 2025	Head of People & Capability
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	January 2026	Partnership Specialist
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	November 2025	Head of People & Capability
<b>2. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	March 2026	Workforce Development Manager
	Investigate Supply Nation membership.	March 2026	Workforce Development Manager
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	April 2026	Workforce Development Manager
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	February 2026	Workforce Development Manager
	Develop commercial relationships with Aboriginal and Torres Strait Islander businesses.	April 2026	Workforce Development Manager



# Opportunities

(Continued)

Action	Deliverable	Timeline	Responsibility
3. Review all Netball Victoria policies and procedures in consultation with First Nations Advisory Group to ensure these documents are culturally appropriate.	In consultation with First Nations Advisory Group, review and update all Netball Victoria policies, procedures, job advertisements, position descriptions and any other relevant documents, ensuring they are culturally appropriate.	September 2026	Head of People & Capability
	Ensure Netball Victoria documents clearly articulate all Aboriginal and Torres Strait Islander people and organisations are welcome and included at Netball Victoria.	September 2026	Head of People & Capability
4. Pursue commercial opportunities to invest in the First Nations netball pathway.	Examine opportunities to form memberships, merchandise and/or game day experiences for Aboriginal and Torres Strait Islander people.	September 2025	Melbourne Vixens Team Manager
	Review existing commercial stakeholder relationships to identify and pursue opportunities for greater investment in improving access to netball for Aboriginal and Torres Strait Islander people.	September 2025	Partnership Specialist
5. Increase opportunities for Aboriginal and Torres Strait Islander people to engage in netball.	Identify locations to run 'come and try' netball clinics for Aboriginal and Torres Strait Islander people new to netball.	October 2025	Netball Connect Product Manager
	Provide a safe and welcoming environment for young athletes to progress in the Netball Victoria pathway.	October 2025	Netball Connect Product Manager
	Develop coaching and umpiring programs to support career pathways in netball and encourage participation from Aboriginal and Torres Strait Islander people	October 2025	Head of People & Capability





Victorian Netball League First Nations Round 2023  
PHOTO CREDIT: GRANT TREEBY



# Governance



# Governance

Action	Deliverable	Timeline	Responsibility
<b>1. Maintain an effective RAP Working group (RWG) to drive governance of the RAP.</b>	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	January 2025	Northern Region Manager
	Establish and apply a Terms of Reference for the RWG.	January 2025	First Nations Netball Coordinator
	Meet monthly per year to drive and monitor RAP implementation.	Monthly 2025 & 2026	First Nations Netball Coordinator
<b>2. Provide appropriate support for effective implementation of RAP commitments.</b>	Define resource needs for RAP implementation.	January 2025	Workforce Development Manager
	Engage our senior leaders and other staff in the delivery of RAP commitments.	Monthly 2025 & 2026	General Manager Netball Community
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	January 2025	Netball Connect Product Manager
	Maintain an internal RAP champion from senior management to champion the RAP internally.	January 2025	General Manager Netball Community
<b>3. Build accountability and transparency through reporting RAP achievements, challenges, and learnings, both internally and externally.</b>	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	February, annually	First Nations Netball Coordinator
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey	1 August, annually	First Nations Netball Coordinator
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	Corporate Social Responsibility Manager
	Report RAP progress to all staff and senior leaders quarterly.	March, June, September & December 2025 & 2026	General Manager Netball Community
	Publicly report our RAP achievements, challenges, and learnings, annually.	July 2025 & 2026	Partnership Specialist
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2026	Corporate Social Responsibility Manager
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	December 2026	First Nations Netball Coordinator
<b>4. Continue our reconciliation journey by developing our next RAP.</b>	Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.	January 2027	First Nations Netball Coordinator



Suncorp Super Netball First Nations Round 2023  
Exhibition match (Diamonds & Desert Roses)  
PHOTO CREDIT: RACHEL BACH





## Netball Community

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