



NETBALL QUEENSLAND

INNOVATE RECONCILIATION ACTION PLAN

MAY 2024 – MAY 2026



ACKNOWLEDGEMENT OF COUNTRY

Netball Queensland acknowledges the Traditional Custodians of the land on which we live, work and play. We acknowledge our Elders, past, present and emerging. In particular, we pay our respects to the Turrbal and Yuggera peoples, who are the Traditional Custodians of the land which our home office, Nissan Arena is situated.

We pay our respect to our ancestors of this land, their spirits and legacies which remain linked to traditional lands and waters. First Nations peoples give strength, inspiration, and courage to current and future generations of Queenslanders, both First Nations and Non- First Nations people.

We would also like to acknowledge and thank the Netball Queensland First Nations Advisory Group past and current members for their invaluable cultural knowledge, support in both the creation and implementation of Netball Queensland's Innovate Reconciliation Action Plan.



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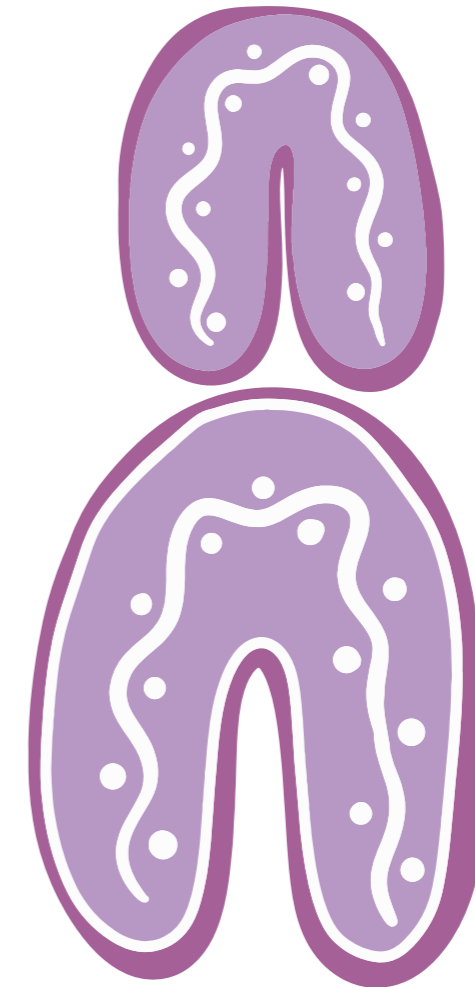
OUR ARTWORK

THE DREAMS OF OUR FUTURE

We reflect on the mountains, a story of the challenges we have faced and the obstacles we have overcome. From water comes growth and continuous progress, our tracks always moving forward, never backwards. Guided by our values we forge a path forward, standing strong on the shoulders of the giants who have come before us, the older generation guiding us, helping us to see the stars that are our dreams of the future. Surrounded by the connection and support of community, we focus on creating a culturally safe environment regardless of background and identity - for our people are at the heart of who we are.



Artist: Leah Cummins (Mayi-Kulan and Kalkadoon)



CULTURAL SAFETY SYMBOL

We stand strong on the shoulders of the giants that came before us. Learning from our past and creating a supportive and culturally safe space for future generations.



POWERED BY

SPORT
SPORT



MESSAGE FROM NETBALL QUEENSLAND CEO & RAP CHAMPION



Kate Davies
Chief Executive Officer
Netball Queensland &
Queensland Firebirds

Netball Queensland is proud of the steps we have taken on our reconciliation journey so far. We are fully committed to ensuring all Aboriginal and Torres Strait Islander netball participants and volunteers are welcomed, supported and safe in our sport. Our organisation is pleased to be advancing our commitment to reconciliation through our second RAP.

Our Innovate RAP commits our organisation to strengthen our relationships with First Nations stakeholders, to continue to build culturally safe spaces for people to learn, respect and celebrate First Nations peoples and cultures, to combat systemic racism within our sport, to develop our capacity to be leaders of sustainable change and to honour the First Nations people who have paved the way.

Importantly, this RAP holds us accountable to our commitment to transition diversity, equity and inclusion from a function to a practice. This is demonstrated in the breadth and depth of the membership of our RAP Working Group – where all departments in the business are represented and taking responsibility for delivering on the commitments in our RAP. This responsibility is also shared with representation from members of our First Nations Advisory Group and Netball Australia for which we extend our gratitude.

We take our responsibility for contributing to Reconciliation through netball seriously and we welcome support, feedback and scrutiny on our efforts from our stakeholders. We thank Reconciliation Australia for their guidance.



OUR VISION FOR RECONCILIATION

Netball Queensland's vision for Reconciliation is to enrich First Nations peoples' lives by creating culturally safe netball spaces and experiences across the state.

As the governing body for netball in Queensland we hold an immense responsibility to advance Reconciliation in sport and more broadly across our state and support efforts of the same throughout the netball nation. We aim to do this by:

- Strengthening **relationships** with First Nations stakeholders in our sport across the state
- Committing to build culturally safe spaces by providing **opportunities** to members to **learn** about, **respect** and **celebrate** First Nations peoples and cultures
- Facilitating and maximising **opportunities** for First Nations players, coaches, umpires and administrators to equitably participate and progress at all levels of our sport
- Supporting the implementation of 'Netball's Declaration of Commitment' by **embedding culturally safe practices to combat systemic racism** within our sport
- **Developing organisational capacity** and capability so we can be leaders of change and support our members to advance the sustainable development of netball for First Nations participants
- **Honouring** First Nations people who paved the way as they provide the legacy for other First Nations peoples to play and love our sport
- Holding ourselves **accountable** to our commitment by transitioning diversity, equity and inclusion from a function to a practice using strong governance structures



MESSAGE FROM CEO RECONCILIATION AUSTRALIA



Karen Mundine
Chief Executive Officer
Reconciliation Australia

Reconciliation Australia commends Netball Queensland 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 Queensland 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 Queensland 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 Queensland is part of a strong network of more than 2,500 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Netball Queensland'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 Queensland on your Innovate RAP and I look forward to following your ongoing reconciliation journey.



OUR BUSINESS

Netball Queensland is a unifying leader responsible for growth, sustainability and the success of netball across the state. Our vision is to aspire to be the most played and supported sport in Queensland with the purpose of enriching lives through Netball. Our plan to achieve our vision is to create and drive initiatives that Grow, Play, Inspire & Lead. We are responsible for the highly regarded Queensland Firebirds, proactive participation and delivery of netball throughout Queensland and management of the home of the Queensland Firebirds, our state of the art venue, Nissan Arena.

We live and breathe a values-driven culture of excellence based on trust, collaboration, inclusiveness, authenticity, braveness and innovation. These values guide the delivery and participation of our players, umpires, coaches, officials, administrators and fans across Queensland, servicing our 60,000+ members. We're focused on growing grassroots netball for our 330+ clubs and 82 associations to increase our members' skills and share our love of netball. Only 33% of our associations are located in major cities and 8% are in remote or very remote communities.

Our Queensland Firebirds also place immense value on their whole club commitment of embedding First Nations cultures into their team practices every week, not just in First Nations round. The Firebirds recognise their responsibility to create a safe space and decrease the cultural burden which is often felt by First Nations athletes. This responsibility benefits our whole club and has created a rich and meaningful culture.

As leaders we are – and must always remain – relentless in our service of netball. Our current strategic plan outlines a range of commitments contributing to identifying and addressing barriers for First Nations players at the grassroots level. Most notably, we are committed to transitioning diversity, equity and inclusion from a function to a practice. Whether you are an employee or athlete within the Netball Queensland community, as part of this commitment we are helping our people understand why reconciliation and our RAP are important to us.

As at January, 2024, Netball Queensland employs 68 people through a range of full time, part time and casual roles across two locations throughout the state. Out of these 68 people, three of our employees identify as Aboriginal and/or Torres Strait Islander people.



DEADLY DATA

Of our playing population in Queensland 5.1% are First Nations peoples, compared to First Nations peoples making up 4.6% of the Queensland population.

AGE BRACKET	NUMBER OF FIRST NATIONS PLAYERS	TOTAL PLAYERS	% FIRST NATIONS PLAYERS
NetSetGo (5–10)	753	15074	5.00%
11–17 Years	1305	24468	5.33%
11–18 Years	229	3907	5.86%
25–29 Years	102	1727	5.91%
30–39 Years	125	2776	4.50%
40+ Years	85	2979	2.85%
Total	2599	50931	5.10%

AGE BRACKET	NUMBER OF FIRST NATIONS PLAYERS	TOTAL PLAYERS	% FIRST NATIONS PLAYERS
Sapphire Series 2022	4	102	3.92%
Sapphire Series 2023	3	95	3.15%
Ruby Series 2022	9	155	5.80%
Ruby Series 2023	12	112	10.71%

Deadly Data as at end of 2023

OUR RAP JOURNEY

After the successful implementation of our Reflect RAP during 2022, Netball Queensland aspired to create another meaningful RAP dedicated to improving pathways for First Nations peoples, fostering programs to ensure our intent and commitment translate into tangible actions and facilitate cultural capability.

We achieved 84% of our Reflect RAP deliverables, with the remaining 16% still in progress across 2023. Netball Queensland's RAP Lead, Grace Sarra, has said "the Reflect RAP set out by Reconciliation Australia allowed for our organisation to truly reflect on our responsibility and commitment to Reconciliation within our sphere of influence - the netball community across Queensland. The implementation of our RAP was our formal commitment to Reconciliation and was received well by many in our community."

Highlights from our Reflect RAP included the Netball Queensland (NQ) Board unanimously supporting the implementation of culturally appropriate leave policies, embedding cultural awareness within the Queensland Firebirds team practices, implementing a cultural awareness survey to inform the future of our cultural learning journey and undertaking community consultation within our netball community at Primary Schools Cup in Bundaberg and the First Nations Cup Carnival hosted by Cairns Netball Association.

Our community consultation yarns with First Nations grassroots players, coaches, umpires and families is and will continue to be vital in building relationships along our cultural journey. We had rich discussions about the impact of culture on netball, role models, player development opportunities and barriers for First Nations players. One young 11-year-old player compared the game of netball to that of a family and the kinship system that is familiar to her, saying, "It's about teamwork and everyone has a part in the game in order for us to win. Like a family - everyone has their own role." It was powerful and inspiring to see so many young First Nations kids playing and loving netball.

Key learnings from the implementation of our first RAP were considered when designing the second iteration. For example, the Reflect RAP prompted NQ to explore enablers and barriers to First Nations players' participation within the high-performance netball pathway in Queensland, which has reshaped organisational attitudes related to our sphere of influence and highlighted important pathway projects to be progressed as part of the Innovate RAP.

Other key activities in the Reflect RAP helped NQ introduce processes to capture First Nations participation data, which in turn accentuated the potential for system improvements to streamline and strengthen data collection and analysis for the purposes of informing RAP activities.

Finally, in line with a strategic imperative to transition diversity and inclusion from a function to a practice, learnings from the Reflect RAP have resulted in a commitment to align RAP reporting mechanisms with those of NQ's strategic plan.

Find more details about our Reflect RAP journey here: [RAP Report - July 2023.pdf \(netball.com.au\)](#)

Due to the passion and interest shown by all staff at Netball Queensland, we held an all staff RAP development day where staff across the organisation and state came together to brainstorm and help identify the next steps on our cultural journey.

Our vision for this Innovate RAP combines the anecdotes and contributions of our diverse staff.

Throughout the development of our Innovate RAP, our RAP Working Group (RWG) was formed. To create this RAP Working Group, members from all areas of our organisation, including First Nations staff members, have been included to ensure that our new RAP will still be owned and driven by each member of our organisation in consultation with First Nations leaders and communities.

INNOVATE RAP WORKING GROUP

Kate Davies (RAP Champion)
Chief Executive Officer

Grace Sarra* (RAP co-chair)
Reconciliation Action Plan Lead

Autumn Pierce (RAP co-chair)
Head of Diversity & Inclusion

Glenn Dennis
Netball General Manager

Mike Anderson
COO

Adrian Thompson
High Performance General Manager

Jane Henry
Commercial, Marketing & Events General Manager

Chanah Balcomb
Head of Marketing

Emily Shaw
Head of People & Capability

Ali Tucker-Munro* (Netball Australia)
First Nations Engagement Lead

Micheal Barlow*
Diamond Spirit Activities Officer

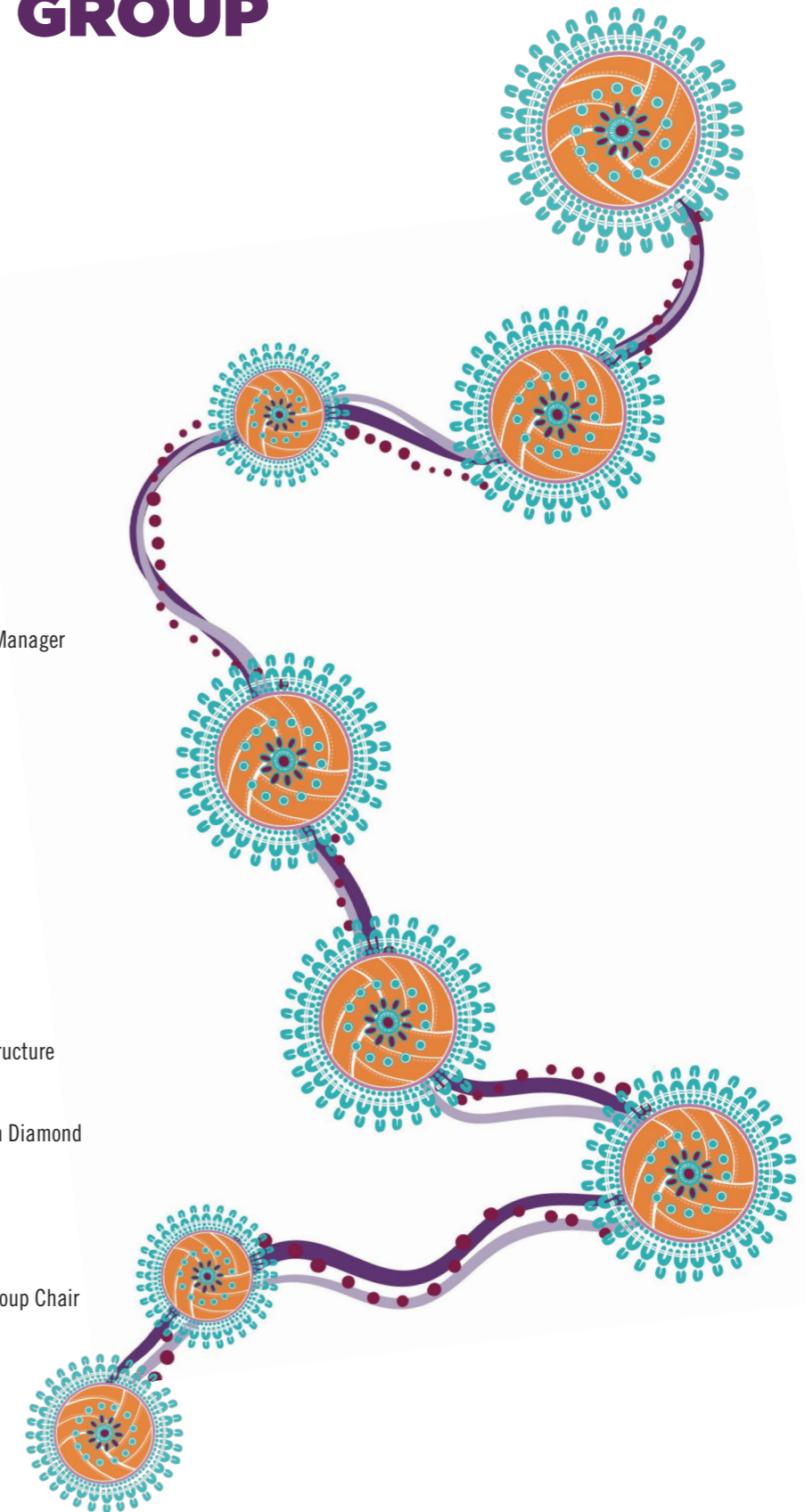
Teale Blessington
Head of Government Relations and Infrastructure

Sharon Finnan White*
Former Queensland Firebird and Australian Diamond

Craig Williams*
Biren Consultancy

Brendon Cook*
Deadly Choices & First Nations Advisory Group Chair

*Identified First Nations member



DIAMOND SPIRIT

Diamond Spirit is a capacity-building program delivered in school and community settings, designed to Educate, Engage and Empower First Nations girls, young women and their communities through the power of netball. It is delivered across three pillars – Educate, Engage and Empower.

ENGAGE provides participation opportunities for First Nations youth living in regional and remote communities.

EMPOWER facilitates upskilling opportunities for First Nations peoples interested in delivering ongoing netball programs in their communities.

EDUCATE builds safe and supportive learning environments for First Nations girls and young women in Years 7-12 to improve academic and post-school outcomes.

Since 2017, 2500 First Nations young people in regional and remote communities have engaged with netball clinics and inter-community carnivals and 500 First Nations girls have enrolled in Diamond Spirit Educate Hubs.

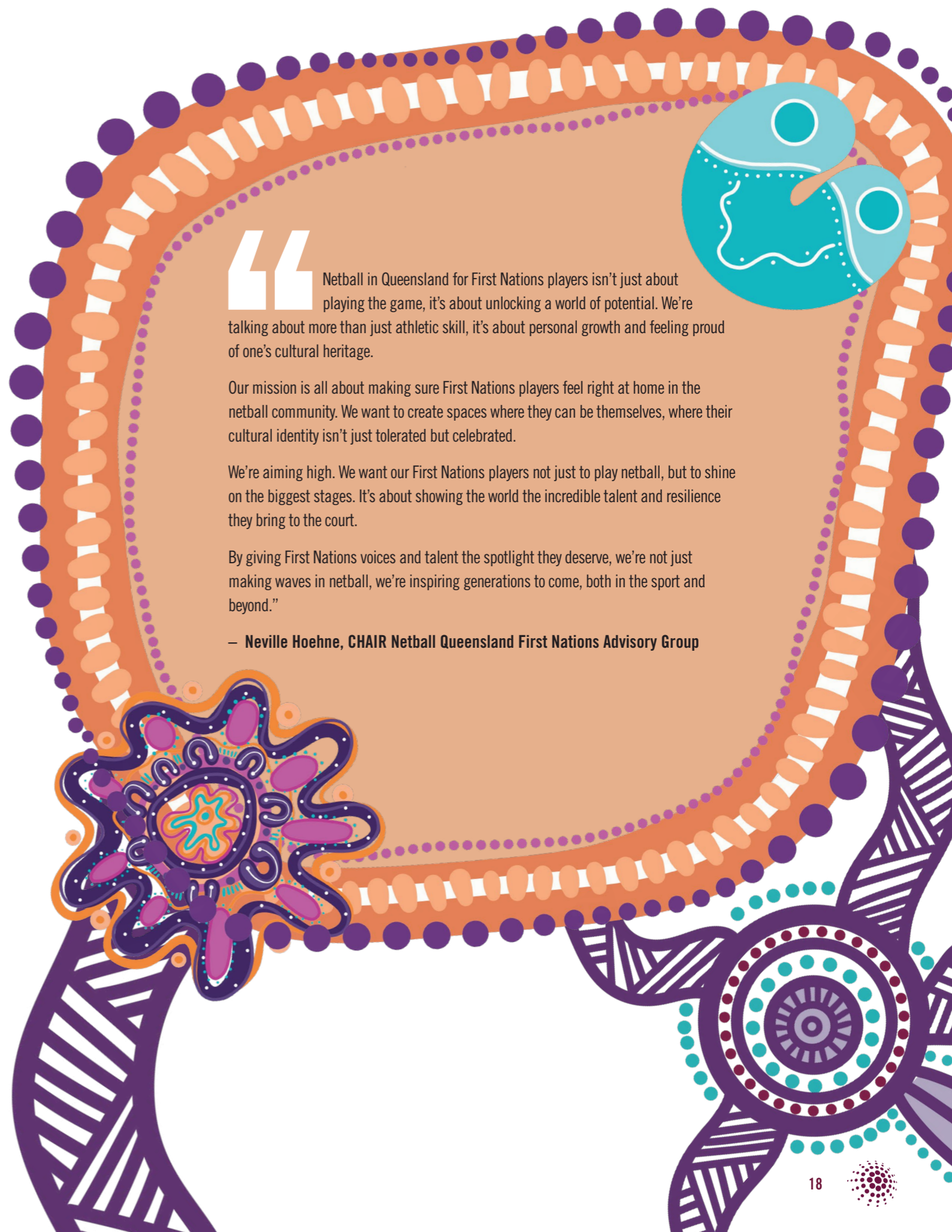
Diamond Spirit supports Reconciliation Australia's vision of reconciliation by supporting Aboriginal and Torres Strait Islander peoples to learn, participate and access opportunities equally and equitably.



FIRST NATIONS ADVISORY GROUP

Netball's peak organisations, including Netball Queensland, signed the Declaration of Commitment in 2021, which compels the entire netball system to understand and resolve the issues that have prevented Aboriginal and Torres Strait Islander players, coaches, umpires and administrators from flourishing in the sport.

In response, and as a demonstration of Netball Queensland's commitment to the declaration, Netball Queensland established a First Nations Advisory Group (FNAG) in 2021. The initial 2021 group comprised Sharon Finnan – White OAM, Beryl Friday, Leonee Thompson, Craig Williams, Bo De La Cruz, and Chenoa Masters. Later in 2022 Jemma Mi Mi joined this group. In 2024, a newly appointed group formed to continue providing Netball Queensland with advice through a cultural lens and lived experience.



“Netball in Queensland for First Nations players isn't just about playing the game, it's about unlocking a world of potential. We're talking about more than just athletic skill, it's about personal growth and feeling proud of one's cultural heritage.

Our mission is all about making sure First Nations players feel right at home in the netball community. We want to create spaces where they can be themselves, where their cultural identity isn't just tolerated but celebrated.

We're aiming high. We want our First Nations players not just to play netball, but to shine on the biggest stages. It's about showing the world the incredible talent and resilience they bring to the court.

By giving First Nations voices and talent the spotlight they deserve, we're not just making waves in netball, we're inspiring generations to come, both in the sport and beyond.”

– Neville Hoehne, CHAIR Netball Queensland First Nations Advisory Group



NEVILLE HOEHNE, Chair

Neville, a proud Wulli Wulli Wakka Wakka man hailing from Mount Morgan, brings a wealth of experience and passion to the world of netball. Prior to becoming an ardent supporter of the Queensland Firebirds, Neville immersed himself in the energy sector, leaving an indelible mark at Energy Queensland in various capacities. His journey involved advocacy, education, and serving as a vocal proponent for the advancement of Aboriginal and Torres Strait Islander initiatives culminating in the development and execution of a groundbreaking Reconciliation Action Plan. Now donning a new jersey as a key player with CS Energy, Neville's focus extends beyond the boardroom to the netball court. In his role, he endeavours to build cultural awareness, foster engagement, and passionately advocate for Aboriginal and Torres Strait Islander people, cultures, and histories throughout the organization. Just as he once championed initiatives in the energy sector, Neville is now channelling his energy into advancing the world of netball where Aboriginal and Torres Strait Islander talents are not only recognised but celebrated.



DEBORAH FARRELL

Deb is a Kamillaroi woman from south-western Queensland. Her passion is ensuring young people have opportunities to achieve. She has worked in education for the majority of her working life. She began as a teacher and now works as a Guidance Officer. Deb has two children and three young grandchildren. She is passionate about sport and has seen sport open doors for Aboriginal people. Over the past 24 years, she has been involved in an Australia wide netball program for First Nations children. This program has enabled players to obtain skills and play in an environment where they feel comfortable and at ease. The players then take these skills into mainstream netball programs and continue their development and success. Deb is also a passionate and experienced netball coach, holding an advanced coaching accreditation.



COURTNEY GARRETT-JACKY

Courtney Garrett-Jacky is a Minjungbal/Darumbal Woman, who was born and raised and still lives on Minjungbal Country. She has been driving change for First Nations people for over 14 years in the health sector. For the past four years, she and her team have shown commitment, courage and leadership implementing and holding space for anti-racism and cultural capability training within QLD Health. Grounding the work in Aboriginal ways of knowing, being and doing she is striving to highlight the importance of this work and its ability to transcend borders, cultures and sectors to disrupt racism and transform people and organisations. Courtney's team was awarded the prestigious 2019 International Racial Equity Leadership Award, Highly Commended in the 2019 Queensland Health statewide Excellence Awards, and the winner in the Individual Distinction category of the Inaugural 2021 National HESTA Impact Awards. Courtney is a mad netball fan, who has played most of her life. She is excited to combine netball and culture to assist in providing some robust programs to engage and retain kids in the great game of netball.



KEZIAH ALIMPULOUS

Keziah is a proud Yidinji and Ngadjon woman from Atherton Tablelands / Cairns region through her grandfather and her grandmother has connections to Wakka Wakka and Kalkadoon. Keziah has studied a Bachelors of Psychology minor in Justice and has spent her career in Human Resources in the energy sector. She currently works at Origin Energy as Specialist Consultant Reconciliation supporting their second Stretch Reconciliation Action Plan. She is a strong advocate for advancing reconciliation and driving cultural change in the workplace to provide equitable outcomes for First Nations peoples. She is passionate about empowering First Nations peoples ensuring their voices are heard and respected in the workplace. Growing up, she has played a variety of sports including netball and believes sports can have a positive influence on First Nations peoples in which it can lead better outcomes around empowerment to employment as well as well – being and more.



JAMIE ANDERSON

Jamie is a proud Ghungulu woman raised in Central Queensland. Her roots run deep and she proudly lives and works on Darumbal country. Driven by her passion for supporting and representing her Aboriginal culture and community, Jamie is a qualified social worker with extensive experience across multiple fields of practice, such as promoting advocacy, delivering cultural supervision and working towards Reconciliation. In addition to her role in social work, Jamie also works within a local psychology practice, recognising the importance of mental health within Aboriginal and Torres Strait Islander communities. With a Master of Education, Jamie has developed expertise in working through the key levels in ways of knowing and doing for Reconciliation Action Plans by participating across several key collaborative projects, inclusive engagement and solid activism. Jamie's connection to netball and her wealth of experience in working directly with First Nations peoples and communities has provided her with many opportunities. Through active membership within her local netball club and having previous experience on several committees Jamie will continue facilitating important partnerships to achieve realistic outcomes to empower First Nations peoples so they can become our future leaders.



BRENDON COOK

Brendon is a proud Wiradjuri man from Central New South Wales originally. Educated at Barker College in Sydney, Brendon has a rich history in netball. Growing up with four older sisters who all played, his mother was an umpire and father the sponsor of their local netball club. Recently, he started First Nations netball, fielding teams in Vicki Wilson, Sunshine Coast Premier, Senior and Junior State Age competitions. Working for Deadly Choices at Aboriginal and Torres Strait Islander Community Health Service (ATSICHS) Brisbane, Brendon delivers early intervention programs for Indigenous children in schools and community groups in Southeast Queensland and at the Brisbane Youth Detention Centre. He is passionate about creating Indigenous pathways in sport and helping all people reach their maximum potential.

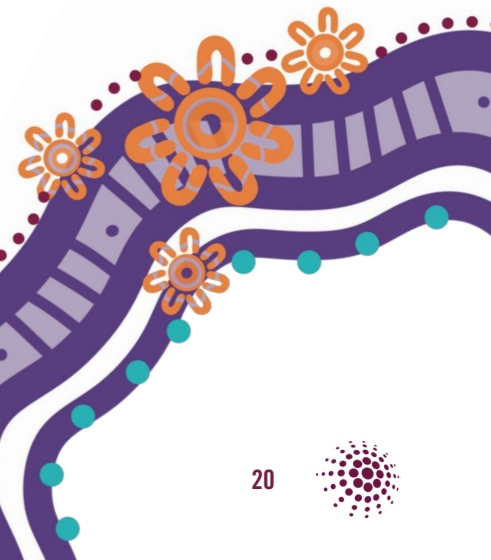


SONYA PAYARD-LAMPTON

Sonya is a proud Aboriginal and South Sea Islander woman. She has played and coached at different grassroots and state titles levels throughout her netball journey. She is extremely passionate about supporting her people, working full time with at risk Aboriginal and Torres Strait Islander young people. She has been involved in Aboriginal and Torres Strait Islander netball programs for many years now. Sonya is excited to be a part of the Netball Queensland First Nations Advisory Group and looks forward to continuing to work with Aboriginal and Torres Strait Islanders to engage, retain and develop their skills and love for netball. Her goal is to help more Aboriginal and Torres Strait Islander athletes into elite netball pathways in a culturally safe and connected way.

This group possesses a wealth of experience in high performance, player pathways, organisational culture, and cultural knowledge that provides invaluable support to Netball Queensland and the broader netball community. Netball Queensland has been guided by the advisory group's input to drive more culturally appropriate operations within the organisation.

Our First Nations Advisory Group (FNAG) will be pivotal in the implementation phase of our new Innovate RAP.





RELATIONSHIPS

Fostering strong relationships between Aboriginal and Torres Strait Islander peoples and other Australians aligns with NQ's values of Trust and Collaboration and builds the capacity of the organisation to engage in respectful and informed conversations and practice active allyship.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement. 	September 2024	Head of Diversity & Inclusion
	<ul style="list-style-type: none"> Create a registry of First Nations stakeholders within our associations, clubs and competitions across the state. 	March 2025	General Manager – Netball
	<ul style="list-style-type: none"> Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations for the purpose of addressing the objectives of our Innovate RAP. 	September 2024	Head of Diversity & Inclusion
	<ul style="list-style-type: none"> Include First Nations stakeholders in the planning, coordination and evaluation of the Queensland Firebirds annual First Nations Round (home game at Nissan Arena). 	June 2024, 2025	General Manager – Commercial, Marketing and Events
Build relationships through celebrating National Reconciliation Week (NRW)	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	May 2024, 2025	Head of Diversity & Inclusion
	<ul style="list-style-type: none"> RAP Working Group members to participate in internal and external NRW events. 	27 May – 3 June, 2024, 2025	RAP Lead
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	27 May – 3 June, 2024, 2025	CEO
	<ul style="list-style-type: none"> Organise at least one NRW event each year. 	27 May – 3 June, 2024, 2025	General Manager – Netball
	<ul style="list-style-type: none"> Register all our NRW events on Reconciliation Australia's NRW website. 	May 2024, 2025	General Manager – Netball

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce. 	March 2025	CEO
	<ul style="list-style-type: none"> Communicate our commitment to reconciliation publicly to our staff and member associations. 	September 2024	Head of Marketing
	<ul style="list-style-type: none"> Highlight the ways the Diamond Spirit program promotes reconciliation through storytelling across our digital channels and appropriate events 	December 2024	Head of Marketing
	<ul style="list-style-type: none"> Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes. 	September 2024, 2025	General Manager – Commercial, Marketing & Events
Promote positive relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation, such as exploring opportunities with our partners to promote equitable outcomes for Diamond Spirit Educate students. 	September 2024, 2025	General Manager – Commercial, Marketing & Events
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	December 2024	People & Capability Manager
	<ul style="list-style-type: none"> Implement and communicate our anti-discrimination policy for our organisation. Including a no tolerance policy for members of Netball QLD and patrons of Nissan Arena. 	June 2024	Head of Diversity & Inclusion
	<ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy. 	June 2024	Head of Diversity & Inclusion
	<ul style="list-style-type: none"> Educate senior leaders on the effects of racism. 	March 2025	Head of Diversity & Inclusion
	<ul style="list-style-type: none"> Investigate ways to influence our members to adopt anti-discrimination programs/initiatives 	December 2024, 2025	Governance, Policy & Integrity Manager
	<ul style="list-style-type: none"> Investigate programs/initiatives to support the wider organisation to undertake anti-discrimination training 	December 2024, 2025	Head of Diversity & Inclusion



RESPECT

Underpinned by NQ's value of Inclusive, respect for Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights promotes connection to a shared identity in the workplace and in our affiliate clubs and associations.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	• Conduct a review of cultural learning needs within our organisation.	June 2024	People & Capability Manager
	• Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	September 2024	People & Capability Manager
	• Develop, implement, and communicate a cultural learning strategy document for our staff.	September 2024	People & Capability Manager
	• Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	December 2024, 2025	Head of Diversity & Inclusion
	• Maintain effort and engagement in holding regular Yarning circles with the Queensland Firebirds and High Performance team to knowledge share and connect culturally.	September 2025	General Manager – High Performance
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	• Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	June 2024	RAP Lead
	• Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	June 2024	RAP Lead
	• Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	December 2024, 2025	CEO
	• Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	June 2024, ongoing	CEO

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	• RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2024, 2025	RAP Lead
	• Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	June 2024, 2025	People & Capability Manager
	• Promote and encourage participation in external NAIDOC events to all staff.	First week in July, 2024, 2025	RAP Lead
Ensure Aboriginal and Torres Strait Islander netball participants across Queensland have access to culturally safe spaces.	• Create opportunities and resources for our members, clubs and associations to access cultural education and knowledge sharing to create culturally safe spaces and deliver quality experiences for First Nations participants.	March 2025	Head of Diversity & Inclusion
	• Embed cultural competency training in coach and officials development program.	March 2025	General Manager – High Performance
Make our channels a safe space for Aboriginal and Torres Strait Islander peoples.	• Ensure visual representation and storytelling of our cultural safety symbol.	December 2024, 2025	Head of Marketing
	• Maintain best practice to manage online trolling that undermines Reconciliation.	June 2024, 2025	General Manager - Commercial, Marketing & Events
	• Demonstrate allyship on our channels as it relates to reconciliation.	December 2024, 2025	Head of Marketing



OPPORTUNITIES

Creating and providing opportunities for First Nations people within the netball community is imperative to increasing First Nations participation in the sport and encouraging our affiliate clubs and associations to create culturally safe experiences at all levels of Netball.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	September 2024	People & Capability Manager
	<ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy. 	December 2024	People & Capability Manager
	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy. 	December 2024	People & Capability Manager
	<ul style="list-style-type: none"> Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders. 	June 2024	People & Capability Manager
	<ul style="list-style-type: none"> Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace. 	December 2024	People & Capability Manager
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander procurement strategy. 	December 2025	COO
	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	December 2025	COO
	<ul style="list-style-type: none"> Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff. 	March 2026	COO
	<ul style="list-style-type: none"> Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses. 	December 2025	COO
	<ul style="list-style-type: none"> Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses. 	March 2026	COO

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Build growth of participation and engagement of Aboriginal and Torres Strait Islander peoples in Netball across Queensland.	<ul style="list-style-type: none"> Capture data of First Nations participation data annually. 	December 2025	General Manager – Netball
	<ul style="list-style-type: none"> Monitor data on our First Nations Netball workforce (eg. Coaches, umpires, officials, managers, volunteers) to inform accessibility and growth decisions. 	December 2024, 2025	General Manager – Netball
Ensure First Nations players have access to the opportunities required to achieve their potential in the High Performance Pathway	<ul style="list-style-type: none"> Applying the learnings from the High Performance Yarning Circle, address the barriers for First Nations players in being prepared to enter our High-Performance pathway. 	June 2024	General Manager – High Performance
	<ul style="list-style-type: none"> Clearly communicate talent entry points and opportunities for First Nations athletes when entering the Netball Pathway to begin playing elite level netball. 	June 2024	General Manager – High Performance
	<ul style="list-style-type: none"> Create a reference group of appropriate First Nations stakeholders to inform the plans to address the barriers that relate to Aboriginal and Torres Strait Islander people, cultures and histories. 	September 2024	General Manager – High Performance



GOVERNANCE

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Maintain an effective RAP Working group (RWG) to drive governance of the RAP.	• Maintain Aboriginal and Torres Strait Islander representation on the RWG.	December 2024, 2025	RAP Lead
	• Establish and apply a Terms of Reference for the RWG.	June 2024	RAP Lead
	• Meet at least four times per year to drive and monitor RAP implementation.	March, June, September, December 2024, 2025, 2026	RAP Lead
Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	September 2024, 2025	CEO
	• Identify opportunities to drive government engagement and investment into NQ's Innovate Reconciliation Action Plan	June 2024, 2025	Head of Government Relations and Infrastructure
	• Engage our senior leaders and other staff in the delivery of RAP commitments.	June 2024, 2025	CEO
	• Utilise existing systems to track, measure and report on RAP commitments.	June 2024	RAP Lead
	• Appoint and maintain an internal RAP Champion from senior management.	June 2024	RAP Lead

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	• 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.	June annually	RAP Lead
	• Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August annually	RAP Lead
	• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, annually	RAP Lead
	• Report RAP progress quarterly to all staff at Netball Queensland town halls, senior leaders and board members.	March, June, September, December 2024, 2025	CEO
	• Publicly report our RAP achievements, challenges and learnings, annually.	June 2025	Head of Marketing
	• Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2024	RAP Lead
	• Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	February 2026	RAP Lead
Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	September 2025	RAP Lead



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