



INNOVATE **RECONCILIATION** ACTION PLAN

June 2023 - June 2025



RAP Artwork Story

Touch Football Australia recognizes and acknowledges people from all traditional lands across Australia, especially our Aboriginal and Torres Strait Islander participants, who carry their ancestors and stories with them onto the field.

The background of this artwork represents everyone's cities, towns, lands, and countries and illustrates that through touch football we come together as one community.

The journeys we take when we travel for this sport are experiences that bring everyone together. As we travel to many destinations we leave our prints behind us, whether that be across town or to different states. We form friendships, connections, and memories that will last a lifetime.

Touch Football Australia has always strived to include all Aboriginal and Torres Strait Islander participants. The black + yellow + red, green + white + blue colours represent Aboriginal and Torres Strait Islander people in the sport, with the dots on the outside symbolising all other people and cultures, always being by one another and having each other's backs, just like in the game of touch.

The eight states of Australia are positioned in the middle, all connected and each playing an important part in our sport. Each state has six symbols around them, representing the number of players that proudly pull on their jersey to take the field for their team.

The best days for touch footy are the days that the sun rises. Every day is an opportunity to come together to connect and support each other. Around the image of the sun are 12 symbols, representing each player who takes the field, competing against each other and shaking hands when the final whistle blows.

Just like the Emu stands proudly and leaves its footprints on the land, the Australian Emu's Touch Football participants stand proudly wearing their jerseys, representing country, family, and the land that we play on. The Kangaroo prints around the Emu represent partnership, strength, and unity as we stand proud together.

Kirrilee Costelloe - Designer & Artist



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MESSAGE FROM

JAMIE O'CONNOR

CHIEF EXECUTIVE OFFICER

Over the past two years, Touch Football Australia has embarked on a journey to becoming a more understanding, respectful and inclusive community.

Our inaugural Reflect RAP was an important step in our commitment to respectfully recognise and celebrate our history and connection to Aboriginal and Torres Strait Islander heritage, people and cultures. We have achieved much in that time and we now look forward to taking another stride forward with our Innovate RAP.

While the sport is formally recognised as being founded on the Eora nation in 1968, variations of the sport can be linked back to traditional Indigenous games such as buroinjin; a ball game played by the Kabi Kabi people of South Queensland.

While it is important for us to recognise and celebrate our history, it is equally important that we look to the future; to make sure that we forge deeper connections with Aboriginal and Torres Strait Islander communities and to make sure greater opportunity exists for Aboriginal and Torres Strait Islander people to engage with our sport. That means more Aboriginal and Torres Strait Islander people playing, refereeing, coaching, and administering our sport from grass roots to the boardroom.

Aboriginal and Torres Strait Islander people have a life expectancy that is 7.8 years for males and 6.7 years for females shorter than non-Indigenous people, are overrepresented in the criminal justice system and have high rates of suicide. Sport is proven to have a positive effect on physical health and mental wellbeing; our sport can have a significant impact on the lives of Aboriginal and Torres Strait Islander people. Together we can do our part in Closing the Gap through greater awareness, social connection, education and providing health benefits that our game can provide to all ages.

Our Innovate RAP is the next stage in delivering on our commitment to being Australia's most inclusive team sport. We are proud advocates for improving the lives of First Nations people and support the proposal of an Indigenous Voice to Parliament. I am honoured to lead a sport with such a strong focus on inclusion and I am proud to champion Touch Football Australia's Innovate RAP, leading the change and positively impacting our communities.

Jamie O'Connor
Chief Executive Officer
Touch Football Australia



A MESSAGE FROM **RECONCILIATION AUSTRALIA**

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

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

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

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

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

These learnings extend to Touch Football Australia using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

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

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

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

Congratulations Touch Football Australia on your first Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

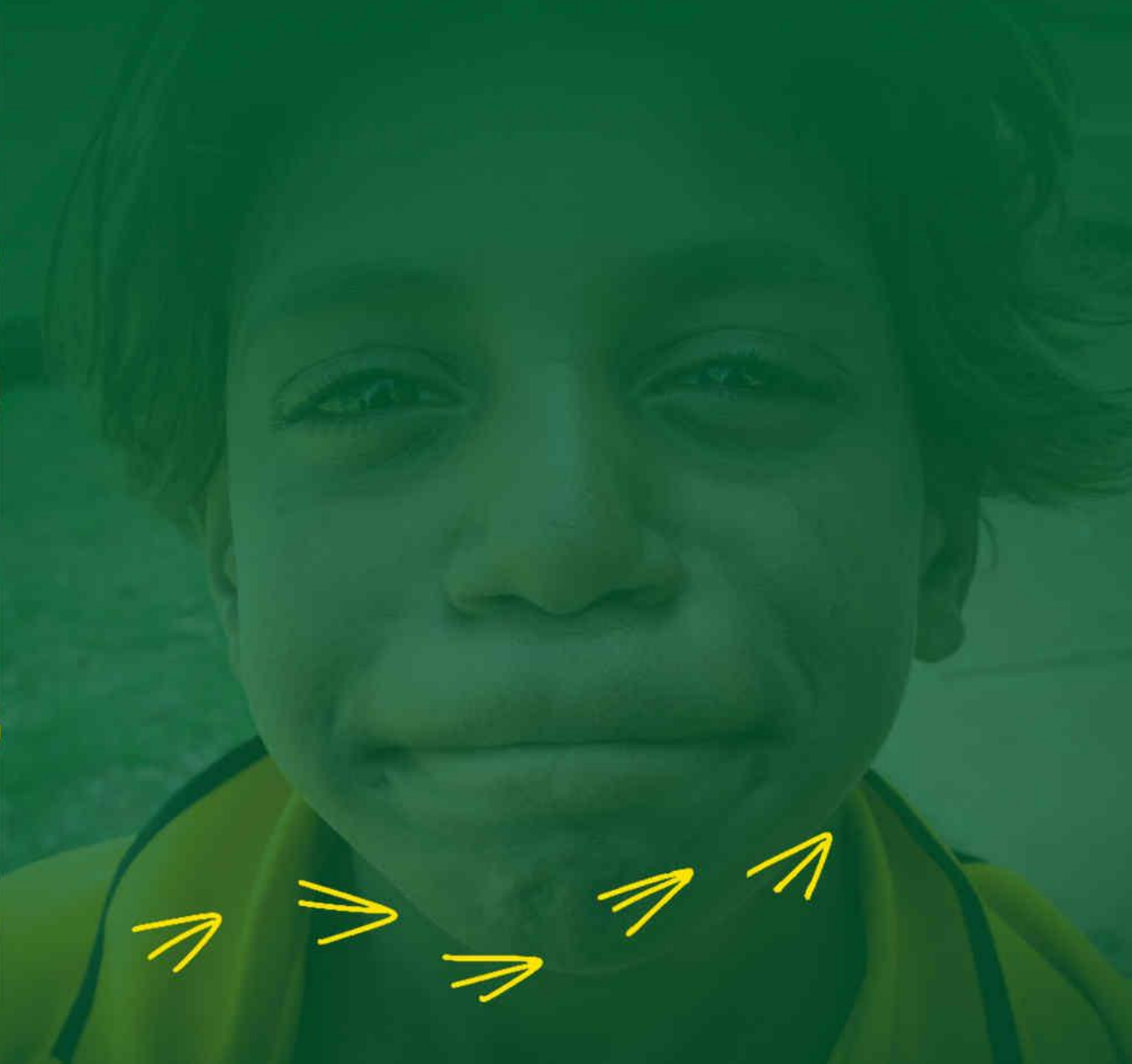




OUR VISION FOR RECONCILIATION

Touch Football Australia's (TFA's) vision for reconciliation is to enhance the experience and grow the sport in a way which provides equality and equity to Aboriginal and Torres Strait Islander people.

A way which understands, values and highlights the contributions of past and current Aboriginal and Torres Strait Islander members alongside with our non-Aboriginal and Torres Strait Islander members so our sport and our community can come together in a culturally safe way at the field.



OUR BUSINESS

Touch Football Australia's core business is the participation in Touch Football nationally with a geographic reach which stretches from the local Touch Football Affiliate all the way to the Federation of International Touch (F.I.T). TFA's sphere of influence includes: TFA staff, Board, respective panels and working groups (inc. RAP and Action Groups), partners, sponsors, federated state entities, members, supporters and the general community. Our vision is a simple one; enhance the experience and grow the sport and these decision-making filters drive everything we do. The Touch Football Australia Strategic Plan has **four key areas** which is bolstered by our foundation. These are listed and explained below:

Foundation:

- Innovation drives business efficiencies
- Enhance integration with NRL, from boardroom to grassroots
- Commercial partnerships drive investment
- Sound, ethical business practices lead decision-making
- Best-practice governance leads our sport and is industry renowned
- Achieve diverse national and state boards, with 40% of positions held by females

People:

We start our journey towards success, with the lifeblood of our sport - our people. We will support our people to support our community.

Participation:

Participation is central to our strategy, we will enhance the experience, increase retention and grow the sport.

Profile:

You can't be what you can't see, through our increased profile we will make every Australian aware of Touch Football.

Performance:

We will be the global benchmark for Touch Football.

Together we will enhance the experience, and we will grow the sport. We will do this through a strong foundation that supports our people, participation, profile and performance. Touch Football Australia currently employs thirty-nine (39) staff in either a full or part-time capacity across 9 workplace locations in:

- Canberra x 2 (National and State/Territory operations),
- Sydney
- Melbourne
- Adelaide
- Darwin
- Brisbane
- Hobart
- Perth

Of these thirty-nine (39) staff members, two (2) are either Aboriginal and/or Torres Strait Island persons.



OUR RAP

Touch Football is Australia's largest social sport, it is inclusive and welcomes everyone. Touch Football Australia has a rich history of Aboriginal and Torres Strait Islander participation and through the RAP process we aim to make our sport more inviting for Aboriginal and Torres Strait Islander people while also educating the broader community on the importance of Aboriginal and Torres Strait Islander histories and cultures.

Jamie O'Connor (TFA Chief Executive Officer) has and will continue to champion the TFA RAP with the assistance of the TFA RAP Panel which consists of six (6) members:

Phil Gyemore (Chair) – Emus Men's Head Coach (Waka Waka and Wangan man)
Melissa Mitchell – Emus Youth Assistant Coach (Bundjalung woman)
Justin Costello – Emus Men's Player (Larrakia and Aargun man)
Jordyn Tomba – Touch Football Referee (Ngarbal man)
Cameron Costello – Touch Football participant (Quandamooka man)
Charmain Steventon – TFA General Manager People & Culture

To assist with championing the TFA RAP, TFA has assembled a RAP Action Group which acts as our eyes, ears, and are champions on the ground while also providing recommendations and assistance on Aboriginal and Torres Strait Islander matters to the TFA RAP Panel and TFA where possible. Members of the TFA RAP Action group are:

Cliff Lyons – Former NRL players and Touch Football player (Wiradjuri man)
Carly Walsh – Australian Touch Football Representative (Anaiwan woman)
Bo de la Cruz – Former Australian Rugby League and Touch Football Representative (Larrakia woman)
Graham White – Touch Football participant (Iman descendent)
Allan Girdler- Touch Football participant (Dagoman man)

An outline of your reconciliation journey since developing your first RAP, including a summary of the key learnings or most significant changes.

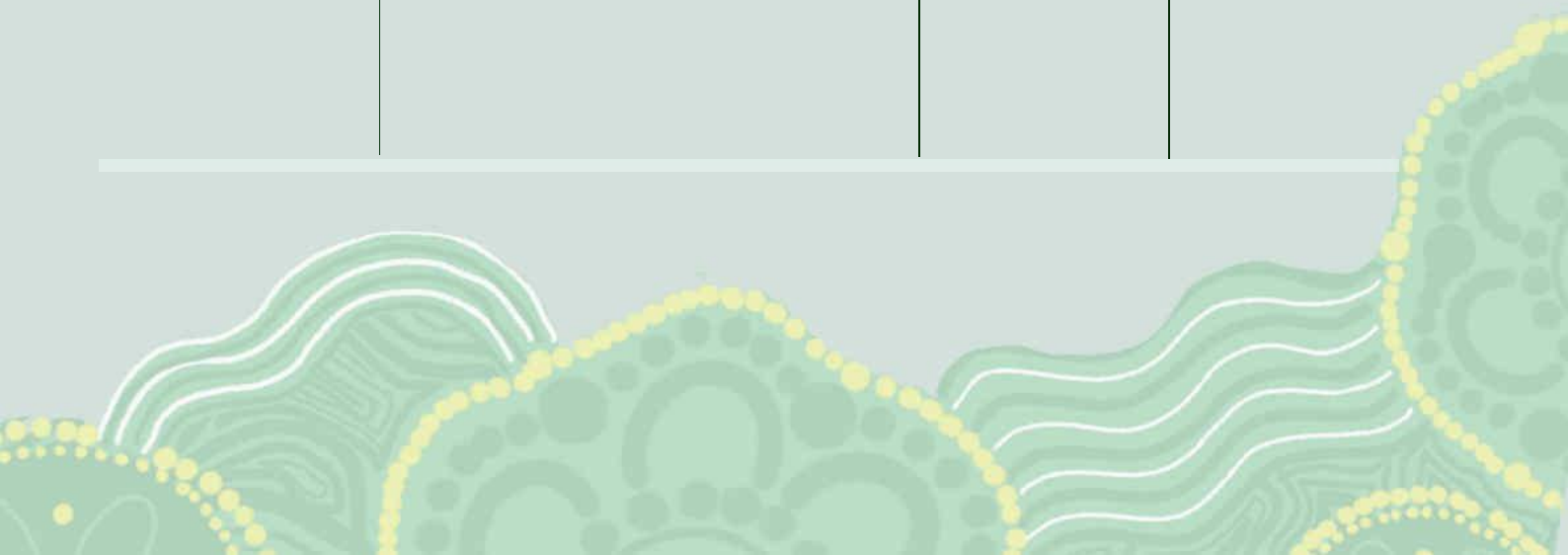
Our Reflect RAP has allowed TFA to pause and understand the initiatives we currently undertake for and with Aboriginal and Torres Strait Islander peoples. It has also provided us with an understanding of where and how we can improve on our current initiatives. Throughout the RAP process, TFA has implemented Welcome to Country ceremonies at all major events, communicated to staff and members the importance of significant dates such as National Reconciliation Week and NAIDOC Week. By having a RAP, TFA has established a clear path toward reconciliation within our community. Our Reflect RAP lists clear achievable goals for the organisation to meet and has created a conversation within the organisation at all levels from the Board to the grassroots. Through the RAP process, we hope to make Touch Football a more welcoming sport for Aboriginal and Torres Strait Islander people, with TFA being an organisation where Aboriginal and Torres Strait Islander people feel comfortable to seek career opportunities.

RELATIONSHIPS

As we deliver and support the sport of Touch Football across Australia, we are committed to strengthening the respect, trust while establishing and maintaining positive relationships with Aboriginal and Torres Strait Islander peoples. Sustainable and long-term partnerships with Aboriginal and Torres Strait Islander people are essential to ensure we deliver our commitments.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Undergo an audit of historic and existing strategic partnerships, identify gaps and work toward establishing a national partnership along with local partnerships to assist with TFA Indigenous initiatives.	June 2023	TFA GM Commercial
	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations in our areas of sport delivery to develop guiding principles for future engagement.	February 2024	TFA State Manager
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	May 2024	TFA Business Manager
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023 & 2024	TFA National Inclusion Coordinator
	TFA RAP Panel members to participate in an external NRW event.	May – June 2023 & 2024	TFA RAP Chair
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May - June 2023 & 2024	TFA CEO
	Organise at least one NRW event each year.	May - June 2023 & 2024	TFA National Inclusion Coordinator
	Register all our NRW events on Reconciliation Australia's NRW website.	May 2023 & 2024	TFA National Inclusion Coordinator
3. Promote reconciliation through our sphere of influence.	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	July 2024	TFA GM People and Culture
	Continue to communicate our commitment to reconciliation publicly through digital assets and specific Aboriginal and Torres Strait Islander events.	November 2023 & 2024	TFA Digital Marketing Manager
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	July 2023 & 2024	TFA National Inclusion Coordinator

Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	Explore opportunities to positively influence our stakeholders to drive reconciliation outcomes.	December 2023 & 2024	TFA National Inclusion Coordinator
	Deliver an Annual Indigenous Touch Football Tournament promoting reconciliation, cultural connection, experiences, and positive health outcomes.	November 2023 & 2024	TFA National Inclusion Coordinator
	TFA to publicly support the Uluru Statement from the Heart and Voice to Parliament.	May 2023	TFA CEO
	Promote and showcase stories on TFA digital channels and social media to inform the broader Touch Football community of the positive impact Aboriginal and Torres Strait Islander peoples have on the game of Touch Football.	July 2024	TFA Digital Marketing Manager
4. Promote positive race relations through antidiscrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	June 2023	TFA GM People and Culture
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	June 2023	TFA GM People and Culture
	Develop, implement, distribute and communicate an anti-discrimination policy for our organisation.	October 2023	TFA GM People and Culture
	Educate senior leaders through TFA RAP Panel members on the effects of racism.	July 2023	TFA National Inclusion Coordinator
	Educate all staff through TFA RAP Panel members on the effects of racism.	November 2023	TFA National Inclusion Coordinator



RESPECT

We acknowledge our shared cultures and histories and appreciate Aboriginal and Torres Strait Islander cultures are diverse. Creating opportunities for all Australians to learn, acknowledge and further respect the importance of Aboriginal and Torres Strait Islander histories and cultures will support Touch Football Australia's Journey of reconciliation through cultural education, acknowledgement and respect for country.

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Undergo an internal questionnaire or utilise existing information sources including the 2020 Australian Reconciliation Barometer to ascertain knowledge of Aboriginal and Torres Strait Islander histories, cultures and peoples.	December 2023	TFA National Inclusion Coordinator
	Conduct a review of cultural learning needs within our organisation.	March 2024	TFA GM People and Culture
	Develop, implement, and communicate a cultural learning strategy document for our staff.	May 2024	TFA GM People and Culture
	Provide opportunities for RAP Panel members, HR Managers and other key leadership staff to participate in formal and structured cultural learning.	May 2024	TFA GM People and Culture
	Provide opportunities for staff who haven't participated in cultural immersion and awareness training to do so.	May 2024	TFA GM People and Culture
	Develop a Framework and system to monitor and record Staff Cultural awareness Education and Training.	May 2024	TFA GM People and Culture
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	June 2023	TFA National Inclusion Coordinator
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	June 2023	TFA National Inclusion Coordinator
	Continue to ensure Welcome to Country and Acknowledgement of Country are presented at all major TFA and TFA controlled State events, meetings, conferences and activations.	April 2023 & 2024	TFA Event Manager
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	April 2023 & 2024	TFA Event Manager
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of smaller state events and at important meetings.	June 2023 & 2024	TFA State Manager

Action	Deliverable	Timeline	Responsibility
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	TFA RAP Panel to participate in an external NAIDOC Week event.	July 2023 & 2024	TFA RAP Panel Chair
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	June 2023 & 2024	TFA GM People and Culture
	Promote and encourage participation in external NAIDOC events to all staff.	July 2023 & 2024	TFA CEO
8. Recognise and celebrate Aboriginal and Torres Strait Islander dates of significance	Ensure story telling is encouraged and forms part of the celebration of significant dates and broader cultural learning and development journey of the TFA staff and membership.	May 2023 & 2024	TFA Digital Marketing Manager
	Organise for TFA staff to participate in internal and external events to celebrate and commemorate dates of significance for Aboriginal and Torres Strait Islander people.	May 2023 & 2024	TFA CEO
	Identify Dates of Significance and document, updated yearly and displayed on the TFA Indigenous web page.	May 2023 & 2024	TFA National Inclusion Coordinator



OPPORTUNITIES

Touch Football Australia wants to ensure we are representative of the communities in which we operate, deliver the sport and of those who play our sport with the aim of creating shared and sustainable economic and social outcomes

Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	May 2023	TFA GM People and Culture
	Engage with Aboriginal and Torres Strait Islander staff and volunteer workforce to consult on our recruitment, retention, and professional development strategy.	July 2023	TFA GM People and Culture
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention, and professional development strategy.	June 2023	TFA GM People and Culture
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	December 2023 & 2024	TFA GM People and Culture
	Implement TFA Aboriginal and Torres Strait Islander Referee Identification program.	September 2024	TFA National Referee Program Manager
	Implement TFA Aboriginal and Torres Strait Islander Coach Identification program.	March 2024	TFA GM High Performance
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	June 2023	TFA GM People and Culture
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	November 2023	TFA GM Commercial
	Communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses.	January 2024 & 2025	TFA Business Manager
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	March 2024	TFA Commercial Partnerships Manager
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	May 2023	TFA Business Manager
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses to fill gaps in TFA Partnerships.	August 2024	TFA GM Commercial
	Investigate Supply Nation membership.	January 2024	TFA GM Commercial
	Review TFA commercial partnerships and explore potential Aboriginal and/or Torres Strait Islander businesses to partner with TFA at the conclusion of current partnership periods.	February 2024	TFA GM Commercial

Action	Deliverable	Timeline	Responsibility
11. Ensure there are clearly defined pathways for Aboriginal and Torres Strait Islander people both on and off the field.	Continue to develop and maintain opportunities for Aboriginal and Torres Strait Islander people to participate and remain in the game as administrators, players, coaches, sports trainers and match officials.	January 2024	TFA GM Participation
	Celebrate and highlight Aboriginal and Torres Strait Islander players and officials who have represented in international competition throughout both NRW and NAIDOC week.	May & July 2023 & 2024	TFA Digital Marketing Manager
	Utilise the annual Indigenous Touch Football Tournament as an opportunity to identify and recruit on field Aboriginal and Torres Strait Islander referees through referee upgrade opportunities.	November 2023 & 2024	TFA National Referee Program Manager
	Utilise the annual Indigenous Touch Football Tournament as an opportunity to identify and recruit Aboriginal and Torres Strait Islander former and mature referees as referee coach and panel members.	November 2023 & 2024	TFA National Referee Program Manager
	Utilise the annual Indigenous Touch Football Tournament as an Aboriginal and Torres Strait Islander player talent identification event.	November 2023 & 2024	TFA GM High Performance
	Utilise the annual Indigenous Touch Football Tournament as an opportunity for Aboriginal and/or Torres Strait Islander volunteers/internships to gain experience working with in the sporting and recreation industry.	November 2023 & 2024	TFA GM People and Culture

GOVERNANCE

Action	Deliverable	Timeline	Responsibility
12. Maintain an effective TFA RAP Panel and RAP Action Group to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RAP Panel and RAP Action Group.	December 2023 & 2024	TFA RAP Panel Chair
	Adhere to the Terms of Reference for the TFA RAP Panel and RAP Action Group.	December 2023 & 2024	TFA RAP Panel Chair
	Organise for TFA RAP Panel to meet at least four times per year to drive and monitor RAP implementation.	March, May, June, September 2023 & 2024	TFA National Inclusion Coordinator
	Organise TFA RAP Action Group to meet at least four times per year to discuss initiatives and to champion the TFA RAP implementation.	March, May, June, September 2023 & 2024	TFA National Inclusion Coordinator
	Ensure the TFA's RAP Panel is more strategically focused through the alignment	April 2023 & 2024	TFA National Inclusion Coordinator

Action	Deliverable	Timeline	Responsibility
13. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	March 2023 & 2024	TFA RAP Panel Chair
	Engage the TFA Board, Leadership Team, Alliance States Managers, Federated State leaders and staff in the delivery of RAP commitments.	May 2023 & 2024	TFA National Inclusion Coordinator
	Define and maintain appropriate systems to track, measure, and report on RAP commitments through the TFA RAP Panel, TFA Leadership Team, TFA Board and the TFA organisation as a whole.	July 2024	TFA GM People and Culture
	Appoint and maintain an internal RAP Champion from senior management.	April 2023	TFA RAP Panel Chair
14. 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 2023 & 2024	TFA National Inclusion Coordinator
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	August 2023 & 2024	TFA National Inclusion Coordinator
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September Annually	TFA GM Participation
	Report RAP Progress to the Leadership Team quarterly to then report to all staff.	May, August, November, February 2023 & 2024	TFA National Inclusion Coordinator
	Publicly report our RAP achievements, challenges, and learnings, annually through the TFA Annual Report.	September 2023 & 2024	TFA GM Commercial
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2024	TFA National Inclusion Coordinator
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	February, 2025	TFA National Inclusion Coordinator
15. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	October 2024	TFA National Inclusion Coordinator



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