

Red Hill Football Netball Club Reconciliation Action Plan 2019-2021



Red Hill Football & Netball Club is a Child Safe Organisation and acknowledges the Bunurong peoples of the Kulin Nation as the traditional custodians of the lands where we live, play and work.

OVERVIEW

This RAP has been developed in two stages:

Stage One (calendar 2019 -2020) involves:

- the holding of the inaugural Reconciliation Match at Red Hill,
- the introduction of the RAP working Group to develop the draft RAP,
- promoting appropriate acknowledgement of traditional owners, and
- promoting the RAP within our Club, our sponsors, our community and the broader AFL and Netball network in which we operate.

Stage Two (calendar 2020 -2021) will involve:

- promoting and implementing a broad cultural awareness training program within the Club and the community incorporating the awareness of Diversity issues generally and in particular LGBTIQ+ (lesbian, gay, bisexual, transgender/gender diverse, intersex and queer) issues impacting the youth of the Mornington Peninsula.

RAP Background

- As part of our Club's commitment to Diversity and support for Treaty and first people's Constitutional recognition as espoused in the Uluru Statement from the Heart, the Club launched a draft RAP at the inaugural Reconciliation match v Crib Point on 18 May 2019 and called for comments from members and interested parties.
- A "RAP Review Committee" (RRC) has been formed to review the draft and make recommendations to the Committee on the implementation of the final form of the RAP. The RRC is comprised of:

Graham Sherry (Chair – Club President)
Jim Baird (Club Committee- Teacher)
Julie Morgan (Team Manager- Teacher)
Kane Hawkins (Player)
Jemelya Gadsby (Player – Aboriginal Artist)
Casey Bown (Player)
Shaydon Bloomfield (Player – Aboriginal Artist)
Adrian Dal Lago (Club Vice President)
Steve Mold (Player Parent & Club Member)

- **In settling this RAP, we have consulted with the following partners:**

Bunurong Land Council

Hastings & Frankston Gathering Places (Willum Warrain & Nairm Marr Djambana)

Mornington Shire & Frankston Council

Victorian Aboriginal Child Care Agency

Peninsula Health

Reconciliation Match

In planning for the Reconciliation Match we engaged with the Crib Point FNC, local Aboriginal & Torres Strait Islander representative groups on the Peninsula including the Bunurong Land Council, Peninsula Health, local gathering places, local government, Victorian Aboriginal Child Care Agency, the MPNFL, AFLSE and our players and members.

On 18 May 2019, and with the assistance of the Crib Point FNC and our consultation partners we staged the inaugural Reconciliation Match between the Red Hill & Crib Point Men’s Senior football and A Grade Netball teams. Our plan is to extend the concept to all teams including the women’s football team.

We plan to stage an annual Reconciliation Match v Crib Point (alternating between Red Hill & Crib Point home grounds) for as long as both teams are in the same MPNFL division. Should one team advance to another division, the concept if possible is to expand into that division.

Football jumpers & Netball bibs were designed for the occasion by local aboriginal artists initially involving Shaydon Bloomfield and Jemelya Gadsby.

The celebrations on Reconciliation Match days are to include:

- traditional welcome ceremony,
- smoking ceremony,
- didgeridoo playing,
- Aboriginal art & craft displays,
- free admission available to local Aboriginal & Torres Strait Islander community groups,
- display of Australian Aboriginal & Torres Strait Island flags together,
- Diversity presentation by Guest Speaker at President's Lunch & to display table center piece miniature Australian, Aboriginal & Torres Strait Islander flags
- Invitation to Local Elders and Community supporters to President's Lunch,
- Involvement of Aboriginal, Torres Strait Islander & local children in pre match & half time celebrations,
- Educational process around Marngrook, the traditional tribal football game.
- Presentation of best on ground medals to A Grade Netball & Senior Men's & Women's football player.
- The display of the Australian, Aboriginal & Torres Strait Islander flags.
- Awarding of the Mounted Football perpetual trophy to the football or netball player who best demonstrates the attributes of skill, sportsmanship, courage and selfless teamplay in support of team success in the spirit of diversity and reconciliation.

Promotion of appropriate acknowledgement of the traditional owners

- An appropriate Acknowledgement has been placed on the Club website and on all official Club correspondence and email footers. We endeavor to ensure that all Club Functions & meetings feature an appropriate acknowledgement.
- To support the above, display an appropriately worded acknowledgement and associated materials in the Club rooms to promote cultural safety, reinforce the Club's commitment to reconciliation and support all staff and attendee familiarity in providing an acknowledgement. Proposed material to include:
 - *Bunurong People Information sheet
 - *Bunurong Land Council map
 - *Uluru Statement from the Heart

- Place a suitable Acknowledgement in a prominent place accessible to all entrants to the Red Hill Recreation Reserve
- The Club will promote the Adam Goodes documentary to all players and Club members as a Stage one initiative.

RAP Working Group

- Establish an ongoing working group initially comprising of the RAP Review Committee members but ultimately expanded to comprise representatives of other community groups. Group to consist of Committee, Player & Member representatives including the Club President and to involve interested local community representatives.
- Establish a subgroup to concentrate on seeking longer term sponsorship / funding of the initiative in general and Cultural Awareness Training in particular.

Ongoing interaction with Aboriginal & Torres Strait Islander groups in our sphere of influence including;

- Bunurong Land Council representatives
- Willum Warrain
- Nairm Marr Djambana
- Frankston City & Mornington Peninsula Shire Councils
- Victorian Aboriginal Child Care Agency
- Peninsula Health

Encouraging the introduction of RAPs throughout the local community

- To advocate the use of RAPs such as this by MPNFL and AFLVic with a view to promoting Diversity and awareness of Aboriginal & Torres Strait Islander youth issues on the Mornington Peninsula and the extension of RAPs to all MPNFL Clubs.
- To forward this RAP to local organisations including schools, other sporting groups, churches and community groups and local businesses.
- To promote the RAP process to Club sponsors, Community Partners, Members and supporters and to other sporting groups and organisations at the Red Hill Recreation

Reserve and to local businesses and to encourage them to either sign on to the principles espoused in this document and / or to commence their own personal RAP process and / or to endorse this RAP and to publish endorsements on the Club's website.

Cultural Awareness Training

- **Commit to developing a training program over the next 12 months to focus on the promotion of:**
 - (a) **Diversity in general and in particular on Aboriginal & Torres Strait Islander issues on the Mornington Peninsula.**
 - (b) **Indigenous Youth involvement in sport.**
 - (c) **Cultural awareness and the awareness of youth mental health issues.**
 - (d) **Awareness of local Aboriginal history & culture.**
 - (e) **Reconciliation between Aboriginal and non-Aboriginal peoples.**
- **Work with local Aboriginal representatives to provide information to the Club regarding why Reconciliation is acknowledged and why we are promoting this initiative.**
- **To liaise with local Aboriginal leaders to support Club's efforts to achieve a culturally safe environment.**
- **Program to initially be aimed at Players, Committee, Members & Sponsors. Then to be extended to other Red Hill sporting Clubs and community groups.**
- **Club representatives and coaches to participate in related cultural awareness training provided by AFL including training relating to LGBTIQ+ issues.**
- **Recognising that this cultural training will need to be led by Bunurong Land Council representatives and will involve some expense.**

Ongoing comment and input is encouraged and may be directed to President@redhillfnc.com.au

(approved August 2019)



Displaying RAP original reconciliation match jumper artwork created by Red Hill players *Jemelya Gadsby* & *Shaydon Bloomfield*.

