

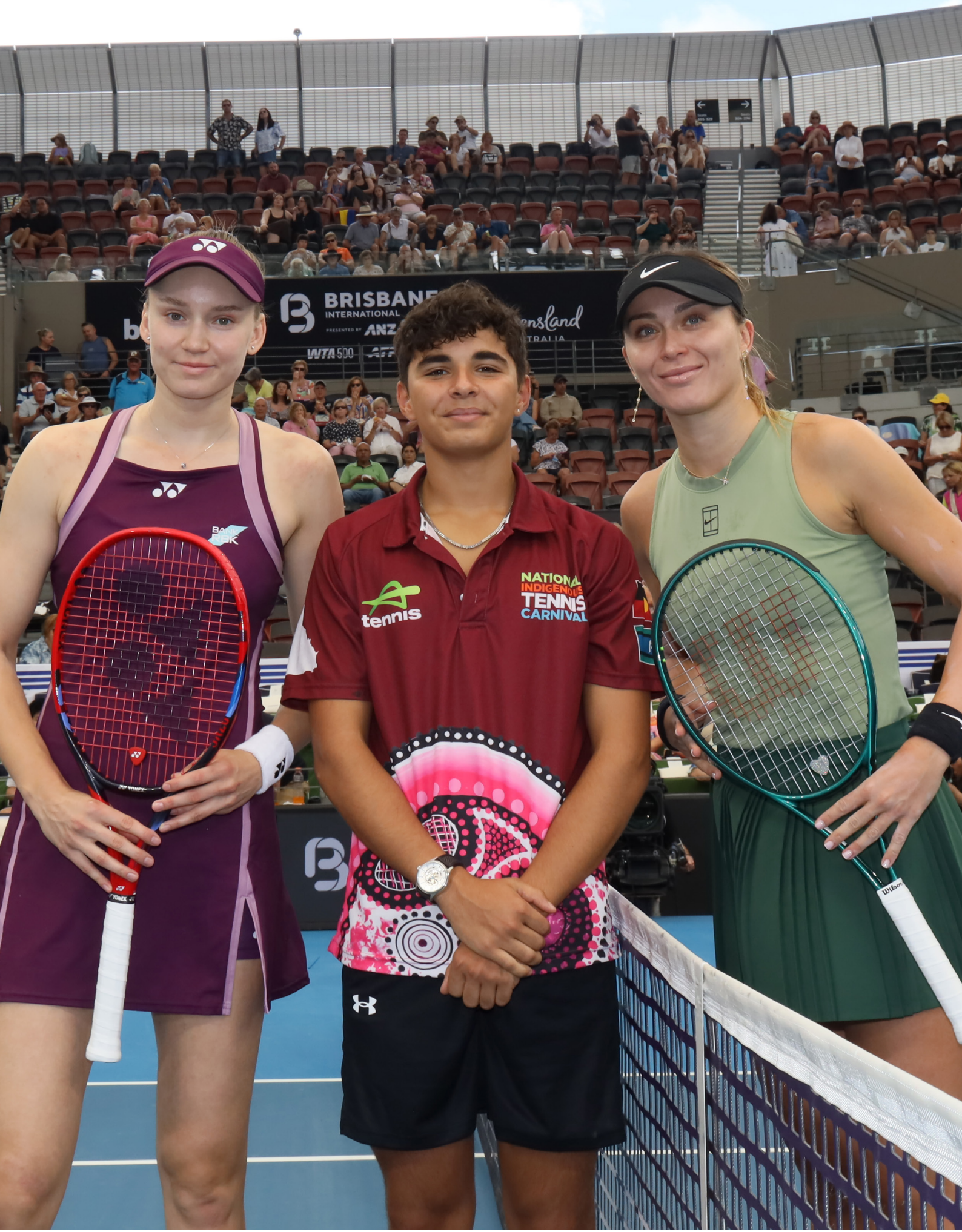


Reflect Reconciliation Action Plan

Tennis Queensland

April 2025 to April 2027

Lucca Toby, Team Queensland's Deadly Award Winner from the 2025 National Indigenous Tennis Carnival, tossed the coin before the match between Elena Rybakina and Paula Badosa on Pat Rafter Arena at the 2026 Brisbane International.



ACKNOWLEDGEMENT OF COUNTRY

Tennis Queensland (TQ) is committed to strengthening relationships with Aboriginal and Torres Strait Islander communities and increasing their participation in tennis by providing ongoing encouragement and support to current and emerging coaches, players, officials, managers, staff, volunteers, business partners, and everyone else in between.

Our organisation is based at Tennyson on the traditional lands and waterways of the Jagera peoples (home of the Sand Goanna). The Jagera peoples are one of the major clans of Yuggera Country which is known by the sacred totem of the Brown Carpet Snake. TQ would like to acknowledge the adjoining clans of the Ugarapul peoples (home of the green tree frog) and the Turrbal peoples (home of the echidna), and equally recognises the different Aboriginal and Torres Strait Islander groups and languages, and unique customs and cultures of each Indigenous Nation/Country around Queensland where we work, live and play. We appreciate their valuable contributions locally, across the continent, and globally.

TQ wishes to extend its respect to past and present Elders who continue to pass down their cultural and spiritual wisdom to future leaders so that traditional knowledge is retained, and so that strong kinship connections endure through changing times.

TQ also recognises the care that Traditional Owners have given to their homelands and to Mother Earth for tens of thousands of years while striving to maintain and protect their kinship connections, lands, waterways, flora and fauna. TQ will always strive to be a worthy partner – on and off the court.

Aunty Roma Pregarc
First Nations Lead

Jane Prentice
Chairperson

Cameron Pearson
Chief Executive Officer



Ash Barty shaking hands with a Queensland player at the 2024 National Indigenous Tennis Carnival.



Participants at the 2025 Roma Indigenous Tennis Carnival.



Aunty Roma Pregarc is with the tennis mascot (worn by Utsav Patel) at an Ash Barty Foundation Clinic held at Dalby in 2025.

STATEMENT FROM CEO OF RECONCILIATION AUSTRALIA

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

Tennis Queensland joins a network of more than 3,000 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with over 5.5 million people now working or studying in an organisation with a RAP.

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

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

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance. It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

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

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

Karen Mundine
Chief Executive Officer
Reconciliation Australia



Queensland representatives Laylah Shawcross, Mya Freeman and Monica Bartsch at the 2025 National Indigenous Tennis Carnival.



RAP ARTWORK

About the Artwork

At the centre of Queensland sits a glowing community circle, holding a tennis ball at its heart. It represents Tennis Queensland's vision to make tennis the number one sport in the state — welcoming, inclusive, and accessible for everyone. Surrounding it, U-shaped symbols of many sizes show people from all walks of life coming together through their shared love of the game.

Behind the circle stands a powerful tennis racket, symbolising the strength of tennis and Tennis Queensland's commitment to inspire, empower, and grow the sport across the state. Seven smaller community circles surround the centre, connected by flowing pathways that represent the seven regions of Queensland and the constant journey of working closely with clubs, associations, and communities.

Four larger circles reflect Tennis Queensland's values: Respect, Collaboration, Excellence, and Imagination, guiding every step forward. The background is filled with dotted circles, representing the many lives touched by tennis throughout Queensland and the lifelong connection people have with the sport.

Handprints in brown, yellow, and white symbolise reconciliation and unity, reflecting Tennis Australia's Reconciliation Action Plan and the strengthening of relationships between Aboriginal, Torres Strait Islander, and non-Indigenous peoples. Kangaroo and



emu footprints move forward across the artwork, reminding us to keep progressing and never look back.

A boomerang welcomes players, officials, and spectators as they return to tennis year after year, while Aboriginal and Torres Strait Islander symbols woven throughout honour the diversity of the tennis community. Framing it all are Queensland's mountains, rivers, deserts, rainforests, and coastlines — showing that tennis belongs everywhere.

Together, the artwork tells a story of connection, respect, and movement — where tennis is more than a game, but a shared journey across Queensland.

RAP ARTIST

About the Artist

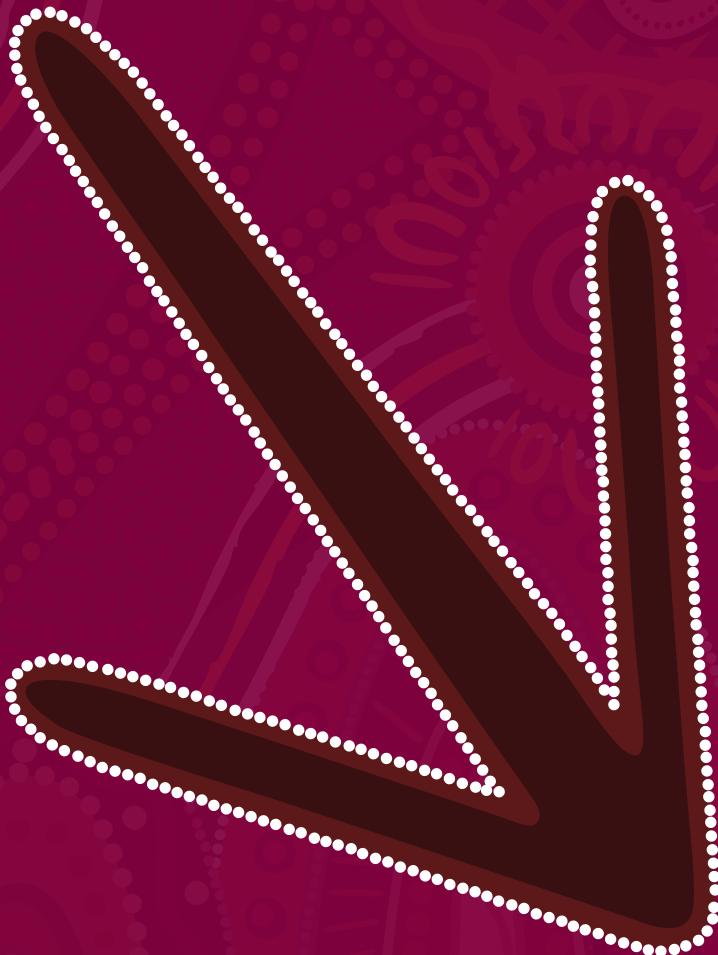


Jesse Sutton is a proud young Kalkadoon man and contemporary Indigenous artist from Mount Isa, Queensland, Australia. Jesse is part of a family of artists who are passionate about their culture and history, and want to share that with the rest of the world through their art.

Jesse has been painting from a very young age. He has won various art competitions both locally and nationally, and has sold his artworks to collectors from around the world. He has worked with government to create stunning pieces and has collaborated with his sisters, renowned Aboriginal artists Brooke and Chern'ee Sutton, on several projects, all whilst still at school.

Jesse's artworks have been commissioned by the Australian Defence Force, St Lukes Anglican School, SKG Services, Centrecare, to name a few. He has just launched his latest collaboration with SPENCIL through which his artwork has been used on a range of children's school items including backpacks, pencil cases, book covers, and drink bottles. Jesse has also collaborated with QBD Books and Australian Geographic, through which his artwork has been used on an exclusive range of bags, cups, placemats and coasters.

Late in 2022 Jesse was invited to meet Her Excellency The Honourable Dr Jeanette Young AC PSM, Governor of Queensland, where he presented her one of his signature style paintings entitled Medicine Leaves, which now hangs proudly in Government House Queensland.



RAP CHAMPION

Our RAP is championed by our Chief Executive Officer, Cameron Pearson, who is responsible for driving internal engagement and awareness of the RAP.

OUR JOURNEY

At Tennis Queensland (TQ), we are committed to fostering an inclusive and diverse sporting environment that respects and acknowledges the rich heritage of Aboriginal and Torres Strait Islander peoples. Through our Reflect Reconciliation Action Plan (RAP), we aim to build authentic relationships with these communities.

This Reflect RAP will help us understand their unique perspectives and needs while setting a clear vision for reconciliation. Our goal is to develop future RAPs that are mutually beneficial and sustainable, enabling us to create lasting change within TQ and among our stakeholders. Ultimately, contributing to a more equitable and inclusive community for all.

OUR APPROACH

In late 2024, TQ advertised the part-time position of First Nations Lead (identified) to ensure the role was filled by an Aboriginal and/or Torres Strait Islander person. TQ appointed Aunty Roma Pregarc (a traditional owner of Ugarapul/Turrbal/Jagera Country and Yugambeh Country in south-east Queensland) in March 2025 with one of her main priorities being development of the RAP. The appointment of Aunty Roma is an important milestone in TQ's journey towards supporting reconciliation between First Nations peoples and non-Indigenous Australians.

A RAP working group (RWG) consisting of TQ staff members was formed for the purpose of assisting with the development of the Reflect RAP. Another Aboriginal woman, Brooke Griffin (employed in an unidentified role at TQ), will join the RWG and will also receive cultural guidance and mentoring from Aunty Roma.



OUR OBJECTIVES

TQ is aiming to increase accessibility by providing better opportunities through programs that are culturally safe for Aboriginal and Torres Strait Islander peoples to participate in. This can be achieved through the avenues of enhancing cultural knowledge of clubs and their coaches; providing opportunities in coach training; and conducting talent identification in schools; as well as more inclusion and participation opportunities (e.g. playing, officiating, organising) at local carnivals and competitions.

For many young Aboriginal and Torres Strait Islander peoples, sport becomes an integral way to overcome social inequities and find a sense of empowerment through opportunities to participate and excel in recreational and sporting pursuits (English, Wallace, Evans, Diamond & Caperchione, 2023). Consequently, providing more participation opportunities for Aboriginal and Torres Strait Islander individuals and communities is integral to TQ's strategic objective of having more people playing tennis more often.

Committing to this Reflect RAP is a foundation for TQ to start scoping and developing relationships with Aboriginal and Torres Strait Islander stakeholders and to explore the expansion of our sphere of influence. The process will lead towards producing future RAPs that are impactful, mutually beneficial, and sustainable.

Billy Brickwood participating in a Deadly Choices and Tennis Australia promotional photo shoot for the 2026 Australian Open.

Photo Credit: Deadly Choices



OUR INSPIRATION, OPPORTUNITIES, CHALLENGES AND BARRIERS

Inspiration

Two inspirational people that cannot go without mention are Evonne Goolagong Cawley and Ashleigh Barty, who are the only Indigenous Australian tennis players to achieve the title of world No.1. TQ aspires to lead the way in identifying and developing a pool of Aboriginal and/or Torres Strait Islander players to become Australia's next generation of champions of tennis and future leaders in sport.

Challenges, Barriers and Opportunities

Some prominent factors for Aboriginal and/or Torres Strait Islander peoples participating in physical activities are financial constraints, lack of transport, and cultural responsibilities to family and community. Therefore, TQ's vision is to create accessible programs and initiatives (that are culturally safe learning and development experiences) in tennis for Aboriginal and Torres Strait Islander individuals and communities that lead to better mental, social and emotional health and improve physical wellbeing. Programs and initiatives may include:

- Developing and implementing Indigenous-led tennis programs;
- Adapted methodology to conduct culturally appropriate coaching courses;
- Ensuring facilitators understand the importance of using appropriate terminology in training sessions for players;
- Support from tennis clubs and associations to donate new or used equipment (e.g. racquets and balls), pro bono coaching sessions, and trainee coaching opportunities;
- Identify funding sources for Indigenous tennis programs through entities such as the Australian Tennis Foundation, government grants and philanthropy.

Participants at the 2025 Cairns Indigenous Tennis Carnival.



OUR BUSINESS

TQ is the peak body for tennis in Queensland. By working with our strong affiliate network and their associated coaches, our vision is to be the No.1 sport in Queensland for participation, inclusivity and accessibility. Our primary role is to enable, support and develop thriving tennis communities that provide opportunities for volunteers, pathways for players, and rewarding careers for coaches and operators.

TQ has a team of nearly 40 staff working across Queensland. Many are based on the lands of the Jagera and Turrbal peoples of Yuggera Country at the Tennis Queensland Head Office, while others work within their local communities. There is a regional tennis representative located in TQ's seven regions, which include Far North, North, Central, Sunshine Coast, Metro, South and the Gold Coast. TQ has two staff members who identify as having Aboriginal ancestry.

OUR VALUES AND BEHAVIOUR

The key strategic pillars of TQ are to:

- Ensure tennis facilities are fit-for-purpose, accessible, and located in areas of demand.
- Encourage and support the delivery of a holistic player pathway that attracts and retains players of all abilities and standards.
- Inspire and lead safe, collaborative, and inclusive tennis communities.
- Develop and nurture a diverse and highly capable coach delivery network to meet the needs of our affiliates and assure the long-term future of tennis.

Each member of the TQ team, Board and Regional Assemblies will demonstrate these values in the choices we make and the behaviours we model.

- Respect - We will be considerate, self-aware, and treat all members of the tennis family with respect. We will be positive, build relationships on trust, and take responsibility for our actions.
- Collaboration - Off the court, we choose collaboration over competition. We listen, work together with all members of the tennis community, and celebrate each other's success.
- Excellence - Excellence is an attitude and a continual process. Every day we strive to be better.
- Imagination - We welcome those that think differently and encourage diversity.

OUR RAP

Sport is a powerful vehicle that can have the ability to drive positive change within communities. For our organisation, tennis plays an important role in building connections and relationships with Aboriginal and/or Torres Strait Islander peoples. Through the implementation of culturally appropriate and inclusive tennis programs, we have been able to and will continue to foster a positive environment that supports the participation of First Nations adults and children (jarjum).

TQ is proud to be contributing to recognition and inclusion of Aboriginal and/or Torres Strait Islander peoples through the development of this Reflect Reconciliation Action Plan (RAP). TQ will use this RAP to build knowledge of and respect for Aboriginal and/or Torres Strait Islander peoples' histories and cultures and will help us cultivate that knowledge in the wider community. TQ is committed to promoting inclusiveness across tennis, raising awareness and gaining a deeper understanding of Aboriginal and Torres Strait Islander cultures, in line with our Advantage Queensland 2027 Strategy.

Aboriginal and Torres Strait Islander peoples have unique lived experiences and many still continue to feel generational trauma due to the legacy of stolen generations, health inequalities and discrimination. TQ is devoted to ensuring our sporting activities and associated events are welcoming, safe and inclusive for everyone. For more than 65,000 years, Aboriginal and Torres Strait Islander peoples have practiced, and are still practicing, their own unique customs and traditions in hundreds of nations across the continent of Australia, with each group speaking their own languages and dialects.

TQ understands that, for around 250 years, Aboriginal and Torres Strait Islander peoples have strived to be acknowledged and included in various areas within the construct of western society. We are committed to reducing challenges that their communities might face and we are pleased to offer opportunities for them to have positive experiences and meaningful engagement by being welcomed within all tennis communities across Queensland.

Queensland representatives at the 2025 National Indigenous Tennis Carnival in Darwin.



OUR PARTNERSHIPS & CURRENT ACTIVITIES

Community Partnerships

TQ is engaged with a variety of partners to help deliver tennis programs, opportunities, and education to Indigenous communities throughout Queensland. TQ is developing strong partnerships with Indigenous organisations and community leaders, and is taking steps to provide new equipment, as well as coaching opportunities, to a wider group of Indigenous organisations, schools and community groups. With additional funding support from the Australian Tennis Foundation, TQ will increase delivery of ongoing tennis programs and events to more Indigenous communities and groups throughout Queensland.

Over the past two years, TQ has delivered tennis equipment to remote and discreet Aboriginal communities in Far North Queensland. As a result, engagement from these communities has increased, with numerous players and leaders attending the Cairns Indigenous Tennis Carnival and the National Indigenous Tennis Carnival held in Darwin.

At TQ, our aim is to further establish and enhance partnerships with Indigenous organisations, schools, community groups and other entities to increase accessibility, engagement and participation. This can be achieved by creating opportunities through inspiring, educating and upskilling Aboriginal and Torres Strait Islander community leaders to confidently deliver sustainable tennis programs.



Tallara Noon participating in a Deadly Choices and Tennis Australia promotional photo shoot for the 2026 Australian Open.

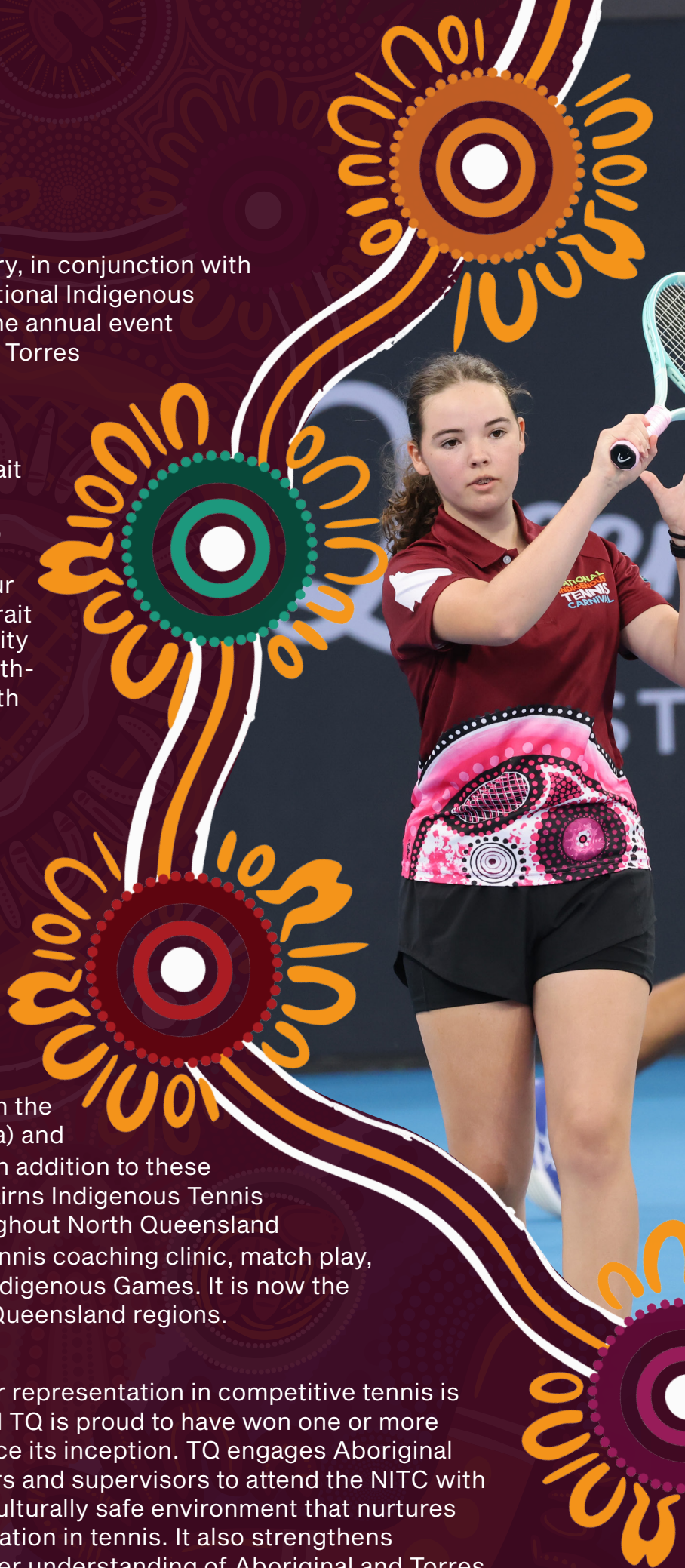
Photo Credit: Deadly Choices

INDIGENOUS CARNIVALS

Since 2018, Tennis Northern Territory, in conjunction with Tennis Australia, has hosted the National Indigenous Tennis Carnival (NITC) in Darwin. The annual event involves over 200 Aboriginal and/or Torres Strait Islander participants from all Australian states and territories gathering on Larrakia Country to celebrate Aboriginal and Torres Strait Islander cultures, music, foods, and sport through the delivery of tennis, cultural activities, and workshops. TQ has attended every NITC with our team of Aboriginal and/or Torres Strait Islander players, staff, and community leaders travelling from as far as south-west Queensland and up to Far North Queensland.

Leading into the NITC each year, TQ hosts regional carnivals as a pathway for Aboriginal and/or Torres Strait Islander youth to engage and participate in tennis, with the opportunity to represent Queensland at the NITC. In partnership with Indigenous organisations, local tennis coaches, tennis associations and clubs, TQ has for the past five years held an annual Indigenous Tennis Carnival in the south-west region (e.g. Toowoomba) and Darling Downs region (e.g. Roma). In addition to these events, TQ also hosts the annual Cairns Indigenous Tennis Carnival, where communities throughout North Queensland travel to Cairns to participate in a tennis coaching clinic, match play, dance workshops and Traditional Indigenous Games. It is now the intention to host carnivals in other Queensland regions.

Aboriginal and Torres Strait Islander representation in competitive tennis is getting stronger in Queensland, and TQ is proud to have won one or more divisions at the NITC every year since its inception. TQ engages Aboriginal and/or Torres Strait Islander mentors and supervisors to attend the NITC with the TQ players, and this creates a culturally safe environment that nurtures participation, growth and representation in tennis. It also strengthens community ties and promotes deeper understanding of Aboriginal and Torres Strait Islander cultures within the broader tennis landscape.





INTERNAL ACTIVITIES AND INITIATIVES

During the 2024-25 Summer of Tennis, TQ offered a once-in-a-lifetime opportunity to players who participated in the National Indigenous Tennis Carnival to enjoy a Player for a Day experience. Players and their parents/guardians were invited to the Brisbane International, where players were given the opportunity to hit on Pat Rafter Arena and toss the coin before a match. TQ will continue to offer this opportunity at future Summer of Tennis events in Brisbane as recognition of player success and sportsmanship at the NITC.

The First Nations Lead is building a database to collect information of Aboriginal and/or Torres Strait Islander tennis players. This data will enable TQ to share information about upcoming events and assist in creating more pathways and opportunities for Aboriginal and/or Torres Strait Islander players and coaches.

All TQ staff undertook cultural awareness training in 2024 and will participate in training annually to advance cultural knowledge within our organisation. TQ continues to respect culture and country through Welcome to Country and Acknowledgment of Country at major events, functions, and Board meetings, and aims to further educate all staff about how and when to deliver an Acknowledgment of Country respectfully and authentically.

As part of a First Nations Player for a Day Experience, Monica Bartsch and Lucca Toby played on Pat Rafter Arena before a match between Elena Rybakina and Paula Badosa at the 2026 Brisbane International.



NATIONAL
INDIGENOUS
TENNIS
CARNIVAL

tennis

NATIONAL
INDIGENOUS
TENNIS
CARNIVAL

tennis

NATIONAL
INDIGENOUS
TENNIS
CARNIVAL

tennis

NATIONAL
INDIGENOUS
TENNIS
CARNIVAL

tennis

NATIONAL
INDIGENOUS
TENNIS
CARNIVAL

NATIONAL
INDIGENOUS
TENNIS
CARNIVAL

BCF

Team Queensland won the Ash Barty Trophy at the 2025 National Indigenous Tennis Carnival in Darwin.





RELATIONSHIPS

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal, Torres Strait Islander, and non-Indigenous stakeholders (including organisations, suppliers, government departments, schools, community groups and individuals) within our local area or sphere of influence.	June 2026	First Nations Lead, First Nations Allies Working Group, and QTC Venue Coordinator
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	May 2026	Head of Business Operations, First Nations Lead, and QTC Venue Coordinator
	Encourage Tennis Development team to identify opportunities for engagement with Aboriginal and Torres Strait Islander communities throughout the year (e.g. Tennis, Pop, Pickleball and/or Hot Shots activations at NAIDOC week events).	June 2026	Manager Clubs & Communities, and Field Team
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to TQ and QTC staff.	May 2026	Manager Clubs & Communities, First Nations Lead, and Marketing and Communications

Action

Deliverable

Timeline

Responsibility

First Nations Allies Working Group members to participate in an NRW event.

27 May - 3 June 2026

First Nations Allies Working Group

Encourage and support staff and senior leaders to participate in at least one event to recognise and celebrate NRW.

27 May - 3 June 2026

CEO, Executive Team, and Staff

Promote NRW via TQ communication channels (website, eDM, social media).

27 May - 3 June 2026

CEO, Marketing and Communications, First Nations Allies Working Group

3. Promote reconciliation through our sphere of influence.

Communicate our commitment to reconciliation to all staff.

April 2026

CEO

Identify like-minded external organisations/stakeholders that we could approach and can engage with to collaborate with on our reconciliation journey.

January -December 2026

First Nations Lead, First Nations Allies Working Group, and QTC Venue Coordinator

Publish the RAP on our website with supporting information about reconciliation.

April 2026

CEO, Marketing and Communications, First Nations Allies Working Group, and First Nations Lead

Action

Deliverable

Timeline

Responsibility

4. Promote positive race relations through anti-discrimination strategies.

Research best practice and policies in areas of race relations and anti-discrimination.

May 2026

Head of Business Operations

Conduct a review of HR policies, procedures and the TQ Constitution to identify compliance with existing anti-discrimination laws, inclusion and diversity provisions, and future needs.

June 2026

Head of Business Operations



RESPECT

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a handbook/playbook for increasing understanding, value and recognition of Indigenous cultures, histories, knowledge and rights within our organisation.	November 2026	First Nations Allies Working Group, and First Nations Lead
	Conduct a review of cultural learning needs within our organisation.	June 2026	First Nations Lead, and Head of Business Operations
	Arrange for TQ staff and Board to receive cultural education.	May 2026	First Nations Allies Working Group, and First Nations Lead
	Identify and recognise significant cultural dates for Aboriginal and Torres Strait Islander peoples.	January annually	Manager Clubs & Communities, First Nations Lead, and Marketing and Communications
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase TQ staff's understanding of the local Traditional Owners/ Custodians of the lands and waters within our organisation's operational area.	April 2026	Manager Clubs & Communities, First Nations Allies Working Group, and First Nations Lead

Action

Deliverable

Timeline

Responsibility

Increase staff's understanding of the Traditional Owners, purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country.

April 2026

Manager Clubs & Communities, RAP Working Group, and First Nations Lead

Embed cultural protocols within Tennis Queensland ways of working including:

June 2026

CEO, First Nations Lead, QTC General Manager, Head of Competitive Play, and Marketing and Communications

- o Acknowledgement of Country on company email signatures and presentations.
- o Acknowledgement of Country prior to team meetings, stakeholder's meetings, and before small activities and events.
- o Welcome to Country Traditional Owner Elder sought for medium and large events. Preferably presented in-person instead of recorded. Dance group or other ceremonial activity can also be included.
- o Install signs acknowledging the Traditional Custodians e.g. Aboriginal and Torres Strait Islander artwork and flags displayed at Head Office, regional offices, affiliated clubs/venues, etc.

Action	Deliverable	Timeline	Responsibility
--------	-------------	----------	----------------

7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst TQ staff about the meaning of NAIDOC Week.	June 2025 and June 2026	CEO, First Nations Lead, and QTC General Manager
	Introduce TQ staff to NAIDOC Week by promoting external events being held in our regions.	June 2025 and June 2026	CEO, First Nations Lead, QTC Venue Coordinator, and Marketing and Communications
	First Nations Allies Working Group and Tennis Development Officers to participate in at least one external NAIDOC Week event.	July 2025 and July 2026	Manager Clubs & Communities, and First Nations Lead
	Senior leadership team and Board to participate in at least one external NAIDOC Week event.	May 2026 July 2025 and July 2026	CEO, TQ Board, General Managers, and First Nations Lead
	Hold a staff activity during NAIDOC Week to learn about Aboriginal and Torres Strait Islander cultures, protocols, terminology, kinship, identity.	July 2025 and July 2026	Head of Business Operations, First Nations Lead, First Nations Allies Working Group
	Ensure TQ staff and coaches understand the importance of using appropriate terminology in training sessions for players.	July 2026	Coach Education Manager, Head of Coach & Player Pathways, and Manager Clubs & Communities



OPPORTUNITIES

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	June 2026	CEO, and Head of Business Operations
	Incorporate cultural leave into existing contracts and leave policies.	June 2026	CEO, and Head of Business Operations
	Include cultural background DEI data questions in all affiliate applications, and competition and event registrations.	May 2026	CEO, Head of Business Operations, Head of Competitions, Head of Coach & Player Pathways, and Manager Clubs & Communities
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	July 2026	CEO, and Head of Business Operations
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	July 2026	CEO, and Head of Business Operations
	Investigate Supply Nation membership.	August 2026	CEO, and Head of Business Operations

Action	Deliverable	Timeline	Responsibility
	Identify First Nations providers when sourcing procurement of services (e.g. catering, tradespeople) for TQ and Queensland Tennis Centre events, including Brisbane International.	April 2026 - ongoing	Events staff, QTC General Manager, Head of Business Operations, and First Nations Lead
10. Build Aboriginal and Torres Strait Islander participation in Tennis	Work with key stakeholders to explore existing data platforms.	July 2026 - ongoing	Head of Coach & Player Pathways, First Nations Allies Working Group, and First Nations Lead
	Establish and maintain TQ data system to capture Aboriginal and/or Torres Strait Islander peoples participating in tennis to track participation rates, growth opportunities and future Indigenous tennis carnivals.	April 2026	Head of Business Operations, First Nations Allies Working Group, First Nations Lead, and QTC General Manager
11. Deliver participation programs and initiatives for Aboriginal and Torres Strait islander people.	Continue to conduct events such as the Cairns Indigenous Tennis Carnival.	May 2025 and May 2026	First Nations Lead, and Tennis Development Officers
	Develop and implement Indigenous-led tennis programs.	May 2026 - ongoing	Coach Education Manager, Head of Coach & Player Pathways, Manager Clubs & Communities, and First Nations Lead
	Adapt methodology to conduct culturally appropriate face to face and online coaching courses.	August 2026	Coach Education Manager, First Nations Allies Working Group, and First Nations Lead

Action

Deliverable

Timeline

Responsibility

Gain support from tennis clubs and associations to donate new or used equipment (e.g. racquets and balls), pro bono coaching sessions, and trainee coaching opportunities to Indigenous people.

May 2026 – ongoing

Manager Clubs & Communities, QTC General Manager

Identify funding sources for Indigenous tennis programs through entities such as the Australian Tennis Foundation, government grants, corporate sponsorship and philanthropy.

July 2026 - ongoing

Head of Business Operations, First Nations Allies Working Group, and First Nations Lead

Work with Department of Sport Officer to arrange tennis activations (pop, pickleball and hot shots) at community events (e.g. NAIDOC).

May, June, July 2026 and 2027

First Nations Lead, Manager Clubs & Communities, and QTC General Manager

Collect data through distribution of flyers to capture the details of Indigenous tennis players (always ensuring a culturally safe process), to track participation rates and so that they can be advised about upcoming activities and opportunities

Monthly

First Nations Lead, Manager Clubs & Communities, and QTC General Manager



GOVERNANCE

Action	Deliverable	Timeline	Responsibility
12. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG of TQ staff to govern RAP implementation.	April 2025	First Nations Lead
	Draft a Terms of Reference for the RWG.	September 2025	First Nations Lead
	Establish Indigenous representation on the RWG.	April 2025	First Nations Lead
13. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	April 2026 – April 2027	CEO, First Nations Allies Working Group, and First Nations Lead
	Engage senior leaders in the delivery of RAP commitments.	April 2026 – April 2027	General Manager, Tennis and First Nations Lead
	Appoint a First Nations Lead to champion TQ's RAP.	March 2025	CEO, Head of Tennis Development
	Create a First Nations page on the TQ website, similar to the page on the Tennis Australia website.	August 2026	Head of PR & Communications, and First Nations Lead

Action	Deliverable	Timeline	Responsibility
--------	-------------	----------	----------------

	Define appropriate systems and capability to track, measure and report on RAP commitments.	June 2026	CEO, First Nations Allies Working Group, and First Nations Lead
	All staff and Board members to be knowledgeable of the RAP, aware of their requirements to meet its objectives, and understand that the RAP continues to be a key component of induction for new employees and Board members.	April 2026 – April 2027	CEO, Head of Business Operations, and First Nations Allies Working Group

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.	April 2025	First Nations Lead
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	August 2025	First Nations Lead
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	September 2026 and annually	CEO, Head of Business Operations, and First Nations Lead
	Provide quarterly updates to the TQ Board and make information about our progress accessible to internal and external stakeholders.	Quarterly	First Nations Lead, and Manager Clubs & Communities

Action

Deliverable

Timeline

Responsibility

	Publish appointment of First Nations Lead.	June 2025	Marketing & Communications
15. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	November 2026	CEO, First Nations Allies Working Group, and First Nations Lead



NATIONAL IN TENNIS



Queensland players and supervisors at the 2025 National Indigenous Tennis Carnival in Darwin.

INDIGENOUS



TEAM
QLD





CONTACT DETAILS:

Phone Number: 07 3120 7900

Website: www.tennis.com.au/qld

General Email: tennisqueenslandinfo@tennis.com.au

