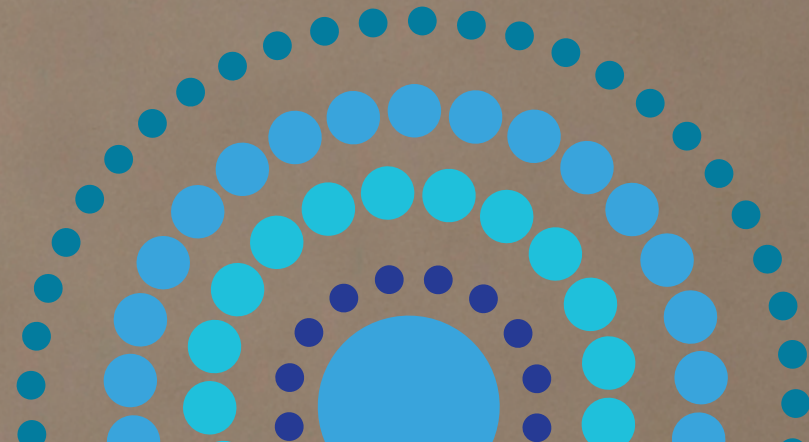
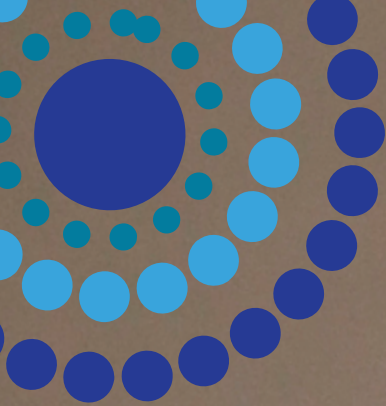


REFLECT RECONCILIATION ACTION PLAN

May, 2022 – June, 2023



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TENNIS NSW CEO MESSAGE

Tennis NSW is proud to present our Reflect Reconciliation Action Plan (RAP). Our purpose is to foster a love of tennis in every NSW community and our RAP will play a vital role in our strategic objective of creating equitable opportunities for all people and all communities to participate in tennis.

Tennis NSW strives to provide opportunities for Aboriginal and Torres Strait Islander people through tennis across NSW. After the launch of our inaugural Inclusion & Diversity Plan in 2021, we are committed to delivering on the key outcomes outlined in the Plan.

Alongside the publication of our Reflect RAP, we are committed to embedding internal education throughout our organisation to ensure our team members are all on this journey together. Our RAP will look to educate our team, members and the broader tennis community on race relations, equity and equality, unity, historical acceptance and institutional integrity.

Tennis NSW is committed to supporting and promoting days and weeks of significance for Aboriginal and Torres Strait Islander people, continuing to foster participation programming and delivering the NSW Indigenous Tennis Carnival.

We are devoted to embracing diversity, in line with our Vision 2025 Strategic Plan and NSW Inclusion & Diversity Plan 2021-2025, ensuring our sport is welcoming, safe and inclusive for everyone by reflecting the diversity of our local tennis communities.

I'd like to take this opportunity to thank the team at Tennis NSW who have worked hard to develop our inaugural RAP. Tennis NSW looks forward to continuing our work with Reconciliation Australia as we move forward on this journey.

DARREN SIMPSON
Chief Executive Officer
Tennis NSW



RECONCILIATION AUSTRALIA STATEMENT

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

Tennis NSW joins a network of more than 1,100 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 close to 3 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 NSW 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 NSW, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

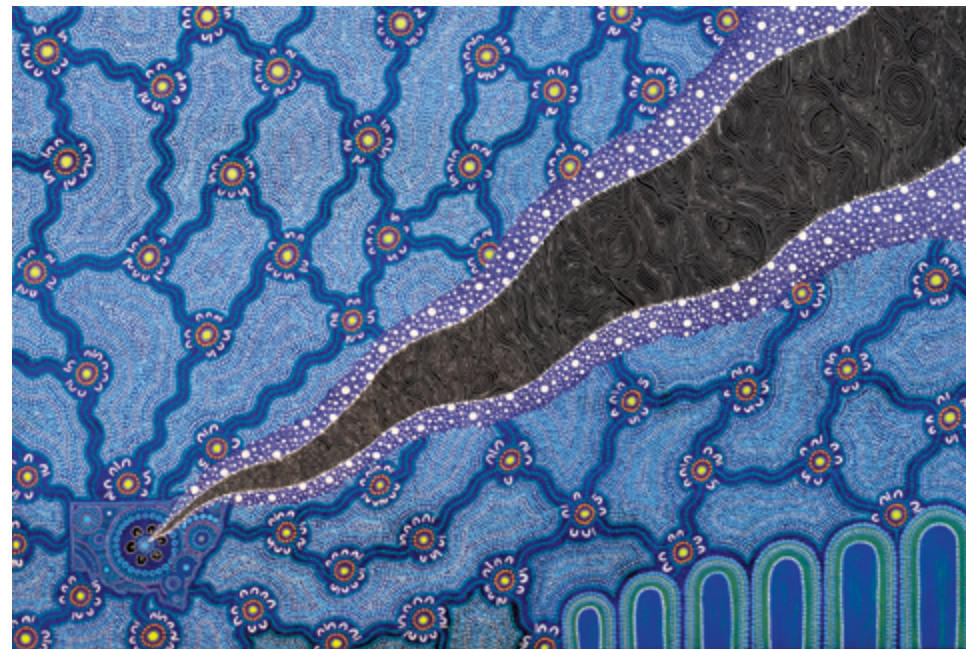
KAREN MUNDINE
Chief Executive Officer
Reconciliation Australia



'SERVING OUR COMMUNITY' - ABOUT THE ARTWORK

This artwork combines themes of tennis and the state of New South Wales. The bottom left section of the artwork displays a map of NSW which is representative of Tennis NSW as an organisation. Leading out from the center of the map is a black and white section, filled with intersecting line work, this is an abstract representation of a tennis net, weaving across the artwork from bottom left to top right, growing from a small area to reach right across the artwork, it represents the growth in Tennis NSW's reach into communities. The black and white also represents bringing black and white Australians closer together and providing equal opportunity through the great sport of tennis. Either side of this lined area are hundreds of dots in various sizes, these represent several things. Firstly, these dots emulate stars, which I liken to reaching for the stars. This represents tennis players in NSW striving to achieve their goals. It also represents opportunity, and that there are vast opportunities when you are willing to work hard.

The blue and green lines running out of NSW are journey lines and connecting pathways to communities. Each community is done in green to represent both a meeting place and also tennis balls. The coloured dots around these are to connect the colours of Tennis NSW. Outside of these meeting places is a series of white "U" shaped symbols, these represent the people in these communities coming into tennis and connecting through the sport. The journey lines also act like the roots of a tree expanding out to the community to promote nurturing and growth. The bottom right section of the artwork has a



series of mountains, these represent the Great Dividing Range. The increase in size of the mountains reflects the growth of participants in tennis across NSW and how Tennis NSW is providing opportunities in all of our communities.

As a young boy, I took up tennis at the age of eight and have loved the sport since, competing from the age of 10 in local competitions. From there my tennis experience grew and I began playing satellite tournaments as a teenager with the dream of one day playing professionally. In my early 20's I travelled to the USA, for a working holiday and was fortunate enough to coach in a tennis camp in New Jersey, where I was able to meet new people and make new friends. Although my journey in tennis never made it to the elite level, I am forever grateful for the opportunities that I received to play the sport of tennis in NSW. It has taught me that hard work is the key to gaining success in everything you do, and has also given me plenty of fond memories that have helped to shape me as a man. - Lee Anthony Hampton

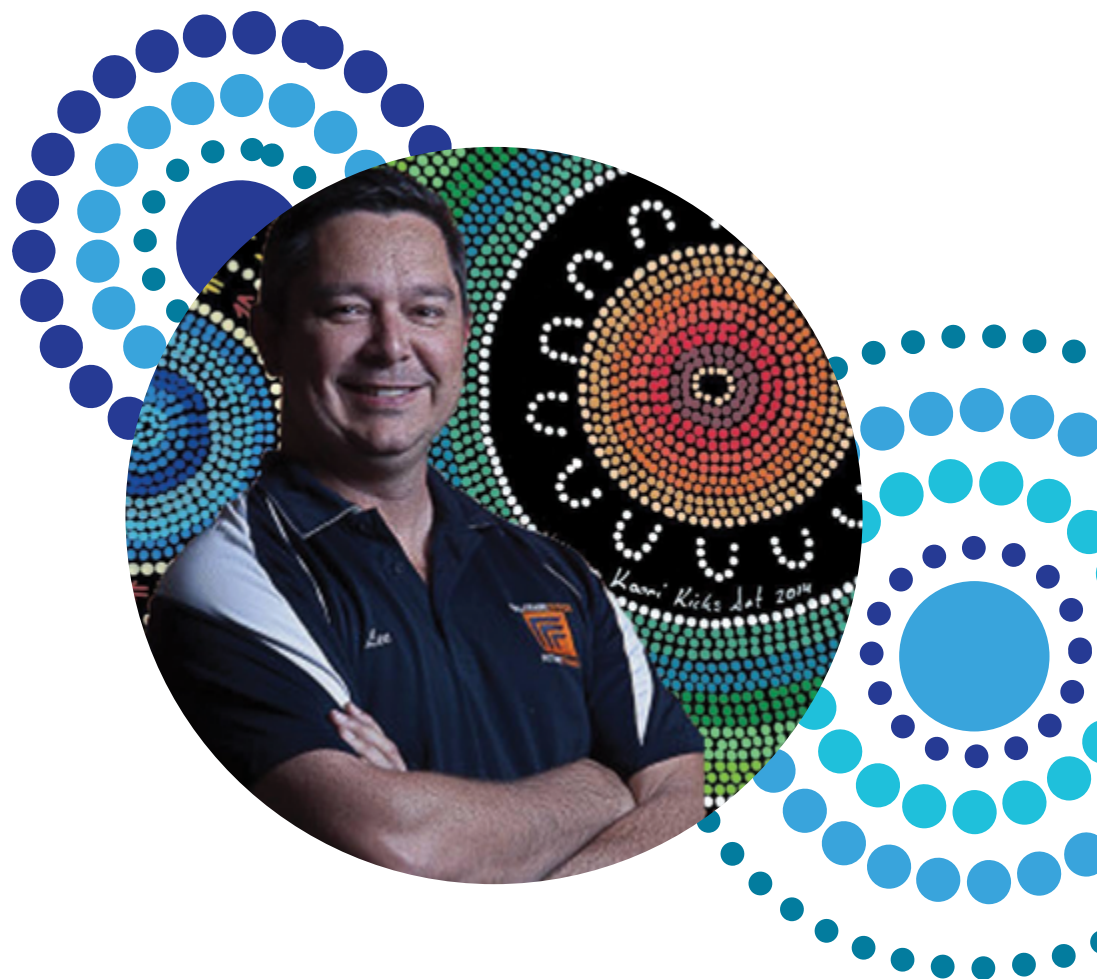
OUR ARTIST

Lee Hampton is a Contemporary Aboriginal artist and descendant of the Yuin, Wodi Wodi and Worimi people. His Aboriginal heritage can be traced back to his Great, Great, Great, Grand Mother Biyarrung Giles from the Dharawal Nation, and most notably are his Great, Great grandparents King Mickey Johnson and his wife Rosie Johnson (Russell). Mickey Johnson is known as the most photographed man, black or white, of the Illawarra from the 1800's. He was given the title 'King' at the Illawarra centenary celebrations in 1896 when presented with a crescent-shaped brass plate inscribed with Mickey Johnson, King, by Archibald Campbell, MLA, which he wore for the remainder of his life.

Lee's contemporary Aboriginal art journey began in 2014, and began with painting football boots, this is where the name Koori Kicks Art came from. Koori (being his heritage) and Kicks (slang for boots or shoes). The art progressed onto skateboard decks, motor bike helmets and any other item Lee could lay down some culture on.

After registering the business name Koori Kicks, and setting up on social media, it wasn't long before Lee began to get requests from the domestic and commercial market places, for original art pieces for homes and offices, and also designs that would be incorporated into clothing designs such as jerseys and work shirts, and Reconciliation Action Plans for the corporate sector.

Lee has created artwork for the NRL, designing Manly's Indigenous round jersey from 2019-2021, along with providing designs for many Government departments including Sydney Local Health District's Aboriginal Strategic Health Plan 2018, numerous hospitals, including Concord Hospital's recent new development, a number of public schools, and corporate entities & charities including Sydney Helicopters, Teachers Mutual Bank Limited, Wesley Mission and Ronald McDonald House Western Sydney's RAP.



You can find out more about
Lee's journey by visiting
www.koorikicksart.com.au

OUR BUSINESS

Tennis NSW acknowledges the Traditional Owners of the land, The Wangal people of the Eora Nation and the Burramattagal people of the Darug Nation, the land on which our head office is located. We pay our respects to Elders, past, present and emerging.

Tennis NSW is the largest of Tennis Australia's Member Associations. We support more than 450 Clubs, Associations and Court Operators, as well as the vast number of players and participants across the state. Our organisation's purpose is to foster a LOVE of tennis in every NSW community.

The Tennis NSW Vision 2025 Strategic Plan and the NSW Inclusion and Diversity Plan 2021-2025, highlights Inclusion and Diversity in Tennis as a key priority. Tennis NSW's strategic objective is to inspire, empower and engage the NSW tennis family to help grow the sport of tennis.

Tennis NSW staff a total of 46 people and currently employ one (1) Aboriginal female, as the Inclusion and Diversity Manager filling a maternity leave position until June 2022. Tennis NSW currently have two offices, a head office in Sydney Olympic Park and a regional Office in Coffs Harbour. There are regional tennis representatives located across NSW, spanning Metro Sydney, Central, Northern and Southern NSW regions, with nine (9) sub-regions, each with their own dedicated Tennis Development Officer.

OUR VALUES AND BEHAVIOUR:

Each member of the Tennis NSW team and Board will live by our values and bring these to life each day through appropriate behaviours.



EXCELLENCE

We will strive to be the best we can be in everything that we do – day in, day out.



HUMILITY

We will be self-aware, take responsibility and be kind and considerate to all members of the tennis family.



COLLABORATION

We are committed to working closely and collaboratively with all of our stakeholders and we are committed to building an environment that is both child-safe and child-friendly.



IMAGINATION

We will dare to think differently, be curious in our thinking and continually explore ways to better serve our sport.

OUR RAP

Sport is such an important vehicle for building relationships and partnerships between Aboriginal and Torres Strait Islander people and the broader Australian community. Developing and implementing culturally appropriate programs that uphold the unique rights of Aboriginal and Torres Strait Islander peoples, helps to create the right environment for Aboriginal and Torres Strait Islander people to participate.

Tennis NSW is proud to be developing our first RAP and to be a positive contributor to the path to reconciliation. We will use this RAP to further educate across all five (5) dimensions: race relations, equity and equality, unity, historical acceptance and institutional integrity amongst ourselves, our members, and the broader tennis community.

Tennis NSW is committed to promoting reconciliation and inclusiveness across tennis, raising awareness and gaining a deeper understanding of Aboriginal and Torres Strait Islander cultures, in line with our Vision 2025 Strategic Plan and the NSW Inclusion and Diversity Plan 2021-2025.

Tennis NSW is devoted to embracing diversity by ensuring our sport and events are welcoming, safe and inclusive for everyone. We believe that to be inclusive, we must reflect the diversity of our local tennis communities and that everyone should have the opportunity to be included and engaged in a way that is positive and meaningful for them.



OUR PARTNERSHIPS & CURRENT ACTIVITIES



THE PLAY PROGRAM:

The Tennis NSW Play Program is a pilot program funded by the ATP Cup Legacy Fund, which aims to improve the cultural competence of tennis providers and reduce the barriers to tennis participation within identified culturally and linguistically diverse communities and Aboriginal and Torres Strait Islander communities in NSW. Each participant receives a racquet and ball pack to continue involvement after the program. Tennis NSW engaged Western Sydney University (WSU) to complete a report in the pilot year, providing an evaluation framework including: benefits, challenges and future direction on the Play Program.

Tennis NSW held two Indigenous pilots in the first year of the Program, one in Coffs Harbour and one in Nowra. Both pilots were successfully delivered, with participants continuing to play tennis after the program had concluded. In its second year, the pilot programs continue in both Coffs Harbour and Nowra, additionally Tennis NSW has engaged in a further three Indigenous Play Programs to be held in Kyogle, Redfern and Moree. Further partnerships have been developed with local community groups and various stakeholders. Tennis NSW have engaged with Indigenous coaches to deliver programs in various areas. In total there are 120 Aboriginal participants across the program in five (5) locations.

INDIGENOUS CARNIVALS:

In 2018 and 2019 Tennis Northern Territory, in conjunction with Tennis Australia, hosted the inaugural National Indigenous Tennis Carnival. Tennis NSW attended with a team of 20 Indigenous tennis players. In partnership with the Evonne Goolagong Foundation, these players were able to be identified and represent NSW. The carnival involved more than 200 Aboriginal and Torres Strait Islander participants from across the country travelling to Darwin to celebrate culture through tennis.

Due to the impacts associated with the COVID-19 pandemic, the carnival was cancelled in 2020. In 2021 NSW had the opportunity to hold the inaugural NSW Indigenous Tennis Carnival/Come and Try which involved 120 students from across the Hunter region. The carnival celebrated youth, culture, and sport through the delivery of tennis and cultural activities. The day included cultural activities off court through partnerships with the local community including the Evonne Goolagong Foundation, Wollutuka-Newcastle University, Office of Sport Aboriginal Development Officer and State Project Officer, Hunter Aboriginal Education Consultancy Group (AECG), Awabakal Aboriginal Land Council, Winanga-y Dreaming, Yukul Art and Discover Sports Group – Newcastle.

DATA COLLECTION:

Tennis NSW has created a pathway to connect with Aboriginal and Torres Strait Islander peoples by developing a data system and collating all Aboriginal and Torres Strait Islander tennis players information. This information will help capture data of all First Nations tennis players in NSW, to help share information about upcoming programs and allow us to coordinate more opportunities for players around the state and country.



YARNING ALL THINGS TENNIS:

Tennis NSW has established its first Aboriginal and Torres Strait Islander Youth Communication platform, 'Yarning all things tennis' (YATT), where Indigenous youth who play tennis and who may have participated in the Evonne Goolagong Foundation's program previously, can connect. The YATT community are from across the state, and will use this platform to discuss all things tennis in a safe environment. Topics of discussion include tennis results, yarning about Indigenous matters, player welfare, supporting others and growing the number of First Nations people in tennis throughout NSW.

The YATT will also give young people the opportunity for growth and personal development, whilst gaining an insight into a state sporting organisation. It is a way for Tennis NSW to ensure that young Aboriginal and Torres Strait Islander people can participate in decisions that affect them, are taken seriously, and can express their views on their participation in the sport. This is consistent with Tennis NSW's approach to being a child-safe organisation and in line with the national principles.

Tennis NSW will continue to aim for more accessibility and opportunities for Aboriginal and Torres Strait Islander people to participate and engage in tennis through educating clubs and coaches, enhancing talent identification, providing pathway opportunities, creating more playing opportunities through community events and leagues, and providing funding for Aboriginal and Torres Strait Islander tennis programs, equipment and coaches.

RELATIONSHIPS



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	• Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	July, 2022	Head of I&D and Programming, Inclusion and Diversity Manager
	• Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	July, 2022	Head of I&D and Programming, Inclusion and Diversity Manager
	• Encourage Tennis Development Officers to identify opportunities for engagement with Aboriginal Communities throughout the year (eg. NAIDOC Community event – Hot Shots tennis activation).	Dec, 2022	Head of Tennis Development
2. Build relationships through celebrating National Reconciliation Week (NRW).	• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2022	CEO
	• RAP Working Group members to participate in an external NRW event.	27 May- 3 June, 2022	CEO
	• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June, 2022	CEO
	• Promote National Reconciliation Week through Tennis NSW communication channels (website, eDM, social media).	May 2022	Head of Marketing, Communications and Member Engagement
3. Promote reconciliation through our sphere of influence.	• Communicate our commitment to reconciliation to all staff.	June, 2022	CEO
	• Identify external stakeholders that our organisation can engage with on our reconciliation journey.	June, 2022	Head of I&D and Programming, Inclusion and Diversity Manager
	• Identify RAP and other like-minded organisations that we can approach to collaborate with on our reconciliation journey.	June, 2022	Head of I&D and Programming, Inclusion and Diversity Manager
	• Publish our RAP on our website with supporting information about reconciliation.	September, 2022	Head of Marketing, Communications and Member Engagement
	• Engage Tennis NSW affiliated clubs and associations to promote reconciliation.	June, 2022	Head of I&D and Programming, Inclusion and Diversity Manager
	• With an intent to improve the cultural awareness throughout the organisation, Tennis NSW will review the by-laws to consider current level of appropriateness in inclusion and diversity.	June, 2023	CEO
4. Promote positive race relations through anti-discrimination strategies.	• Research best practice and policies in areas of race relations and anti-discrimination.	July, 2022	Head of Policy, Integrity and Risk and People and Culture Business Partner
	• Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	September, 2022	Head of Policy, Integrity and Risk and People and Culture Business Partner

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 business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	Aug, 2022	Head of I&D and Programming, Inclusion and Diversity Manager
	• Conduct a review of cultural learning needs within our organisation.	Aug, 2022	People and Culture Business Partner
	• Provide Tennis NSW staff and Board with cultural awareness training.	June, 2023	Head of I&D and Programming, Inclusion and Diversity Manager
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	• Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	June, 2022	Head of I&D and Programming, Inclusion and Diversity Manager
	• Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	June, 2022	Head of I&D and Programming, Inclusion and Diversity Manager
	• Acknowledgement of Country or Welcome to Country to be performed at commencement of all events by Tennis NSW including major events.	June, 2022	CEO
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	• Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	July, 2022	CEO, Head of I&D and Programming, Inclusion and Diversity Manager
	• Introduce our staff to NAIDOC Week by promoting external events in our local area.	July, 2022	Head of Marketing, Communications and Member Engagement
	• RAP Working Group to participate in an external NAIDOC Week event.	July, 2022	Head of I&D and Programming, Inclusion and Diversity Manager
	• Senior leadership team to participate in an external NAIDOC Week event.	July, 2022	CEO
8. Create culturally welcoming spaces in partnership with Aboriginal and Torres Strait Islander peoples.	• Create signs acknowledging the Traditional Custodians e.g. Aboriginal and Torres Strait Islander artwork and flags displayed in Head Office, venues, etc.	Nov, 2022	Head of Marketing, Communications and Member Engagement, Head of I&D and Programming, Inclusion and Diversity Manager
	• Add an Acknowledgment of Country on email signature and presentations.	Dec, 2022	Head of Marketing, Communications and Member Engagement

OPPORTUNITIES



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
9. 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, 2023	CEO
	• Build an understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June, 2023	Head of I&D and Programming, Inclusion and Diversity Manager
10. 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.	Jan, 2023	CEO
	• Investigate Supply Nation membership.	June, 2022	Head of I&D and Programming, Inclusion and Diversity Manager
11. Work with key stakeholders to explore existing data platforms.	• Research the uptake of the NSW Government's Active Kids voucher program amongst Aboriginal and Torres Strait Islander families to promote participation in tennis.	Aug, 2022	Head of I&D and Programming, Inclusion and Diversity Manager
	• Establish and maintain Tennis NSW data system to capture Aboriginal and Torres Strait Islander peoples participating in tennis to track participation rates, growth opportunities and future Indigenous tennis carnivals.	June, 2022	Head of I&D and Programming, Inclusion and Diversity Manager
12. Deliver participation programs and initiatives for Aboriginal and Torres Strait Islander people.	• Continue to conduct events such as the NSW Indigenous Tennis Carnival, Indigenous Play program and continue to collect data of First Nation tennis players.	June, 2023	Head of I&D and Programming, Inclusion and Diversity Manager



GOVERNANCE

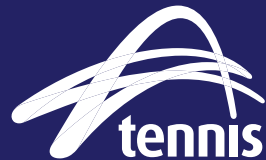


ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
13. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	• Form a RWG to govern RAP implementation.	Aug, 2022	Head of I&D and Programming, Inclusion and Diversity Manager
	• Draft a Terms of Reference for the RWG.	Sept, 2022	Head of I&D and Programming, Inclusion and Diversity Manager
	• Establish Aboriginal and Torres Strait Islander representation on the RWG.	July, 2022	Head of I&D and Programming, Inclusion and Diversity Manager
	• Ensure external Aboriginal and Torres Strait Islander representation on RWG.	July, 2022	Head of I&D and Programming, Inclusion and Diversity Manager
	• Establish an advisory committee.	Aug, 2022	Head of I&D and Programming, Inclusion and Diversity Manager
14. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	June, 2022	Head of I&D and Programming, Inclusion and Diversity Manager
	• Engage senior leaders in the delivery of RAP commitments.	June, 2022	CEO, Head of I&D and Programming, Inclusion and Diversity Manager
	• Define appropriate systems and capability to track, measure and report on RAP commitments.	June, 2022	Head of I&D and Programming, Inclusion and Diversity Manager
15. Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.	• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 Sept, 2022	Head of I&D and Programming, Inclusion and Diversity Manager
	• Develop a questionnaire to Tennis NSW staff to understand their knowledge of reconciliation and Aboriginal and Torres Strait Islander peoples.	Aug, 2022	Head of I&D and Programming, Inclusion and Diversity Manager
	• Provide quarterly updates to the Tennis NSW Board and make information about our progress accessible to internal and external stakeholders.	June, 2023	CEO, Head of I&D and Programming
16. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	March, 2023	Head of I&D and Programming, Inclusion and Diversity Manager





THANK YOU



Tennis NSW RAP Working Group

Darren Simpson

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Clare Serafini

If you would like to contribute or be involved
with our Tennis NSW RAP please email
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