



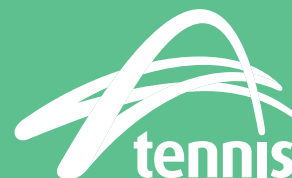
TENNIS NT

Reconciliation Action Plan

December 2020 - December 2021



RECONCILIATION
ACTION PLAN
REFLECT



OUR BUSINESS

Tennis NT is the peak body of tennis in the Northern Territory, it operates as a not for profit Member Association of Tennis Australia. It is Tennis NT's role to coordinate, manage and promote the sport of tennis in the NT and in doing so, support and service our affiliated clubs.



Our core business is to ensure residents of the Northern Territory are able to have fun playing tennis for life. Central to this is our vision 'more people playing tennis' which is underpinned by the following key principles:

- Create positive experiences
- Create inclusive and welcoming community environments
- Create great places to be

Tennis NT employs 6 staff in the NT. However, the parent body, Tennis Australia, employs over 500 staff across Australia and overseas. Tennis NT currently has a position vacant dedicated to engagement with Aboriginal and Torres Strait Islanders across the Northern Territory. Previously this position has been filled by a Torres Strait Islander. Currently however, Tennis NT doesn't employ any Aboriginal and Torres Strait Islander staff.

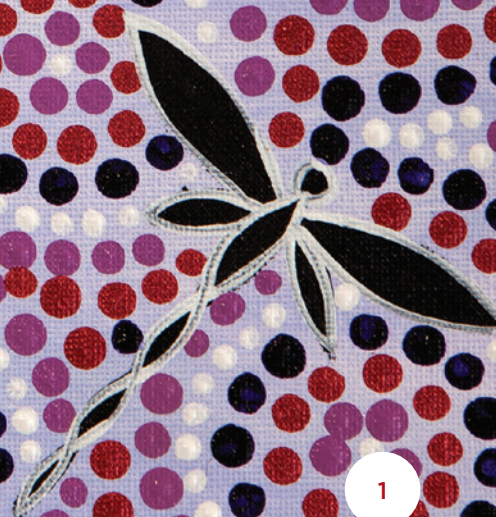
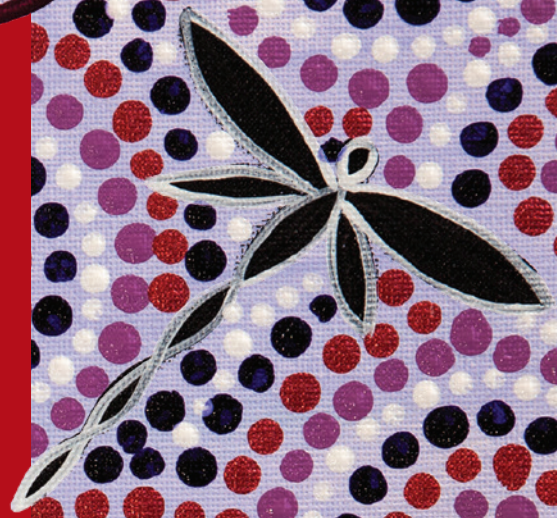
Whilst Tennis NT is part of the Tennis Australia family, it is a separately incorporated organisation that reports to its own, local, Northern Territory Board. Its reach is across the length and breadth of the NT. However, its aspirations go beyond the NT in terms of providing national and international pathways and experiences for athletes. Tennis NT has one office in Darwin, but has member affiliates and volunteers across the NT including Alice Springs, Katherine, Nhulunbuy, Palmerston and Darwin.


OUR RAP

Tennis NT is developing this RAP as an organisation that embraces diversity and aims to make our sport and events welcoming, safe and inclusive for everyone. However, Tennis NT particularly respects the special place Aboriginal and Torres Strait Islander peoples have as First Nation Peoples and acknowledges the impact of colonisation, including intergenerational trauma and ongoing disadvantage. We hope to use this RAP to further educate ourselves, our affiliates and the broader tennis community and to be a positive contributor to the path to reconciliation.

Tennis NT is based in the Northern Territory where 30% of the population is Aboriginal and/or Torres Strait Islander.

Through the development of this RAP we aim to work toward the inclusion of all Territorians in our sport. We are committed to being a positive participant in achieving equity between Aboriginal and Torres Strait Islander peoples and non-Aboriginal and Torres Strait Islander people in all aspects of tennis in the NT.





As this is Tennis NT's first RAP, the focus will be on ensuring that the work done across the initial twelve month period embeds our formal commitment to reconciliation with an emphasis on sustainability and impact. In order to achieve this, and facilitate future RAPs, the following key areas will be prominent:

- Internal communication across Tennis NT staff and Board members around Tennis NT's commitments and accountability around actions
- Engagement with all of Tennis NT's affiliated clubs to create awareness of the RAP and where possible seek partnerships in delivery
- Further engagement with key partners, including the Larrakia National Aboriginal Corporation, around the contents of the RAP
- For necessary staff, alter position descriptions to formally embed the implementation of the RAP within position requirements
- Ensure the implementation of the RAP becomes a regular agenda item at Board meetings (minimum quarterly)

Tennis NT has embraced the special place of Aboriginal and Torres Strait Islander Territorians by creating a position dedicated to the pursuit of greater participation and pathways for Aboriginal and Torres Strait Islander Territorians. We aspire to be a significant contributor to improvement of the physical and mental health of all Aboriginal and Torres Strait Islander peoples, particularly those in remote areas. Our Aboriginal and Torres Strait Islander Tennis Program 'Racquets and Red Dust' has, for the past three years, prioritised remote participation and Tennis NT currently plays a leadership role in advancing Aboriginal and Torres Strait Islander tennis nationally.

Tennis NT has worked in collaboration with Regional Councils as well as schools in introducing over 2000 children and young people to regular tennis participation through school and community programming.

In 2018 Tennis NT, in conjunction with Tennis Australia, hosted the inaugural National Indigenous Tennis Carnival. The carnival attracted more than 200 Aboriginal and Torres Strait Islander athletes from across the country to Darwin to celebrate culture through tennis. The event was again hosted in Darwin in 2019 and will continue to be an annual feature on the tennis calendar.

We believe we have started an important journey by introducing tennis to a generation of Aboriginal and Torres Strait Islander peoples who would never have picked up a racquet without Tennis NT's programs. We want our journey to continue, to grow and to have a positive impact on the lives of many Aboriginal and Torres Strait Islander Territorians.






OUR PARTNERSHIPS/ CURRENT ACTIVITIES

COMMUNITY PARTNERSHIPS

Tennis NT has engaged with a variety of partners in establishing Aboriginal and Torres Strait Islander tennis programs throughout the past three years.

Larrakia Nation Aboriginal Corporation (LNAC) are key partners in the delivery of the National Indigenous Tennis Carnival (NITC) which is held on Larrakia land. LNAC are included in all planning of cultural activities and are active participants in the event. This connection is also maintained across other areas of Tennis NT's work, including when conducting National Reconciliation Week activities.

Connections have also been made with a number of regional councils who, in consultation with their communities, engage Tennis NT to drive local programming. A key component of this programming is to provide both formal and informal training to those engaged in the delivery of tennis within communities.



Training and support tailored to community needs has provided knowledge and confidence as well as equipment and resources to support the delivery the first step of the program. Whilst engaging with these communities, partnerships have also been formed with the schools.

Within Darwin, partnerships have been formed with a number of organisations who are like-minded in their desire to support Aboriginal and Torres Strait Islander peoples. This includes the STARS Foundation which supports Aboriginal and Torres Strait Islander girls and young women to attend school, complete Year 12 and move into full-time work or further study. Tennis NT supports the work of STARS and has worked with them to include tennis as an activity to support their goals. Partnerships with the Clontarf Foundation and the Michael Long Learning and Leadership Centre have also been formed.

In furthering opportunities in this space Tennis NT has also developed strong partnerships with a range of Aboriginal and Torres Strait Islander Health Organisations (such as Danila Dilba) and prior to COVID-19 had engaged with a variety of organisations around potential connections such as Rirratjingu Aboriginal Corporation in Nhulunbuy and Wanta Aboriginal Corporation who operates predominantly in Central Australia.

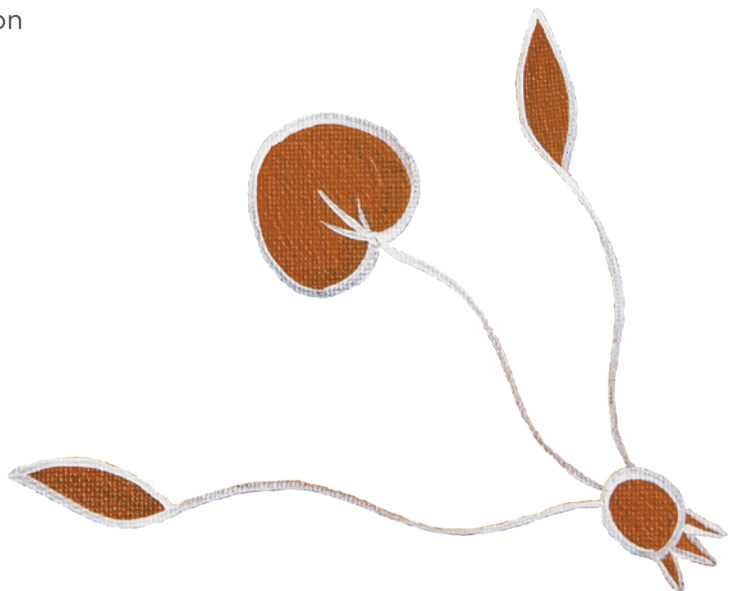
Tennis NT also has a strong connection with the Evonne Goolagong Foundation who have been an integral part of the National Indigenous Tennis Carnival.

INTERNAL ACTIVITIES/ INITIATIVES

The recruitment of an Indigenous Program Manager in 2017 highlighted the importance of progressing the sport of tennis within the Aboriginal and Torres Strait Islander community. Internally, within a small organisation, this had a significant impact both through formal strategies being formed and informally through all staff having connections with a portion of the community who previously had limited engagement with tennis.

A large mural of Aboriginal and Torres Strait Islander Tennis icons Ash Barty and Evonne Goolagong Cawley was painted at the Darwin International Tennis Centre by local Larrakia artists during the 2019 NITC. The mural celebrates Aboriginal and Torres Strait Islander tennis and culture and is a symbol of Tennis NT's commitment to both.

All Tennis NT staff, along with key members of the tennis community, have undertaken cultural awareness training with local consultants. This, in addition to other activities such as those conducted during NAIDOC Week and National Reconciliation Week, aim to continually embed the importance of cultural awareness and reconciliation within the organisation.





RELATIONSHIPS

ACTION	DELIVERABLE	TIMELINES	RESPONSIBILITY
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. 	March 2021	RWG Chair
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	June 2021	RWG Chair
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	April 2021	General Manager
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May - 3 June, 2021	RWG Chair
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	27 May - 3 June, 2021	General Manager
	<ul style="list-style-type: none"> Support affiliates to conduct NRW tennis events. 	June 2021	*Indigenous Program Manager
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	December 2020	General Manager
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	December 2020	RWG Chair
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	June 2021	RWG Chair
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	July 2021	Tennis NT President
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	July 2021	Tennis NT President
	<ul style="list-style-type: none"> Review and amend where required constitution to ensure compliance with anti-discrimination laws. 	December 2020	Tennis NT President



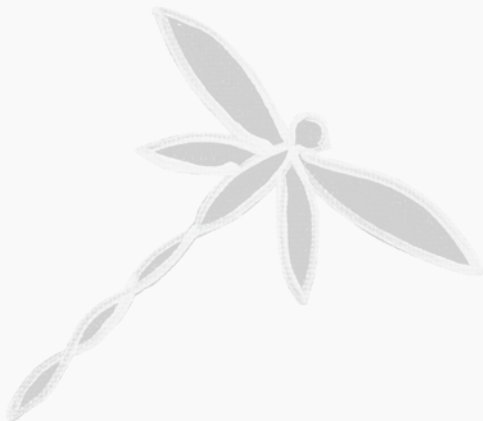
RESPECT

ACTION	DELIVERABLE	TIMELINES	RESPONSIBILITY
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. 	March 2021	RWG Chair
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	March 2021	General Manager
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. 	April 2021	RWG Chair
	<ul style="list-style-type: none"> Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	April 2021	General Manager
	<ul style="list-style-type: none"> Ensure respectful and inclusive language and terminology is contained in all documentation, correspondence and marketing materials. 	February 2021	General Manager
	<ul style="list-style-type: none"> Procedure is developed for pre-trip preparation to communities to ensure no clash with cultural activities or sorry business. 	February 2021	*Indigenous Program Manager
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. 	June 2021	General Manager
	<ul style="list-style-type: none"> Promote external NAIDOC Week events in our local area. 	June 2021	*Indigenous Program Manager
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	First week in July, 2021	RWG Chair
	<ul style="list-style-type: none"> Support affiliates to conduct NAIDOC week tennis events. 	July 2021	*Indigenous Program Manager
	<ul style="list-style-type: none"> Promote and support NAIDOC week activities of our partner organisations. 	July 2021	*Indigenous Program Manager



OPPORTUNITIES

ACTION	DELIVERABLE	TIMELINES	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.	July 2021	General Manager
	• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	July 2021	General Manager
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 2021	Tennis NT President
	• Investigate Supply Nation membership.	July 2021	General Manager
	• Investigate Northern Territory Indigenous Business Network membership.	July 2021	General Manager





GOVERNANCE

ACTION	DELIVERABLE	TIMELINES	RESPONSIBILITY
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	• Form a RWG to govern RAP implementation.	December 2020	Tennis NT Board
	• Ensure external Aboriginal and Torres Strait Islander membership on RAP Working Group.	February 2021	Tennis NT Board
	• Draft a Terms of Reference for the RWG.	December 2020	Tennis NT Board
	• Establish Aboriginal and Torres Strait Islander representation on the RWG.	February 2021	Tennis NT Board
11. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	March 2021	Tennis NT Board
	• Engage senior leaders in the delivery of RAP commitments.	February 2021	General Manager
	• Define appropriate systems and capability to track, measure and report on RAP commitments.	March 2021	RWG Chair
	• Make RAP and details around RWG publicly available on Tennis NT website.	April 2021	*Indigenous Program Manager
12. 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 September, 2021	General Manager
	• Include RWG reports in Tennis NT Board meeting agendas.	February 2021	Tennis NT Board
13. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	August 2021	RWG

* Subject to re-employment of Indigenous Program Manager position (currently vacant). Responsibility transfers to General Manager if position remains vacant

**FOR ENQUIRIES ABOUT
OUR RAP CONTACT:**


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