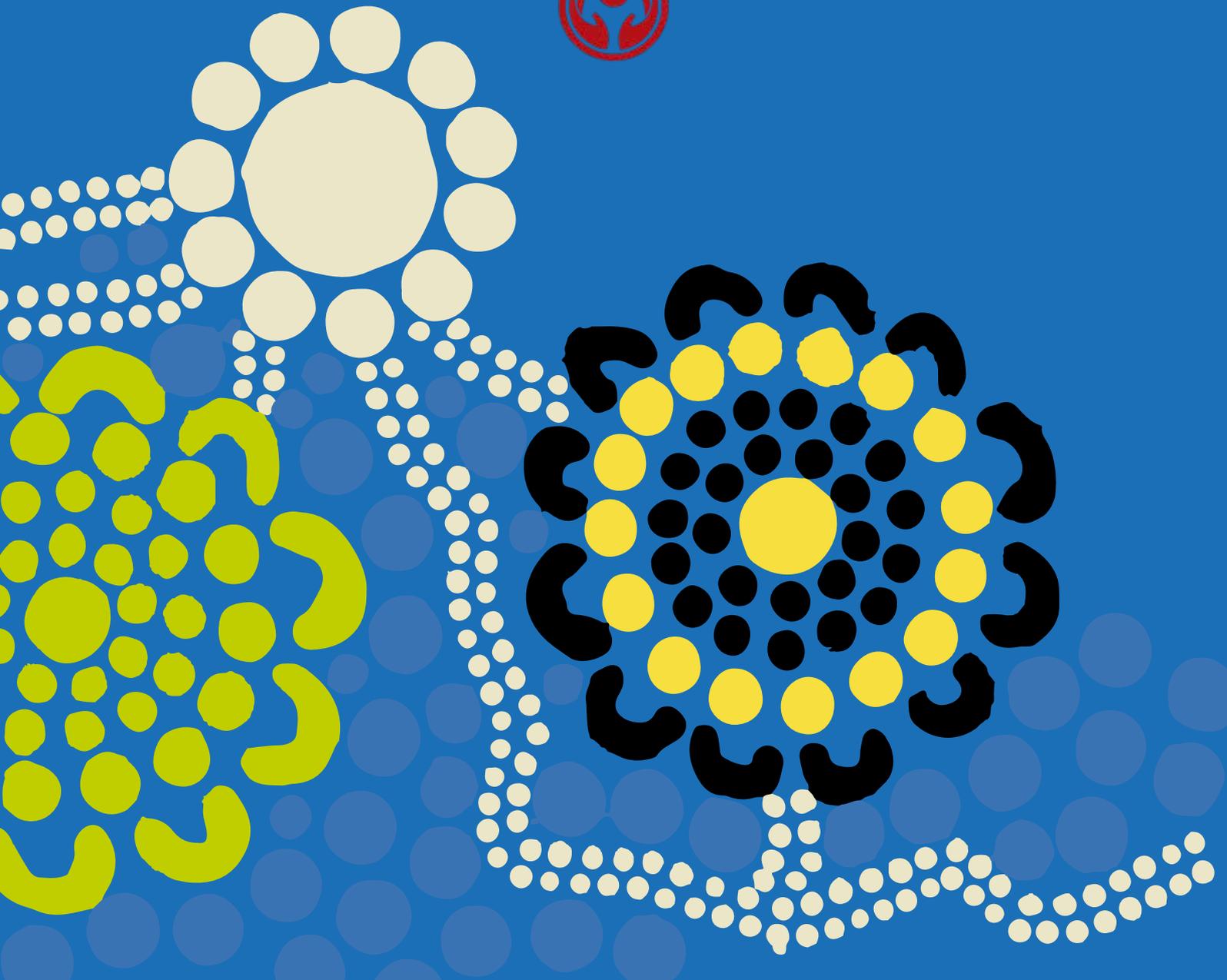




Tennis West Reconciliation Action Plan

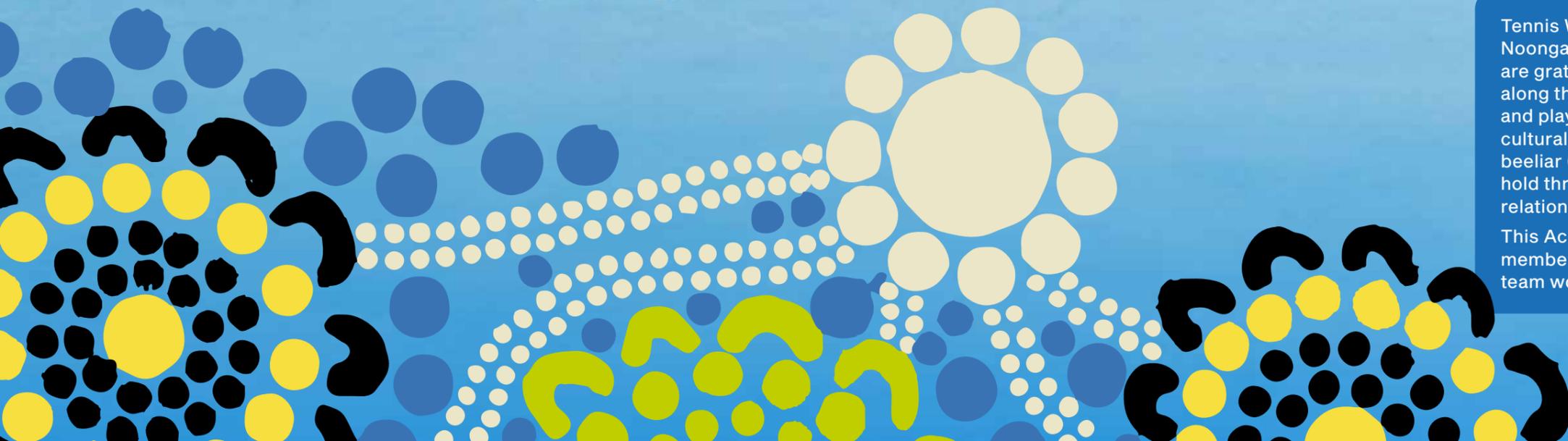
Reflect





Tennis West acknowledges the Wadjuk people of the Noongar nation; the home of our State Tennis Centre. We are grateful to come together under the azure worl (sky) along the Derbal Yerrigan (Swan River) to work, learn and play. Our tennis moort (family) honours the ongoing cultural and spiritual connection to the boodja (land) and beeliar (waterways) that all First Nations communities hold throughout WA. Tennis West recognises that the relationship to country will always be significant.

This Acknowledgement of Country was created by several members of the Tennis West workforce as part of a whole team workshop





Message from CEO

On behalf of Tennis West, I am exceptionally proud to present our Reflect Reconciliation Action Plan (RAP). Tennis West operates across all of Western Australia and we pay our respects to the traditional custodians of the land in which we live and play on.

As an organisation two years ago, we recognised the importance of embarking upon our own reconciliation journey and formed a First Nations Working Group, reporting to the Tennis West Board. Gaining key insights from the lived experience of First Nations people, we were able to weave their feedback into the plan. Tennis West staff members nominated to drive the process and our Diversity & Inclusion Lead coordinated this work with dedication. Through the formation of the draft RAP we found ways to ensure that our approach would challenge the organisation to achieve more, yet be achievable.

We aimed to provide foundational education and embed sustainable processes to ensure that our reconciliation journey can grow over the years. We also have ensured that we take the time to celebrate and enjoy our commitment to reconciliation, through key activities and events. Thank you to all involved in developing our first RAP and I look forward to working with you all to bring it to life.

Olivia Birkett

OLIVIA BIRKETT

Our Business

Tennis West is Western Australia’s governing body for tennis, and manages all aspects of the sport, from elite player development to growing participation within the affiliated club network and community. Tennis West is also responsible for the conduct of all state, national and international tournaments held in WA.

Tennis West is headquartered at the State Tennis Centre on the Burswood Peninsula with regional operations and affiliated clubs located as far north as Kununurra, as far south as Albany and as far inland as Kalgoorlie.

The principal role of Tennis West is to coordinate, manage and promote the sport of tennis in Western Australia and in doing so, support and service our Members and Coach affiliates. We employ about 35 staff, none of which identify as Aboriginal and Torres Strait Islander at the time of writing. We will aim to capture this data in the implementation of this Reflect RAP.

The Tennis West Strategic Plan (2021 – 2025) identifies five key strategic pillars to support the growth and wellbeing of tennis in Western Australia. The key strategic pillars are: Play, Places, Promotion, People & Organisation.



Play

Classroom to clubhouse

Playing opportunities to attract and retain players



Places

Establish the State Tennis Centre as a hub of excellence for the community

Sustainable facilities

Thriving Clubs

Access: anywhere, anytime and anyone



Promotion

Enable growth and connection through Communications, Media, Marketing, Events and PR strategy

Cross-collaboration with Government, sport and business

Leverage major events



People

Coaching as a career

Reinforce positive behaviour and culture

A sport to be enjoyed by all



Organisation

Create a world-class organisation

Deliver diverse revenue streams

Recognised as the peak body of excellence



Our Reconciliation Action Plan

Tennis West is committed to creating programs that allow for greater accessibility and opportunity for Aboriginal and Torres Strait Islander peoples to participate in tennis.

Tennis West understands the importance that sport plays with connecting communities throughout Western Australia and aims to develop programs to educate clubs, coaches, increase participation and enhance talent identification through community events and tournaments.

Tennis West is proud to be developing our first RAP to provide us with ongoing guidance in how we communicate, how we service and collaborate as a collective, and how we become *one* community. We believe this RAP will support Tennis West to build our knowledge of, and respect for, Aboriginal and Torres Strait Islander people and their histories.

Tennis West is committed to embracing diversity by providing welcoming, inclusive, and safe activities and events for everyone.

Tennis West believes that we must reflect the diversity of our communities to be truly inclusive and ensure that everyone has equal opportunities to be included and engaged.

Implementation of the RAP will enable Tennis West to be better placed to deliver on the Tennis West 2021 – 2025 strategy and is championed by the CEO, who is supported by the RAP Project Team and the broader Tennis West staff and board.





Message from Reconciliation Australia

Statement from CEO of Reconciliation Australia

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

Tennis West 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 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 West 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 West, 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

Relationships

Action

Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.

Deliverable	Timeline	Responsibility
Identify and engage Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. Supported by Government Relations staff.	August 2024	First Nations Lead
Research and map out timeline to adopt best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations	August 2024	First Nations Lead
Identify and engage Traditional Owners, Elders and First Nations organisations at a national and state level.	September 2024	First Nations Lead

Build relationships through celebrating National Reconciliation Week (NRW).

Circulate Reconciliation Australia's NRW resources and reconciliation materials to TW staff and board.	August 2025	First Nations Lead
RAP Project Team (RPT) and Tennis West First Nations Working Group (TWFNWG) members to participate in an external NRW event.	27 May-3 June '25	Chair of TWFNWG
Encourage and support staff and senior leaders (board) to participate in at least one external event to recognise and celebrate.	27 May-3 June '25	CEO
Promote to staff and affiliates National Reconciliation Week external events in our local area.	May 2025	Head of Marketing

Action

Promote reconciliation through our sphere of influence.

Deliverable	Timeline	Responsibility
All staff and board members to be knowledgeable of the RAP and their requirements to meet its objectives and that it continues to be a key component of induction for new employees and board members.	August 2024	CEO
Connect with Reconciliation WA to assist Tennis West in moving the dial on deliverables.	October 2024	First Nations Lead
Communicate our commitment to reconciliation to all staff	August 2024	Head of Marketing
Incorporate staff statements in the RAP booklet.	August 2024	First Nations Lead
Identify and engage external stakeholders that our organisation can engage with on our reconciliation journey.	October 2024	First Nations Lead
Identify and engage RAP organisations and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	October 2024	Head of Marketing
Launch the RAP once approved and endorsed with all relevant media involved.	August 2024	Head of Marketing
A minimum of five stories are prompted from RAP actions on Tennis West web page per year.	July 2025	Head of Marketing
Ensure all sponsors, partners and key stakeholders are made aware of the RAP and provided with a copy of the RAP.	October 2024	Head of Marketing
Promote the RAP on Tennis West website and made clearly visible.	September 2024	Head of Marketing
Ensure the Tennis West website prominently declares our commitment to reconciliation and all staff declare our commitment to reconciliation publicly.	September 2024	Head of Marketing

Relationships continued

Action

Promote positive race relations through anti-discrimination strategies.

Deliverable	Timeline	Responsibility
Develop, implement, and communicate an anti-discrimination policy for our organisation, in line with Governance, People and Culture Committee policy development.	November 2024	CEO
Educate Tennis West board and all staff on the effects of racism.	November 2024	CEO
Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	January 2025	CEO
Review, amend (if required) and adopt the TW Constitution to ensure compliance with anti-discrimination laws.	November 2024	Tennis West President

Establish and maintain a First Nations Working Group at Tennis West.

Establish Tennis West First Nations Working Group. Which will include board directors, staff and external First Nations leaders and stakeholders.	May 2025	Chair of TWFNWG
The First Nations Working Group will include 20% First Nations membership.	May 2025	Chair of TWFNWG
Meet at least four times per year to provide high level advice and will oversight of the RAP.	May 2025	Chair of TWFNWG

Highlight commitments to Reconciliation at tennis events in WA.

Encourage visual representation of our reconciliation commitments where possible at events in WA.	Dec 2024	Head of Marketing
Work with Tennis Australia to engage with Traditional Custodians to provide a Welcome to Country at Tennis West run Major Tennis events.	Dec 2024	Head of Marketing



Action

Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.

Deliverable	Timeline	Responsibility
Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within our organisation	September 2024	CEO
Create an induction resource for new staff and board directors to inform them of our First Nations programs and of our commitment Reconciliation. This resource will also provide information on the Aboriginal and Torres Strait Islander groups that we work with. This will build understanding of Aboriginal and Torres Strait Islander cultures and histories.	November 2024	First Nations Lead
90% of Tennis West staff and board members to complete cultural awareness training, annually, with an online option for regional staff.	September 2024	CEO
Conduct a review of cultural learning within our organisation.	August 2024	Chair of TWFNWG
Identify and recognise Aboriginal and Torres Strait Islander cultural significant dates.	July 2025	CEO

Respect continued

Action

Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

Deliverable	Timeline	Responsibility
Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	August 2024	Places to Play Lead
Include an Acknowledgement of Country at the commencement of all key Tennis West Events, ITF, Pro Tour, ATP and WTA Tournaments.	January 2025	Head of Competitions and League
All staff to have the opportunity to include an Acknowledgement of Country as part of their email signatures which also declares Tennis West's commitment to reconciliation.	August 2024	CEO
Include an Acknowledgement of Country at the commencement of all important meetings.	February 2025	CEO
Create a reference sheet to ensure consistent, respectful, and inclusive language and terminology is contained in all documentation, correspondence, and marketing materials. This will include WA First Nations Country and Group names, identification terminology, the importance of capital letters and more.	March 2025	First Nations Lead
Organise for an Elder to provide a Welcome to Country at the commencement of Tennis West Awards Night.	May 2025	Head of Marketing
Organise for an Elder to provide a Welcome to Country and Smoking ceremony at the commencement of each summer tennis season and at the start of State Indigenous Tennis Carnival (SITC).	November 2024	First Nations Lead
Create protocols and procedures for connecting with local First Nations communities ahead of events/trips.	March 2025	First Nations Lead

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 2025	First Nations Lead
Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2025	Head of Marketing
RAP Project Team and TW First Nations Working Group to participate in an external NAIDOC Week event.	First week in July, 2025	Chair of TWFNWG

Action

Explore opportunities to display Aboriginal and Torres Strait Islander artwork, cultures and histories at events and venues.

Deliverable	Timeline	Responsibility
Ensure the State Indigenous Tennis Carnival occurs every year.	April 2025	First Nations Lead
Encourage an Indigenous Round to be supported at all levels of Tennis.	April 2025	Head of Competitions and League
Continue to deliver community events such as the State Indigenous Tennis Carnivals across WA.	July 2025	First Nations Lead
Work with First Nations athletes to commission a First Nations artwork to display on the NITC Team WA jumper and/or shirt.	July 2025	First Nations Lead
The Aboriginal and Torres Strait Islander flags to be displayed at the State Tennis Centre.	March 2025	Head of Operations



Opportunities

Action

Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.

Deliverable	Timeline	Responsibility
Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	July 2025	Head of Operations
Ensure that the workplace is culturally safe and welcoming for Aboriginal and Torres Strait Islander people.	September 2025	Head of Operations
Incorporate Cultural Leave into existing contracts and leave policies.	August 2024	CEO
Provide cultural mentoring for First Nations Staff. This will be facilitated by the Tennis West First Nations Working Group and WA Sport First Nations Leaders.	January 2025	CEO
Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	July 2025	CEO
Include cultural background DEI data question in all applications.	March 2025	People and Culture Business Partner
Establish opportunities for Aboriginal and Torres Strait Islander volunteers, new and current staff, interns and work experience.	December 2024	Head of Operations

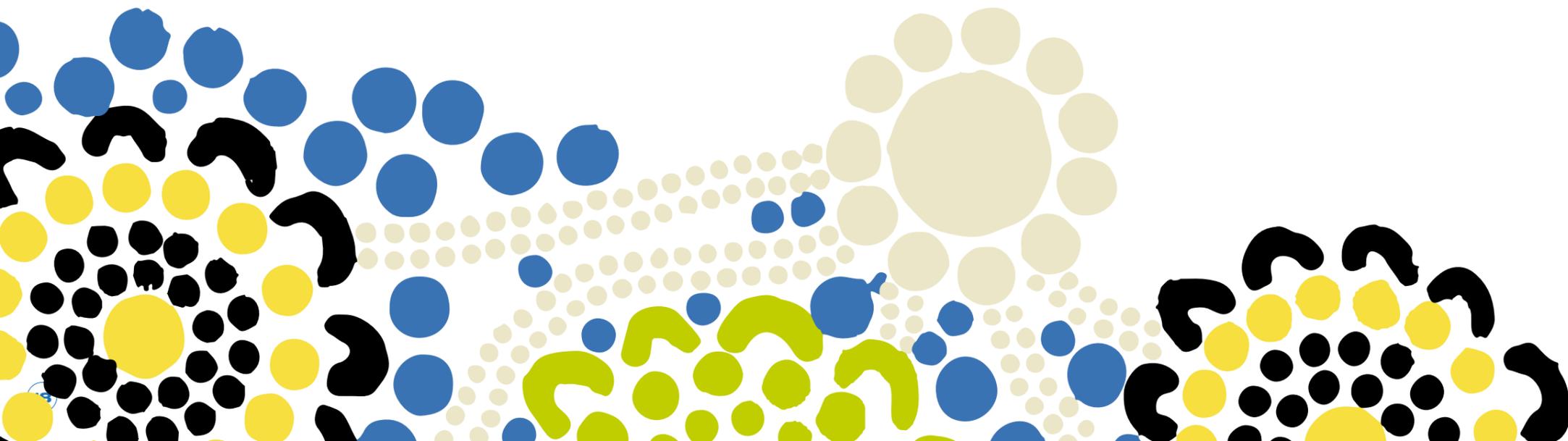
Action

Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

Deliverable	Timeline	Responsibility
Review current procurement policy to consider how to incorporate Aboriginal and Torres Strait Islander owned businesses.	October 2024	Head of Operations
Investigate Supply Nation membership.	June 2025	Head of Operations
Develop commercial relationships with Aboriginal and Torres Strait Islander owned businesses.	Ongoing, checking in: December 2024	Head of Marketing, Partnerships, Events and Media

Identify current First Nations representation in all areas of tennis.

Conduct an Internal audit in areas of staff, suppliers, coaches, partners and participants (players), and officials to establish baseline data on First Nations participation.	July 2025	Head of Tennis
Explore opportunities to enhance the number of Aboriginal and Torres Strait Islander people undertaking Tennis coaching workshops and foundation courses.	Sept 2024	Coaching Relationships & Education Manager



Governance and Tracking

Action

Establish RAP Project Team (RPT).

Deliverable	Timeline	Responsibility
Establish a RAP Project Team at Tennis WA, this is an internal RAP Working Group with all departments represented.	September 2024	First Nations Lead
Organise for internal staff to meet regularly (target fortnightly) to create and monitor the RAP deliverables.	Fortnightly, checking in December 2024	First Nations Lead
Distribute an EOI for internal staff to join the RAP Project Team.	September 2024	First Nations Lead

Establish and maintain a Board level TW First Nations Working Group (TWFNWG) to drive governance of the RAP.

TWFNWG meeting at least quarterly to monitor and provide advice regarding RAP implementation.	September 2024, December 2024, March 2025, June 2025	Chair of TWFNWG
Draft a Terms of Reference for the TWFNWG.	August 2024	Chair of TWFNWG
Establish Aboriginal and Torres Strait Islander representation on the TWFNWG.	September 2024	Chair of TWFNWG

Provide appropriate support for effective implementation of RAP commitments.

Define resource needs for RAP implementation.	September 2024	CEO
Engage senior leaders in the delivery of RAP commitments, checking in quarterly, at Executive Team Meetings.	September 2024, December 2024, March 2025, June 2025	CEO
Appoint the Tennis West CEO to champion RAP internally.	August 2024	CEO
Maintain a RAP Project Team which includes a cross section of Tennis West staff to drive the RAP deliverables and outcomes.	June 2025	CEO
Define appropriate systems and capability to track, measure and report on RAP commitments.	September 2024	CEO

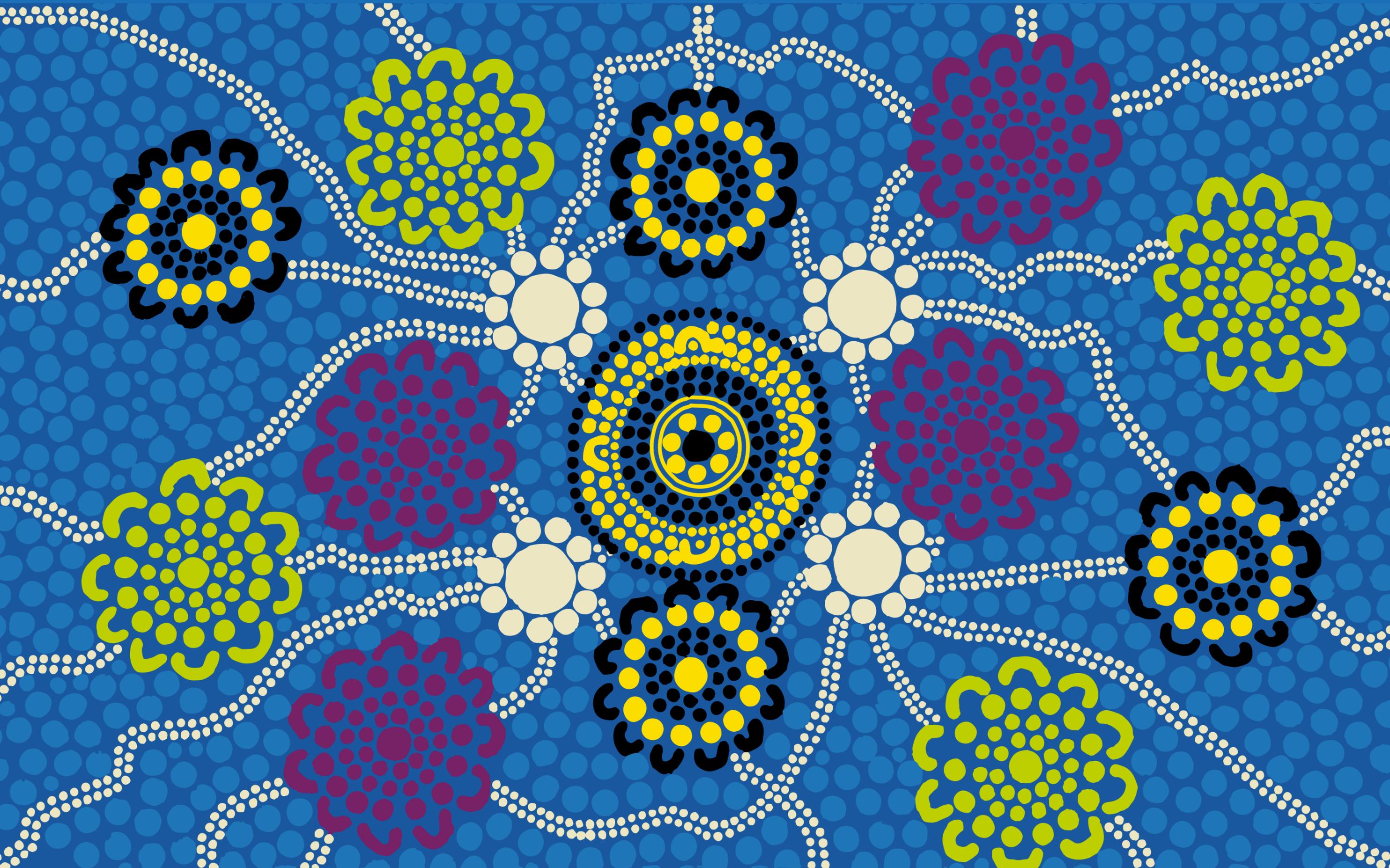
Action

Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.

Deliverable	Timeline	Responsibility
Quarterly review of our Reflect RAP deliverables and operational plans in TWFNWG Working Group.	September 2024, December 2024, March 2025, June 2025	Chair of TWFNWG
Organise four RAP progress reports to be distributed at the Tennis West Board meeting to report on RAP implementation.	October 2024, January 2025, April 2025, July 2025	Chair of TWFNWG
Organise for an Annual review of RAP including Tennis West First Nations Working Group and RAP Project Team.	June 2025	CEO
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.	August 2024	First Nations Lead
Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	August 2024	First Nations Lead
Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2024	First Nations Lead
RAP quarterly updates included in whole Tennis West team meetings.	October 2024, January 2025, April 2025, July 2025	First Nations Lead
A summary of RAP report included in Tennis West Annual Report	Sept 2024	First Nations Lead
Prepare and publish an annual progress report through Tennis West website.	July 2025	First Nations Lead

Continue our reconciliation journey by developing our next RAP.

Register via Reconciliation Australia's website to begin developing our next RAP.	April 2025	First Nations Lead
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About the artist

My name is Jade Narkle and I am a proud Noongar woman. I have strong family connection to the Wongi people from the Goldfields and the Yamatji people from the Pilbara.

I have been painting since 2012/ 2013. My first piece of art was for my Pop. He inspired me to start painting by telling me stories of the past, our dreaming stories and my spiritual ancestors. My dad continues to share those

stories with me allowing me to incorporate my Aboriginal heritage into my art.

I was honoured to be chosen to create Tennis West's Reconciliation Action Plan artwork for their front cover. Creating the piece was made easy for me due to their four values which I really resonated with.

JADE NARKLE, ARTIST

About the artwork

The painting shows the pathway for all cultures around WA to come together, to connect with Tennis West's values and to play the great game of Tennis.

The gold and black campfire in the middle of the artwork represents Tennis West and the State Tennis Centre.

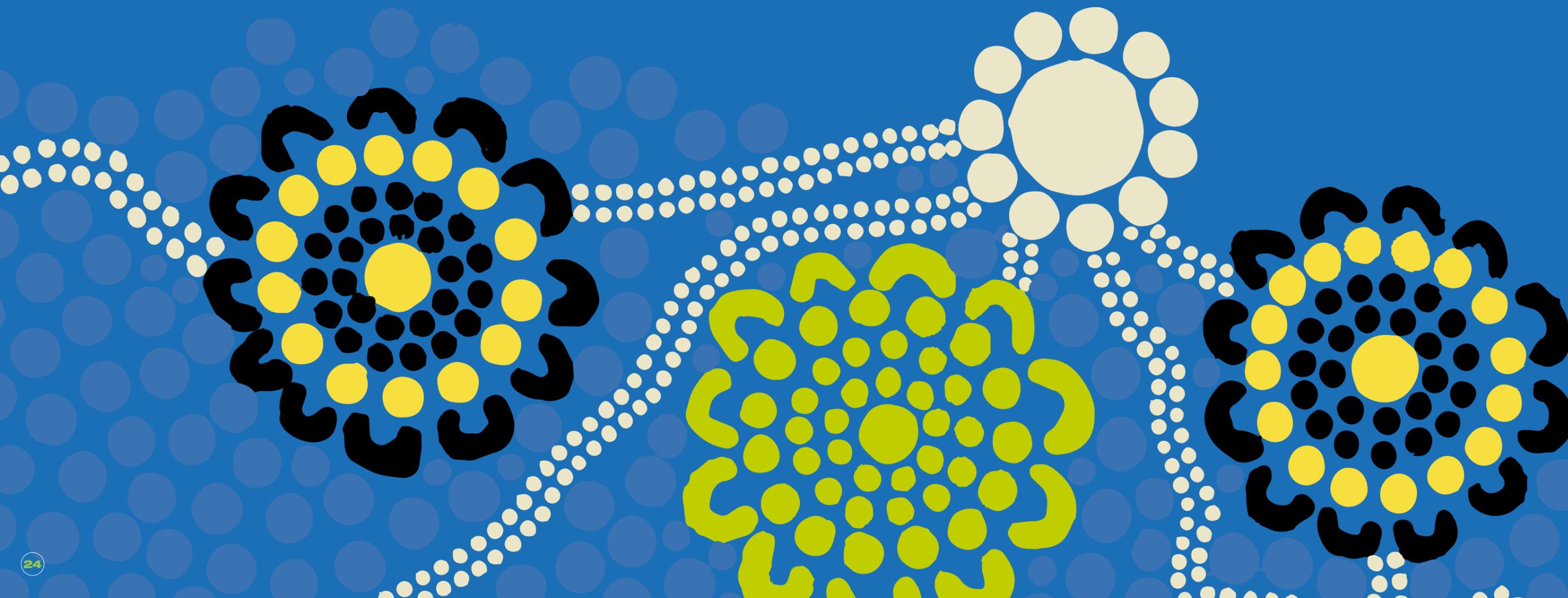
The gold & black, pink and tennis ball neon yellow represents the people around WA.

The white stars are Tennis West's four values (Excellence, Humility, Loyalty & Teamwork).

The white lines are the pathways through the values to Tennis West – State Tennis Centre.

The Tennis Court Blue are all the tennis courts over WA.

JADE NARKLE, ARTIST.



Tennis West RAP Project Team

The Tennis West RAP Project Team (2023) served the purpose of creating the RAP with inter-departmental representation. I'm proud of the contributions that all members made, and the insights they provided. In the second quarter of 2023, we met fortnightly to discuss each pillar of our Reflect RAP to design how Tennis West, its staff and our wider WA tennis community can work towards Reconciliation. As a highly regarded state sporting body, within the state of the country's largest First Nations population, I knew we had an important role to play and had to be bold, informed, and ambitious in our plan. This is not our first step in supporting and elevating First Nations people and tennis players, though it is our biggest to date. I look forward to the continued progress, collaboration, and celebration with and for First Nations people in tennis.

ZARA CAVALOT,
TENNIS WEST DIVERSITY, EQUITY & INCLUSION LEAD AND CHAIR OF THE TENNIS WEST RAP PROJECT TEAM

“This is not our first step in supporting and elevating First Nations people and tennis players, though it is our biggest to date.”

Tennis West First Nations Working Group

The Tennis West First Nations Working Group was established in 2022, reporting into the Tennis West Board. Importantly, the working group members include First Nations people and those committed to supporting Reconciliation, coming together to share their experience and add strategic value to Tennis West. A key focus in our first two years has been supporting the developing of Tennis West's Reflect Reconciliation Action Plan. We are proud to achieve this important first step in having the RAP endorsed and now look forward to monitoring the progress and continuing to add value to Tennis West's journey.

JO QUINN, CHAIR OF TENNIS WEST FIRST NATIONS WORKING GROUP

Words from Phil

My name is Phil “Magic” Narkle. I am a proud Noongar man and Elder with strong cultural beliefs that was passed onto me by my Father and Grandparents. I have strong family connection to the Wongi people – from the Goldfields and the Yamatji people – from the Pilbara.

Tennis West and I have worked closely together not only on their RAP document but also my daughter Jade and I have delivered a Cultural Awareness Training Sessions to all staff. We have participated in Junior Tennis Events and I have performed a Welcome To Country at the 2024 United Cup in Perth and I am also a member of the First Nations Working Group.

Tennis West has grown considerably in the First Nations People space. They are willing to listen and learn to make changes when necessary to support First Nations People. Their growth in this space is eminent and I look forward to what comes next as they forge ahead in the foreseeable future.

Tennis West's Reconciliation Action Plan (Reflect) will outline the business actions and outcomes, which will strengthen their relationships and gain respect with the First Nations People. I personally will support Tennis West on their RAP journey and will assist the workplace to understand our cultural ways to achieve the positive outcomes for First Nations People.

“To Empower the Knowledge is a Moorditj (Great) and Beautiful Tool”

PHIL “MAGIC” NARKLE
MEMBER OF TENNIS WEST FIRST NATIONS WORKING GROUP



Internal Initiatives

Boorloo Carnival 2022

The Boorloo Indigenous Tennis Carnival is an annual event that celebrates and promotes First Nations culture through tennis. Each year, the carnival brings together First Nations players of various tennis experiences to participate in a day filled with tennis matches, cultural performances, and workshops. The 2022, 2023, and 2024 carnivals have been pivotal in engaging First Nations youth and fostering a sense of pride and connection to culture through sport.

Boorloo Carnival 2023

Boorloo Carnival 2024

Punmu/Kunawarritji trip with Ngurra Kajungka

In collaboration with Ngurra Kujungka, Tennis West visited the remote communities of Punmu and Kunawarritji, where the Martu people are the traditional custodians in the Gibson Desert. This initiative involved delivering tennis sessions to children and wider community members, and upskilling local staff and leaders in tennis delivery. The trip established an ongoing partnership aimed at integrating tennis into the communities' regular activities, with future opportunities to involve participants in the broader tennis pathway.

East Kimberley Roadshow 2023

East Kimberley Roadshow 2024

In Autumn 2023 and 2024, Tennis West staff completed East Kimberley Roadshows as part of the Regional North Indigenous Tennis Carnival Series, bringing tennis to remote First Nations communities across the region. Locations included Halls Creek, Warmun and Kununurra. In both 2023 and 2024, Tennis West staff traveled to various communities, delivering tennis clinics, and building relationships with local leaders and teachers.

Regional South Carnival (Narrogin) 2023

The Regional South Indigenous Tennis Carnival held in Narrogin in 2023 saw schools from Narrogin, Wagin and Katanning come together at Narrogin Tennis Club. In partnerships with Shooting Stars and Clontarf, there was an on-court round robin tournament as well as cultural activities and education sessions off the court.

Stars Fndtn gala day 2023

In October 2023 Tennis West held a Stars Foundation Tennis Gala Day at the State Tennis Centre. Five schools brought their Stars Foundation program students from North and South of Perth. 50 students started the day with three rotations of tennis games, drills, cardio tennis, pop tennis and pickleball followed by match play. The main focus was to host a fun day in the hopes students stay connected to tennis and keep playing locally. The Stars Foundation's values of respect, honesty, compassion and pride were on display and rewarded to girls who particularly showed the values on and off the court.

Cultural awareness training 2023 x 3

Throughout 2023, Tennis West conducted three cultural awareness training sessions led by Phil "Magic" Narkle and Jade Narkle. These workshops provided all staff with a deeper understanding of First Nations, specifically Noongar, culture, history, and perspectives. The training sessions emphasised the importance of cultural sensitivity and informed the organisation's approach to engaging with First Nations communities.

First Nations Metro Squad (terms 1 & 4, each year)

The First Nations Metro Squad is a program designed to provide First Nations youth in the metropolitan area with access to high-quality tennis coaching and development opportunities. Conducted during Terms 1 and 4 each year, the squad sessions focus on skill development and teamwork, helping participants build a pathway within the sport.

Walk for Reconciliation 2023

Walk for Reconciliation 2024

Tennis West proudly participated in the Walk for Reconciliation in both 2023 and 2024, demonstrating the organisation's commitment to supporting Reconciliation efforts, and further learning. Staff and community members walked together to honor our shared role to play in Reconciliation.

United Cup 2023/24 First Nations gift giving (message sticks)

As part of the United Cup 2023/24, Tennis West initiated a First Nations gift-giving project where handcrafted message sticks were presented as gifts to the visiting pro players. This initiative honored the cultural significance of message sticks in Noongar culture as they were presented when visiting or travelling through different mob's country. The message sticks were hand painted by First Nations junior tennis players in a workshop led by Noongar artist, Jade Narkle. The message sticks were carved by Noongar Elder, Daniel Garlett. The junior tennis players presented their message sticks to the United Cup pro players on centre court at RAC Arena in December 2023.

Acknowledgement of Country workshop

In 2022, Tennis West hosted an Acknowledgement of Country workshop to educate staff on the importance and proper protocol of delivering an Acknowledgement of Country at events and meetings. The workshop aimed to ensure that Acknowledgements are delivered with respect, understanding, and sincerity, reinforcing the organisation's commitment to honoring country and culture in all activities.



NATIONAL INDIGENOUS TENNIS CARNIVAL

NITC

The National Indigenous Tennis Carnival is the pinnacle event of the First Nations tennis pathway in Australia, celebrating First Nations cultures through tennis both on and off the court, held annually in Darwin on Larrakia Country.

The event brings together hundreds of individuals and groups to celebrate youth, music, art, food and health through tennis, cultural activities and workshops. Tennis West has worked with out First Nations families and organisations to create a culturally safe team environment. In 2024 we were thrilled to send over our biggest team yet to Darwin to compete. The team's roots expanded from the southwest, the central coast and to the Gibson Desert.

STAFF TESTIMONIES

“What Does Reconciliation Mean to You?”

Brad Ladyman	Better understanding of Indigenous culture and to grow with the knowledge.
Alex Bevilaqua	The conscious effort to be curious of the culture and ways of life/ spirituality that were embedded within Indigenous Australian history.
Braden Penny	Reconciliation means accepting, reconciling and moving forward in a healthy, harmonious partnership while acknowledging the past, and vowing to learn from it.
Charlotte King	Is understanding the history of this nation and moving forward to build trust and respect back into society. Allowing cultures and communities to grow stronger together and creating a nation as one.
Connor Faulds	Reconciliation to me is an opportunity to learn about Australia's rich history, as well as reflect on my own life and recognise how lucky and privileged I have been. I am very fortunate to now be in a position in my career where I can work closely with DEI, so that i can not only spread the message, but learn things for myself and input them into my own life.
Deanne Maloney	Friendly relations with everyone and treat all with dignity and respect
Jacob Steber	Reconciliation means coming together as one. No matter who you are or where you have come from.
Joel Pleydell	Developing and strengthening deeper relationships between Indigenous and non-Indigenous peoples for betterment of our country's future.
Kay-Leigh Nicholas	Reconciliation to me is about the process of making things equal and right. It's about acknowledging, understanding, hearing and doing. It's about learning and growing and then strengthening as one. Reconciliation is about coming together and moving forward together.
Marisa Gianotti	Bringing together and creating relationships between Aboriginal and non Aboriginal people
Michelle Magdy	Reconciliation to me is unity and coming together for a greater cause and collectively moving into the future in harmony

Mitch Scally	Reconciliation to me is the acknowledgement of the past, and the horrors and injustices that occurred. It is the beginning of change and a step in the right direction to a more equal and fair Australia where everyone feels that they belong and don't feel ostracised. It is a reflection on what has occurred previously and to me, it is a statement of intent towards creating a better Australia but it still required actions to demonstrate the intent stated.
Pam Cresswell	Acknowledgement of the past which embraces the future so it is part of our workplace environment going forward.
Paula Gates	Reconciliation is reflecting on the past, the history and the heritage and looking for ways to more forward together for a respectful, unified Australia.
Radu Vaidean	Reconciliation for me stands for the broader community recognizing, and above all respecting the first nations people of this land. Acknowledging the past and working together towards a better, safer and equal future for all.
Rob Kennedy	Acknowledging Aboriginal and Torres Strait Islanders as the original custodians of this land, we embark on a shared journey, building bridges with respect and empathy towards a future characterised by equity and equality for all.
Rod Van	Acknowledging the history, respecting each other, working together to provide opportunities.
Scott Culpin	It's about equity. Making sure everyone feels welcome and celebrating our land together.
Tamioka Whitefield	Acknowledging and respecting elders and their cultures.
Tania Salmon	One Voice
Travis Kalin	Learning, implementing and respecting culture. In short “How we are going to be better!”
Zara Cavalot	Australia has an incredibly complex history that goes back tens of thousands of years. The last 250 years has drastically altered the way of life for Australia's First Peoples in ways that we are still seeing the consequences of today. As a nation, we all have a role to play to reconcile the damage done. The role we play in Reconciliation exists in our personal lives, our social circles, the way we vote, and where we work. I am proud of Tennis West taking a positive step to acknowledge our role and responsibility in Reconciliation, and creating actions to continue taking steps to ultimately better the experiences of First Nations people in WA.

TEAM WA

NITC testimonies

“Tennis is important to me because of the Aboriginal history & because its such a fun sport to play”

ALEXIS HOLBERTON
AGED 13, *WHADJUK NOONGAR*

“I’m looking forward to being able to get etter at tennis while playing with other Aboriginal kids. I like playing tenis as it’s a good sport that gets everyone involved”

ELLA QUINLAN
AGED 14, *NA*

“What I’m looking forward to the most at NITC is connecting with interestae friends from previous years”

AIDAN LUNDBERG
AGED 14, *YAMATJI*

“I look forward to being part of this year’s WA Team as it is an amazing oppportunity to get to know other Indigenous kids in a fun way.”

NEVAEH THOMAS,
AGE 14, *WONGI*

“I’m looking forward to going back to Darwin because I get to meet new people, make new friends, and do what I love.”

EMILY-ROSE MCMAHON
AGED 12, *KORENG*

“What I’m looking forward to the most at NITC is meeting new people playing tennis and representing WA.”

ESHAAN
AGED 13, *YINDIJIBARNDI*

“What I’m looking forward to the most about NITC is being able to compete against different states and get to meet new people”

ALIFAYE GIDGUP
AGED 14, *NOONGAR*

“I look forward to NITC because it’s great to connect with other mobs and learn their ways.”

SETH SAVARESE
AGED 14, *KORENG*

“I look forward to be part of this year’s WA team at NITC because it will be a fun experience and to learn more about my culture.”

JASMINE QUINLAN
AGED 12, *NA*

“Tennis is important to me because it helps me feel happy.”

JACKSON PHILLIPS
AGED 14, *BALLARDONG*


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AO: Australian Open

ATP: Association of Tennis Professionals (men’s tour)

DEI: Diversity, Equity & Inclusion

First Nations Lead: The First Nations portfolio holder, currently held by Diversity, Equity and Inclusion Lead

ITF: International Tennis Federation

NAIDOC: National Aborigines and Islanders Day Observance Committee

NRW: National Reconciliation Week

RAP: Reconciliation Action Plan

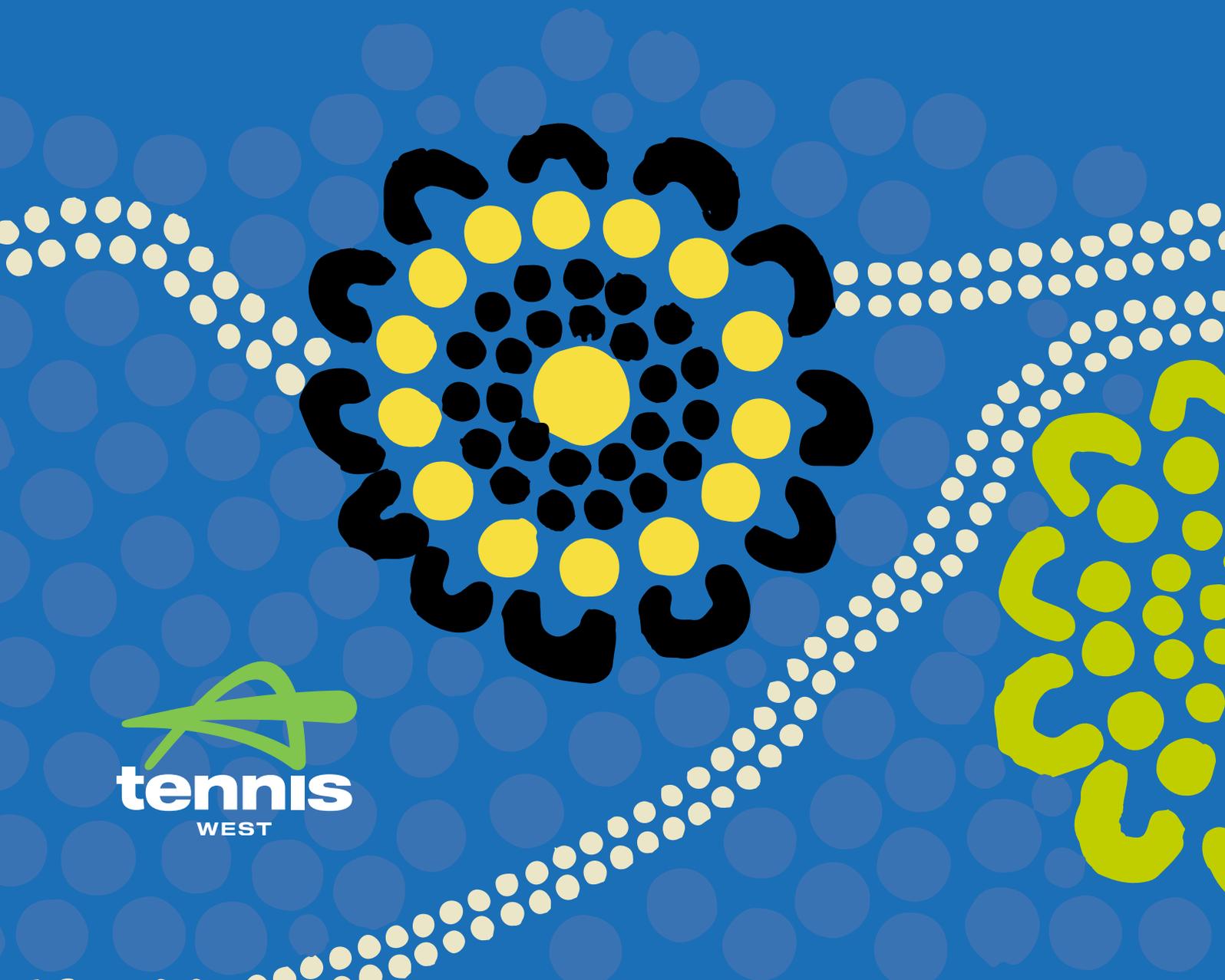
RPT: RAP Project Team

STC: State Tennis Centre

TW: Tennis West

TWFWWG: Tennis West First Nations Working Group

WTA: Women’s Tennis Association (women’s tour)




tennis
WEST