



2020 - 2021

RECONCILIATION ACTION PLAN



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A MESSAGE FROM ROBERT MOORE

Managing Director

I am delighted to share this welcome note as we officially open a new chapter for Rugby League in Queensland.

As custodians of the game in our great state, we are immensely proud to launch the QRL's Reconciliation Action Plan (RAP).

This is about formally recognising our commitment to promoting reconciliation and inclusiveness, both on and off the field.

It's about providing a deeper understanding of Aboriginal and Torres Strait Islander cultures.

And perhaps most importantly, it's about a united approach, and truly understanding what is important to our communities.

Rugby League has a unique ability to bring people together – which is exactly what our RAP is all about.

We trust it is an initiative that we can all be proud of, from our youngest participants to those who have dedicated long periods to the game.

Our RAP will pave the way for the game to develop appropriate cultural processes

to feature in our business operations as well as QRL Board level.

These are important steps that we believe will contribute to the growth of our game.

We believe the principles within this framework can help shape the rugby league journey of many Aboriginal and Torres Strait Islanders in Queensland.

Indigenous people already have a long history in our game and it is important to not only celebrate the past, but look forward to even more prosperous times.

We're proud to share that more than 22 per cent of our participation base identify as Aboriginal and Torres Strait Islander.

Through initiatives like this, we believe our sport can become even more enticing, but above all else, more inclusive.

For a number of seasons now, we have watched clubs involved in our premier statewide competition – the Intrust Super Cup – come together during the Indigenous Round.

What a wonderful celebration of people and culture this has become.

Supporting our competitions, as well as the wider community, are dedicated QRL staff on the ground.

With this operations support extending from Thursday Island in the north to Charleville and Quilpie in the west, our footprint is expanding across the state.

We're also excited about the opportunity to work collaboratively with key education and employment sectors throughout our communities.

In closing, it's an exciting time to be involved in our great game and we look forward to delivering many positive outcomes for the people of Queensland.



ROBERT MOORE
QRL Managing Director

A MESSAGE FROM RECONCILIATION AUSTRALIA

KAREN MUNDINE -

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As a member of the RAP community, Queensland Rugby League joins over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia defines and measures reconciliation through five critical dimensions: race relations; equality and equity, institutional integrity; unity; and historical acceptance. All sections of the

community—governments, civil society, the private sector, and Aboriginal and Strait Islander communities—have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Reflect RAP provides Queensland Rugby League a roadmap to begin its reconciliation journey. Through implementing a Reflect RAP, Queensland Rugby League will lay the foundations for future RAPs and reconciliation initiatives.

We wish Queensland Rugby League well as it takes these first critical steps in its reconciliation journey. We encourage the organisation to embrace this journey with open hearts and minds, to grow from the challenges, and to build on the successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

"Reconciliation is hard work—it's a long, winding and corrugated road, not a

broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality."

On behalf of Reconciliation Australia, I commend Queensland Rugby League on its first RAP, and look forward to following its ongoing reconciliation journey.

KAREN MUNDINE

Chief Executive Officer
Reconciliation Australia



OUR BUSINESS

The Constitution of the Queensland Rugby Football League Limited specifies its primary objectives to be the single controlling body and administrator of the game in Queensland. To foster, develop, extend and govern the game from junior and school division to elite levels; provide for state-wide competitions, Regions, local leagues and like bodies; organise, foster and conduct the state-wide competitions, representative teams and representative program; and develop, administer and amend the Code of Conduct in relation to officials, players and participants. We strive to promote and encourage sport and recreation, either directly or indirectly, for the physical, cultural and intellectual welfare of all persons in the rugby league community in Queensland.

Driving the game's growth is the Queensland Rugby League (QRL), an organisation steeped in tradition. The QRL is governed by a nine-member Board chaired by Bruce Hatcher. In recent times the League has displayed its ability to adapt and meet the demands of a changing landscape through an extensive review of its Governance structure. Positive outcomes have been achieved through the recent restructuring of Regions and the positioning of Independent Directors on the Board.

Importantly, the QRL continues to employ more and more people on the 'ground'. These key appointments at local league and in the game development field are assisting with the game's growth throughout Queensland. The formation of

one national body – the Australian Rugby League Commission (the Commission) is proving greater efficiency across the game. The QRL continues to administer the game in Queensland with the support of the ARLC and resources made available via the National Rugby League.

Put simply, it is an exciting time to be involved in rugby league. In 2019, there were more than 62,000 registered participants and 18,000 registered volunteers. Never have so many exciting pathways been available for participants. Junior players can aspire to win selection in development squads and numerous representative teams under the QRL umbrella. In recent times, Mal Meninga Cup (u/18), and Colts competitions have provided the platform for young talented players to progress through to Intrust Super Cup and National Rugby League clubs.

Great strengths of Rugby League in Queensland are its volunteer network. From coaches and trainers to presidents and secretaries, volunteers form the backbone of the game right throughout the State.

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This network is supported by staff from the QRL's Brisbane based Head Office, along with the League's three Regions – South East, Northern and Central. The QRL takes great pride in its ability to support Community Rugby League and connect with local people. Origin fan days are held annually in regional areas and club and representative matches are regularly taken to outback and remote towns. This commitment and reach, coupled with the popularity of the Maroons in the Origin arena, has enabled the QRL to form new partnerships that is ultimately increase investment into Rugby League development.

The QRL currently employ staff across Queensland and have recently appointed Operations Managers across both the Torres Strait and Cape and Gulf regions to support Rugby League delivery across all communities. Currently the QRL has 3 staff who identify as Aboriginal or Torres Strait Islander. Our 2018-2022 Strategic Plan has been developed in consideration of the broad demographic and reach the QRL has across the state. It has a will to maintain its unique place in the communities of Queensland through a comprehensive range of competitions and programs that are unmatched in other sports through scope, success or participation. The QRL support office locations throughout QLD in all major centres. This includes mobile offices (Motorhomes x 2) that supports delivery across South West, Central West and North West Queensland.

OUR RAP

The Queensland Rugby Football League Limited Reconciliation Action Plan (QRL RAP) is a formal recognition of our commitment to promoting reconciliation inclusiveness on and off the field, and a deeper understanding of Aboriginal and Torres Strait Islander cultures. Our RAP provides greater autonomy and discretion to develop appropriate cultural processes to be included into our business operations and at the QRL Board levels. Our game will grow and be guided by our RAP principles to further advance Aboriginal and Torres Strait Islander Queenslanders to continue to remain within our game into the near future. The QRL RAP Plan will be led by the QRL's Aboriginal and Torres Strait Islander Indigenous Advisory Committee, the Council has seven members and chaired by Edward Monaei.

The QRL's Indigenous Advisory Committee was established as a result from a governance review that recommended the QRL Board take a more strategic role and delegate some operational matters to other bodies and staff. The Indigenous Advisory Committee was created to bring together people with technical and/ or content expertise to provide advice to the Game Development and Competitions Advisory Committee. The Committee is also committed to delivering on the Uluru Statement from the Heart, a significant statement that recognises and supports the inclusion of First Nations Peoples as the First People of Australia within the Australian Constitution.

The terms of reference of the Committee is to provide advice, consultation and policy development, review program development, review and support the development of strategic direction, special projects as determined by the Game Development and Competitions Advisory Committee. In recent times the Indigenous Advisory Committee have also contributed to the Inclusion of the Qld Maroons Indigenous Training Jersey and begin development of the QRL's Indigenous Advancement Strategy aimed at developing culturally appropriate pathways for Aboriginal and Torres Strait Islander Queenslanders.

The QRL RAP will be championed by the QRL Senior Leadership Team and QRL Board and led by the Queensland Rugby League Indigenous Advisory Committee Chairman and Committee. The QRL RAP Plan was developed and will be implemented by the QRL Indigenous Advisory Committee in partnership with QRL Staff across all business units.

OUR PARTNERSHIPS/CURRENT ACTIVITIES

The QRL is committed to further developing the capacity and reach of Aboriginal and Torres Strait Islander Rugby League throughout Queensland, through development of strong sustainable partnerships with key stakeholders and Aboriginal and Torres Strait Islander peoples and communities to further enhance the QRL's Indigenous Rugby League moving forward. The QRL partnerships with Aboriginal and Torres Strait Islander Councils, the Arthur Beetson Foundation, Murri Carnival, Queensland Health through the Institute for Urban Indigenous Health's Deadly Choices Program, FOGs, the Department of Aboriginal and Torres Strait Islander Partnerships (DATSIP) and Queensland Rugby Leagues Intrust Super Cup competition. Our partnered relations include providing a wholistic approach to our game through the various supports, programs and services provided across Queensland's urban, regional and remote Aboriginal and Torres Strait Islander communities.

- Community partnerships
- Internal activities/initiatives
- Arthur Beetson Foundation
- Institute for Urban Indigenous Health
- Intrust Super Cup - Indigenous Round that contributes to Grassroots Rugby League across Queensland
- The QRL Indigenous Round will be called Reconciliation Round and be presented by BHP



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish a RAP Working Group	<ul style="list-style-type: none"> Form a RAP Working Group that is operational to support the implementation of our RAP, comprising of Aboriginal and Torres Strait Islander peoples and decision-making staff from across our organisation. 	<ul style="list-style-type: none"> February 2020 	<ul style="list-style-type: none"> QRL IAC
2. Build internal and external relationships	<ul style="list-style-type: none"> Develop a list of Aboriginal and Torres Strait Islander peoples, communities and organisations within our local area or sphere of influence that we could approach to connect with on our reconciliation journey. Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey. Build partnerships with Aboriginal and Torres Strait Islander peoples and organisations. Support our state/territory based reconciliation council. Build partnerships with local, state and national agencies to connect with on our reconciliation journey. 	<ul style="list-style-type: none"> March 2020 March 2020 March 2020 March 2020 March 2020 	<ul style="list-style-type: none"> QRL IAC, a QRL Region Manager and GM – Community Rugby League
3. Participate in and celebrate National Reconciliation Week (NRW)	<ul style="list-style-type: none"> Encourage our staff to attend a NRW event. Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW. 	<ul style="list-style-type: none"> 27 May 2020 - 3 June 2020 	<ul style="list-style-type: none"> QRL IAC and a QRL Region Manager

	ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
RELATIONSHIPS	4. Raise internal and external awareness of our RAP	<ul style="list-style-type: none"> • Develop and implement a plan to raise awareness amongst all staff across the organisation about our RAP commitments. • Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP. • Engage our senior leaders in the delivery of RAP outcomes. • Raise external awareness of our RAP. 	<ul style="list-style-type: none"> • April 2020 • April 2020 • April 2020 • April 2020 	<ul style="list-style-type: none"> • QRL IAC, a QRL Region Manager and GM Community Rugby League
	5. Educate and increase awareness to all staff, community members and players about the Uluru Statement of the Heart and Makarrata	<ul style="list-style-type: none"> • Increase education and awareness of the Referendum Council's Report for a 'Makarrata' and a voice to Parliament as a platform to reflect Aboriginal and Torres Strait Islander people's identity and increase positive participation in the game across the QRL's business operations. • Increase education and awareness of the Uluru Statement across the QRL's business operations. • Support our organisation to build culturally appropriate services for our partners, communities and players through engagement with social services support agencies. 	<ul style="list-style-type: none"> • March 2020 • March 2020 • March 2020 	<ul style="list-style-type: none"> • QRL IAC
RESPECT	6. Develop communication plan to promote dates of significance	<ul style="list-style-type: none"> • Celebrate and recognise Aboriginal and Torres Strait Islander dates of significance. • Develop an Aboriginal and Torres Strait Islander Calendar of Significant dates. • Promote dates of significance to staff and members. • Encourage staff to attend events commemorating significant dates. • Invite a local Elder to speak to our employees on National Sorry Day. 	<ul style="list-style-type: none"> • July 2020 • June 2020 • July 2020 • July 2020 • May 2020 	<ul style="list-style-type: none"> • QRL IAC and QRL Region Manager

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
7. Investigate Aboriginal and Torres Strait Islander cultural learning and development	<ul style="list-style-type: none"> • Develop a business case for increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation. • Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements. • Conduct a review of cultural awareness training needs within our organisation. • Investigate cultural immersion programs. • Communicate and encourage staff to use Reconciliation Australia's Share Our Pride online tool. 	<ul style="list-style-type: none"> • June 2020 • July 2020 • July 2020 • April 2020 • July 2020 	<ul style="list-style-type: none"> • QRL IAC and GM – Community Rugby League
8. Participate in and celebrate NAIDOC Week	<ul style="list-style-type: none"> • Raise awareness and share information amongst our staff of the meaning of NAIDOC Week which includes information about the local Aboriginal and Torres Strait Islander peoples and communities. • Introduce our staff to NAIDOC Week by promoting community events in our local area. • Ensure our RAP Working Group participates in an external NAIDOC Week event. 	<ul style="list-style-type: none"> • 6th to 13th July 2020 	<ul style="list-style-type: none"> • QRL IAC
9. Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols	<ul style="list-style-type: none"> • Explore who the Traditional Owners are of the lands and waters in our local area. • Scope and develop a list of local Traditional Owners of the lands and waters within our organisations sphere of influence. 	<ul style="list-style-type: none"> • April 2020 • April 2020 	<ul style="list-style-type: none"> • QRL IAC and a QRL Region Manager

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10. Investigate Aboriginal and Torres Strait Islander employment	<ul style="list-style-type: none"> • Develop a framework for Aboriginal and Torres Strait Islander employment within our organisation. • Identify current Aboriginal and Torres Strait Islander staff to inform future employment and development opportunities. • Explore opportunities for referee development and training such as workshops. • Investigate free rugby league development sessions with retired and current Queensland players. • Investigate Aboriginal and Torres Strait Islander employment pathways (e.g. traineeships or internships). 	<ul style="list-style-type: none"> • April 2020 	<ul style="list-style-type: none"> • QRL IAC and a QRL Region Manager
11. Investigate Aboriginal and Torres Strait Islander supplier diversity	<ul style="list-style-type: none"> • Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses. • Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. • Investigate opportunities to become a member of Supply Nation. 	<ul style="list-style-type: none"> • August 2020 • August 2020 • August 2020 	<ul style="list-style-type: none"> • QRL IAC and a QRL Region Manager
12. Provide opportunities and support for Aboriginal and Torres Strait Islander staff and students within our workplace.	<ul style="list-style-type: none"> • Investigate an internal Aboriginal and Torres Strait Islander professional mentoring network. • Support Scholarships for Aboriginal and Torres Strait Islander Students • Support Aboriginal and Torres Strait Islander Leadership 	<ul style="list-style-type: none"> • October 2020 • August 2020 • August 2020 	<ul style="list-style-type: none"> • QRL IAC and a QRL Region Manager

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
13. Build support for the RAP	<ul style="list-style-type: none"> • Define resource needs for RAP development and implementation. • Define systems and capability needs to track, measure and report on RAP activities. • Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia. 	<ul style="list-style-type: none"> • March 2020 • April 2020 • September 2020 	<ul style="list-style-type: none"> • QRL IAC
14. Review and Refresh RAP	<ul style="list-style-type: none"> • Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements. • Submit draft RAP to Reconciliation Australia for review • Submit draft RAP to Reconciliation Australia for formal endorsement. 	<ul style="list-style-type: none"> • October 2020 • November 2020 • January 2021 	<ul style="list-style-type: none"> • QRL IAC





CONTACT DETAILS

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