

TENNIS VICTORIA  
**REFLECT  
RECONCILIATION  
ACTION PLAN**

January 2023 - December 2023



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# TENNIS VICTORIA STATEMENT

Tennis Victoria is proud to present our Reflect Reconciliation Action Plan (RAP). Our purpose is to create safe, inclusive and thriving Victorian tennis communities, enabling more people to play more often. Our RAP will be integral in our strategic objective of creating safe and inclusive opportunities for all to participate in tennis, both on and off court.

With the publication of this Reflect RAP, we are committed to continuing internal education throughout our organisation to ensure our team members are on this journey together. Our RAP will aim to educate our team, affiliates and broader tennis community on equity and equality, unity, historical acceptance, and institutional integrity.

Tennis Victoria continues to be committed to celebrating and supporting days and weeks of significance for Aboriginal and Torres Strait Islander peoples. We will continue to provide participation opportunities including Culture on Court events, support the AO First Nations Ballkid program, and lead in opportunities for the National Indigenous Tennis Carnival.

We are committed to continue to embrace diversity with our Strategy to 2024 ensuring we are providing and encouraging our tennis communities to provide safe and inclusive environments.

Thank you to the team at Tennis Victoria who have worked hard to develop our inaugural RAP. We would also like to thank our partner organisations who have supported our work including Anglicare Victoria Buldau Yioohgen. We look forward to continuing our work with Reconciliation Australia as we move forward on this journey.



**JACQUELINE PIRONE**  
President  
Tennis Victoria



**ADAM CRAMERI**  
Chief Executive Officer  
Tennis Victoria

# RECONCILIATION AUSTRALIA STATEMENT

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

Tennis Victoria 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.

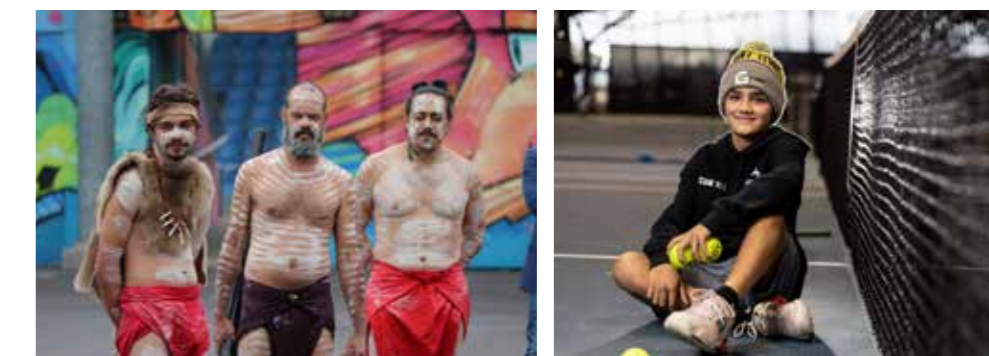
These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

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 Victoria 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 Victoria, 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



# ‘The story of tennis in Victoria’ - ABOUT THE ARTWORK

This piece was created for Tennis Victoria by Larroom Art, a collaboration between Gunditjamara artists, Jaya Fox and Elias Jarvis.

This piece reflects the culture and ideals of Tennis Victoria. The two circles conjoined in the middle of the piece, reflects the expansive nature of tennis – how the sport is played right across the state, and how tennis can serve as an avenue of connectedness and community right through Victoria, from Mildura right across to Mallacoota. Both circles represent a waterhole, which in Aboriginal cultures is often a common area for gatherings. Thus, these symbols are an emblem of how tennis creates gatherings of their own unique and diverse communities. To the left of the piece, the two circular symbols conjoined via the green streak, represents again how tennis amplifies a sense of community throughout the entire state.

Furthermore the 3 black areas with the varying symbols juxtaposed upon the area, highlight the inclusive nature of tennis – how anyone young and old can participate in the sport and is reflected in the varying shapes, sizes and colours of the arch shaped symbols, the symbol for people. The black circle filled with dots adjacent to the green symbol, represents a large deposit of people, signifying the vast and populous nature of tennis – emphasising that the sport is loved and enjoyed by many. The scattered symbols across the piece reflect the diverse areas that tennis is played upon. The singular arrow shaped symbol & the double ‘L’ shaped symbol (The symbols for the footprints of an emu and a kangaroo) highlights that tennis is played on all surfaces in Country Victoria. Contrastingly, the arch shaped symbols (The symbol for people) highlights that tennis is played in Metropolitan Melbourne as well as Rural Victoria.



Overall, this piece represents unity and the communities that tennis creates. The fact that anyone, regardless of ability, age, or location, can play tennis and subsequently be apart of a community as a result.

# OUR ARTIST

Larroom art is a collaboration between Gunditjamara artists – Jaya Foy and Elias Jarvis. The name Larroom directly translates to common colloquial saying of Dry, in which is commonly used among our communities. However, this name is reflective and bestowed within our art, in a sense of modern ideas and themes being expressed in a traditional way. Each piece embodies both modern and traditional ideals such as gathering, unity, identity, diversity as well as friendship.

There are countless reasons as to why we do art, we see it as a way to express our beautiful culture and maintain connection with our ancestors and land. Art gives us the opportunity to display our heritage and traditions, while also delivering the viewer with a story significant to us and our people. We use art as a way to express our emotions and our truth as young proud Aboriginal people. Our Art offers the viewer a small insight into our Aboriginal culture and gives them the opportunity to better understand our story as Aboriginal people.



# OUR BUSINESS

Tennis Victoria is the representative body of all affiliated tennis clubs, centres, associations, regions and their members throughout Victoria. As the central administrative body of tennis in Victoria, it is Tennis Victoria's role to manage, co-ordinate, promote, unify the diverse facets of the sport.

Tennis Victoria services over 800 clubs across the state from as far as Millewa-Mallee Country, across to Gunaikurnai, and back across to Gunditjmara Country. Tennis Victoria currently employs 45 staff members, with many working on Wurundjeri Woi Wurrung Country at Tennis Victoria's Head Office, or working from their respective regions.

Tennis Victoria's current strategic plan to 2024 highlights four core pillars to our work.

- » **Places** – optimising the use, management and access to facilities, thereby creating a sustainable future for venues.
- » **Play** – Provide opportunities to ensure everyone can play more often, how and when they want.
- » **People** – to provide the tennis community with the leadership and support to empower them to succeed.
- » **Profile** – raise the profile of Tennis in Victoria through strategic storytelling.

These pillars are supported by our enablers in;


- » **Digital Enablement**
- » **Partnerships**
- » **Organisational Governance**

These are underpinned by our four values that support all of our work, and play a vital role in our work toward Reconciliation.


- » **Excellence;** to ensure we act with respect and do the work that is needed.
- » **Humility;** to understand that we don't know it all, to continue to be curious, respectful and led by Aboriginal peoples and cultures.
- » **Collaboration;** with partners (including Anglicare Victoria Buldau Yioohgen and The Long Walk) and local Aboriginal communities.
- » **Imagination;** to remain open to new perspectives and willing to try new ways.

## OUR VALUES AND BEHAVIOUR:


Each member of the Tennis Victoria 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

Tennis Victoria's purpose is to “create safe, inclusive and thriving tennis communities, enabling more people to play, more often.” Beyond this, Tennis Victoria recognises our responsibility as a community organisation to be reflective of our local community, as both an organisation and a sport, across all opportunities from on court to off court roles.

Tennis Victoria is committed to improving the health, wellbeing, life expectancy and social/life outcomes for Aboriginal and Torres Strait Islander people. Championed by Tennis Victoria's Head of Business Operations, we believe this RAP will help to formalise the work we are already doing, and provide the direction and governance required to ensure this work has the intended outcomes that drive us toward our vision for Reconciliation.

Tennis Victoria also recognises the valuable contribution Aboriginal and Torres Strait Islander peoples have historically made to our sport, and the potential for future generations to continue to add value to, and improve the sport of tennis. We also recognise the value of tennis as a sport, in creating life changing opportunities and social change. We are committed to continuing this work in partnership with Anglicare Victoria's Buldau Yioohgen Youth Leadership Academy, under the guidance of Anglicare Victoria Senior Cultural Operations Lead, Aunty Kellie Hunter, and through our Culture on Court program and associated opportunities for young Aboriginal and Torres Strait Islander people. Tennis Victoria are also committed to utilising our platform as a state sporting body to educate and work with our affiliation network to drive social change and attitudes throughout Victoria.

Tennis Victoria recognises that inclusion is part of everyone's role. Integrating this Reflect RAP, our first RAP, as part of our “business as usual” activities as well a foundation to our 2020 Strategic Plan, will be instrumental in ensuring that this cultural shift will be ongoing and at all levels of the organisation.



# OUR PARTNERSHIPS AND CURRENT ACTIVITIES

Since 2018, Tennis Victoria has developed a collaborative partnership with Anglicare Victoria's Aboriginal Youth Leadership Academy, Buldau Yioohgen.

Anglicare Victoria works with children, young people and families to prevent harm, and empower people to overcome challenges and achieve their full potential, towards positive change in times of crisis, longer term support and care. Buldau Yioohgen, means "Big Dreams" in Woiwurrung language and is Anglicare Victoria's Indigenous Youth Leadership Academy. The program provides a welcoming, culturally safe and supportive environment, and encourages First Nations youth to think big beyond their current life circumstances.

One of the resulting initiatives of this partnership is Culture on Court, a collaborative partnership between both organisations that strives to engage Aboriginal youth in culture through tennis. Led by Buldau Yioohgen's Senior Cultural Operations Lead, Aunty Kellie Hunter, Culture on Court connects and educates communities through tennis. Across 2021 and 2022, Culture on Court events were held on Yorta Yorta Country, Wurundjeri Woi Wurrung Country, Dja Dja Wurrung Country, and Wotjobaluk, Jaadwa, Jadawadjali, Wergaia and Jupagalk Country. Connections made through these events have created pathways to other opportunities including Kids on Court experiences at the Australian Open on AO First Nations Day, and the first AO First Nations Ballkid program in 2022 including two young Aboriginal boys through the Buldau Yioohgen network.

In November 2021, Tennis Victoria supported Buldau Yioohgen's Dungala Culture on Court, a four-day experience along the Murray River, taking Aboriginal youth within the Anglicare Victoria network to connect with culture on Country, whilst visiting local tennis clubs and utilising the game of tennis to connect community and create shared experiences.

Tennis Victoria's partnership with Buldau Yioohgen has also led to a connection with The Long Walk. Little Long Walks have been part of the Culture on Court events, and Tennis Victoria staff representation and support for The Long Walk events.

Tennis Victoria would also like to acknowledge our connection and pay our respects to the Evonne Goolagong Foundation and Evonne's role in creating opportunities for Aboriginal and Torres Strait Islander young peoples in tennis. Across 2018, 2019 and now again in 2022, Tennis Victoria has and will continue to support young Aboriginal Victorians to be part of Team Victoria at the Tennis Australia National Indigenous Tennis Carnival Darwin.



Internally, Tennis Victoria has been, and remains committed to ongoing education of our staff including acknowledgement of dates of significance including National Reconciliation Week, through experiences in supporting truth telling with Uncle Ian Goolagong, understanding experiences through important pieces of work including In My Blood It Runs, continuing to respect culture and country through Welcome to Country and Acknowledgement of Country, and extending our education of how to respectfully and authentically deliver an Acknowledgement of Country.

Through our partnership with Buldau Yioohgen, Tennis Victoria staff have been fortunate to experience immersive cultural experiences and truth telling and are committed to continuing that learning for the team. Tennis Victoria forms part of the Tennis Australia National RAP Working group encouraging collaboration and learning amongst the group.

Tennis Victoria is committed to utilising our position as a state sporting organisation to ensure tennis in Victoria is reflective of all Victorians and is therefore connected with the longest continuing living cultural in the world. In 2021, Tennis Victoria commissioned by Larroom Art, a collaboration between Gunditjamarra artists, Jaya Fox and Elias Jarvis, to tell the story of tennis in Victoria. This piece is now proudly displayed on our staff uniforms, event uniforms, presentations and at our head office.



# 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.	December 2023	Inclusion Lead
	• Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	December 2023	Inclusion Lead
2. Build relationships through celebrating National Reconciliation Week (NRW).	• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023	Head of Business Operations
	• RAP Working Group members to participate in an external NRW event.	27 May - 3 June, 2023	Inclusion Lead
	• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June, 2023	Head of Business Operations
3. Promote reconciliation through our sphere of influence.	• Communicate our commitment to reconciliation to all staff.	January 2023	CEO
	• Identify external stakeholders that our organisation can engage with on our reconciliation journey.	December 2023	Inclusion Lead
	• Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	December 2023	Inclusion Lead
4. Promote positive race relations through anti-discrimination strategies.	• Research best practice and policies in areas of race relations and anti-discrimination.	June 2023	Inclusion Lead
	• Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	June 2023	Head of Business Operations
5. Support Buldau Yioohgen – strengthen relationship and potential impact on community.	• Continue to collaborate with Buldau Yioohgen (BY) to develop the Culture on Court events around Victoria.	April 2023	Inclusion Lead
	• Support Tennis Australia's First Nations Ball Kid program at Australian Open 2023, including support of Victorian Ball Kids as part of this program.	January 2023	Inclusion Coordinator
	• Integrate Ball Kid activities into Culture on Court experience to promote the opportunity and pathway for Australian Open 2024.	December 2023	Inclusion Coordinator
	• Continue to support BY participants and alumni in our work, and is committed to reviewing internal opportunities, such as work placement, for participants.	December 2023	Head of Business Operations

# RESPECT



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p>6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</p>	<ul style="list-style-type: none"> <li>Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.</li> </ul>	December 2023	Inclusion Coordinator
	<ul style="list-style-type: none"> <li>Conduct a review of cultural learning needs within our organisation.</li> </ul>	December 2023	Inclusion Coordinator
<p>7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</p>	<ul style="list-style-type: none"> <li>Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.</li> </ul>	December 2023	Inclusion Coordinator
	<ul style="list-style-type: none"> <li>Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.</li> </ul>	June, 2023	Inclusion Team
	<ul style="list-style-type: none"> <li>Embed cultural protocols within Tennis Victoria ways of working including;                             <ul style="list-style-type: none"> <li>Acknowledgement of Country on company email signatures.</li> <li>Acknowledgement of Country in all staff or entire department meetings.</li> <li>Welcome to Country sort for large events.</li> </ul> </li> </ul>	June, 2023	Head of Communications and Content
<p>8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</p>	<ul style="list-style-type: none"> <li>Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.</li> </ul>	June 2023	Inclusion Coordinator
	<ul style="list-style-type: none"> <li>Introduce our staff to NAIDOC Week by promoting external events in our local area.</li> </ul>	July 2023	Inclusion Coordinator
	<ul style="list-style-type: none"> <li>RAP Working Group to participate in an external NAIDOC Week event.</li> </ul>	July 2023	Inclusion Lead



# OPPORTUNITIES



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p>9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</p>	<ul style="list-style-type: none"> <li>• Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.</li> </ul>	December 2023	Head of Business Operations
	<ul style="list-style-type: none"> <li>• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</li> </ul>	December 2023	Head of Business Operations
<p>10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</p>	<ul style="list-style-type: none"> <li>• Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.</li> </ul>	October 2023	Head of Business Operations
	<ul style="list-style-type: none"> <li>• Investigate Supply Nation membership.</li> </ul>	October, 2023	Head of Business Operations



# GOVERNANCE



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>11. Maintain an effective RAP Working Group (RWG) to drive governance of the RAP.</b>	<ul style="list-style-type: none"> <li>• Maintain a RWG to govern RAP implementation.</li> </ul>	December 2023	Inclusion Lead
	<ul style="list-style-type: none"> <li>• Draft a Terms of Reference for the RWG.</li> </ul>	December 2023	Inclusion Lead
	<ul style="list-style-type: none"> <li>• Establish Aboriginal and Torres Strait Islander representation on the RWG.</li> </ul>		Inclusion Lead
<b>12. Provide appropriate support for effective implementation of RAP commitments.</b>	<ul style="list-style-type: none"> <li>• Define resource needs for RAP implementation.</li> </ul>	February 2023	Inclusion Lead
	<ul style="list-style-type: none"> <li>• Engage senior leaders in the delivery of RAP commitments.</li> </ul>	February 2023	Inclusion Lead
	<ul style="list-style-type: none"> <li>• Define appropriate systems and capability to track, measure and report on RAP commitments.</li> </ul>	February 2023	Inclusion Lead
	<ul style="list-style-type: none"> <li>• Appoint a senior leader to champion our RAP internally.</li> </ul>	February 2023	Head of Business Operations
<b>13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</b>	<ul style="list-style-type: none"> <li>• 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</li> </ul>	June 2023	Inclusion Lead
	<ul style="list-style-type: none"> <li>• Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.</li> </ul>	1 August 2023	Inclusion Lead
	<ul style="list-style-type: none"> <li>• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.</li> </ul>	30 September 2023	Inclusion Lead
<b>14. Continue our reconciliation journey by developing our next RAP.</b>	<ul style="list-style-type: none"> <li>• Register via Reconciliation Australia's website to begin developing our next RAP.</li> </ul>	March 2023	Inclusion Lead

# THANK YOU



**Tennis Victoria**

If you would like to contribute to or be  
involved with our RAP please contact  
[tennisvicinfo@tennis.com.au](mailto:tennisvicinfo@tennis.com.au)