



NAKARA SOCCER CLUB INC.

A PLAN FOR RECONCILIATION

OCTOBER 2019 – DECEMBER 2020

REFLECT

Reconciliation Action Plan (RAP) template

Reflect RAP:

A Reflect RAP is used to lay the foundations and prepare your workplace for future RAPs and reconciliation initiatives. A Reflect RAP is a public commitment published on [Reconciliation Australia's website](#). It should take approximately 1 - 2 months to develop a Reflect RAP and 12 - 18 months to implement.

Before you start:

Before you commit to developing a RAP, it is important that you read and understand the [RAP framework](#), consisting of the three core pillars (Relationships, Respect and Opportunities), four RAP types (Reflect, Innovate, Stretch and Elevate) and mandatory actions and deliverables that guide the development of RAPs. It is also important to read and understand the [RAP development, review and endorsement process](#), starting with assessing whether a RAP is right for your organisation.

How to use this RAP template:

The Reflect RAP template is designed to provide workplaces with a roadmap to begin their reconciliation journey. As such, the Reflect RAP template is pre-filled with all the mandatory actions and deliverables that workplaces are required to commit to in order to receive Reconciliation Australia's endorsement. Please complete the template by addressing the questions outlined in the 'Our Business', 'Our RAP' and 'Our partnerships/current activities' sections, and assigning a responsibility and timeline to each deliverable provided in the template. Additional actions and deliverables specific to your workplace's unique [sphere of influence](#) may also be added, but are not required for Reconciliation Australia's endorsement.

Throughout this template, all *italicised* font is instructional only, whilst regular font indicates fixed text you need to include in your RAP. In addition, please review the following resources for good practice guidance on completing RAP templates.

- [Developing a S.M.A.R.T. RAP](#).
- [Demonstrating inclusive and respectful language](#).

RAP review and endorsement process:

Once you have completed your first draft RAP, please [submit for review](#) via Reconciliation Australia's website. A RAP team member will be in touch to provide feedback and tailored assistance within three weeks. Once Reconciliation Australia is satisfied your RAP meets requirements for endorsement, you will be provided endorsement in two stages.

1. **Conditional Endorsement** – Reconciliation Australia will provide in-principle endorsement of your RAP (content only) allowing you to seek internal sign-off from your senior leadership with confidence. Reconciliation Australia will also provide you with the RAP logo and branding to include in final design of your RAP.
NB: RAP logos are trademarked through IP Australia, and must not be used publically until you have received Reconciliation Australia's final endorsement.
2. **Final Endorsement** – Reconciliation Australia will check that your final designed document includes the conditionally endorsed content and the RAP logo and branding before providing final endorsement.

Reflect Reconciliation Action Plan

Our business

University Azzurri Football Club is a community based (amateur) soccer club located in Darwin, Northern Territory. The club was founded in the 90's and has since grown from a single men's team to a club with a broad membership demographic including juniors from age 5 years, girls and women, Indigenous and other ethnicities. The club's membership has always been culturally diverse, reflecting Darwin's multi-cultural community.

The club is entirely volunteer run, and is a not-for-profit organisation, governed by a constitution under the Associations Act of the Northern Territory, with a 7 member committee. Incorporated under the Associations Act (NT), the club's legal name is Nakara Soccer Club Inc. – The word Nakara comes from the name of the indigenous Australian's who live around the Boucaut Bay/Blyth River region near Maningrida in Arnhem Land. It has been adopted from the suburb in Darwin of the same name, where the club has its roots.

Our main office is located at the sporting hub of Marrara Sporting Complex, and we compete in Darwin's premier football competition, the Norzone Premier League, administered by the peak sporting body for our sport, Football Northern Territory.

Our RAP

In Australia, football has long been considered the sport of immigrants, popular amongst those of European background. In Darwin in particular, historically, football was always considered a sport solely for the local ethnic minorities, with strong support for other forms of football including Australian Rules, Rugby League and Rugby Union enjoying the lion's share of support amongst the predominantly local Anglo and Indigenous population.

More recently, football has enjoyed a surge of popularity, brought on about the success of the A-League and the all-inclusive FFA Cup. And Indigenous players like Travis Dodd, Archie Thompson and others have helped raise the profile of indigenous football talent, which no doubt helps underpin the current level of popularity of the sport amongst Indigenous peoples, demonstrated by a new focus on competitions and programs at the National level that promote and nurture indigenous football.

As a community based sports club we recognise the truly universal appeal of sport and the significant role it can play in breaking down barriers; promoting inclusion and social engagement across all cultures. We also recognise our position in our community, a community with a very high indigenous population, on indigenous land, and the need to encourage indigenous participation in sports to promote reconciliation and relationship building. It can also assist in promoting active lifestyles, which can contribute to improving indigenous health outcomes.

Our RAP will be implemented by:

- Engaging with local indigenous organisations to identify options to increase indigenous participation in our club at all levels, and across all segments including club administration and volunteering,
- Engaging with local indigenous champions to assist with recruitment of local indigenous talent,
- Implement policies and procedures that promote inclusion and recognition including 'acknowledgements' at club functions,
- Work with the peak body to identify opportunities for and implement volunteer cross-cultural training programs,
- Develop and implement policies and procedures that reflect current 'best practice' with respect to inclusion and equity, and
- Develop and implement suitable data processing and recording procedures to enable effective measurement of success.
- Incorporate the reporting of indigenous participation trends as part of our club's annual reporting procedures.

Our partnerships/current activities (if applicable)

Our affiliation with Football Northern Territory (FNT) underpins our commitment to the reconciliation process. FNT actively promotes indigenous participation and has an influential role in Football Federation Australia's steering committee for indigenous football.

RELATIONSHIPS			
Action	Deliverable	Timeline	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, sport and/or sphere of influence. 	March 2020	President
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	March 2020	President
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 members. 	November 2019	President
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	2020	President
	<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. 	2020	President
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all members. 	October 2019	President
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	July 2020	All
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	November 2020	President
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, and conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	August 2020	President

RESPECT			
Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<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. 	February 2020	President Treasurer
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	March 2020	President
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. 	March 2020	All Committee
	<ul style="list-style-type: none"> Increase member's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	March 2020	All Committee

RESPECT			
Action	Deliverable	Timeline	Responsibility
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 2020	All Committee
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	June 2020	All Committee
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	July 2020	All Committee

OPPORTUNITIES			
Action	Deliverable	Timeline	Responsibility
8. Improve outcomes by increasing Aboriginal and Torres Strait Islander engagement, retention and development.	<ul style="list-style-type: none"> Build understanding of current recruitment models and identify barriers to recruitment and retention of Aboriginal and Torres Strait Islander members to inform future recruitment, retention strategies and professional development opportunities. 	March 2020	President Treasurer
	<ul style="list-style-type: none"> Develop a strategy for recruiting Aboriginal and Torres Strait Islander members within our organisation. 	June 2020	President Treasurer
9. Increase Aboriginal and Torres Strait Islander participation in our sport to improve social and health outcomes.	<ul style="list-style-type: none"> Develop a strategy that is welcoming and cognisant of cultural needs to help drive growth in participation of Aboriginal and Torres Strait Islanders in our club. 	June 2020	President Treasurer

GOVERNANCE			
Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Develop framework to help committee govern RAP implementation. 	June 2020	President
	<ul style="list-style-type: none"> Draft a Terms of Reference in relation to the committee's role in RAP implementation. 	July 2020	President
	<ul style="list-style-type: none"> Seek Aboriginal and Torres Strait Islander representation on the RWG. 	December 2020	All Committee
11. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	April 2020	All Committee
	<ul style="list-style-type: none"> Engage peak body input in the delivery of RAP commitments. 	January 2020	President
	<ul style="list-style-type: none"> Define appropriate systems and capability to track, measure and report on RAP commitments. 	June 2020	All Committee

GOVERNANCE			
Action	Deliverable	Timeline	Responsibility
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	30 September, Annually	President Treasurer
13. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	September 2020	President

CONTACT DETAILS		
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