



CANBERRA RAIDERS

**REFLECT
RECONCILIATION
ACTION PLAN**

APRIL 2024 - APRIL 2025

THE ARTIST

EDDIE LONGFORD

I am a proud Wiradjuri man born and raised on Ngunnawal/Ngambri Country. I have painted and created designs since I was a teenager. My style is contemporary and I like to challenge myself by experimenting with traditional and non-traditional colours. My artwork always pays respect to the Country I live on by including parts of the local area.



LEFT TO RIGHT: Jack Wighton, Xavier Savage, Eddie Longford (Artist), Elijah Anderson, and Jamal Fogarty Season 2023

ON THE COVER

ABOUT THE ARTWORK

Eddie Longford describes the artwork as representing "life and play on Ngunnawal Country," honouring the local Indigenous Peoples as the Traditional Owners.

The design features significant landmarks within the local region such as the Brindabella Ranges, the Murrumbidgee River, and Canberra. The backdrop includes the Brindabella mountains and traditional trade routes, reflecting the historical connections of various tribes who travelled for trade, ceremonies, and important gatherings.

The Murrumbidgee River is prominently featured to emphasise its vital role as a resource for the local Indigenous Peoples and neighbouring tribes.

Additionally, the artwork incorporates closely spaced circles, symbolising places where people come together. This element represents Canberra city and acknowledges the contribution of National Rugby League fans.

Eddie also celebrates Canberra as a major gathering place, aligning with its name, which means "meeting place." The design proudly includes the Aboriginal and Torres Strait Islander flags to further honor the cultural significance of the artwork.



ABOVE: Eddie Longford. Ngunnawal Ngambri Country, 2023



CONTENTS

INTRODUCTION

Acknowledgment of Country	6
Foreword from Katrina Fanning AO PSM	7
Message from Reconciliation Australia CEO	8
Message from Canberra Raiders CEO	9
Our Vision for Reconciliation	10
Our Business	11
Our Reconciliation Action Plan	13

OUR JOURNEY

Indigenous Jerseys	14
NRL School to Work Program	16
Canberra Region Rugby League Indigenous Advisory Group	17
Connecting to Country	18
Group 16 All Stars Match	19
Relationships	20
Respect	21
Opportunities	22
Governance	23

ACKNOWLEDGMENT OF COUNTRY

Canberra Raiders and Canberra Region Rugby League Board, Staff and Players respect and honour the Traditional Custodians of the land and pay our respects to their Elders past, present and future.

We acknowledge the stories, traditions and living cultures of Aboriginal and Torres Strait Islander peoples on the lands we meet, gather and play on.

FOREWORD

On behalf of the Australian Rugby League Indigenous Council, and as a Wiradjuri woman and member of the Canberra Raiders Board I am proud and delighted to support our club on committing to their first Reconciliation Action Plan.

Our club history took its first steps with Indigenous people at the forefront of what we do and who we are, this Reconciliation Action Plan is a way of formally expressing this and our ongoing commitment to and respect for Indigenous Australians.

Rugby league in general has been an integral part of recent Indigenous history and has played an important role in promoting reconciliation, social mobility and inclusion. We are proud of the over representation in our elite and pathway programs of Indigenous athletes highlighting with a fair chance Indigenous Australians are capable of extraordinary things - on and off the field. We have fantastic members and regional competitions and together this makes a significant platform for all Australians to learn more about the oldest living cultures in the world - something we should all be proud of.

Indigenous people in our club are not just athletes, they are in our coaching staff, running programs and even in our boardroom. Whilst that is unique in rugby league, it's not exceptional to us, it's just good business. I look forward to working with everyone at the Raiders to meet our Reconciliation Action Plan commitments and to continue the great work we do contributing to an inclusive and respectful Australia.

Katrina Fanning AO PSM
(Wiradjuri)



Katrina Fanning AO PSM
(Wiradjuri)

KAREN MUNDINE

MESSAGE FROM RECONCILIATION AUSTRALIA'S CEO

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

Canberra Raiders joins a network of more than 2,500 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 Canberra Raiders 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 Canberra Raiders, 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



Karen Mundine
Chief Executive Officer, Reconciliation Australia

DON FURNER

MESSAGE FROM CANBERRA RAIDERS CEO

The Canberra Raiders remain committed to the promotion of and participation in reconciliation through the association and activities of the club in Canberra and the large surrounding region.

As we launch our first Reconciliation Action Plan, we reflect on the success of our initiatives and programs and aim to remain committed to keeping the vision of reconciliation alive within our organisation. This Reconciliation Action Plan reiterates our aim to engage with and improve outcomes for Aboriginal and Torres Strait Islander peoples and communities. We could not have achieved this without the input from the Reconciliation Action Plan Working Group including players and staff from both the Canberra Raiders and Canberra Region Rugby League. The Canberra Raiders Reconciliation Action Plan sets out a number of key initiatives which formalises our ongoing commitment to Aboriginal and Torres Strait Islander peoples.

The Reconciliation Action Plan also enables us to continue to develop and expand upon our existing relationships and community programs such as NRL School to Work, Canberra Region Rugby League Indigenous Advisory Group, and the Connecting to Country program. The Canberra Raiders have a proud history of being represented by Aboriginal and Torres Strait Islander peoples. I would like to acknowledge our first ever Captain, David Grant who was a proud Indigenous player who lead the team onto the field in 1982 for the very first time. I would also like to recognise our former and current Aboriginal and Torres Strait Islander players who have worn the Raiders jersey and have dedicated themselves to helping build stronger relationships in the community.

I want to thank Reconciliation Australia for their continuous support in assisting the Canberra Raiders with our Reconciliation Action Plan and we hope we can continue to grow our community programs to assist in reconciliation with Aboriginal and Torres Strait Islander peoples.

Don Furner
Chief Executive Officer
Canberra Raiders



Don Furner
Chief Executive Officer, Canberra Raiders

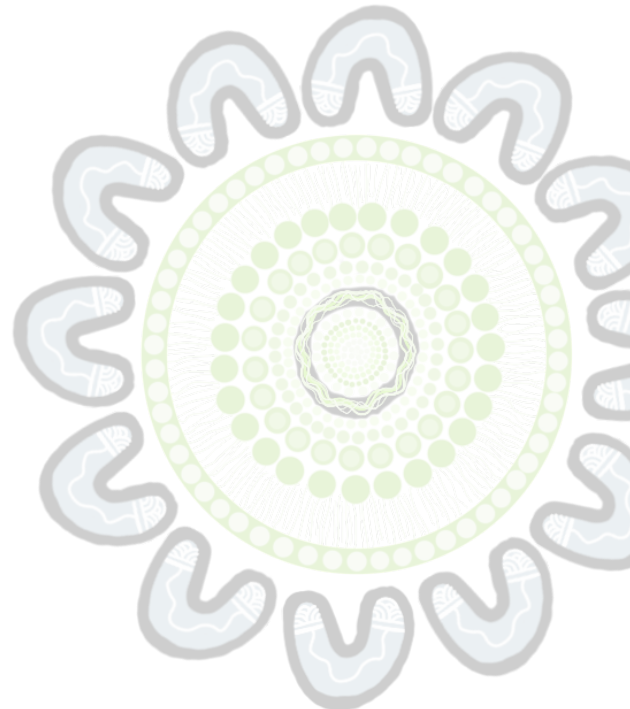
OUR VISION FOR RECONCILIATION

The Canberra Raiders' Reconciliation Action Plan is a commitment to acknowledge, respect and celebrate Aboriginal and Torres Strait Islander peoples and culture in a culturally safe way.

We have strong Aboriginal and Torres Strait Islander connections and history, and wish to further acknowledge and celebrate the past, embrace the present and build a future that Aboriginal and Torres Strait Islander peoples play within our club, community and the game of rugby league.

Our Vision for reconciliation is to utilise our platform as an elite sporting club, with a vast support base and network, and strong community relationships within the region, to:

- Continue to develop relationships with and between, Aboriginal and Torres Strait Islander peoples and other broader community.
- Collaborate to develop and implement strategies towards reconciliation.
- Provide opportunities to assist closing the gap in areas of health, education, and employment.
- Help educate non-aboriginal and Torres Strait Islanders' people about reconciliation.
- Encourage other organisations to do the same.



OUR BUSINESS

The Canberra Raiders are a licensed professional rugby league team based in Canberra, ACT, competing in the National Rugby League Men's and Women's competitions.

We were born from the collective vision of the Queanbeyan Leagues Club group back in 1981 when we became the first team outside of Sydney to enter the then New South Wales Rugby League. We are now part of the Raiders Trading Group which provides comprehensive administration and promotion of rugby league from grass roots to the elite level in the Capital Region; with a footprint that covers a region of over 260,000km and almost 1 million people.

The Raiders is unique in that it also oversees the Canberra Region Rugby League competitions which encompass 35 clubs, 350 teams and 5,700 registered participants, where approximately 500 registered participants identify as Aboriginal and/or Torres Strait Islander people. The Raiders employ 179 staff across its differing sections of the business; 46 directly employed by the Canberra Raiders, 42 through Canberra District Rugby League, 4 through Canberra Region Junior Rugby League and 89 players aligned to the Raiders.

The Canberra Raiders participation and development region, in conjunction with its community competition body, the Canberra Region Rugby League, plays and promotes the game of rugby league on the lands of the Ngunnawal, Ngambri, Wiradjuri, Gundungurra, Ngarigo and Yuin people. Our Aboriginal and Torres Strait Islander story includes the Raiders' first ever captain, proud Wiradjuri man, David Grant, NSW captain and legend Laurie Daley (Wiradjuri), a large cohort of other past and present players, through to the current administration of the game with leader and advocate for the NRL Women's game, and Raiders Board member, Katrina Fanning (Wiradjuri) AO PSM.

The Canberra Raiders take pride in being a community-oriented club that actively promotes respect, inclusivity and diversity through the game of rugby league. We maintain strong links to local and surrounding communities and participate in over 700 hours community service, 290 school/hospital visits, coaching clinics, carnivals and more. Our community and inclusivity strategies include partnering with the NRL School to Work Program, Clontarf Foundation, NRL Development Officers to deliver Road to Regions, School Blitz, League Stars Program and 10 separate Gala Days. We also invest significantly into, and are passionate about, developing the women's game and pathways, Wheelchair Rugby League, the Score Raiders team, the Aspire Program, and more in the region.



OUR JOURNEY

OUR RECONCILIATION ACTION PLAN

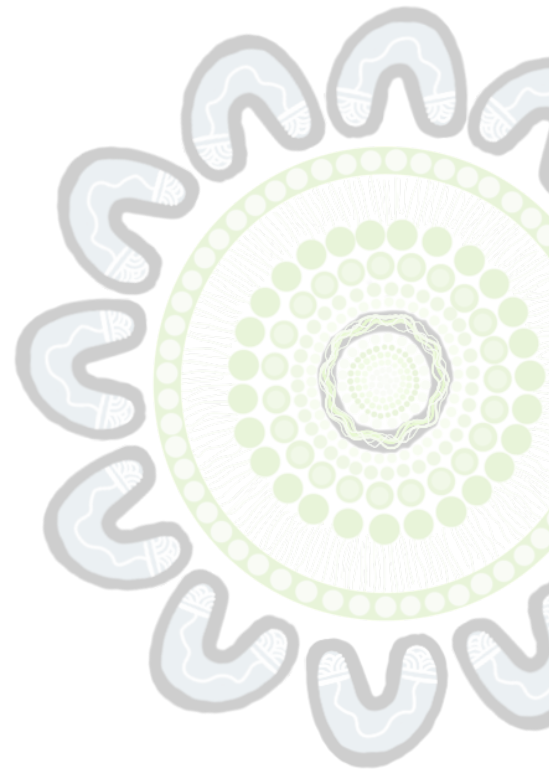
The Canberra Raiders Reflect Reconciliation Action Plan is our formal recognition and commitment to Aboriginal and Torres Strait Islander communities, both within the club and the broader community, to providing measurable outcomes in the three key areas of Relationships, Respect and Opportunities.

This will be achieved through internal policies, in conjunction with collaborating with other key stakeholders, to consolidate and give strategic alignment to current key achievements in these areas while also developing new opportunities. This integrated approach will not only allow us to have impact across the internal business but will also provide greater opportunities for impact across our network and within the broader rugby league community.

We hope that in developing the Reconciliation Action Plan, we will not only take the organisations on a valuable journey but also allow, Aboriginal and Torres Strait Islander peoples to feel empowered to undertake their own individual journey of meaning in the process.

The internal Reconciliation Action Plan Champion for the Canberra Raiders Reflect Reconciliation Action Plan is Don Furner, CEO of the Canberra Raiders, and will be driven by Mark Vergano (General Manager Canberra Community and Regional Rugby League), Jason Mathie (Chief Operating Officer), Jessica Crisp (Community Engagement Manager) and Matt Ford (Football Manager). Special advisory assistance will be provided by Katrina Fanning AO PSM, Canberra Raiders Board member and Chair of the Australian Rugby League Indigenous Council.

The Canberra Raiders RAP Working Group will be identified and put into effect the critical first steps upon ratification of the Reconciliation Action Plan. Similar to the Canberra Region Rugby League Indigenous Advisory Board we will seek to have several key representatives from Aboriginal and Torres Strait Islander communities, and other stakeholders, working together to ensure the successful implementation of the Canberra Raiders Reconciliation Action Plan and achievement of its deliverables. The current Canberra Raiders Aboriginal and Torres Strait Islander playing group across both NRL and NRLW playing groups, will also be a significant part of the consultation process and represented on the RAP Working Group; The Canberra Raiders Aboriginal and Torres Strait Islander playing groups are a significant part of the consultation process and are represented on the RAP Working Group.



INDIGENOUS JERSEYS

The Canberra Raiders RAP journey has only just begun. However, the club has celebrated the rich cultures and history of First Nations peoples, from our first Captain in 1982 David Grant being a proud Aboriginal man, to the team running out in 2003 wearing the first Indigenous jersey. The club is proud of its history and will continue to implement initiatives to ensure future pathways for Aboriginal and Torres Strait Islander peoples.

The Canberra Raiders celebrate Aboriginal and Torres Strait Islander cultures with the yearly release of a special edition Indigenous jersey, worn during the NRL Indigenous Round. The Club proudly wore their first Indigenous jersey 20 years ago (in 2003). We have continued to celebrate the diversity of cultures within our club and community by working with Indigenous communities and providing opportunities for them to design the artwork on the jersey.

Below is a selection of Indigenous jerseys that the Canberra Raiders have released and worn throughout NRL Indigenous Rounds.

PICTURED:
Selection of past Indigenous Jerseys.



2003 Jersey



2019 Jersey



2021 Jersey

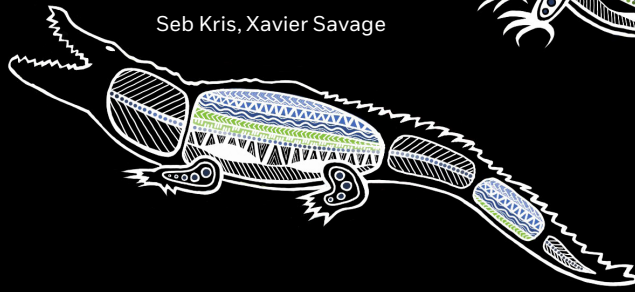


2022 Jersey

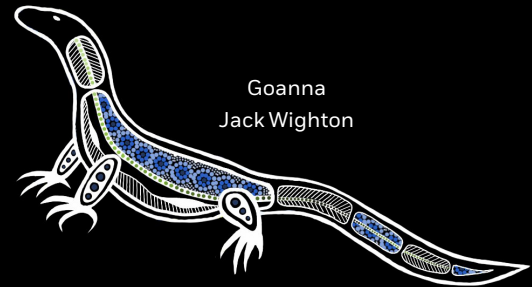
2023 Jersey
 Designed by Eddie Longford



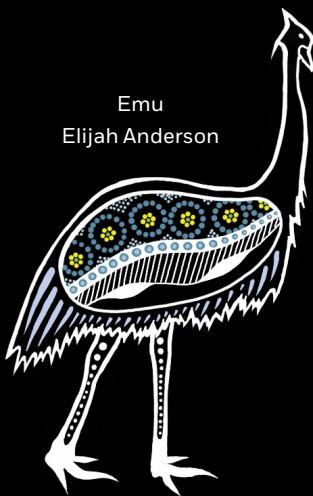
Crocodile
 Seb Kris, Xavier Savage



Goanna
 Jack Wighton



Wedge-tailed Eagle
 Jamal Fogarty, Hohepa Puru



Emu
 Elijah Anderson



OUR JOURNEY

NRL SCHOOL TO WORK PROGRAM

The Canberra Raiders NRL School to Work Program is an education and employment program that utilises the positive profile of the game of rugby league, and its strong Aboriginal and Torres Strait Islander connection, to provide young First Nations Australians with work experience, mentoring and leadership opportunities, to ensure they successfully complete school and transition into further study, training and/or meaningful employment.

The Raiders have been strong supporters of the program since its inception in 2012. We work closely with the Project Officer, who is embedded amongst the staff within the office, and provide resources, support and opportunities for the program and its participants; including access to players and game day experiences, volunteer work experience and industry exposure, connections with stakeholders, cultural experiences, and leadership and personal development opportunities.



LEFT TO RIGHT: 2023 School to Work Youth Summit Participants, Tyson Russell, Axel Wellings, Annalise Hanger and Shanya Williams-Schillings

OUR JOURNEY

CANBERRA REGION RUGBY LEAGUE INDIGENOUS ADVISORY GROUP

The Raiders, through its Canberra Region Rugby League community program, has established a panel of seven Aboriginal and Torres Strait Islander leaders to assist the community rugby league section and competitions with leadership provided by local Elders. The following are the key focus areas for the group:

- Cultural Development within the League and its clubs, in conjunction with National Indigenous Training Employment Solutions run by Clinton Scott-Knight and Darren Knight.
- Mediation and Guidance in understanding the Aboriginal and Torres Strait Islander experience; its relationships with current structures and also the reaction to racism and vilification.
- Judiciary and Disciplinary Practises and understanding the complex relationships with authority, underlying causes that may have a reaction that manifests itself on the football field, and working on hybrid systems that are person centred and in a less formal structure (The current Canberra Region Rugby League judiciary has two Aboriginal and Torres Strait Islander appointed members).



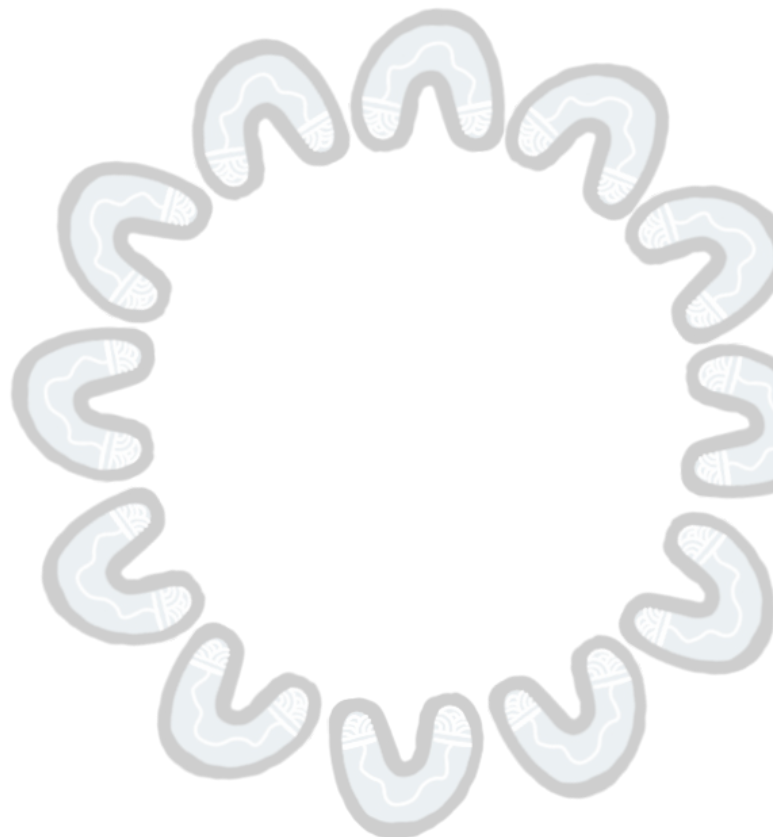
OUR JOURNEY

CONNECTING TO COUNTRY

The Canberra Raiders and Canberra Region Rugby League recognise the important role that rugby league plays in the lives of many Aboriginal and Torres Strait Islander peoples and the impact rugby league can have on improving their lives. Research of the Canberra Region Rugby League database shows some 12% of registrations and volunteers identify as Aboriginal and/or Torres Strait Islander people which highlights the high levels of engagement in rugby league from Aboriginal and Torres Strait Islander communities.

One of the key achievements of the Canberra Raiders is the restoration of the “Connecting to Country” strategy; its aim, in partnership with Boomanulla Raiders Rugby League Football Club and the Boomanulla community, is to ‘grow Indigenous rugby league across our region’. The primary objectives of this initiative are to:

- Increase participation opportunities for Aboriginal and Torres Strait Islander peoples and communities.
- Assist the Boomanulla club with governance and re-establishing the club in the local rugby league competition and community.
- Re-establish Boomanulla Oval as a centre of cultural life through its rugby league club.
- Use the League Stars program as the commencement of building a junior club to be aligned with the senior club for both female and male participants.



OUR JOURNEY

GROUP 16 ALL STARS MATCH

A match between an Aboriginal and Torres Strait Islander origin team against the rest of Group 16 is traditionally played on Yuin Country, in Bega each year.

These matches have been supported by the Raiders for five years with the production of the teams' jerseys, cash injection and utilising services beneficial to local Aboriginal and Torres Strait Islander communities.



PICTURED: Two ladies teams from All Stars match, played in Eden NSW, March, 2019.

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.	May, 2024	Community Engagement Manager
	– Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	July, 2024	Community Engagement Manager
	– Maintain and strengthen our relationship with the Boomanulla community and club.	November, 2024	CRRL General Manager
2. Build relationships through celebrating National Reconciliation Week (NRW).	– Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May, 2024	Chief Operating Officer, Community Engagement Manager
	– RAP Working Group members to participate in an external NRW event.	27 May- 3 June, 2024	Community Engagement Manager
	– Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June 2024	Community Engagement Manager
3. Promote reconciliation through our sphere of influence.	– Communicate our commitment to reconciliation to all staff.	April, 2024	Chief Operating Officer, Football Manager
	– Communicate our commitment to reconciliation publicly.	May, 2024	Chief Operating Officer
	– Identify external stakeholders that our organisation can engage with on our reconciliation journey.	June, 2024	Chief Operating Officer, Community Engagement Manager
	– Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	June, 2024	Chief Operating Officer, Community Engagement Manager
4. Promote positive race relations through anti-discrimination strategies.	– Research best practice and policies in areas of race relations and anti-discrimination.	June, 2024	Community Engagement Manager
	– Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	August, 2024	Chief Operating Officer, CRRL General Manager

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.	– Develop increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	August, 2024	Lead: Chief Operating Officer Support: Community Engagement Manager, CRRL General Manager, Football Manager
	– Conduct a review of cultural learning needs within our organisation.	September, 2024	Community Engagement Manager, CRRL General Manager
	– Investigate cultural learning opportunities for staff.	October, 2024	Community Engagement Manager, CRRL General Manager
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	– Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	May, 2024	Community Engagement Manager, CRRL General Manager
	– Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	June, 2024	Community Engagement Manager, CRRL General Manager
	– Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	April, 2024	Community Engagement Manager, CRRL General Manager
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating National Aboriginal and Islander Day Observance Committee Week.	– Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June & July, 2024	Community Engagement Manager, CRRL General Manager
	– Introduce our staff to NAIDOC Week by promoting external events in our local area.	First week in July, 2024	Community Engagement Manager
	– RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2024	Community Engagement Manager, RAP Working Group

OPPORTUNITIES




ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	– Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention, and professional development strategy.	November, 2024	Chief Operating Officer, CRRL General Manager
	– Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	September, 2024	Chief Operating Officer, CRRL General Manager
	– Continue the School to Work Program and consider opportunities to expand and deepen current impact.	November, 2024	Community Engagement Manager
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	– Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	December, 2024	Chief Operating Officer, CRRL General Manager
	– Investigate Supply Nation membership.	December, 2024	Community Engagement Manager

GOVERNANCE



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	– Form a RWG to govern RAP implementation.	April, 2024	Community Engagement Manager, CRRL General Manager
	– Draft a Terms of Reference for the RWG.	May, 2024	Community Engagement Manager, CRRL General Manager
	– Establish Aboriginal and Torres Strait Islander representation on the RWG.	April, 2024	CRRL General Manager, Football Manager
11. Provide appropriate support for effective implementation of RAP commitments.	– Define resource needs for RAP implementation.	May, 2024	CRRL General Manager, Football Manager
	– Engage senior leaders in the delivery of RAP commitments.	May, 2024	Community Engagement Manager, CRRL General Manager
	– Maintain a senior leader to champion our RAP internally.	May, 2024	Chief Operating Officer, CRRL General Manager
	– Define appropriate systems and capability to track, measure and report on RAP commitments.	April, 2024	Chief Operating Officer, CRRL General Manager
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	– 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.	May, 2024	Community Engagement Manager
	– Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August, annually	Community Engagement Manager
	– Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, annually	Chief Operating Officer, Community Engagement Manager CRRL General Manager
13. Continue our reconciliation journey by developing our next RAP.	– Register via Reconciliation Australia's website to begin developing our next RAP.	February, 2025	Chief Operating Officer, Community Engagement Manager CRRL General Manager



For all enquiries please contact:

Canberra Raiders

14 Torrens Street, Braddon, 2612

(02) 6253 3515

community@raiders.com.au