



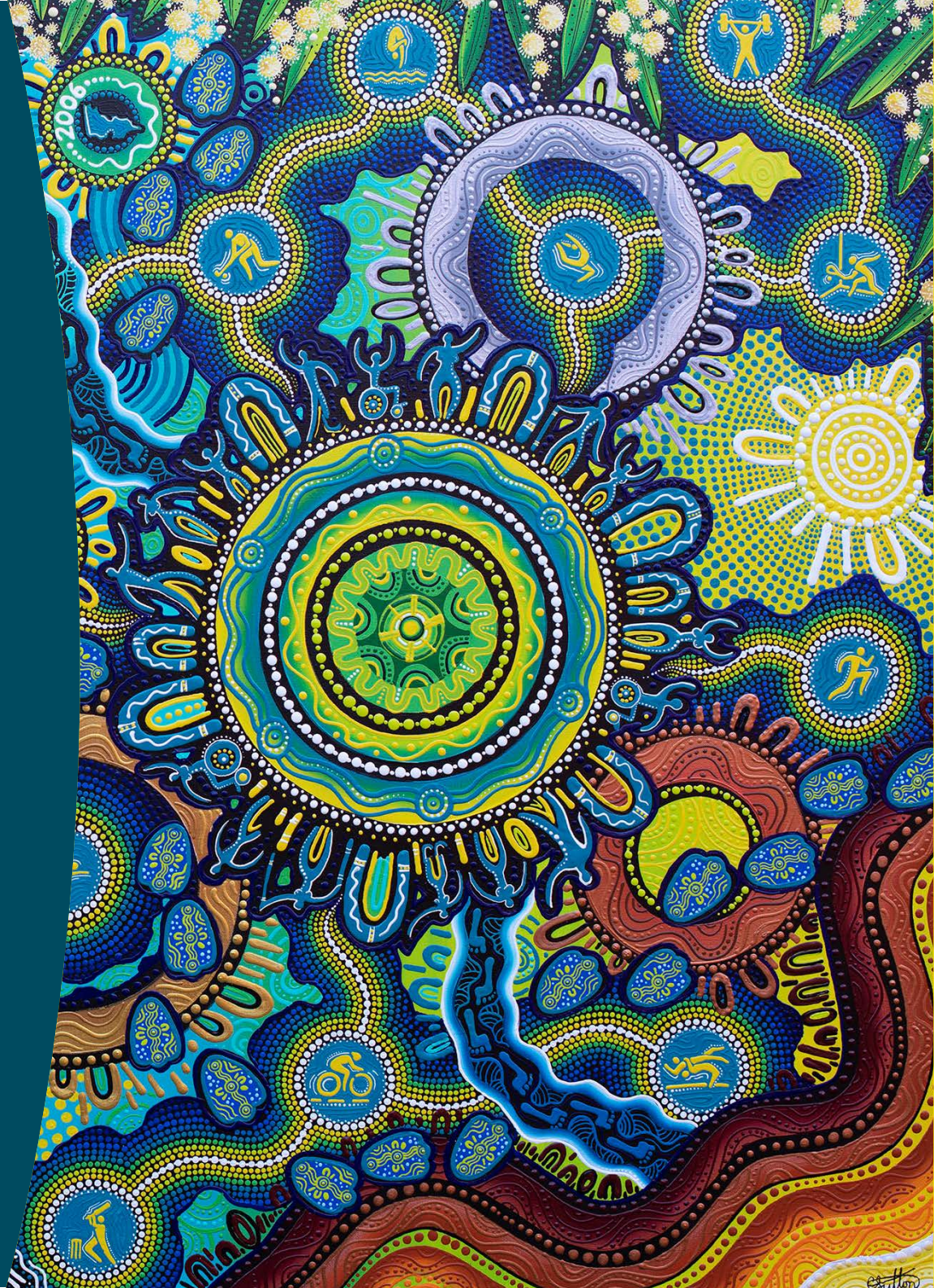
RECONCILIATION ACTION PLAN

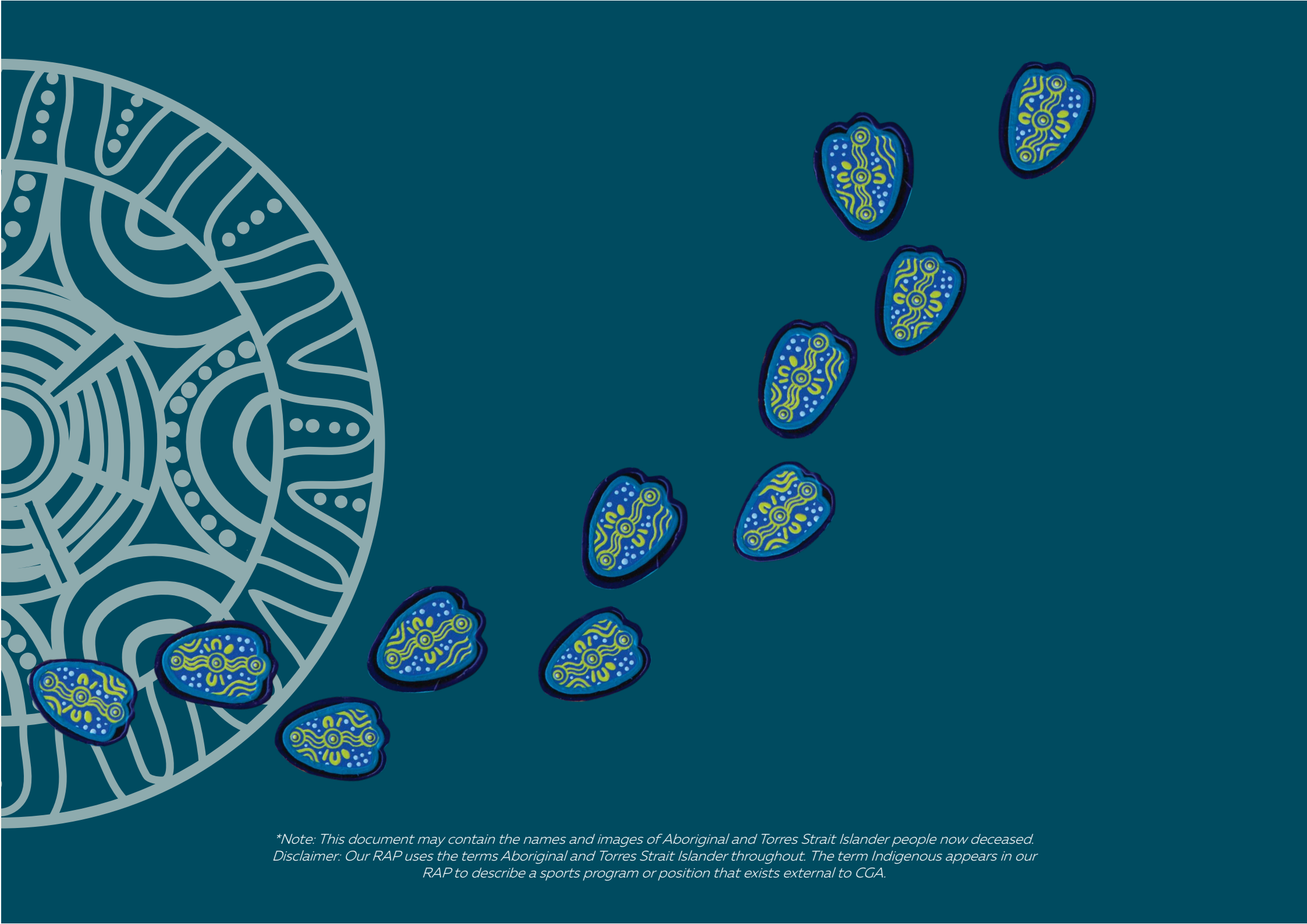
COMMONWEALTH GAMES AUSTRALIA
MAY 2022-MAY 2023



RECONCILIATION
ACTION PLAN

REFLECT





**Note: This document may contain the names and images of Aboriginal and Torres Strait Islander people now deceased.
Disclaimer: Our RAP uses the terms Aboriginal and Torres Strait Islander throughout. The term Indigenous appears in our
RAP to describe a sports program or position that exists external to CGA.*

ACKNOWLEDGEMENT OF COUNTRY

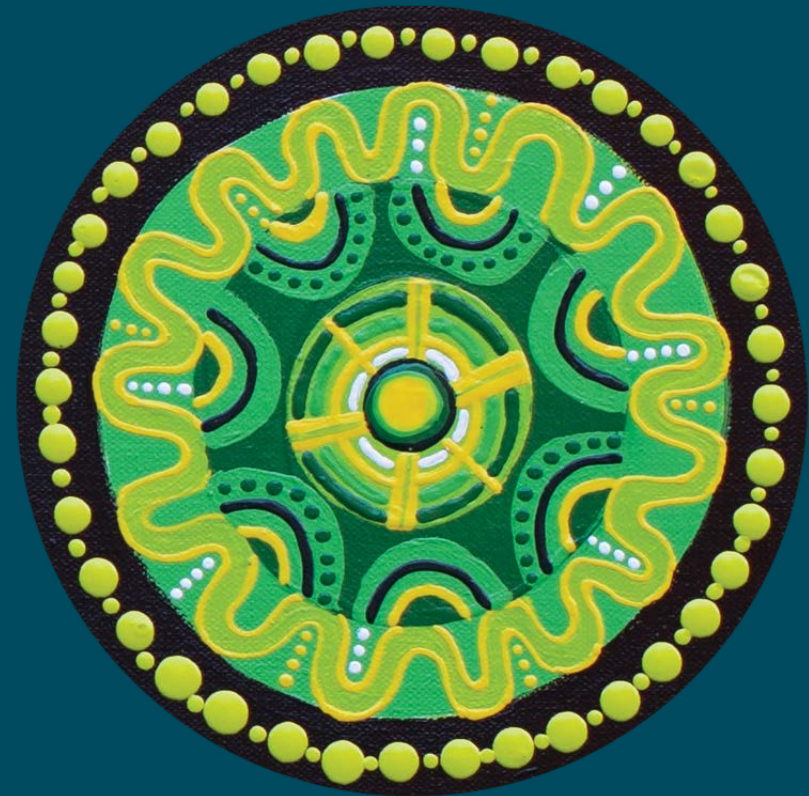
Commonwealth Games Australia acknowledges Aboriginal and Torres Strait Islander peoples of this nation.

We acknowledge the Traditional Custodians of all the lands on which we are located.

We pay our respects to ancestors and Elders, past, present and emerging.

We celebrate and honour all our Aboriginal and Torres Strait Islander Commonwealth Games athletes past and present.

Commonwealth Games Australia is committed to honouring Aboriginal and Torres Strait Islander peoples unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to society and sport.



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OUR RAP ARTWORK

By Chern'ee Sutton

Size: 183cm X 121cm

Medium: Acrylic and
textured acrylic on canvas

cherneesutton.com.au





COMMONWEALTH GAMES AUSTRALIA'S RECONCILIATION JOURNEY

My name is Chern'ee Sutton and I am a contemporary indigenous artist from the Kalkadoon people, this painting is my interpretation of Commonwealth Games Australia and their reconciliation journey.

In my painting the footprints represent Australia's Commonwealth Games journey and a timeline starting at the bottom left corner in 1930 which was the first year that Australia competed at the Commonwealth Games. The boomerang commences Australia's journey, starting at the Empire Games in Hamilton in 1930 and also represents the Australian Team returning every four years to participate in the Games.

The first community symbol along the timeline represents the Empire Games hosted in Sydney in 1938, each of the smaller community symbols contains the Australian State in which the Games were held. The next small community symbol represents the Perth Empire and Commonwealth Games in 1962 and the travelling lines represent the Australian athletes travelling around the world to compete in the Games.

The silhouetted medals and athletes around the footprints represent a major part of Australian Commonwealth Games history when boxer Jeffery 'Mitta' Dynevor and high jumper Percy Hobson were the first Aboriginal and Torres Strait Islander athletes to win Commonwealth Games gold medals in Perth in 1962. The wheelchair athlete represents our first appearance at the Commonwealth Paraplegic Games and also our first Para-sport athlete, Ray Barrett, who competed in athletics and wheelchair basketball at the 1970 Commonwealth Paraplegic Games in Edinburgh, Scotland.

The next community symbol is the Brisbane Games in 1982 and the next silhouette represents Cathy Freeman OAM carrying both the Aboriginal and Australian flags

after her 400m gold medal win in Victoria, Canada in 1994, sparking a national conversation about racism, which is also represented through the Kangaroo and emu footprints, as they can only move forwards never backwards.

The Melbourne 2006 Commonwealth Games is the next community symbol and the final community symbol with the state of Queensland in the centre represents the Gold Coast 2018 Commonwealth Games.

The footprints lead into the large Community Symbol, which represents the Australian Commonwealth Games team, the Athletes and Para-athletes who compete in the Games. The footprints then continue into the future and onto the next Commonwealth Games.

The water holes and rivers in the top left corner, the leaves in the top right corner and the mountains/ sand dunes represents the many diverse areas and landscapes the athletes call home, from the rivers and coasts to the rainforests and bush, to the desert and outback.

The people around the large community symbol represents the Australian Commonwealth team and symbolises the many diverse athletes and Para-athletes who make up the team. The centrepiece of this community symbol is the Unity symbol, a legacy of the Gold Coast Games RAP, which represents a team that is unified and 'Greater Together'. The three circles around the large community symbol represents the medals which the athletes compete, train and fight to win - gold, silver and bronze.

The blue and aqua footprints represent Borobi whose footprints leave a story engrained into the earth everywhere Borobi travels. Borobi is now a major part of the Australian Commonwealth Games team since his debut as the mascot for the Gold Coast 2018 Games.

The 21 sports icons connected by spirit trails and surrounded by dots represents the many different sports which will be a part of the Birmingham 2022 Commonwealth Games, with athletes from all around the Commonwealth competing in these sports to win gold. The dots surrounding the icons represent the many spectators and supporters from every corner of the globe who will watch and support their athletes in their chosen sports, both at the Games and from afar.

The four large, yellow and aqua dotted circles with white community symbols in the centre represent the Australian Commonwealth Games values, which are an integral part of the Games, these values are Inclusiveness, Respect, Integrity and Excellence.

Finally, the sun in the centre of the artwork represents 'pursuing sporting excellence' and 'connecting with communities', the two strategic objectives of Commonwealth Games Australia, as the sun provides a brighter future for the athletes and their communities. The centre of the sun is a stylised Commonwealth Games Australia logo with the kangaroo and emu along with the Commonwealth Sport 'celebration' mark representing sport, athletes and the Commonwealth of which we are part of as well as the fact that we are always moving forwards, just like the kangaroo and emu.



Chern'ee®
cherneesutton.com.au

ARTIST BIOGRAPHY

CHERN'EE SUTTON

Chern'ee Sutton is a proud Kalkadoon woman and artist from Mount Isa, QLD, Australia who is passionate about her culture and wants to share it with the world through her art.

Her artistic style is a unique blend that combines two worlds of traditional heritage with a modern contemporary twist. Chern'ee's artwork has caught the eyes of collectors around the world and she has exhibited her artworks in London, Tokyo, Singapore, Hong Kong, Melbourne and Sydney.

Chern'ee's artworks have been commissioned by The Queensland Government, Tennis Australia, The National Rugby League, The Royal Australian Mint, Dreamworld Theme Park, Rainforestation, The Australian Defence Force, Northrop Grumman, The Australian Department of Veteran Affairs and The Australian Public Service Commission and the Gold Coast 2018 Commonwealth Games.

Chern'ee was an artist in residence for 14 days at the Athletes' Village for the Gold Coast 2018 Commonwealth Games where she created an interactive art piece with dignitaries, athletes and guests from around the world. The piece was titled "Caina Putut, Ilya, Wartanganha" which means in the Kalkadoon language - "Long ago, Today, Tomorrow" and was a nine-metre-long timeline of Australia's history. The gold, silver and bronze medal winners of the Games came back and added their fingerprints to the gold, silver and bronze medals on the painting.

Chern'ee was instrumental in the design of the 2018 Commonwealth Games mascot Borobi and his story, illustrating the markings adorning his hands, feet, surfboard and signage. These designs will remain a featured part of his significance to Commonwealth Games Australia, the Yugambeh Community and Australia wide.

Due to Chern'ee's passion for reconciliation and equality she has received numerous accolades including National NAIDOC Youth of The Year, Australia Day Awards for 2013 and 2014, Queensland Pride of Australia Award. She has also received local NAIDOC Awards including Artist of the Year and has

been an Australia Day Ambassador for the past six years. Chern'ee's passion for reconciliation inspires a lot of her art, she takes her inspiration from the tales of her people and embraces themes of reconciliation, inclusion, sport and charity.





MESSAGE FROM THE PRESIDENT

BEN HOUSTON



On behalf of the Board of Commonwealth Games Australia (CGA), I am proud to present our Reflect Reconciliation Action Plan (RAP), and with it our commitment to implement our defined actions over the next 12 months.

As an organisation, CGA has a history of inclusion, and this includes our Aboriginal and Torres Strait Islander alumni and communities.

CGA was honoured to have played a role in the development and delivery of the Gold Coast 2018 RAP, a first for a multi-sport Games. We valued our participation in the reconciliation activities in the lead up to and during the Gold Coast Games and our ongoing relationship with the Yugambeh elders and Yugambeh Museum is valued by CGA.

With the launch of our Reflect RAP, CGA recognises the significant history of achievement and involvement by Aboriginal and Torres Strait Islander people in Australia's grassroots, national and international sporting participation and representation.

From our first Aboriginal and Torres Strait Islander team members and gold medallists **Percy Hobson** (athletics) and **Jeff 'Mitta' Dynevor** (boxing) in Perth in 1962 through to our more recent champions such as **Catherine Freeman OAM**, **Nova Peris OAM**, **Benn Harradine** (athletics) and **Taliqua**

Clancy (beach volleyball) we are proud of the role Aboriginal and Torres Strait Islander athletes have played in our history.

However, we also acknowledge this history has not always been smooth.

Catherine Freeman's iconic carrying of the Aboriginal and Australian flags in Victoria in 1994 is etched in Australian folklore. At the time Catherine's proud display was in contravention of the Commonwealth Games Federation (CGF) rules and the team Chef de Mission Arthur Tunstall was vocal in his disapproval. Arthur was following the rules, however he was also following his own personal beliefs - which he later acknowledged required change. Such is the reconciliation journey we have all been on as a nation.

With this 'Reflect' RAP, we acknowledge the challenges that have historically and continue to exist for our First Nation peoples, and CGA will strive to achieve equitable sporting and employment opportunities for Aboriginal and Torres Strait Islanders and to be valued and respected as First Australians. We are committed to closing the gap for Aboriginal and Torres Strait Islander people.

As an organisation, and for our Australian Team, we seek to embed the five dimensions of reconciliation into everything we do - historical acceptance; race relations; equality and equity; institutional integrity and unity. Listening to the voices of Aboriginal and Torres Strait Islander alumni and community members, we will inspire opportunity and unity through our sporting network.

I commend the commitment and efforts of our RAP Working Group and thank them all for providing their expertise and

insights during the development of this plan. I also thank the CGF for their support through the Commonwealth Sport Foundation's Game Changer grant. Like us, the CGF is committed to First Nation peoples reconciliation throughout the Commonwealth.

We continue to share the passion, pride and history of our athletes' achievements past and present and CGA is looking forward to delivering the next chapter in our history in our actions over the next 12 months, with a particular focus on our team in Birmingham at the Games in 2022.

Ben Houston
President, Commonwealth Games Australia

FROM THE RAP WORKING GROUP CHAIR

STEVE MONEGHETTI AM



On behalf of the Working Group, I present the Commonwealth Games Australia (CGA) Reflect Reconciliation Action Plan (RAP). As an involved party in the Gold Coast 2018 Commonwealth Games Elevate RAP, CGA committed to the development and implementation of a RAP for its own organisation. A Working Group was formed in early 2021 and at the first formal meeting in March 2021 agreed upon a Reflect RAP to allow CGA to develop a vision for reconciliation and set a clear path for successive RAPs.

As an athlete, coach and administrator I have seen how CGA and its representative teams have trodden the path of reconciliation over the last 35 years. I was sitting with the person who handed **Catherine Freeman OAM** the Aboriginal flag at the 1994 Games in Canada, and I see Cathy's actions as a significant moment in the reconciliation journey. At the 1994 Games I also saw how the Chef De Mission treated discrimination in his time and witnessed reconciliation as the Federation and our organisation celebrated Aboriginal and Torres Strait Islander history as Mayor of the Village at the Melbourne 2006 Games and Chef de Mission for Gold Coast 2018.

As Chair of the Working Group I feel connected to the journey we are embarking on towards reconciliation.

CGA helped deliver the first RAP enacted for a major sporting event in Australia, and the first such plan in Commonwealth Games history with the Gold Coast 2018 Commonwealth Games (GC2018) RAP. Our Ron Clarke Griffiths futures scholarship programme announced in 2021, provides life changing financial support to young Aboriginal

and/or Torres Strait Islander athletes studying at Griffith University. We are proud of how far we have come on our reconciliation journey. However, we acknowledge we need to do more.

The Working Group has spoken strongly about the importance of righting past wrongs and truth telling, and we are scoping how this might work. We will look at this in more detail in the Innovate RAP.

The Reflect RAP is a way for us to recognise and acknowledge the significant contribution that Aboriginal and Torres Strait Islander peoples have made to the Commonwealth Games movement; many such actions have not only enriched our organisation and teams but have changed the fabric of Australian society forever and extend far beyond the sporting arenas.

This RAP is showing CGA's commitment to delivering meaningful actions across the four areas of Relationships, Respect, Opportunities and Governance and this call to action is a sign of the willingness to encourage these principles to be embraced across the broader sporting community.

CGA is determined to increase engagement with, and support of, Aboriginal and Torres Strait Islander peoples and communities and the Reflect RAP is a step to do this in a way that is culturally safe and informs how we will work in the future.

CGA also thanks the Commonwealth Games Federation's Commonwealth Sport Foundation, through which funding from their Games Changers Grant Program has contributed to the development of our RAP.

A heartfelt thanks to the members of the RAP Working Group firstly for educating me, and secondly, for the time

and effort you have given to the development of the CGA Reflect RAP.

Steve Moneghetti AM
Chair, Commonwealth Games Australia Reconciliation Action Plan Working Group

WORKING GROUP MEMBERS

Steve Moneghetti AM (Chair) – Commonwealth Games Australia Board Member – Athletics, Edinburgh 1986; Auckland 1990; Victoria 1994; Kuala Lumpur 1998

Jayne Ferguson (Deputy Chair) – Commonwealth Games Australia Board Member

Travis Couch – Former Manager Executive Operations GOLDOC, including the development of the GC2018 Reconciliation Action Plan

Matt Haanappel OAM – Para-swimming, Gold Coast 2018

Katie Mitchell Sigsworth – Rhythmic gymnastics, Victoria 1994

Brian Stevens – Gunnai Kurnai Traditional Owner

Cassie Woods – Archery, Delhi 2010

Kyle Vander-Kuyp – Athletics, Auckland 1990; Victoria 1994; Kuala Lumpur 1998; Melbourne 2006

David Culbert (CGA General Manager Marketing, Communications & Community) – Athletics, Edinburgh 1986; Auckland 1990; Victoria 1994

Natalie Medhurst (CGA Community Engagement Manager) – Netball, Delhi 2010; Glasgow 2014

Karen Milward (Consultant) – Karen Milward Consulting



FROM RECONCILIATION AUSTRALIA

KAREN MUNDINE



Reconciliation Australia welcomes Commonwealth Games Australia (CGA) to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

CGA 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 three 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 CGA 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 Commonwealth Games Australia, 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



CGA VISION OF RECONCILIATION

Our reconciliation vision is to work together with Aboriginal and Torres Strait Islander peoples to embed the values of reconciliation into the Commonwealth Games Australia organisation and our Team, celebrate the contribution and achievements of Aboriginal and Torres Strait Islander athletes and inspire participation and equality through sport.



The Unity Symbol, a central part of the RAP Artwork designed by Jenna Lee as part of the Gold Coast 2018 Commonwealth Games RAP, and adapted by Chern'ee Sutton represents a team that is unified and 'Greater Together'

OUR ORGANISATION

Commonwealth Games Australia (CGA) is a member-based organisation – our members are the National Sporting Organisations (NSO's) representing the sports that participate in the Commonwealth Games.

CGA exists to administer, control and coordinate the participation of the program sports and their respective athletes and officials in the Commonwealth Games. However, we do much more than this.

We relish the role of being both a leader and collaborative delivery agency in the Australian and international Commonwealth Sport Movement and more generally the Australian sporting sector.

We see ourselves as an open, collaborative, supportive and high performing element of the Australian and International Commonwealth Games Movement.

Our DNA is based on being “first amongst equals” in everything we do.

We are committed to accurately identifying the specific needs of our members, partners and stakeholders and to developing/ delivering systems, programs and support designed specifically to meet these needs.



The above is a stylised Commonwealth Games Australia logo representing sport, athletes and the Commonwealth of which we are part of. These symbols are always moving forwards, just like the kangaroo and emu.

FIRST AMONG EQUALS

The most recent Strategic Plan – First Among Equals, outlines the four values of CGA.

INCLUSIVENESS:

We embrace diversity in our communities
We openly share our capabilities and experience

INTEGRITY:

We are fair ethical and transparent
We believe how we compete is as important as winning

RESPECT:

We are thoughtful and courteous in everything we do
We treat all with respect

EXCELLENCE :

We lead by example in pursuing excellence
We celebrate Australian sporting success and heritage

These values guide all our activities



OUR STRATEGIC PRIORITIES



Delivering
Team Success



Connecting with
Communities



Presenting a
Powerful Brand



Leading the Way



Hosting
Great Games

CGA, governed by a Board of eight, currently employs ten staff primarily based in our head office in South Melbourne, Victoria, Bunurong and Boon Wurrung traditional lands. We do not currently employ any identified Aboriginal and/or Torres Strait Islander staff, however we have a strong and proud history of Commonwealth Games athletes from both Aboriginal and/or Torres Strait Islander descent. CGA currently has Aboriginal and/or Torres Strait Islander representation on our Athlete Advisory Group.

OUR RECONCILIATION ACTION PLAN

We have developing our RAP to formalise our commitment for recognition and inclusion of Aboriginal and Torres Strait Islander communities into our everyday operations.

The RAP has been approved by the Board of CGA, has ownership by the Board, Committees, Advisory Groups and staff of the Organisation and will be an integral part of the operations and all future Australian Commonwealth Games Teams.

Led by RAP consultant, Karen Milward – a Yorta Yorta woman, the RAP Working Group, has developed specific elements for inclusion in the CGA's RAP document. This includes the development of specific elements such as the historical timepiece to reflect the iconic Aboriginal and Torres Strait Islander moments and individuals within CGA's proud Games history.



The people around the large community symbol represents the Australian Commonwealth team and symbolises the many diverse athletes and Para-athletes who make up the team.

OUR RECONCILIATION ACTION PLAN

ACTIVITIES

UNITY SYMBOL

At the 2018 Gold Coast Commonwealth Games, artwork was designed by design agency **Gilimbaa** and artist **Jenna Lee**, a proud Larrakia woman with the artwork strongly influenced by her heritage.

The Gold Coast 2018 Commonwealth Games had an 'Elevate' Reconciliation Action Plan (RAP). Four symbols were developed to highlight the story of the RAP.

The Gold Coast 2018 RAP and its elements were specific to south-east Queensland.

Commonwealth Games Australia featured the **Unity symbol** elements on selected items of the Australian Team uniform at the Games, including the Opening and Closing Ceremony uniforms. It was complementary to our own Team slogan – "Greater Together".

BOROBİ, BIRMINGHAM 2022 TEAM UNIFORMS AND ONGOING USE OF THE UNITY SYMBOL

Following approval from the **Queensland Government** (who hold the intellectual property rights to the Gold Coast 2018 Reconciliation Action Plan (GC2018 RAP) graphic designs, including the Unity design) CGA will continue the Gold Coast legacy by incorporating the Unity design on some of our apparel items for the Birmingham Games.

In addition, following agreement with the Commonwealth Games Federation and Yugambeh Elders, Borobi has become the Australian Team mascot for the Birmingham 2022 Games.

VISION
SYMBOL



All paths leading to the central point, representing the shared vision expanding outward to the future.

ENERGY
SYMBOL



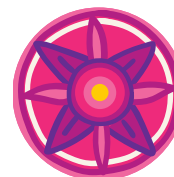
Represents energy radiating out from the core.

UNITY
SYMBOL

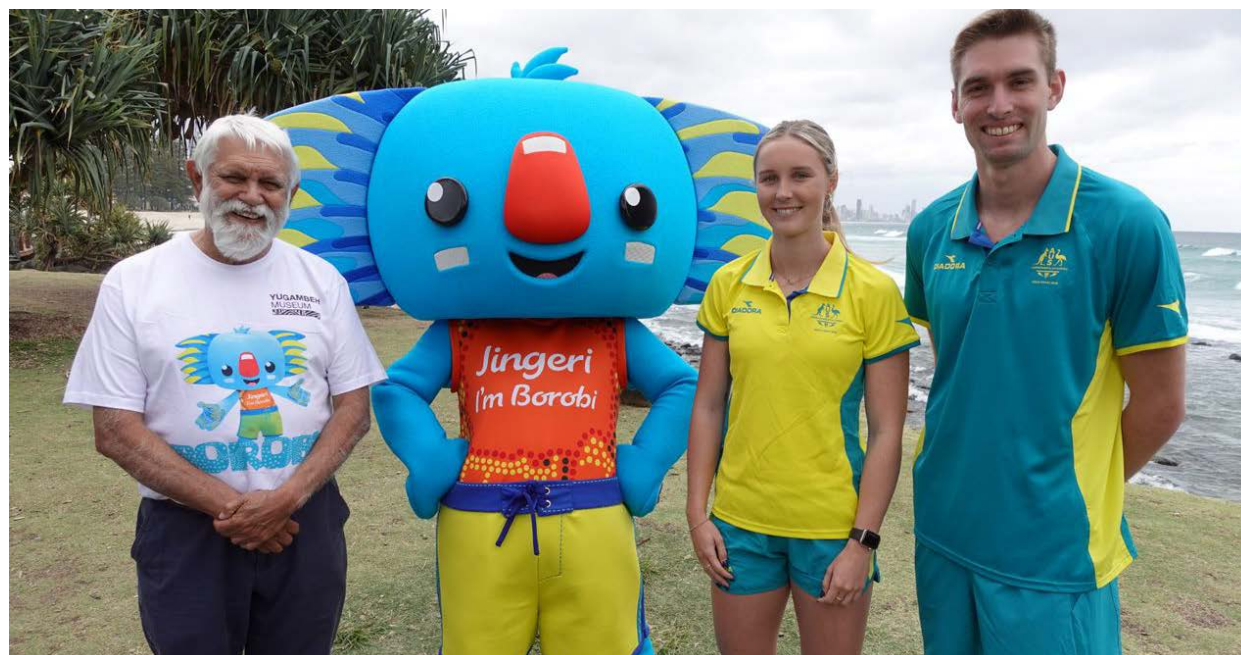


Based on a basket weave, each strand playing a critical part of holding together.

LEGACY
SYMBOL



Yugambeh native flowers representing the legacy of vibrant growth and new beginnings.



HISTORY OF ENGAGEMENT WITH ABORIGINAL AND TORRES STRAIT ISLANDER CULTURES

PARTNERSHIPS

Despite not having the specific actions of a Reconciliation Action Plan (RAP) to guide our commitment to reconciliation, CGA has been involved in a number of recent activities and partnerships.

- Commonwealth Games Australia (CGA) were a partner in the development of the Gold Coast 2018 Commonwealth Games Elevate RAP. Through the Australian Team at the Gold Coast Games, CGA was involved in many of the initiatives and activities of the Gold Coast RAP.

- In the lead-up to the Gold Coast 2018 Commonwealth Games, CGA established partnerships with Aboriginal and Torres Strait Islander support programs, **The Clontarf Academy** and **Stars Foundations**. During and since the Games, we developed a close working relationship with the **Yugambeh Region Aboriginal Corporation Alliance** and the **Yugambeh Museum**.

- CGA and the Australian Team on the Gold Coast were active participants in the **Yabru First Nations Welcome Ceremony**. The historic "**Invitation to First Nations of the Commonwealth**" to take part in the Gold Coast 2018 Games took place at the launch of the Queen's Baton Relay at Buckingham Palace in the presence of **Her Majesty the Queen**. **Elder, Uncle Ted Williams**, from the Yugambeh Language Group alongside fellow Yugambeh **Elder Patricia O'Connor**, delivered the only speech of the event, an invitation to First Nation peoples of the Commonwealth to come to Yugambeh land for the XXI Commonwealth Games the following year. That invitation came full circle with a unique and historic welcome event on the Gold Coast to Commonwealth Games Association members.

- Through the Gold Coast 2018 Games mascot **Borobi**, CGA seeks to continue the reconciliation journey of the

Gold Coast 2018 Commonwealth Games. We are regularly involved in joint activities with both Yugambeh Museum and the Commonwealth Games Federation to continue this legacy from the Gold Coast.

- CGA's key representative groups – the Athlete Advisory Group and the RAP Working Group – include representative Aboriginal and/or Torres Strait Islander athletes/alumni.

- CGA has continued our Gold Coast 2018 partnership with **Griffith University** and has established the **Ron Clarke Griffith Futures scholarship** to support two young Aboriginal and/or Torres Strait Islander students who are studying at Griffith University. The scholarship is funded by CGA, in

partnership with Griffith University, and is a legacy of the partnership between the two organisations at the Gold Coast Commonwealth Games.

- CGA is an active participant in a range of programs at the domestic, regional and international level. Domestically, CGA's Western Australian (WA) Division conducts the annual **Champions 2 Country** program which visits Aboriginal and Torres Strait Islander areas in remote regions of WA and is seeking to expand this program in other states.
- During the 2022 Queen's Baton Relay a moving Welcome to Country, led by Kombumerri Elder Uncle John Graham of the Yugambeh Language Region was held following a baton handover from the Te Oho Wairu Māori Group.







MILESTONE TIMELINE OF ABORIGINAL AND TORRES STRAIT ISLANDER ATHLETES AT COMMONWEALTH GAMES AND COMMONWEALTH PARAPLEGIC GAMES



MILESTONE TIMELINE OF ABORIGINAL AND TORRES STRAIT ISLANDER ATHLETES AT COMMONWEALTH GAMES AND COMMONWEALTH PARAPLEGIC GAMES

1962

Perth

Australia's first Aboriginal and Torres Strait Islander Commonwealth Games athletes compete in the British Empire and Commonwealth Games.

Percy Hobson and **Jeff Dynevor** become the first Aboriginal and Torres Strait Islander athletes to win gold at a Commonwealth Games for Australia.

Percy Hobson secures gold and a new Commonwealth Games record of 2.11m in high jump.

Jeff Dynevor wins gold in the 54kg boxing alongside fellow Aboriginal and Torres Strait Islander boxers **Eddie Barney** and **Adrian Blair**.



1970

Edinburgh

Ray Barrett is Australia's first Aboriginal and Torres Strait Islander Para-sports athlete competing at the Third Commonwealth Paraplegic Games in Edinburgh, Scotland. Barrett wins two silver medals in the wheelchair dash and a bronze medal in wheelchair basketball.



1974

Dunedin

Kevin Coombs OAM and **Ray Barrett** compete for Australia at the Fourth Commonwealth Paraplegic Games in Dunedin, New Zealand.

Kevin Coombs OAM captains the silver medal winning Para-basketball team.

Ray Barrett wins gold, silver, and bronze medals and sets world records on all three occasions in the wheelchair dash. He also went on to compete in wheelchair basketball at the same Games.



1990

Auckland

Seventeen-year-old **Cathy Freeman OAM** is the first Aboriginal and Torres Strait Islander female to represent Australia at a Commonwealth Games and goes on to win gold in the 4x100m relay.

Kyle Vander Kuyp competes in the first of his four Games in the 110m hurdles. Kyle is the first Aboriginal and/or Torres Strait Islander male to compete in multiple games.



1994

Victoria

Cathy Freeman OAM wins another two gold medals in the 200m and 400m and one silver medal in the 4x400m in Victoria, Canada. She celebrates her win with a victory lap carrying both the Australian and the Aboriginal flags.

Samantha Riley OAM becomes the first Aboriginal and Torres Strait Islander athlete to represent Australia in swimming at a Commonwealth Games. She wins three gold medals in the 100m, 200m breaststroke and the 4x100m medley.

Robert Peden wins gold in the 54kg boxing.

Katie Mitchell Sigsworth becomes the first Aboriginal and Torres Strait Islander athlete to compete in gymnastics for Australia, taking home a silver medal as a part of the rhythmic gymnastics team.

1998

Kuala Lumpur

Team sports are hosted at the Commonwealth Games for the first time. **Nicole Cusack**, a member of the Australian Diamonds, brings home gold in Netball.

Nova Peris OAM wins two gold in athletics. After winning Olympic gold as a member of the 1996 Hockeyroos team.

Samantha Riley OAM wins another gold in the 200m and a silver in the 100m breaststroke.

Jim Williams and **Brendan Williams** become the first Aboriginal and Torres Strait Islander athletes to compete for Australia in Rugby 7s and win bronze.



2002

Manchester

Para-swimmer **Ben Austin OAM** attends his first of two Commonwealth Games where he brings home two gold in swimming's multi-disability 50m and 100m.

Daniel Geale wins gold in the 67kg boxing.



2010

Delhi

Ben Austin OAM wins gold again in the Para-swimming S8 100m.

Des Abbott and **Joel Carroll** bring home gold with the Kookaburra's as the first Aboriginal and Torres Strait Islander male athletes to represent Australia in hockey at a Commonwealth Games.

Shane Parker is the first Aboriginal and Torres Strait Islander athlete to represent Australia in Commonwealth Games wrestling.



2014

Glasgow

Hockeyroo **Brooke Peris** joins her cousin Nova, winning Commonwealth gold as the first Aboriginal and Torres Strait Islander female athlete to represent Australia in hockey at a Commonwealth Games.



2018

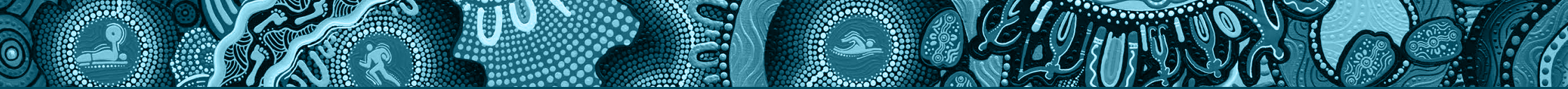
Gold Coast

Taliqua Clancy is the first Aboriginal and Torres Strait Islander female to represent Australia in beach volleyball at a Commonwealth Games bringing home a silver medal.

Brooke Peris wins a silver medal with the Hockeyroos.

Brandon Wakeling is the first Aboriginal and Torres Strait Islander athlete to represent Australia in weightlifting at a Commonwealth Games





SIGNIFICANT FIGURES



CATHERINE FREEMAN OAM

ATHLETICS

Born in Mackay, Queensland, Catherine Freeman OAM was the first Aboriginal and Torres Strait Islander female to win Commonwealth gold.

She won her first gold medal at a school athletics championship when she was eight years old and by 16, she was a member of the gold medal winning Australian 4x100m relay team at the Auckland 1990 Commonwealth Games.

That same year Freeman was named Young Australian of the Year and by 1998 Australian of the Year, she was the first person to receive both awards and holds the title of the first Australian Aboriginal and Torres Strait Islander athlete to compete at an Olympic Games.

At the Victoria 1994 Commonwealth Games, Freeman secured gold medals in the 200m and 400m events, setting a national 200m record. She also won a silver medal in the 4x100m relay. After the 400m victory, Freeman took a victory lap carrying both the Aboriginal and Australian flags, making history for Aboriginal and Torres Strait Islander representation on an international stage.

A set of victories in 1995 earned Freeman the number two world ranking for 400 metres. She held that ranking the following year, when she became the first Australian woman to break 50 seconds at 400 metres, which she did seven times in race finals.

Freeman went on to win world titles in 1997 and 1999, and after lighting the Olympic cauldron she was the favourite for the 400m title at the Sydney 2000 Olympics. She won gold in a time of 49.11 seconds.

At the Manchester Commonwealth Games in 2002 she ran alongside Tamsyn Lewis, Jana Pittman and Lauren Hewitt in the 4x400m relay not only winning gold but also earning a new Games record.

Freeman retired from athletics in 2003 and established the Cathy Freeman Association in 2007 and continues to work with remote Aboriginal communities to close the gap in education between Aboriginal and non-Aboriginal children in Australia.



PERCY HOBSON ATHLETICS

A proud Gundabooka man born in 1942 and raised in the Western New South Wales country town of Bourke.

Aptly nicknamed the 'Boy from Bourke', Percy Hobson started high jumping at school carnivals aged 13 and by 17 was appearing in the national rankings.

Most of his training was undertaken in his backyard, he would start his runup in a laneway between the pub and his house landing on bark shavings and rubber filled hessian bags. It wasn't long before help arrived, and Hobson was making significant improvement.

In November 1961, 12 months before the Perth Empire and Commonwealth Games, Hobson cleared 2.03m at a meet in Sydney becoming Australia's national high-jump champion.

Attending the Perth Games the next year he took victory clearing the bar at 6'11" (2.11 m), setting a new Commonwealth Games record and going on to win gold for Australia.

With this Hobson became Australia's first Aboriginal and Torres Strait Islander gold medallist at a Commonwealth Games.

Percy Hobson, sadly passed away in January 2022.



RAY BARRETT WHEELCHAIR ATHLETICS & BASKETBALL

Hailing from the Blakney and Pudman Creeks in New South Wales, Ray Barrett was born in 1952 to a family of Wiradjuri people.

In his younger years he was a competitive archer with championship titles and long-standing records to his name, whilst also excelling at a variety of track and field events including shotput, discus and long-distance running.

In 1965 at 13-years-old, Barrett was struck by a car and became a paraplegic. After a 12-month period of hospitalisation, he returned home, joined the Paraplegic Association of NSW and studied to become a printer and a technician.

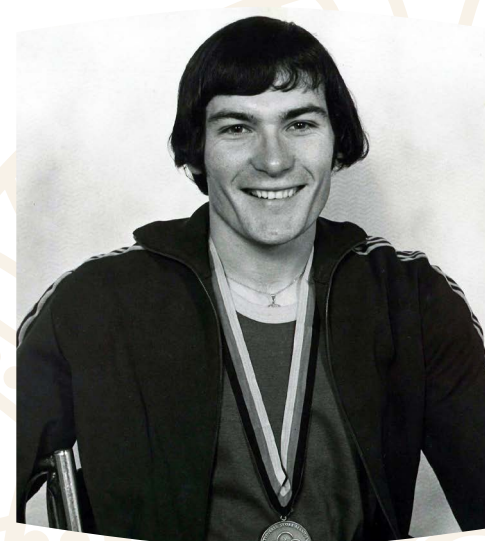
By 1970, at 18 years of age Barrett won nine medals across various sports at the National Paraplegic and Quadriplegic Games in Melbourne, his success at these Games provided him selection into the third Commonwealth Paraplegic Games in Edinburgh, Scotland.

At these Games he won two silver medals in the wheelchair dash and a bronze medal in wheelchair basketball.

Barrett would go on to compete at the 1972 Summer Paralympics in Hamburg, Germany winning a bronze medal in the 100m wheelchair dash and came in fifth in the slalom event.

At the fourth Commonwealth Paraplegic Games in Dunedin, New Zealand in 1974, Barrett won a slate of medals and had tremendous success, winning gold, silver, and bronze medals in the wheelchair dash setting world records in all three, plus a silver medal in wheelchair basketball.

Ray Barrett sadly passed away in August 2000.



KEVIN COOMBS OAM WHEELCHAIR BASKETBALL

Born in Swan Hill in 1941, a 12-year-old Kevin Coombs OAM became paralysed as a result of a shooting injury. After months of hospitalisation lying on his stomach, Coombs became one of the first patients at a newly established Spinal Injuries Unit in Melbourne where a Balranald businessman raised money to purchase Kevin his first wheelchair.

It was here that Coombs found basketball, almost immediately he showed potential, and he participated in the inaugural Australian championships in 1960 with a notable performance earning him a spot at the first Paralympic Games to be held in Rome. Coombs was the only Aboriginal and Torres Strait Islander person to represent Australia at the Games.

Coombs would go on to captain the Australian teams for the 1974 Commonwealth Paraplegic Games, 1977 Silver Jubilee Games and the 1980 Paralympics in Holland, creating a stellar basketball career.

Beyond sport, Coombs spent his life dedicated to bettering the lives of his communities, establishing the Koori Hospital Liaison Officer program in Victoria, to ensure Aboriginal Australians get the right services and was involved with the Koori courts as an Elder, fighting to keep young Aboriginal Australians out of jail.

He was awarded an Order of Australia Medal in recognition of his services to disability, sport and Aboriginal welfare in 1983, has an avenue named after him at Sydney Olympic Park, carried the Olympic torch into the 2000 Paralympic opening ceremony and was inducted into the Australian Paralympic Hall of Fame.

Coombs is a highly respected Elder of the Wotjobaluk people who has inspired both on and off the court.



JEFF DYNEVOR BOXING

Known for his terrific left rip, Dynevor, also known as 'Mitta', followed Percy Hobson as the first Aboriginal and Torres Strait Islander athlete to win a Commonwealth Games gold medal.

As one of three Aboriginal and Torres Strait Islander boxers at the Perth 1962 Empire and Commonwealth Games he won the bantamweight division.

Born in Thargomindah, in Far Western Queensland, he grew up on the Cherbourg Mission and under the strict rule of settlement he found boxing.

Dynevor went on to win the Australian flyweight title in 1957 and 1958 creating an illustrious career as an Australian boxer.

Once Dynevor had secured the gold medal the town of Cherbourg was ecstatic, stopping the picture show to announce that their local hero had won gold!

Known as a quiet achiever Dynevor was inducted into the Queensland Boxing Hall of Fame and carried the Olympic torch in 2000 and the Queen's Baton in 2006 prior to the Melbourne Commonwealth Games.

Jeff Dynevor sadly passed away in 2008.



SAMANTHA RILEY OAM SWIMMING

Hailing from Brisbane Queensland, Samantha Riley OAM was encouraged to start swimming at an early age to help combat childhood asthma.

Riley first became a member of the Australian swimming team in 1991 and went on to win silver as a part of the women's 4x100m medley relay team at the world championships in Perth that same year.

By 1992 she attended her first Olympic Games in Barcelona, where she won a bronze medal in the women's 100m breaststroke. Riley began dominating the pool in 1994, winning the 100m and 200m breaststroke events at both the Commonwealth Games in Victoria, Canada and the world championships in Rome.

In 1996 at the Olympic Games in Atlanta, Riley went on to win bronze in the 100m breaststroke and silver swimming alongside Nicole Stevenson, Susie O'Neil and Sarah Ryan in the 4x100m medley.

By the time the Kuala Lumpur Commonwealth Games came around in 1998 she was again dominating, securing gold in the women's 200m and silver in the 100m breaststroke events.

Widely recognised as Australia's most successful swimmer of the 90's she retired shortly after the Sydney 2000 Olympic Games. Riley discovered her Aboriginal and Torres Strait Islander heritage in 2001 when her mother, who was given up for adoption as a newborn, researched the family history.



NICOLE CUSACK NETBALL

Spending almost a decade as a member of the Australian netball squad, Nicole Cusack earnt 52 test caps and played in the winning national teams at the 1995 World Championships and the 1998 Commonwealth Games.

Debuting for Australia in 1989 she fast became an integral member of the squad known to positively influence the course of games with her play making skills, shooting finesse and speed.

Cusack was inducted into the Netball NSW Hall of Fame in 2007.

Following her playing career, Cusack embarked on coaching at the highest level, including assistant coach of South Africa at the Gold Coast 2018 Commonwealth Games.



NOVA PERIS OAM ATHLETICS

Raised in Darwin, Nova Peris OAM is a member of the Muran people from Kakadu and Arnhem Land. She was selected for the under-21 Australian hockey squad and began competing nationally in 1992.

From here it was an uphill trajectory to success in many facets of her life, she was a member of the Australian women's hockey team at the 1996 Olympics, becoming the first Aboriginal and Torres Strait Islander Australian and the first person from the Northern Territory to win an Olympic gold medal.

She then retired from Hockey and shifted her focus to an athletics career. She competed at the Kuala Lumpur 1998 Commonwealth Games securing two gold medal wins in the 200m sprint and as part of the 4 × 100 metres relay.

It wasn't just sporting success that Peris achieved, she was named Young Australian of the Year in 1997 and was elected as a candidate for the senate in the Northern Territory in the 2013 election.

In September of 2013 Peris became Australia's first Aboriginal and/or Torres Strait Islander woman elected to Federal parliament, that November she was sworn and noted the apology to the stolen generation in her maiden speech.

In 2020 she became an ambassador for the Australian Indigenous Education Foundation and continues her work in the community to this day.



BEN AUSTIN OAM SWIMMING

Born in Wellington, New South Wales, Ben Austin OAM shares his Aboriginal and Torres Strait Islander roots with his maternal grandmother.

Starting swimming at just five-years-old, doctors amputated his left arm above the elbow due to birth-related complications just weeks after birth.

Austin first entered the competitive swimming scene in 1996 and represented Australia for the first time in 1999, he competed in both para and able-bodied swimming competitions.

Austin's primary school years were spent as the undefeated age champion competing against able bodied athletes.

Austin set four Commonwealth records at the Manchester 2002 Commonwealth Games taking out the gold medal in both the 50m and 100m freestyle.

These Games were a historical event that saw elite athletes with a disability included in the same team as able-bodied elite athletes with their medals included in the official tally.

Austin also won 11 Paralympic medals, including three gold, across three Paralympic Games.



BROOKE PERIS HOCKEY

Cousin to hockey player turned Commonwealth dual gold medalist Nova Peris OAM, sport runs in this family's blood.

Brooke Peris was born and raised in Alice Springs where she took up hockey at age four and credits the Tiger girls in the Northern Territory for where she is today.

Peris was a part of the Australian women's hockey team at the Glasgow 2014 Commonwealth Games securing a gold medal, whilst at the Games she became a viral internet sensation after capturing a 'selfie' with the Queen in the background with teammate Jayde Taylor.

Peris was awarded the title of "Northern Territory Sportsperson of the Year" in 2014.

She added a silver medal to her Commonwealth Games medal tally on the Gold Coast in 2018 and was a member of the 2016 Rio and Tokyo 2020 Australian Olympic hockey teams.



TALIQUA CLANCY BEACH VOLLEYBALL

Born in Kingaroy Queensland, Taliqua Clancy is a descendant of the Wulli Wulli and Goreng Goreng people.

She was lucky enough to have a childhood encompassed by sport and turned down a netball scholarship from The Australian Institute of Sport to pursue beach volleyball with the Queensland Institute of Sport instead.

At just 17 she moved to Adelaide to join the Australian national beach volleyball program and became the first Aboriginal and Torres Strait Islander Australian volleyball player to represent at an Olympic and Commonwealth Games.

Playing left-side blocker with her partner Mariafe Artacho del Solar, Clancy reached the quarter finals at the 2016 Rio Olympics and went on to secure a silver medal on the Gold Coast at the 2018 Commonwealth Games.

A further bronze medal was won in Hamburg at the 2019 World Championships and another silver at the 2020 Tokyo Olympic Games.

Clancy has credited one of her main inspirations to success was seeing Cathy Freeman "running like the wind to claim 400m gold at the Sydney 2000 Games."

Ahead of her quarter final match at the Tokyo 2020 Olympics, Freeman sent her a video message which Clancy played on repeat inspiring her all over again.



RESULTS OF ABORIGINAL AND TORRES STRAIT ISLANDER ATHLETES AT COMMONWEALTH GAMES AND COMMONWEALTH PARAPLEGIC GAMES



RESULTS OF ABORIGINAL AND TORRES STRAIT ISLANDER ATHLETES AT COMMONWEALTH GAMES AND COMMONWEALTH PARAPLEGIC GAMES

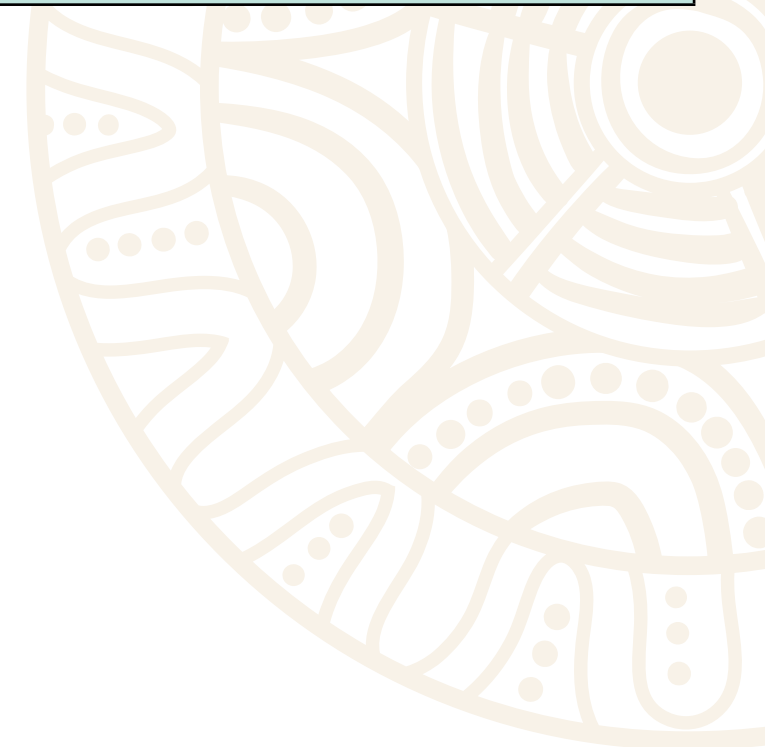
COMMONWEALTH GAMES	LOCATION	YEAR	GAMES RESULTS
VII British Empire & Commonwealth Games	Perth, Australia	1962	Percy Hobson , athletics, men's high jump, gold medal Adrian Blair , boxing, men's 60kg, 5th place Eddie Barney , boxing, men's 51kg, 5th place Jeff Dynevor , boxing, men's 54kg, gold medal
III Commonwealth Paraplegic Games	Edinburgh, Scotland	1970	Ray Barrett , athletics, wheelchair dash, 2 x silver medals; wheelchair basketball, bronze medal
X British Commonwealth Games	Christchurch, New Zealand	1974	Thomas Carney , boxing, men's 51kg, 15th place Joseph Donovan , boxing, men's 54kg, 13th place
IV Commonwealth Paraplegic Games	Dunedin, New Zealand	1974	Ray Barrett , athletics, wheelchair dash, gold medal, silver medal, bronze medal; wheelchair basketball, silver medal Kevin Coombs OAM , wheelchair basketball, silver medal
XI Commonwealth Games	Edmonton, Canada	1978	Gary Williams , boxing, men's 57kg, 5th place
XII Commonwealth Games	Brisbane, Australia	1982	Douglas Sam , boxing, men's 75kg, silver medal
XIV Commonwealth Games	Auckland, New Zealand	1990	Cathy Freeman OAM , athletics, women's 4x100m relay, gold medal Kyle Vander-Kuyp , athletics, men's 110m hurdles, 6th place
XV Commonwealth Games	Victoria, Canada	1994	Cathy Freeman OAM , athletics, women's 200m, gold medal; women's 400m, gold medal; 4x100m relay, silver medal; women's 4x400m relay, DSQ Kyle Vander-Kuyp , athletics, men's 110m hurdles, 5th place; men's 4x100m relay, silver medal Justann Crawford , boxing, men's 81kg, round 1 Robert Peden , boxing, men's 54kg, gold medal James Swan , boxing, men's 57kg, bronze medal Katie Mitchell Sigsworth , gymnastics, women's rhythmic group, silver medal Samantha Riley OAM , swimming, 100m breaststroke, gold medal; 200m breaststroke, gold medal; women's 4x100m medley, gold medal



COMMONWEALTH GAMES	LOCATION	YEAR	GAMES RESULTS
XVI Commonwealth Games	Kuala Lumpur, Malaysia	1998	Nova Peris OAM , athletics, women's 200m, gold medal, women's 4x100m, gold medal; women's 100m, 6th place Kyle Vander-Kuyp , athletics, men's 110m hurdles, 5th place James Swan , boxing, men's 57kg, bronze medal Nicole Cusack , netball, gold medal Samantha Riley OAM , swimming, women's 200m breaststroke, gold medal; women's 100m breaststroke, silver medal Brendan Williams , rugby 7s, bronze medal Jim Williams , rugby 7s, bronze medal
XVII Commonwealth Games	Manchester, England	2002	Cathy Freeman OAM , athletics, women's 4x400m relay, gold medal Patrick Johnson , athletics, men's 4x100m relay, bronze medal Daniel Geale , boxing, men's 67kg, gold medal Bradley Hore , boxing, men's 51kg, 1/16 elimination round Jamie Pittman , boxing, men's 71kg, 15th place Ben Austin OAM , Para-swimming, men's 100m free multi disability, gold medal; men's 50m free multi disability, gold medal
XVIII Commonwealth Games	Melbourne, Australia	2006	Benn Harradine , athletics, men's discus, 8th place Patrick Johnson , athletics, 4x100m relay, DNF, men's 100m, 6th place; men's 200m, 4th place Joshua Ross , athletics, men's 100m, semi-finalist, men's 4x100m, DNF Kyle Vander-Kuyp , athletics, men's 110m hurdles, round 1 5th place Bradley Hore , boxing, men's 51kg, 1/8 elimination round Ben Austin OAM , Para-swimming, men's 100m free multi disability, 4th place; men's 50m free multi disability, 6th place Brendan Williams , rugby 7s, 4th place
XIX Commonwealth Games	Delhi, India	2010	Benn Harradine , athletics, men's discus, gold medal Patrick Johnson , athletics, men's 4x100m, relay 4th place Cameron Hammond , boxing, men's 69kg, 1/8 elimination round Damien Hooper , boxing, men's 75kg, 1/8 elimination round Des Abbott , hockey, gold medal Joel Carroll , hockey, gold medal Ben Austin OAM , Para-swimming, men's 100m free Para-sport S8, gold medal; men's 50m free Para-sport S9, 4th place Shane Parker , wrestling Greco-Roman, men's 55kg, semi-finalist



COMMONWEALTH GAMES	LOCATION	YEAR	GAMES RESULTS
XX Commonwealth Games	Glasgow, Scotland	2014	Benn Harradine , athletics, men's discus, 4th place Shannon McCann , athletics, women's 100m hurdles, 8th place Brooke Peris , hockey, gold medal Stevie Kelly , wrestling, women's 63kg, quarter finalist Shane Parker , wrestling freestyle, men's 57kg, quarter finals Robert Crowther , athletics, men's long jump, 6th place
XXI Commonwealth Games	Gold Coast, Australia	2018	Benn Harradine , athletics, men's discus, 6th place Beki Smith , athletics, women's 20km walk, 6th place Taliqua Clancy , beach volleyball, silver medal Clay Waterman , boxing, men's 81kg, bronze medal Brooke Peris , hockey, silver medal Maurice Longbottom , rugby 7s, 5th place John Porch , rugby 7s, 5th place Brandon Wakeling , weightlifting, men's 69kg, 7th place



CGA RECONCILIATION ACTION PLAN

RELATIONSHIPS RESPECT OPPORTUNITIES GOVERNANCE

A Reflect RAP is used to lay the foundations and prepare for future RAPs and reconciliation initiatives.

Reconciliation Australia's RAP Framework provides organisations with a structured approach to advance reconciliation. As such, the Reflect RAP template is pre-filled with all the mandatory actions (in bold) and deliverables that CGA is required to commit for Reconciliation Australia's endorsement.

Additional actions and deliverables specific to CGA's unique environment have also been added.

The Reflect RAP template on the following pages is designed to provide a roadmap to begin CGA's reconciliation journey.



RELATIONSHIPS

Deliverables highlighted in bold text are required elements from Reconciliation Australia.

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 or sphere of influence. • Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. • Scope Aboriginal and Torres Strait Islander communities and schools in Urban, Regional and Remote areas to engage with, based on locations of CGA Alumni and Birmingham 2022 Team members. Seek engagement with Indigenous Elders and communities in those communities. • Athlete engagement during the Games via virtual calls into community classrooms. Encourage school participation and activities during the Games. 	December 2022 December 2022 September 2022 August 2022	Community Engagement Manager Community Engagement Manager Community Engagement Manager Community Engagement Manager and Team Experience Lead
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 CGA staff. • RAP working group (RWG) members to participate in an external NRW event. • Encourage and support CGA staff and senior leaders to participate in at least one external event to recognise and celebrate NRW and promote CGA's strong Indigenous history based on NRW theme. • Deliver a joint statement with Australian Institute of Sport (AIS), Australian Olympic Committee (AOC), Paralympics Australia (PA) and other kindred organisations during NRW. 	February 2022 May-June 2022 June 2022 June 2022	Community Engagement Manager Community Engagement Manager Community Engagement Manager Community Engagement Manager (in partnership with the Australian Institute of Sport)
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> • Communicate CGA's commitment to reconciliation to all staff. • Identify external stakeholders that our organisation can engage with on our reconciliation journey. • Identify other like-minded organisations to collaborate with on our reconciliation journey. • CGA Board & Executives become 'Indigenous champions' and promote our RAP commitment to stakeholders and community networks, including the Commonwealth Games Federation and other Commonwealth Games Associations. 	December 2022 December 2022 December 2022 December 2022	Chief Executive Officer Community Engagement Manager Community Engagement Manager Chief Executive Officer
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. • Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	December 2022 January 2022	Community Engagement Manager General Manager Corporate

RESPECT

Deliverables highlighted in bold text are required elements from Reconciliation Australia.

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"> • Embed an increased understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. • Conduct a review of cultural learning needs within our organisation. • Develop a culturally safe and confidential environment for our CGA community to share their experiences and provide a safe space for truth telling. • Develop cultural awareness resources to be shared across CGA, including Birmingham 2022 Team Members, to build a better understanding of history and impacts Aboriginal and Torres Strait Islander people have faced and provide context as to why a RAP is so important. • Development of CGA's historical timepiece, highlighting the significant contribution and moments in the Commonwealth Games from our Aboriginal and Torres Strait Islander alumni. • Produce a highlights video of Aboriginal and/or Torres Strait Islander athletes who have competed in previous editions of the Commonwealth Games. (Pending availability and access to vision and rights). • Engage with schools to utilise videos throughout NAIDOC Week and National Reconciliation Week. (Pending availability and access to vision and rights). • Include Aboriginal and Torres Strait Islander alumni history at the Commonwealth Games in CGA's Education Program resources. 	<p>December 2022</p> <p>December 2022</p> <p>December 2022</p> <p>August 2022</p> <p>December 2022</p> <p>May 2022</p> <p>August 2022</p> <p>August 2022</p>	<p>Community Engagement Manager</p> <p>Community Engagement Manager and CGA RAP Consultant</p> <p>The RWG Chair</p> <p>Community Engagement Manager</p> <p>General Manager Marketing, Communications and Community</p> <p>Digital Communications Coordinator</p> <p>Community Engagement Manager</p> <p>Community Engagement Manager</p>
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. • Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. • Develop an event-by-event plan for relevant CGA activities to ensure appropriate observation of cultural protocols, including specific Welcome to Country and Acknowledgement of Country, including engagement with local Aboriginal and Torres Strait Islander alumni communities where appropriate. • Provide a connection with the local community for CGA athletes and officials. Connect with local Traditional Custodians and provide Welcome/Acknowledgement to Country and/or other initiatives during Team training camps and competitions, where appropriate. 	<p>February 2022</p> <p>January 2022</p> <p>July 2022</p> <p>August 2022</p>	<p>Community Engagement Manager</p> <p>Community Engagement Manager and CGA RAP Consultant</p> <p>Community Engagement Manager</p> <p>Community Engagement Manager</p>
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 CGA Board and Staff about the meaning of NAIDOC Week. • Introduce our CGA Board and Staff to NAIDOC Week by promoting external events in our local area. • RAP Working Group to participate in an external NAIDOC Week event. • CGA leadership & Executive to attend key Aboriginal and/or Torres Strait Islander events across the calendar year, including NAIDOC Awards night (if appropriate), to learn and meet the community. 	<p>July 2022</p> <p>July 2022</p> <p>July 2022</p> <p>3 – 10 July 2022</p>	<p>Community Engagement Manager</p> <p>Community Engagement Manager</p> <p>The RWG Chair</p> <p>Chief Executive Officer</p>

OPPORTUNITIES

Deliverables highlighted in bold text are required elements from Reconciliation Australia.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> • Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation and highlight that CGA encourage Aboriginal and Torres Strait Islander applications in all employment advertisements and internships. 	December 2022	General Manager Corporate
	<ul style="list-style-type: none"> • Build the understanding of current Aboriginal and Torres Strait Islander staffing within our Member Sports to help inform future employment and professional development opportunities. 	September 2022	Community Engagement Manager
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> • Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses for relevant CGA requirements. 	December 2022	General Manager Corporate
	<ul style="list-style-type: none"> • Investigate Supply Nation membership. 	November 2022	General Manager Corporate
	<ul style="list-style-type: none"> • Explore Aboriginal Chamber of Commerce opportunities to enable access to their Aboriginal and Torres Strait Islander supplier database. 	December 2022	General Manager Corporate
	<ul style="list-style-type: none"> • Develop artwork brief and engage with an Aboriginal and/or Torres Strait Islander artist to undertake CGA RAP artwork. 	February 2022	Community Engagement Manager

GOVERNANCE

Deliverables highlighted in bold text are required elements from Reconciliation Australia.

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"> • Form a RWG to govern the RAP implementation. • Draft a Terms of Reference for the RWG. • Establish Aboriginal and Torres Strait Islander representation on the RWG. 	<p>March 2022</p> <p>January 2022</p> <p>March 2022</p>	<p>Community Engagement Manager / CGA Board</p> <p>Community Engagement Manager / CGA Board</p> <p>Community Engagement Manager</p>
11. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> • Define resource needs for RAP implementation. • Engage leadership in the delivery of RAP commitments. • Define appropriate systems and capability to track, measure and report on RAP commitments. • The RWG to be recognised as the connection point between the RAP and the CGA Board. 	<p>December 2021</p> <p>December 2022</p> <p>December 2022</p> <p>December 2022</p>	<p>General Manager Marketing, Communications and Community</p> <p>General Manager Marketing, Communications and Community</p> <p>General Manager Marketing, Communications and Community</p> <p>Chief Executive Officer</p>
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. • Monitor and report on RAP progress at each CGA Board meeting. 	<p>30 September 2022</p> <p>December 2022</p>	<p>Community Engagement Manager</p> <p>Chief Executive Officer</p>
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 'innovate' or 'elevate' RAP. 	<p>October 2022</p>	<p>Community Engagement Manager</p>

ACKNOWLEDGEMENTS

Commonwealth Games Australia thanks the members of the RAP Working Group for their contribution to the formulation of our first Reconciliation Action Plan.

We value our ongoing relationship with the Yugambeh elders and Yugambeh Museum and thank them and the Commonwealth Games Federation for the ongoing involvement of Borobi in our activities as our Team mascot for the Birmingham Games.

We also thank the Queensland Government for the ongoing use of the Unity Symbol that first featured as part of the Gold Coast 2018 Commonwealth Games RAP and now lives on as a legacy of the Gold Coast Games.

Borobi and the Unity Symbol are both important components of our RAP implementation.

Thank you to the Commonwealth Games Federation's Commonwealth Sport Foundation, through which funding from their 'Games Changers' Grant Program has contributed to the development of our RAP.

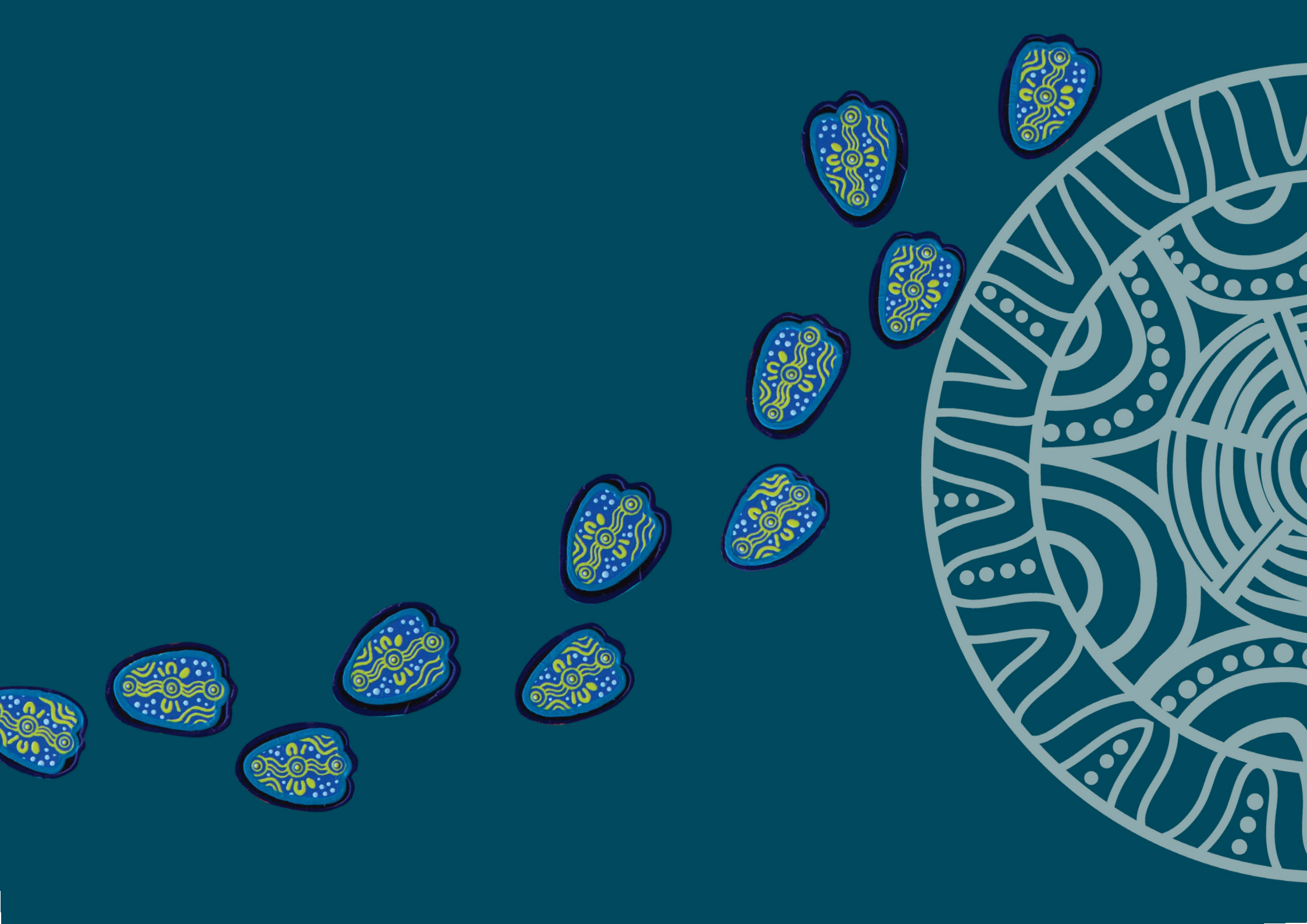
We acknowledge that our history will change, and the stories, athletes and results contained in these pages may change as more is discovered about our athletes and we are committed to making these discoveries. This is just the beginning of this story.

Finally, thank you to CGA staff members David Culbert, Natalie Medhurst, Ren Thompson and Alexandra Cole for their work in researching the athletes, results and stories contained within this document.



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RECONCILIATION ACTION PLAN

MAY 2022-MAY 2023