



# RECONCILIATION ACTION PLAN

COMMONWEALTH GAMES AUSTRALIA  
MAY 2025 - MAY 2027









# ACKNOWLEDGEMENT OF COUNTRY

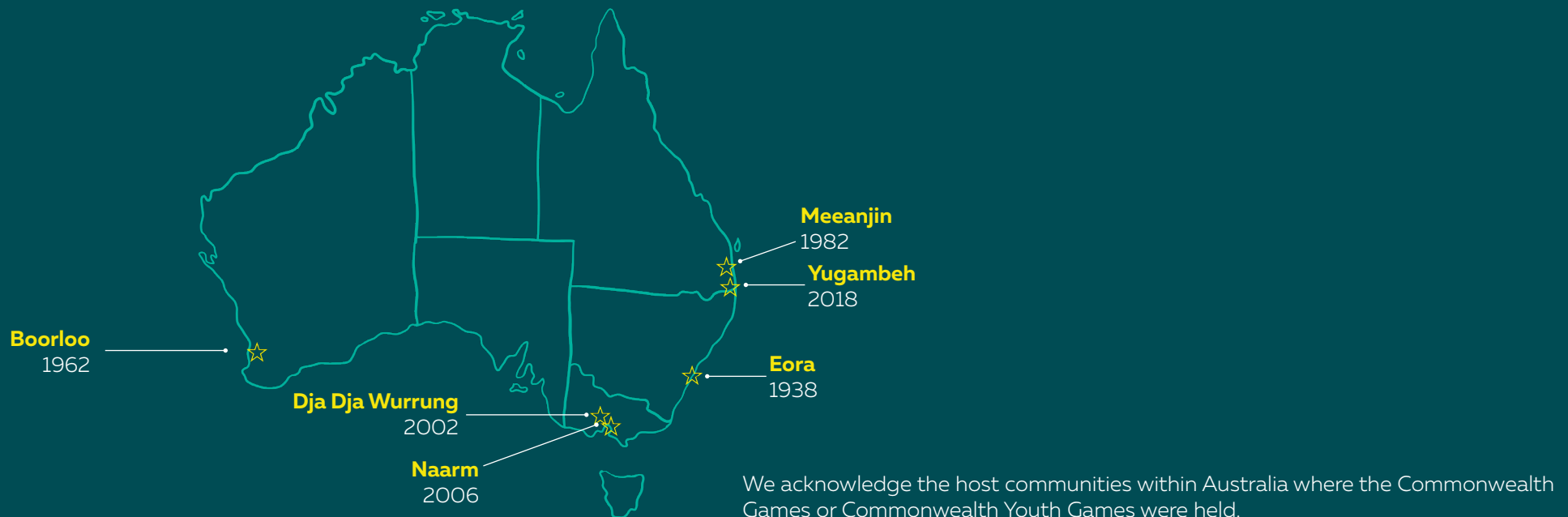
We acknowledge Aboriginal and Torres Strait Islander peoples of this nation.

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.

We are 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.



*\*Note: This document may contain the names and images of Aboriginal and Torres Strait Islander peoples now deceased.*







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# MESSAGE FROM THE PRESIDENT

## BEN HOUSTON



On behalf of the Board of Commonwealth Games Australia (CGA), I am proud to present our *Innovate* Reconciliation Action Plan (RAP).

It reaffirms our ongoing commitment to meaningful reconciliation with the Aboriginal and Torres Strait Islander peoples of Australia.

The record 10 Aboriginal and Torres Strait Islander athletes representing Australia at the Birmingham 2022 Commonwealth Games, along with five at the Trinbago 2023 Commonwealth Youth Games, allowed us to bring to life the commitments made in our *Reflect* RAP.

This is perhaps best highlighted by our commitment to continuing the legacy of Gold Coast 2018, the most recent iteration of the Commonwealth Games held in Australia.

The unity symbol has featured extensively in the competition uniform and formal wear of Birmingham 2022 and Trinbago 2023, and alongside the Commonwealth Sport, we have moved to elevate Borobi to become an enduring mascot for the Australian Team.

We have also expanded the resource offering in our education program to further celebrate Aboriginal and Torres Strait Islander culture, incorporating history, the stories of our alumni and the extensive contribution they have and continue to make to Australian sport.

This next step in our reconciliation journey will see us continue to recognise the significant history of achievement and involvement by Aboriginal and Torres Strait Islander peoples in Australia's grassroots, national and international sporting participation and representation.

It will also allow us to establish best practices to advancing reconciliation, strengthen our relationships with Aboriginal and Torres Strait Islander peoples, and build our strategies for furthering our reconciliation commitments.

I commend the efforts of our Reconciliation Action Plan Advisory Group (RAPAG) in helping to drive CGA's commitment to reconciliation and thank them for their ongoing expertise.

We will collectively share the pride and history of achievements past and present, as we look forward to delivering this next chapter of our reconciliation action journey.

Ben Houston  
*President*  
*Commonwealth Games Australia*



# MESSAGE FROM THE RAPAG CHAIR

## KYLE VANDER-KUYP



The RAPAG, of which I am Chair, is proud to present the *Innovate* Reconciliation Action Plan (RAP) of Commonwealth Games Australia (CGA).

As a proud contributor to the development and implementation of the *Reflect* RAP, it is fantastic to see the continued progression of CGA's vision for reconciliation.

This document outlines the next steps in CGA's journey alongside Aboriginal and Torres Strait Islander peoples.

It will allow us to build on the successful outcomes achieved to date as we look to strengthen our relationships and continue to empower Aboriginal and Torres Strait Islander peoples.

It will also see us continue to recognise and celebrate the significant contributions that Aboriginal and Torres Strait Islander peoples make to the Commonwealth Sport Movement, enriching the organisation and teams far beyond the field of play.

I recognise that effective governance is essential for translating our reconciliation goals into meaningful action and collaborative efforts ensure that we drive reconciliation initiatives forward with unified purpose and effectiveness.

I thank my fellow members of the RAPAG for their commitment to the process, as well as the CGA Board for their resolve to ensure reconciliation.

Kyle Vander-Kuyp  
*Chair*  
*RAPAG*



# MESSAGE FROM RECONCILIATION AUSTRALIA

KAREN MUNDINE



Reconciliation Australia commends Commonwealth Games Australia on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Commonwealth Games Australia to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Commonwealth Games Australia will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Commonwealth Games Australia is part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Commonwealth Games Australia's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these 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 on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine  
*Chief Executive Officer*  
*Reconciliation Australia*





*Percy Hobson competes at the Perth 1962 British Empire and Commonwealth Games.*







# OUR RECONCILIATION JOURNEY

As part of our *Innovate* RAP, a new series of digital works have been created to showcase our values.



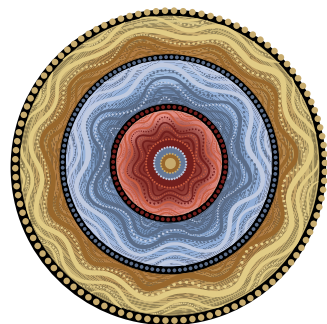
## INCLUSIVENESS

This symbol embodies inclusion, featuring a vibrant array of coloured symbols in the shape of a U, that reflect the rich diversity of individuals participating in the Commonwealth Games. It celebrates people of all shapes, sizes, colours and backgrounds who unite to compete and proudly represent our nation, Australia.



## INTEGRITY

This symbol embodies integrity, inspired by the sun, which represents the bright future of our organisation and its Teams. The white lines radiate outward, illustrating our organisation's journey, while the U-shaped symbols encircling the centre signify collaboration and unity. Together, they reflect the collective effort to uphold their values and continue their impactful work.



## EXCELLENCE

This symbol signifies excellence, with each ring of the circle representing the colour of the medals athletes strive for. These medals embody achievement, performance, and the pride that comes with hard-earned success. The outer ring gleams in gold, the middle in silver and the inner in bronze, highlighting the journey of dedication and accomplishment.



## RESPECT

This symbol embodies respect for one another, embracing our differences, opinions, cultures, beliefs and backgrounds. The handprints, each unique yet interconnected, symbolise the sharing of experiences that fosters a deeper understanding of both our distinctions and commonalities. The lines surrounding the handprints celebrate the journey toward mutual understanding and respect, paving the way for a brighter future.







# ARTIST BIOGRAPHY

## CHERN'EE SUTTON



**Chern'ee Sutton is a proud Kalkadoon woman and accomplished artist from Mount Isa, Queensland, dedicated to celebrating her culture through her vibrant art.**

Chern'ee's unique style masterfully weaves together traditional heritage and contemporary elements, captivating collectors around the globe. Her work has garnered numerous State and National awards, and she has exhibited in major cities including London, Tokyo and Sydney. She has received commissions from organisations including the Australian Defence Force, the Royal Australian Mint, the Queensland Government, the National Rugby League, Tennis Australia and the Essendon Football Club. Among her notable achievements, one of Chern'ee's reconciliation paintings, which envisions a united Australia, now hangs in the Royal Collection at Buckingham Palace.

Chern'ee served as an artist in residence at the Gold Coast 2018 Commonwealth Games, where she created a nine-meter-long timeline encapsulating Australia's history entitled "Caina Putut, Ilya, Wartanganha," which translates to "Long ago, Today, Tomorrow" in Kalkadoon. This work was commissioned by the City of Gold Coast and presented to His Majesty, King Charles III, the then Prince of Wales, also finding its place in the Royal Collection.

Chern'ee played a pivotal role in the creation of the Games mascot, Borobi, contributing her artistic vision and cultural insight to ensure he authentically represented the local culture, infusing Borobi with elements that reflect the natural environment and the stories of the Yugambah peoples. Her input helped shape Borobi's personality and narrative, making him not just a mascot, but a symbol of pride and unity that resonates with CGA as a legacy to this day.

A passionate advocate for reconciliation and equality, Chern'ee has received numerous accolades, including the National NAIDOC Youth of the Year and Australia Day Awards. Her work draws deeply from her people's stories, emphasising themes of reconciliation, inclusion and charity, making a profound impact on both her community and the broader Australian landscape.









## OUR VISION FOR RECONCILIATION

Our vision for reconciliation is to maintain a true and lasting partnership with Aboriginal and Torres Strait Islander peoples, ensuring that the principles of reconciliation are not only embedded within our organisation but are reflected in the actions of our Team.

We are committed to recognising, celebrating, and amplifying the achievements and contributions of Aboriginal and Torres Strait Islander alumni, honouring their profound cultural heritage, and ensuring their stories are shared and cherished for generations to come.

We will use the power of sport to drive greater participation, advocate for inclusion, and champion equality—building stronger, more respectful communities and promoting cohesion, unity and respect.

Our dedication is to create meaningful, lasting change that honours the histories, cultures, and legacies of Aboriginal and Torres Strait Islander peoples, empowering future generations and instilling pride in us all.



## OUR ORGANISATION

We are a member-based organisation dedicated to overseeing, coordinating and administering the participation of sports and their athletes at the Commonwealth Games. Our core business is the success of Australia's Teams by ensuring the successful engagement of our Sport Members and their athletes.

Beyond this, we play a pivotal role as a leader and collaborative delivery agency within the Australian and international Commonwealth Sport Movement, as well as the broader Australian sporting sector. Our influence spans internal and external stakeholders, including National Sporting Organisations (NSOs), athletes, officials, partners, sponsors and the broader sporting community.

Our South Melbourne office is located on the traditional lands of the Bunurong/Boon Wurrung and Wurundjeri peoples and currently employs 13 staff.

While there is not any identified Aboriginal or Torres Strait Islander staff employed with us, we deeply value our rich history of Aboriginal and Torres Strait Islander alumni and their contributions are actively represented in both our RAPAG and Athlete Advisory Group (AAG).



## OUR STRATEGIC PRIORITIES



**Delivering Team Success**



**Connecting with Communities**



**Presenting a Powerful Brand**



**Leading the Way**



**Hosting Great Games**

## CGA'S VISION



## FIRST AMONG EQUALS

The most recent Strategic Plan – *First Among Equals* – outlines our four values. These values guide all our activities.

### 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.



# OUR RECONCILIATION ACTION PLAN

## OUR APPROACH

In developing our *Innovate* RAP, CGA is committed to strong governance as a critical foundation. We recognise that effective governance is essential for translating our reconciliation goals into meaningful action.

Our approach to the *Innovate* RAP is supported by our Board and Executive, the RAPAG and the AAG.

These groups provide essential guidance and form the cornerstone of our consultation process. Their collaborative efforts ensure that we drive our reconciliation initiatives forward with unified purpose and effectiveness.

## RAP GOVERNANCE

At the direction of our Board, the RAPAG will oversee the implementation and accountability of the *Innovate* RAP.

The RAPAG is chaired by Kyle Vander-Kuyp, an esteemed athlete and proud Worimi and Yunin man. He is supported by alumni members Katie Mitchell (Worimi) and Cassie Woods (Gadigal), as well as cultural advisors Craig Williams (Yugambeh), Karen Millward (Yorta Yorta) and Travis Couch.

Together, they form the primary governance body responsible for guiding the RAP's execution.

The RAPAG also includes Jayne Ferguson and Steve Moneghetti AM, members of our Board.

Day-to-day accountability will be spearheaded by the General Manager of Marketing, Communications & Community, the Manager of Alumni and Community Engagement and identified staff with applicable delivery responsibility.

This cross-representation ensures that key internal decision-makers are actively involved in the timely and effective delivery of outlined initiatives.

The RAPAG and our staff are integral to the planning, delivery, measurement and reporting of the RAP. They operate within a cohesive framework that links all stakeholders ensuring a unified and effective implementation of the RAP.

## ROLE OF THE RAPAG

The RAPAG plays a vital role in guiding and advising CGA on our reconciliation initiatives.

Established to support the delivery of our RAP at every stage, the RAPAG provides strategic guidance on developing relationships with Aboriginal and Torres Strait Islander communities, advising on cultural practices and ensuring that RAP actions are effectively implemented.

The RAPAG is comprised of Commonwealth Games alumni who are Aboriginal and Torres Strait Islander, members of the CGA Board, and appointed independent advisors with expertise in RAP and Aboriginal and Torres Strait Islander engagement. Notably, five members of the RAPAG are Aboriginal and Torres Strait Islander, ensuring that our reconciliation efforts are informed, impactful, and culturally responsive.

## OUR COMMITTEES

Our RAP is guided by Aboriginal and Torres Strait Islander perspectives through the insights of the RAPAG, alongside contributions from our Board, the AAG and staff.

This collaborative approach ensures our RAP is developed, implemented and reported with cultural integrity and broad support.

### BOARD

Ben Houston  
*President*

Grant Harrison  
*Vice President*

Luke Casey-Leigh  
*Director*

Kate Corkery  
*Director*

Marlene Elliott  
*Director*

Jayne Ferguson  
*Director*

David Mandel  
*Director*

Steve Moneghetti AM  
*Director*

### RAP ADVISORY GROUP

Kyle Vander-Kuyp (Chair)  
(Worimi and Yunin)  
*Silver medallist*

Katie Mitchell  
(Worimi)  
*Silver medallist*

Cassie Woods\*  
(Gadigal)  
*Bronze medallist*

Steve Moneghetti AM  
*Gold medallist, silver medallist and two-time bronze medallist*

Luke Casey-Leigh

Karen Millward  
(Yorta Yorta)

Craig Williams\*  
(Yugambeh)

Travis Couch

### ATHLETE ADVISORY GROUP

Greg Hire (Chair)  
*3x3 Basketball*

Anabelle Smith (Chair)  
*Diving*

Paige Hadley  
*Netball*

Shayna Jack  
*Swimming*

Tahlia McGrath  
*Cricket*

Nina Kennedy  
*Athletics*

Chris McHugh  
*Beach Volleyball*

Karen Murphy AM  
*Lawn Bowls*

Nathan Tang  
*Badminton*

Brandon Wakeling  
(Wonnarua)  
*Weightlifting*

Aran Zalewski  
*Hockey*

Matt Levy OAM  
*Commonwealth Sport AAC*

\*Denotes a member of the RAP Working Group.





## PARTNERSHIPS

We have forged and nurtured impactful partnerships with Aboriginal and Torres Strait Islander stakeholders, along with like-minded organisations, throughout the 2022-2023 period.

Below is a snapshot of the significant collaborations and milestones reached during this time:

### RECONCILIATION ACTION PLAN ADVISORY GROUP

We maintain an ongoing and fruitful partnership with the RAPAG.

Chaired by Kyle Vander-Kuyp and including six Aboriginal and Torres Strait Islander alumni and reconciliation experts, their insights and guidance are at the heart of our reconciliation journey.

### ATHLETE ADVISORY GROUP

Our AAG provide regular advice on matters relevant to the Australian Commonwealth Games Team and our reconciliation commitments that directly relate to reconciliation and Aboriginal and Torres Strait Islander athlete engagement.

The AAG includes Wonnarua man Brandon Wakeling, bringing an Aboriginal and Torres Strait Islander voice to the conversation.

### RECONCILIATION AUSTRALIA

We maintain a close working relationship with Reconciliation Australia.

We seek their expert guidance to inform our reconciliation efforts and our engagement with Aboriginal and Torres Strait Islander peoples and thank them for their continued support of our efforts.

### GRIFFITH UNIVERSITY RON CLARKE BRIGHTER FUTURES SCHOLARSHIP

In collaboration with Griffith University, we have delivered the Ron Clarke Griffith Futures Scholarship to support Aboriginal and Torres Strait Islander students competing at an elite level in Commonwealth Games sports.

This annual scholarship is funded by CGA and remains an integral and lasting legacy of the Gold Coast 2018 Commonwealth Games.

### CHERN'EE SUTTON

In collaboration with Kalkadoon woman Chern'ee Sutton, CGA continues to create inspiring Aboriginal and Torres Strait Islander artwork.

The custom pieces created have garnered much acclaim in the Commonwealth Sport family, and as part of our *Innovate* RAP, a new series of digital works will be created to showcase our values.

The original artwork is proudly showcased in our boardroom, where it serves as a striking backdrop for meetings with our Board, Team Executives, staff, and other internal and external stakeholders.



*Kyle Vander Kuyp competes at the Victoria 1994 Commonwealth Games.*





# INITIATIVES

In the 2022–23 period, we launched, developed and nurtured key initiatives through our *Reflect* RAP. This includes:

## LAUNCH AND DELIVERY OF *REFLECT* RAP

Launched in 2022, we have capably established and delivered our *Reflect* RAP.

The delivery of initiatives agreed was made particularly special as it has been guided by iconic Commonwealth Games alumni and Worimi and Yunin man Kyle Vander-Kuyp as Chair of the RAPAG, alongside Aboriginal and Torres Strait Islander alumni, members of our Board and appointed independent advisors with expertise in RAP and Aboriginal and Torres Strait Islander engagement.

## VOICE TO PARLIAMENT

We proudly supported the Voice to Parliament in 2023.

We made a financial contribution to the ‘Yes’ campaign and hosted an information session for our Sport Members to allow them to form their own position on the question being asked of the Australian people.

We stand by our advocacy and remain committed to continued and improved reconciliation with Aboriginal and Torres Strait Islander peoples.

## HIGH PERFORMANCE SPORT NETWORK JOINT STATEMENT

In 2023, we spearheaded a collaborative initiative with the Australian High Performance Sport Network (Australian Sports Commission, the Australian Institute of Sport, the Australian Olympic Committee, Paralympics Australia, and the National Institute Network) to develop and release a joint statement advocating for reconciliation through sport during National Reconciliation Week.

## TEAM AUSTRALIA UNIFORM

At the Birmingham 2022 Commonwealth Games, the Unity symbol, first introduced at the Gold Coast 2018 Commonwealth Games, was prominently featured in Team Australia’s uniforms, blending style with a powerful message of reconciliation.

This was continued at the Trinbago 2023 Commonwealth Youth Games, where RAP artwork adorned the shirts worn by the Australian Team during the Opening Ceremony. Podium jackets and other uniform items also incorporated the Unity symbol.

The display was among the most impactful to date, accompanied by an educational session from RAPAG members and alumni on the tribute’s significance.

## TEAM AUSTRALIA MASCOT

Borobi, Australia’s favourite blue koala, has been elevated from the Gold Coast 2018 Commonwealth Games mascot to the enduring Team Australia mascot, embodying both legacy and culture.

This transition is complemented by a new custom Australian team uniform design that features the Unity symbol alongside our Team colours of green and gold. Borobi now represents the seamless blend of tradition and team spirit.

## BOROBI’S CLASSROOM

The development of an education program, entitled Borobi’s Classroom, has been developed for educators and students nationwide.

This program emphasises Aboriginal and Torres Strait Islander culture, incorporating history, alumni stories and athlete narratives into lesson plans, worksheets and activities for both primary and secondary levels.

Drawing from Borobi’s legacy after the Gold Coast 2018 Commonwealth Games and previous educational initiatives, this program acts as a significant educational resource and a tribute to the ongoing journey of reconciliation.





## WELCOME TO COUNTRY

As part of our commitment to honouring the Traditional Custodians of the land, we ensure that Welcome to Country ceremonies are held at all major CGA events, including the President's Dinner, Members' Forums, Annual General Meeting and other significant celebrations. We invite Elders and community members to lead these ceremonies, where they meaningfully acknowledge the traditional lands, grant consent for events to take place and provide education on cultural protocols.

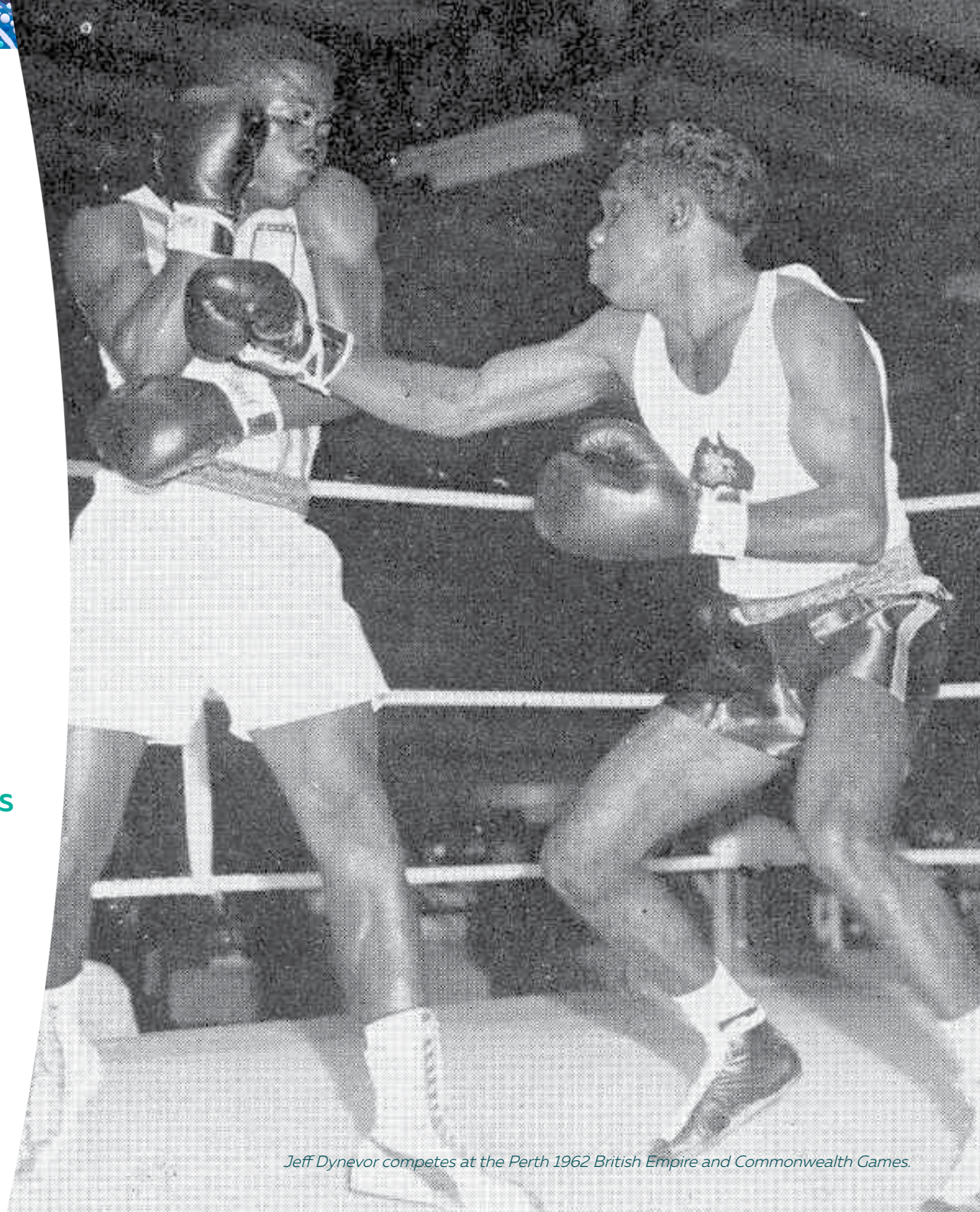
## ACKNOWLEDGEMENT OF COUNTRY

We take pride in the inclusion of an Acknowledgement of Country at all appropriate opportunities, including during the Games, at key events, and in daily operations. These acknowledgements are incorporated into Board, Team Executive, staff and internal and external stakeholder meetings, fostering a more inclusive and culturally aware environment at every level.

## ABORIGINAL AND TORRES STRAIT ISLANDER AWARDS

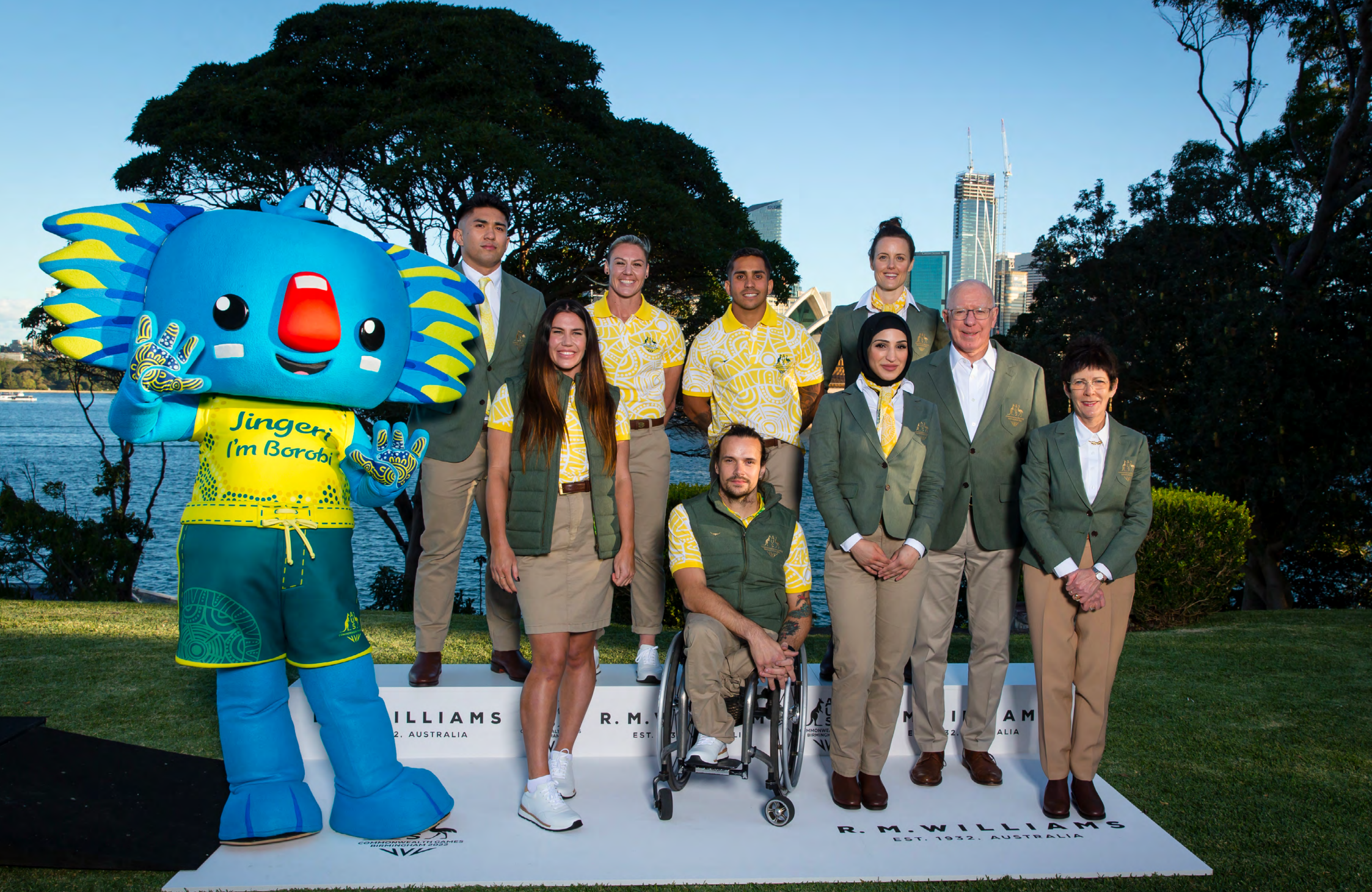
We supported the NATSI Sport Awards by donating tickets for Aboriginal and Torres Strait Islander peoples to attend.

This initiative aimed to celebrate the outstanding achievements of Aboriginal and Torres Strait Islander athletes.



*Jeff Dynevor competes at the Perth 1962 British Empire and Commonwealth Games.*









# LEARNINGS

Key learnings and reflections from RAP Implementation:

## EDUCATION

### Learning:

It is critical that we educate Team Members about the significance of the Aboriginal and Torres Strait Islander designs which feature on uniforms.

### Example:

At the Tringago 2023 Commonwealth Youth Games, the Australian Team wore uniforms featuring the RAP artwork and our stylised Unity symbol. Educational sessions led by Kyle Vander-Kuyp, RAPAG Chair and alumni, highlighted the historical and cultural importance of these symbols, which deepened the team's appreciation and respect for the heritage they represent.

## ENGAGEMENT AND RELATIONSHIPS

### Learning:

It is critical that we regularly engage the RAPAG and its panel of cultural advisors to ensure the effective implementation of the RAP.

### Example:

We host regular meetings of the RAPAG to consult them on decisions being taken that reflect the direction of the RAP or Aboriginal and Torres Strait Islander peoples.

This was particularly evident when making the decision to support the Voice to Parliament.

This frequent engagement allows us to incorporate well-informed feedback and community sentiment in our decision making.

## ACTION AND ACCOUNTABILITY

### Learning:

To ensure success, we must set specific, measurable targets to support progress and accountability in achieving RAP goals.

### Example:

The setting of specific, measurable targets made reporting of our RAP delivery more achievable and allowed for ease of discussion with the RAPAG as we made decisions to move forward.

This was coupled with broad distribution of responsibility and accountability across our organisation for activity undertaken.

## PARTNERSHIPS AND COLLABORATIONS

### Learning:

Success cannot be achieved in isolation and collaboration with partners across the sport sector and the Commonwealth Sport Movement supported achieving our RAP goals.

### Example:

We worked with the Australian High Performance Sport Network including the Australian Sports Commission, the Australian Olympic Committee, Paralympics Australia and the National Institute Network to strengthen CGA's reconciliation messaging and to extend our influence.

This unified approach ensured cohesion across the Australian high performance system, including with Sport Members.

## ACKNOWLEDGEMENT

### Learning:

The inclusion of acknowledgement of Aboriginal and Torres Strait Islander peoples encouraged discussion and a deeper understanding of reconciliation.

### Example:

We promoted and encouraged acknowledgement and storytelling, and this dialogue enhanced meaningful yarning by the Commonwealth Sport family.

## INVOLVEMENT IN CONTINUOUS LEARNING

### Learning:

Actively engage in continuous learning alongside Reconciliation Australia and other industry leaders.

### Example:

CGA attended numerous Reconciliation Australia experiences to enhance our understanding of best practices, reinforcing our commitment to effective and informed RAP implementation.



## CASE STUDIES

### WEARING HISTORY: RAP ARTWORK ON AUSTRALIA'S YOUTH UNIFORM

**The 2023 Commonwealth Youth Games, hosted by Trinidad and Tobago, were a major milestone on the Commonwealth sporting calendar, celebrating not only athletic excellence but cultural exchange among young athletes across the Commonwealth.**

The Opening Ceremony was a defining moment for us. It set the tone for the Games, showcasing Australia's cultural heritage and fostering a spirit of unity.

The ceremonial uniform worn by the Australian Commonwealth Youth Games Team prominently featured our RAP artwork, masterfully created by Kalkadoon contemporary artist Chern'ee Sutton.

The uniform stands as one of the boldest of its kind in Australian sport, with every detail intentionally showcasing the story of reconciliation through vibrant and intricate patterns.

Sutton reminded the team: "you will be wearing the history of the Commonwealth Games on your backs."

It served as a powerful declaration of our commitment to reconciliation, featuring a timeline from 1930 when Australia first competed in the Commonwealth Games to the present day.

The decision to feature this distinctive artwork was driven by our goal to educate emerging athletes about Australia's rich Aboriginal and Torres Strait Islander sporting history.

This education was facilitated through digital storytelling by the artist herself and a face-to-face yarn with Commonwealth Games silver medallist and RAPAG Chair Kyle Vander-Kuyp.

This initiative ensured that the Australian Commonwealth Youth Games Team understood their uniform as more than just clothing. It was a powerful symbol of unity and respect, embodying a rich tapestry of cultural heritage and historical importance.



The athletes wearing the RAP artwork at the Trinidad 2023 Commonwealth Youth Games.



## CULTURAL CONNECTION: BOROBI'S CLASSROOM

**Borobi's Classroom, our education program, aligns to our RAP commitments and offers a unique opportunity to engage students with Aboriginal and Torres Strait Islander cultures through a bespoke, interactive curriculum.**

As a legacy of the Gold Coast 2018 Commonwealth Games and as the Team Australia mascot, Borobi proudly serves as both the namesake and the face of this program.

The program was a significant expansion of previous iterations, with over 2,500 Australian educators participating.

A significant portion of the worksheets and lessons, spanning 500 pages, were dedicated to Aboriginal and Torres Strait Islander content. This included profiles of Aboriginal and Torres Strait Islander alumni, historical stories, artwork and language lessons all integrated into the curriculum.

We are committed to elevating the program into the future, with newly created resources to feature increased integration of content aligned to Aboriginal and Torres Strait Islander cultures.



*Borobi launches the education program at Waverley Meadows Primary School.*



# OUR HISTORY

**Australia has had a strong and proud history of Aboriginal and Torres Strait Islander athletes competing at the Commonwealth Games, with our athletes creating some of the most iconic moments in sporting history.**

It was in 1962 that first saw Aboriginal and Torres Strait Islander athletes compete at the British Empire and Commonwealth Games on home soil in Perth.

Eddie Barney, Adrian Blair and Jeff Dynevor represented Australia in boxing and Percy Hobson in athletics (high jump).



***Boxers Jeff Dynevor, Adrian Blair and Eddie Barney at the Perth 1962 British Empire and Commonwealth Games.***

Dynevor and Hobson's iconic performances in their individual disciplines made history, winning the first gold medals by Aboriginal or Torres Strait Islander athletes at the Commonwealth Games, with Hobson setting a Commonwealth record in high jump at an impressive 2.11m jump.



***Percy Hobson after winning gold in the men's high jump at the Perth 1962 British Empire and Commonwealth Games.***

At the third Commonwealth Paraplegic Games in 1970, hosted in Edinburgh, Scotland, Ray Barrett became the first Aboriginal and Torres Strait Islander athlete with a disability to represent Australia, winning two silver medals in the wheelchair dash and a bronze medal in wheelchair basketball.

At the fourth Commonwealth Paraplegic Games in 1974 hosted in Dunedin, New Zealand, Barrett returned to win gold, silver and bronze medals, setting world records on all three occasions in the wheelchair dash.

Barrett was joined by teammate Kevin Coombs OAM in winning a silver medal in wheelchair basketball at the same Games, with Coombs captaining the team.

At Auckland 1990 Commonwealth Games, Cathy Freeman OAM made history by becoming the first Aboriginal and Torres Strait Islander woman to represent Australia, securing a gold medal as part of the women's 4 x 100m relay, at just 17 years old.

The Victoria 1994 Commonwealth Games saw Australia represented by seven Aboriginal and Torres Strait Islander athletes, with Freeman and fellow track athlete Kyle Vander-Kuyp making history, becoming the first Aboriginal and Torres Strait Islander athletes to appear at multiple Commonwealth Games following their debuts four years earlier.

By this time, Freeman was fast becoming Australia's golden girl, and she once again delivered, winning another two gold medals in the 200m and 400m events, adorning herself in both the Australian and Aboriginal flags as she completed her victory lap.



***Cathy Freeman OAM celebrating after winning gold at the Victoria 1994 Commonwealth Games***

Becoming the first Aboriginal and Torres Strait Islander woman to win an individual medal at a Commonwealth Games, Freeman's bold moves sparked a national dialogue on reconciliation, marking an enduring milestone in Australian sport and history. This moment subsequently empowered numerous Australian athletes to proudly embrace their heritage within national sporting teams.

At the same Games, Samantha Riley OAM won three gold medals in the 100m and 200m breaststroke and the 4 x 100m medley relay, making history as Australia's first Aboriginal and Torres Strait Islander woman to compete as a Team Member in the pool.



***Samantha Riley OAM swims at the Victoria 1994 Commonwealth Games***

Robert Peden went on to win gold in the men's 54kg boxing and Katie Mitchell became 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.

The Kuala Lumpur 1998 Commonwealth Games saw the introduction of team sports to the program, and

included seven Aboriginal and Torres Strait Islander athletes on the Australian Team.

This addition of team sports saw Aboriginal and Torres Strait Islander netballer Nicole Cusack brought home gold as a member of the Diamonds, while rugby 7s players Jim Williams and Brendan Williams won bronze.



***Nicole Cusack after winning gold in netball at the Kuala Lumpur 1998 Commonwealth Games.***

Nova Peris OAM made history when she transitioned from a gold medal in hockey at the Atlanta 1996 Olympic Games to securing gold in both the 200m and as part of Australia's victorious 4 x 100m relay team at the Kuala Lumpur 1998 Commonwealth Games, just two years later.

At the Manchester 2002 Commonwealth Games, Aboriginal and Torres Strait Islander swimmer Ben Austin OAM made his Commonwealth Games debut, winning gold in the multi-disability 50m and 100m freestyle, while Daniel Geale also went on to win gold in the men's 67kg boxing.

With the Games back on home soil in Melbourne in 2006, Australia was represented by six Aboriginal and Torres Strait Islander Team Members across the athletics, swimming and boxing teams.



***Nova Peris OAM after winning gold in the women's 200m at the Kuala Lumpur 1998 Commonwealth Games.***

Discus thrower Benn Harradine attended the first of his four consecutive Games, alongside hurdler Kyle Vander-Kuyp who competed at his fourth and final Games, with both athletes holding the record for the most Commonwealth Games attended by Aboriginal and Torres Strait Islander athletes to date.

Harradine would go on to win a gold medal in the men's discus at the Delhi 2010 Commonwealth Games, a part of the record number of eight Aboriginal and Torres Strait Islander athletes in attendance at the Games.

Kookaburra Team Members Des Abbott and Joel Carroll won gold in hockey, while Shane Parker became the first Aboriginal and Torres Strait Islander male to represent Australia in wrestling at consecutive Games.





***Benn Harradine after winning gold in the men's discus at the Delhi 2010 Commonwealth Games.***

At his third Commonwealth Games, swimming sensation Austin returned to win gold in the men's S8 100m Freestyle.

At the Glasgow 2014 Commonwealth Games, Nova Peris' cousin Brooke Peris joined her family legacy of winning Commonwealth gold with the Hockeyroos, also going on to win silver on the Gold Coast just four years later, being the first Aboriginal and Torres Strait Islander female athlete to represent Australia in hockey at the Commonwealth Games.

It was the Gold Coast 2018 Commonwealth Games that saw the welcome introduction of the Games mascot, a proud blue koala named Borobi.

Borobi, whose name translates to koala in the dialect spoken by the Aboriginal Yugambeh peoples of the Gold Coast region, served proudly as their language ambassador, displaying "Jingeri, I'm Borobi" (hello in Yugambeh) on his chest to promote his heritage.

During the Gold Coast 2018 Commonwealth Games, Borobi enthusiastically supported Australian athletes in their pursuits while warmly welcoming visitors to his hometown, with Borobi continuing to live on as the Australian Team mascot for many Games to come.

At the same Games, Taliqua Clancy, a proud Wulli Wulli and Goreng Goreng woman, marked her debut in beach volleyball, becoming the first Aboriginal and Torres Strait Islander athlete to represent Australia in the sport, achieving a silver medal alongside partner Mariafe Artacho del Solar.



***Borobi was joined by Yugambeh elder Uncle Ted Williams and Gold Coast 2018 Team Members Riley Day and Cedric Dubler when it was announced he was bound for the Birmingham 2022 Commonwealth Games.***

Brandon Wakeling, a Wonnarua man, became the first Aboriginal and Torres Strait Islander athlete to represent Australia in weightlifting at a Commonwealth Games, finishing in sixth place.



***Brandon Wakeling competes in weightlifting at the Gold Coast 2018 Commonwealth Games.***

The Gold Coast 2018 Commonwealth Games also made history by introducing the first Reconciliation Action Plan in a multi-sport event, with the Unity symbol from those Games integrated into Australian athlete uniforms and continuing to be a part of future team representations, including the Birmingham 2022 and Trnbago 2023 Australian Teams.

The Birmingham 2022 Commonwealth Games saw the return of Clancy and Artacho del Solar, with the pair claiming a second silver medal and Clancy becoming just the seventh Aboriginal and Torres Strait Islander to win multiple medals at the Commonwealth Games.

Wakeling also returned, this time in the higher weight class of the men's 73kg division, finishing his competition in fifth, while rugby 7s back Maurice Longbottom, a Dharawal man, was the only member of the Gold Coast sevens squad to return for Birmingham.

The Birmingham 2022 Commonwealth Games also saw an historic 10 Aboriginal and Torres Strait Islander athletes chosen to compete in nine different sports, collectively winning five medals, including a gold, three silvers and a bronze.

Muruwari woman Ashleigh Gardner helped to secure Australia's first gold medal in cricket at the Commonwealth Games, where she also became the 14th Aboriginal and Torres Strait Islander athlete to win a gold medal in Games history.



*Ashleigh Gardner prepares for the women's T20 Cricket at the Birmingham 2022 Commonwealth Games.*

Emulating Gardner's feat as the first Aboriginal and Torres Strait Islander cricketer, Ngarrindjeri woman Alex 'Ally' Wilson became the first basketballer to compete at the Commonwealth Games when she took to the court in the women's 3x3 basketball, winning a bronze medal.

In the boxing ring, Callum Peters went on to claim a silver medal in the men's middleweight class, while on the hockey pitch, Wiradjuri woman and forward for the Hockeyroos Mariah Williams also took home a silver medal after a narrow loss in the final to host nation, England.



*The women's 3x3 basketball team at the Birmingham 2022 Commonwealth Games, including Ngarrindjeri woman Alex 'Ally' Wilson*



# ABORIGINAL AND TORRES STRAIT ISLANDER ATHLETES AT THE COMMONWEALTH 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** made history as the first Aboriginal and Torres Strait Islander athletes to win gold for Australia at the Commonwealth Games.

Hobson set a new Commonwealth Games record in high jump with a jump of 2.11m, while Dynevor claimed gold in the 54kg boxing event, 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-sport 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.

Coombs captains the silver medal winning Para-basketball team.

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 4 x 100m relay.

**Kyle Vander-Kuyp** competes in the 110m hurdles at his first of four Commonwealth Games. He 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 4 x 400m. 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 4 x 100m medley.

**Robert Peden** wins gold in the 54kg boxing.

**Katie Mitchell** 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 Diamonds, brings home gold in netball.

After winning Olympic gold as a member of the 1996 Hockeyroos team, **Nova Peris OAM** claims two gold medals in athletics.

**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 three Commonwealth Games where he brings home two gold in swimming's multi-disability 50m and 100m.

**Daniel Geale** wins gold in the 67kg boxing.



*Nova Peris OAM stands on the podium at the Kuala Lumpur 1998 Commonwealth Games.*





# 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 in wrestling.



# 2014

## GLASGOW

**Brooke Peris**, a member of the Hockeyroos, follows in her cousin Nova's footsteps by winning Commonwealth gold and becoming the first Aboriginal and Torres Strait Islander female athlete to represent Australia in hockey at the 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.



# 2022

## BIRMINGHAM

A record 10 Aboriginal and Torres Strait Islander athletes are selected to the Australian Team.

**Ashleigh Gardner** helps to secure Australia's first gold medal in cricket, where she becomes the 14th Aboriginal and Torres Strait Islander athlete to win a gold medal in Games history.

**Alex 'Ally' Wilson** is the first Aboriginal and Torres Strait Islander female to represent Australia in 3x3 basketball at a Commonwealth Games, bringing home a bronze medal.







*Maurice Longbottom competes at the Gold Coast 2018 Commonwealth Games.*



# HISTORICAL RESULTS

Aboriginal and Torres Strait Islander Team Member results at the Commonwealth Games and Commonwealth Paraplegic Games.

PERTH 1962 BRITISH EMPIRE & COMMONWEALTH GAMES					
SPORT	FIRST NAME	LAST NAME	EVENT	RESULT	MEDAL
Athletics	Percy	Hobson	Men's High Jump	1st	Gold
Boxing	Eddie	Barney	Men's 51kg	5th	
	Adrian	Blair	Men's 60kg	5th	
	Jeff	Dynevov	Men's 54kg	1st	Gold
EDINBURGH 1970 COMMONWEALTH PARAPLEGIC GAMES					
SPORT	FIRST NAME	LAST NAME	EVENT	RESULT	MEDAL
Athletics	Ray	Barrett	Men's Wheelchair Dash	2nd	Silver
			Men's Wheelchair Dash	2nd	Silver
Basketball	Ray	Barrett	Men's Wheelchair	3rd	Bronze
CHRISTCHURCH 1974 BRITISH COMMONWEALTH GAMES					
SPORT	FIRST NAME	LAST NAME	EVENT	RESULT	MEDAL
Boxing	Thomas	Carney	Men's 51kg	15th	
	Joseph	Donovan	Men's 54kg	13th	
DUNEDIN 1974 COMMONWEALTH PARAPLEGIC GAMES					
SPORT	FIRST NAME	LAST NAME	EVENT	RESULT	MEDAL
Athletics	Ray	Barrett	Men's Wheelchair Dash	1st	Gold
			Men's Wheelchair Dash	2nd	Silver
			Men's Wheelchair Dash	3rd	Bronze
Basketball	Ray	Barrett	Men's Wheelchair	2nd	Silver
	Kevin	Coombs OAM	Men's Wheelchair	2nd	Silver
EDMONTON 1978 COMMONWEALTH GAMES					
SPORT	FIRST NAME	LAST NAME	EVENT	RESULT	MEDAL
Boxing	Gary	Williams	Men's 57kg	5th	
BRISBANE 1982 COMMONWEALTH GAMES					
SPORT	FIRST NAME	LAST NAME	EVENT	RESULT	MEDAL
Boxing	Douglas	Sam	Men's 75kg	2nd	Silver
AUCKLAND 1990 COMMONWEALTH GAMES					
SPORT	FIRST NAME	LAST NAME	EVENT	RESULT	MEDAL
Athletics	Cathy	Freeman OAM	Women's 4 x 100m Relay	1st	Gold
	Kyle	Vander-Kuyp	Men's 110m Hurdles	6th	

VICTORIA 1994 COMMONWEALTH GAMES					
SPORT	FIRST NAME	LAST NAME	EVENT	RESULT	MEDAL
Athletics	Cathy	Freeman OAM	Women's 200m	1st	Gold
			Women's 400m	1st	Gold
			Women's 4 x 100m Relay	2nd	Silver
			Women's 4 x 400m Relay	DSQ	
	Kyle	Vander-Kuyp	Men's 110m Hurdles	5th	
			Men's 4 x 100m Relay	2nd	Silver
Boxing	Justann	Crawford	Men's 81kg	Round 1	
	Robert	Peden	Men's 54kg	1st	Gold
	James	Swan	Men's 57kg	3rd	Bronze
Gymnastics	Katie	Mitchell	Rhythmic Group	2nd	Silver
Swimming	Samantha	Riley OAM	Women's 100m Breaststroke	1st	Gold
			Women's 200m Breaststroke	1st	Gold
			Women's 4 x 100m Medley	1st	Gold
KUALA LUMPUR 1998 COMMONWEALTH GAMES					
SPORT	FIRST NAME	LAST NAME	EVENT	RESULT	MEDAL
Athletics	Nova	Peris OAM	Women's 200m	1st	Gold
			Women's 4 x 100m Relay	1st	Gold
			Women's 100m	6th	
	Kyle	Vander-Kuyp	Men's 110m Hurdles	5th	
Boxing	James	Swan	Men's 57kg	3rd	Bronze
Netball	Nicole	Cusack	Women's	1st	Gold
Rugby 7s	Brendan	Williams	Men's	3rd	Bronze
	Jim	Williams	Men's	3rd	Bronze
Swimming	Samantha	Riley OAM	Women's 200m Breaststroke	1st	Gold
			Women's 100m Breaststroke	2nd	Silver
MANCHESTER 2002 COMMONWEALTH GAMES					
SPORT	FIRST NAME	LAST NAME	EVENT	RESULT	MEDAL
Athletics	Cathy	Freeman OAM	Women's 4 x 400m Relay	1st	Gold
	Patrick	Johnson	Men's 4 x 100m Relay	3rd	Bronze
Boxing	Daniel	Geale	Men's 67kg	1st	Gold
	Bradley	Hore	Men's 51kg	1/16 Elimination Round	
	Jamie	Pittman	Men's 71kg	15th	
Swimming	Ben	Austin OAM	Men's 50m Freestyle Multi-Disability	1st	Gold
			Men's 100m Freestyle Multi-Disability	1st	Gold



### MELBOURNE 2006 COMMONWEALTH GAMES

SPORT	FIRST NAME	LAST NAME	EVENT	RESULT	MEDAL
Athletics	Ben	Harradine	Men's Discus	8th	
	Patrick	Johnson	Men's 100m	6th	
			Men's 200m	4th	
			Men's 4 x 100m Relay	DNF	
	Joshua	Ross	Men's 100m	Semi-Finals	
			Men's 4 x 100m Relay	DNF	
	Kyle	Vander-Kuyp	Men's 110m Hurdles	5th (Round 1)	
Boxing	Bradley	Hore	Men's 51kg	1/8 Elimination Round	
Rugby 7s	Brendan	Williams	Men's	4th	
Swimming	Ben	Austin OAM	Men's 50m Freestyle Multi-Disability	4th	
			Men's 100m Freestyle Multi-Disability	6th	

### DELHI 2010 COMMONWEALTH GAMES

SPORT	FIRST NAME	LAST NAME	EVENT	RESULT	MEDAL
Archery	Cassie	Woods	Women's Compound Bow Individual	3rd	Bronze
Athletics	Ben	Harradine	Men's Discus	1st	Gold
	Patrick	Johnson	Men's 4 x 100m Relay	4th	
Boxing	Cameron	Hammond	Men's 69kg	1/8 Elimination Round	
	Damien	Hooper	Men's 75kg	1/8 Elimination Round	
Hockey	Des	Abbott	Men's	1st	Gold
	Joel	Carroll	Men's	1st	Gold
Swimming	Ben	Austin OAM	Men's 50m S9 Freestyle	4th	
			Men's 100m S8 Freestyle	1st	Gold
Wrestling; Greco-Roman	Shane	Parker	Men's 55kg	Semi-Finals	

### GLASGOW 2014 COMMONWEALTH GAMES

SPORT	FIRST NAME	LAST NAME	EVENT	RESULT	MEDAL
Athletics	Robert	Crowther	Men's Long Jump	6th	
	Ben	Harradine	Men's Discus	4th	
	Shannon	McCann	Women's 100m Hurdles	8th	
Hockey	Brooke	Peris	Women's	1st	Gold
Wrestling; Freestyle	Stevie	Kelly	Women's 63kg	Quarter-Finals	
	Shane	Parker	Men's 57kg	Quarter-Finals	

GOLD COAST 2018 COMMONWEALTH GAMES					
SPORT	FIRST NAME	LAST NAME	EVENT	RESULT	MEDAL
Athletics	Ben	Harradine	Men's Discus	6th	
	Beki	Smith	Women's 20km Walk	6th	
Beach Volleyball	Taliqua	Clancy	Women's	2nd	Silver
Boxing	Clay	Waterman	Men's 81kg	3rd	Bronze
Hockey	Brooke	Peris	Women's	2nd	Silver
Rugby 7s	Maurice	Longbottom	Men's	5th	
	John	Porch	Men's	5th	
Weightlifting	Brandon	Wakeling	Men's 69kg	7th	

BIRMINGHAM 2022 COMMONWEALTH GAMES					
SPORT	FIRST NAME	LAST NAME	EVENT	RESULT	MEDAL
Athletics	Indiana	Cooper	Women's 100m T38	8th	
Basketball 3x3	Alex	Wilson	Women's	3rd	Bronze
Beach Volleyball	Taliqua	Clancy	Women's	2nd	Silver
Boxing	Callum	Peters	Men's 75kg	2nd	Silver
	Alex	Winwood	Men's 51kg	Quarter-Finals	
Cricket T20	Ashleigh	Gardner	Women's	1st	Gold
Hockey	Mariah	Williams	Women's	2nd	Silver
Rugby 7s	Maurice	Longbottom	Men's	4th	
Swimming	Ruby	Storm	Women's 200m Freestyle S14	6th	
Weightlifting	Brandon	Wakeling	Men's 73kg	5th	









# RELATIONSHIPS RESPECT OPPORTUNITIES GOVERNANCE

An *Innovate* RAP is used to develop, test and establish the best approach for advancing reconciliation in your workplace.

An *Innovate* RAP is a public commitment published on Reconciliation Australia's website. An *Innovate* RAP is a two year plan, commencing after the RAP has been endorsed by Reconciliation Australia.

Bespoke deliverables specific to our unique environment have also been added.



# RELATIONSHIPS

We are committed to reconciliation by enhancing existing relationships and forging new partnerships with Aboriginal and Torres Strait Islander peoples and communities.

FOCUS AREA	TIMEFRAME	RESPONSIBILITY	ACTIVITY
<b>1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</b>	March, May, August & October annually	MCC & RAPAG	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.
	May 2026	MCC & RAPAG	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.
	May 2025	MCC	<i>Develop a complementary piece of artwork and engage with Chern'ee Sutton to undertake CGA Values artwork.</i>
<b>2. Build relationships through celebrating National Reconciliation Week (NRW).</b>	May, Annually	MCC	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.
	27 May - 3 June annually	MCC & RAPAG	RAP Advisory Group members to participate in an external NRW event.
	27 May - 3 June annually	MCC & RAPAG	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.
	May, annually	MCC	Organise at least one NRW event each year.
	May, annually	MCC	Register all our NRW events on Reconciliation Australia's NRW website.
	May, annually	MCC	<i>Deliver a joint statement with AIS, AOC, PA, and kindred organisations during NRW, reinforcing network-wide reconciliation and support across Australian sport.</i>
<b>3. Promote reconciliation through our sphere of influence.</b>	November, 2025	CPC & TEXE	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.
	May & July, annually	CEO, TEXE & RAPAG	Communicate our commitment to reconciliation publicly.
	May & July, annually	CEO, MCC & RAPAG	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.
	May & July, annually	CEO, MCC & RAPAG	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.
	June & November 2025	MCC	<i>Host Reconciliation Round Table Yarning Circles to foster dialogue and collaboration on reconciliation within CGA Sport Members.</i>

**Key:** CEO = Chief Executive Officer | TEXE = Team Executive | MCC = Marketing, Communications & Community | CPC = Corporate and People & Culture | SR = Stakeholder Relations | RAPAG = Reconciliation Action Plan Advisory Group | TPD = Team Performance & Delivery | GMs = General Managers

*Bespoke deliverables specific to our unique environment are outlined in green text.*

FOCUS AREA	TIMEFRAME	RESPONSIBILITY	ACTIVITY
	July 2025	MCC	CGA's Alumni Recognition Program, <i>Legacy Leaves</i> , will honour past athletes by planting trees in remote communities of WA. This initiative will incorporate cultural elements and be thoughtfully aligned with traditional owners.
	May 2025	CEO, MCC, TEXE & RAPAG	CGA Board & Executives become 'Indigenous champions' and promote our RAP commitment to stakeholders and community networks, including Commonwealth Sport and other Commonwealth Games Associations.
	July 2026	MCC & TEXE	Integrate Borobi as the Team Australia mascot, as a central cultural ambassador, using his symbolism to foster awareness, respect and a deeper connection to Aboriginal and Torres Strait Islander cultures throughout the Glasgow 2026 Team's journey.
	December 2026	MCC	Provide opportunities for RAPAG members and CGA staff to participate in professional development sessions hosted by Reconciliation Australia or like-minded organisations, supporting continual education and skill-building in the reconciliation space.
<b>4. Promote positive race relations through anti-discrimination strategies.</b>	May 2025	CPC	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs.
	May 2025	CPC	Develop, implement and communicate an anti-discrimination policy for our organisation.
	August 2025	CPC	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.
	November 2025	CPC, MCC & RAPAG	Educate senior leaders on the effects of racism.

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# RESPECT

We remain dedicated to honouring Aboriginal and Torres Strait Islander cultures and histories through continuous cultural learning and integration of initiatives for both organisation and Team.

FOCUS AREA	TIMEFRAME	RESPONSIBILITY	ACTIVITY
<b>5. Increase understanding, value, and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through culture learning.</b>	November 2025	MCC & CPC	Conduct a review of cultural learning needs within our organisation.
	November 2025	MCC & RAPAG	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.
	November 2025	MCC & CPC	Develop, implement and communicate a cultural learning strategy document for our staff.
	November 2025	MCC	Provide opportunities for RAPAG members, HR managers and other key leadership staff to participate in formal and structured cultural learning.
	May 2025	CEO, TEXE & CPC	Develop a culturally safe and confidential environment for our CGA community to share their experiences and provide a safe space for truth telling.
	October 2025	MCC	Create and launch the Borobi's Classroom Education Program, integrating Aboriginal and Torres Strait Islander perspectives into CGA created national based curriculum.
	November 2025	MCC & CPC	Deliver Team Cultural Education virtual training sessions to CGA staff and the Glasgow 2026 Team Executive.
	September 2026	MCC	Update CGA's historical time piece, highlighting significant contribute and moments in the Commonwealth Games from our Aboriginal and Torres Strait Islander alumni.
	July 2026	TEXE	Integrate RAP artwork into Team Australia's allotment and executions to reflect Aboriginal and Torres Strait Islander cultures and values during the Glasgow 2026 Games.
	July 2026	MCC & CPC	Roll out a full Team Cultural Education training program to all Team Members before the Glasgow 2026 Games, ensuring broad participation.
<b>6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>	May 2025	MCC & RAPAG	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.
	May 2025	MCC & RAPAG	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.
	May 2025	MCC & SR	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.
	May 2025	MCC & SR	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.

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FOCUS AREA	TIMEFRAME	RESPONSIBILITY	ACTIVITY
	May 2025	MCC & SR	Develop a plan relevant to CGA event-based 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.
	July 2026	TEXE, MCC & RAPAG	Incorporate an Aboriginal and Torres Strait Islander led cultural session into the induction and village arrival program to ensure cultural awareness and engagement by all Team Members.
<b>7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b>	July 2025	MCC & RAPAG	RAP Working Group to participate in an external NAIDOC Week event.
	June 2025	CPC	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.
	July, annually	MCC & RAPAG	Promote and encourage participation in external NAIDOC events to all staff.
	July, annually	MCC	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.
<b>8. Launch the <i>Footprints in Culture</i> Remote Exchange Program, providing CGA alumni with immersive experiences in rural community sporting traditions and cultural practices.</b>	October 2025	MCC	Facilitate opportunities for CGA alumni to engage with and learn from Aboriginal and Torres Strait Islander communities through sport and cultural exchange.
	October 2025	MCC	Consult the RAPAG and cultural experts to ensure culturally appropriate planning and execution.
	October 2025	MCC	Develop a structured program framework, including logistics, participant selection, and engagement strategies.

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*Bespoke deliverables specific to our unique environment are outlined in green text.*



# OPPORTUNITIES

We remain dedicated to creating opportunities for Aboriginal and Torres Strait Islander peoples through diverse employment, inclusive procurement and professional development, while ensuring fair access to systems and processes.

FOCUS AREA	TIMEFRAME	RESPONSIBILITY	ACTIVITY
<b>9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.</b>	May 2025	CPC	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.
	May 2025	CPC	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.
	May 2025	CPC	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.
	May 2025	CPC	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.
	June & November 2025	MCC	Deliver opportunities for leadership development from within the RAPAG by providing a platform for Aboriginal and Torres Strait Islander leaders and subject matter experts to lead conversations on reconciliation in the Australian High Performance Sport network.
	May 2025	CPC	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.
<b>10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>	May 2025	TEXE & TPD	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.
	May 2025	MCC & TPD	Investigate Supply Nation membership.
	July 2026	MCC & TPD	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.
	July 2026	TPD	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.
	July 2026	TPD	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.
	July 2026	TPD	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses for relevant CGA requirements.

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FOCUS AREA	TIMEFRAME	RESPONSIBILITY	ACTIVITY
<b>11. Launch and implement the <i>Pathways to Play</i> National Sports Equipment Drive, collecting and distributing donated sports equipment to rural Aboriginal and Torres Strait Islander communities. This initiative will be delivered alongside the <i>Footprints in Culture</i> program.</b>	October 2025	MCC	Coordinate a nationwide equipment collection campaign, engaging CGA alumni, sporting clubs, and partner organisations.
	October 2025	MCC	Align distribution efforts with <i>Footprints in Culture</i> trips, personally delivering equipment while fostering connections with local communities.
	October 2025	MCC	Work with RAPAG and community leaders to identify specific needs and ensure the equipment provided is culturally and practically appropriate.

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*Bespoke deliverables specific to our unique environment are outlined in green text.*



# GOVERNANCE

Establishing an effective RAP governance structure is a priority to ensure that we achieve our reconciliation actions and deliverables efficiently and meaningfully.

FOCUS AREA	TIMEFRAME	RESPONSIBILITY	ACTIVITY
<b>12. Establish and maintain an effective RAP Action Group (RAPAG) to drive governance of the RAP.</b>	May 2025	MCC	Maintain Aboriginal and Torres Strait Islander representation on the RAPAG.
	May 2025	MCC	Establish and apply a Terms of Reference for the RAPAG.
	February, May, August, October, annually	MCC	Meet at least four times per year to drive and monitor RAP implementation.
<b>13. Provide appropriate support for effective implementation of RAP commitments.</b>	May 2025	MCC	Define resource needs for RAP implementation.
	May 2025	CEO, TEXE & MCC	Engage our senior leaders and other staff in the delivery of RAP commitments.
	May 2025	MCC	Define and maintain appropriate systems to track, measure and report on RAP commitments.
	May 2025	MCC	Appoint and maintain an internal RAP Champion from senior management.
	May 2025	CEO	The RAPAG to be recognised as the connection point between the RAP and the CGA Board.
<b>14. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</b>	June, annually	MCC	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.
	August, annually	MCC	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.
	September, annually	MCC	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.
	March, May, September, December, annually	MCC & RAPAG	Report RAP progress to all staff and senior leaders quarterly.
	May, annually	CEO & GMs	Publicly report our RAP achievements, challenges and learnings, annually.
	May 2026	MCC	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.
	December 2026	MCC	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.
	March, May, September, December, annually	CEO & GMs	Monitor and report on RAP progress at least two CGA Board meetings across the year.
<b>15. Continue our reconciliation journey by developing our next RAP.</b>	January 2027	MCC	Register via Reconciliation Australia's website to begin developing our next RAP.

**Key:** CEO = Chief Executive Officer | TEXE = Team Executive | MCC = Marketing, Communications & Community | CPC = Corporate and People & Culture | SR = Stakeholder Relations | RAPAG = Reconciliation Action Plan Advisory Group | TPD = Team Performance & Delivery | GMs = General Managers

*Bespoke deliverables specific to our unique environment are outlined in green text.*





*Taliqua Clancy and Mariafe Artacho del Solar win silver at the Birmingham 2022 Commonwealth Games.*



# ACKNOWLEDGEMENTS

We thank the members of the RAPAG for their contribution to the formulation of our *Innovate* RAP.

We value our ongoing relationship with the Yugambeh community and thank them and Commonwealth Sport for the ongoing involvement of Borobi within our initiatives.

We acknowledge that our history will grow, 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 our Board and staff for their work in researching and understanding the athletes, results, and stories contained within this document.

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# CONTACT

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# RECONCILIATION ACTION PLAN

**INNOVATE**

MAY 2025 - MAY 2027