

A guide to help you engage with your local Indigenous community

This guide is based on the Reconciliation Australia's Reconciliation Action Plan (RAP) Framework.

*The RAP framework of **relationships, respect** and **opportunities** enables organisations to turn their good intentions into action and to support the national reconciliation movement.*

1. Relationships

Building strong foundations: before beginning any type of engagement or work with your local Aboriginal community it is important to build relationships with your local community.

2. Respect

Being welcoming and inclusive: pay respect to Aboriginal communities by providing ways for members to identify with Aboriginal culture at your club or Association.

3. Opportunities

Leadership: strong and meaningful engagement can lead to further opportunities with internal and external Aboriginal stakeholders.

If this hasn't already occurred, ensure your whole netball community completes the Netball NSW C.A.R.E. online course available [here](#)



Netball NSW Cultural Competency and Reflections E-Learning

C.A.R.E

Creating culturally safe and inclusive environments
Aboriginal and Torres Strait Islander people



Relationships

Building strong foundations: before beginning any type of engagement or work with your local Aboriginal community it is important to build relationships with your local community.

Make contact with your local Aboriginal community. A good starting point is to contact any of your local, community controlled Aboriginal organisation. If you aren't sure where to find them the Local Aboriginal Land Council (LALC), Local Aboriginal Education Consultative Group (AECG) or your local Aboriginal Medical Service (AMS) . For further information go to: www.alc.org.au, <https://www.aecg.nsw.edu.au/> or google your local AMS.

A local Indigenous Corporation may also be a good starting point. There is a public register which hosts a search tool (in yellow on the left side bar - it's not easy to spot!) <https://www.oric.gov.au/catsi-act/about-public-register>

Find out who the Traditional Custodians of your area are, and the languages spoken. The LALC or the AECG will help you find out the Traditional Custodians of your area and your local council may also have this information.

Attend local community events and meetings. Take the time to explain to the local people who you are, what you do and how members of the Aboriginal community can be a part of the netball community.

Invite the local Aboriginal organisations/elders for a morning tea and respectfully ask if they could provide some historical information regarding the local area.

If you are fortunate enough to have Aboriginal members within your club or association, ask them if they feel connected to and valued? Discuss ideas together on how things can be changed or improved.

If you have just one Aboriginal member who has links with the local community, sit down and chat to them about local needs and concerns. (Be wary of putting too much expectation on them to drive this work for you and be your only link to the community.)

Respect

Being welcoming and inclusive: pay respect to Aboriginal communities by providing ways for members to identify with Aboriginal culture at your club or Association.

Incorporate an “Acknowledgement of Country” or “Welcome to Country” at Council meetings, opening/presentation days, and at the beginning of each days play so the unique position of Aboriginal people in Australia’s culture and history is recognised. You could even have one recorded by a local Aboriginal community member to play on your PA system each Round. (It is important to note that only traditional owners, authorized by the local Land Council are permitted to conduct a “Welcome to Country” ceremony.) Examples of Acknowledgements can be found **here**

Take a walk through your courts, and have a look at your websites, social media channels and other communication tools. Does your club or association show you value Aboriginal culture? Some things to consider include:

- » Investigate what the tribal names are of the local traditional custodians and display them. Include Aboriginal language on welcome signs.
- » Use traditional Aboriginal games as part of warm up activities. These can be found [here](#).
- » Does your website acknowledge the traditional owners of the land your courts are on?
- » Updating addresses in email signatures and on ‘Contact Us’ pages to include the traditional place name. Formatting from Australia Post can be found [here](https://auspost.com.au/community-hub/traditional-place-names/rachael-mcpmail-making-traditional-place-names-part-of-mailing-addresses): <https://auspost.com.au/community-hub/traditional-place-names/rachael-mcpmail-making-traditional-place-names-part-of-mailing-addresses>
- » Do you celebrate events that are important to the Aboriginal community such as NAIDOC week, and/or would you consider hosting a First Nations Round? (ideas to host a round can be found [here](#))

Does your club/association have a zero-tolerance approach to racial discrimination? Do you have a strong framework in place to support any issues that may arise? More information on the Netball NSW and Netball Australia policies that you are bound by can be found **here**.

Opportunities

Leadership: strong and meaningful engagement can lead to further opportunities with internal and external Aboriginal stakeholders.

Supporting and promoting the pathway for Aboriginal players, coaches and umpires.

Encouraging participation of local teams in the Netball NSW Koori Gala Days and the annual Koori Netball tournament.

If you have a large Aboriginal population within your club or association, consider creating a local advisory group that can help you with the next steps of your engagement. If you would like to explore this, please contact the team at Netball NSW who can advise you on the different ways these can be established.

Engaging a local Aboriginal artist to help design a piece of artwork that reflects your club or associations involvement with the local community and the local lands. Use this piece of artwork for inspiration for a new uniform design and/or to display at the courts.

When engaging a local artist, it is important to create a memorandum of understanding or a terms of reference that clearly articulates what you have both agreed when, where and how the artwork can be used, and (if agreed), what money will exchange hands. If you appoint an artist, and need assistance with the agreement, or would like to have the chosen artwork viewed by the Netball NSW Aboriginal Advisory group, please contact community@netballnsw.com

Contracting local Aboriginal businesses to help with supplies or products needed by your club or association.

Investigate opportunities to provide scholarships for local Aboriginal players.

Use local dance groups, didgeridoo players etc for smoking ceremonies and welcome to country events.