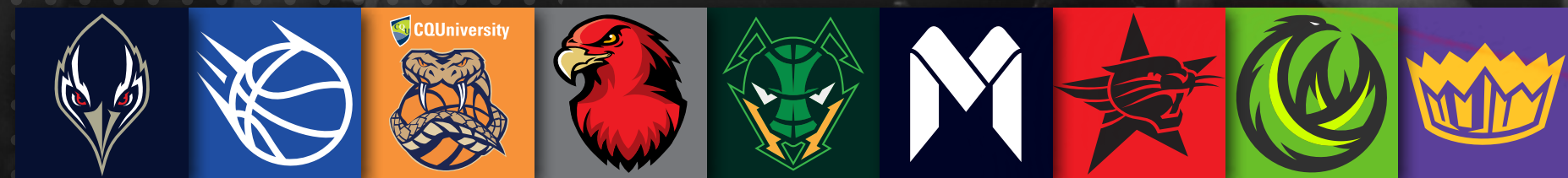




**NATIONAL
BASKETBALL
LEAGUE**

NATIONAL BASKETBALL LEAGUE PTY LTD
REFLECT RECONCILIATION ACTION PLAN



November 2020 – April 2022

Commercial in Confidence

ACKNOWLEDGMENT OF COUNTRY

The National Basketball League respectfully acknowledge the Wurundjeri people of the Kulin Nation as the Traditional Owners of the land and waterways on which we are based.

We pay our respects to their Elders past and present and we commit to caring for these ancient lands which have been nurtured for thousands of years. We acknowledge their continuous connection to Country and their cultural authority.

We are honoured to be able to establish our own connections with this history and culture and will strive to operate in the spirit of the Wurundjeri ancestors who came before us.

We extend that acknowledgement and respect to Aboriginal & Torres Strait Islander peoples and communities of other nations across Australia.

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Designed by
DR. RICHARD VALLEY OAM

OPENING ADDRESS

The National Basketball League is pleased to launch its inaugural Reconciliation Action Plan (RAP).

Reconciliation is about strengthening meaningful relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples and where First Nations people are respected, celebrated and championed.

As a leading sporting and community organisation, the NBL is committed to using its influence and exposure to further advance the process of reconciliation and national unity.

We are committed to recognising and advancing the specific contribution that Aboriginal

& Torres Strait Islander peoples have made to the development and success of Australian basketball.

Basketball is one of the most culturally diverse and inclusive sports in Australia and the second most participated team sport. As Australia's premier basketball league, the NBL's aim is to unite our varied and vast basketball communities.

As a sport we have been enriched by the contribution of a number of Aboriginal and Torres Strait Islander players, coaches, referees and administrators and we want to support and develop pathways in the game for young Indigenous people.

We are committed to closing the gap by creating education and employment opportunities and building a culturally inclusive workplace.

As a league we are also committed to doing more to acknowledge the contributions made by Indigenous communities, not just in the game of basketball but to our broader culture and society.

Larry Kestelman

NBL Owner / Executive Chairman

OUR BUSINESS

The National Basketball League (NBL) is the pre-eminent men's professional basketball league in Australia and New Zealand.

The league was founded in 1979 and is currently contested by nine teams; eight from Australia and one from New Zealand. Additionally, a tenth team based in Tasmania will enter the NBL from the 2021/22 season.

The NBL employs 29 full time staff and 7 part time and casual staff year-round. The League also engages approximately 14 casual staff each game, from a pool of 200 casual staff which, over the course of in excess of 120 games per season, equates to approximately 4 further FTE employees.

The NBL's best estimate is that approximately 10 staff are Aboriginal and Torres Strait Islander people, however, the League does not have a current approach to recording

this. We intend to incorporate consistent practices around keeping records in this regard in future.

The reach of the National Basketball League has extensive local touchpoints throughout Australia and New Zealand, including through NBL games and further community engagement activities conducted outside of each hosting city. Furthermore, the National Basketball League is global in terms of content distribution, and attracts extensive media exposure throughout the world.





NBL GAMES AND COMMUNITY ENGAGEMENTS

The NBL's constituent Clubs' principal geographic footprint (in respect of both their games and community engagement activities) are in each of their respective home cities, namely; Adelaide, Brisbane, Cairns, Illawarra (Wollongong), Melbourne, New Zealand (Auckland), Perth, South East Melbourne, and Sydney.

In addition to these primary focus areas, the 2019/20 Season also saw the NBL engage with other communities through regional Regular Season matches, including; Canberra, Christchurch, Invercargill and New Plymouth, and Pre-Season games in Traralgon, Bunbury, Hobart, Ballarat, Launceston, Joondalup, Kingborough, Albury, Ulverstone, Geelong, Devonport, the Sunshine Coast and even The Philippines.



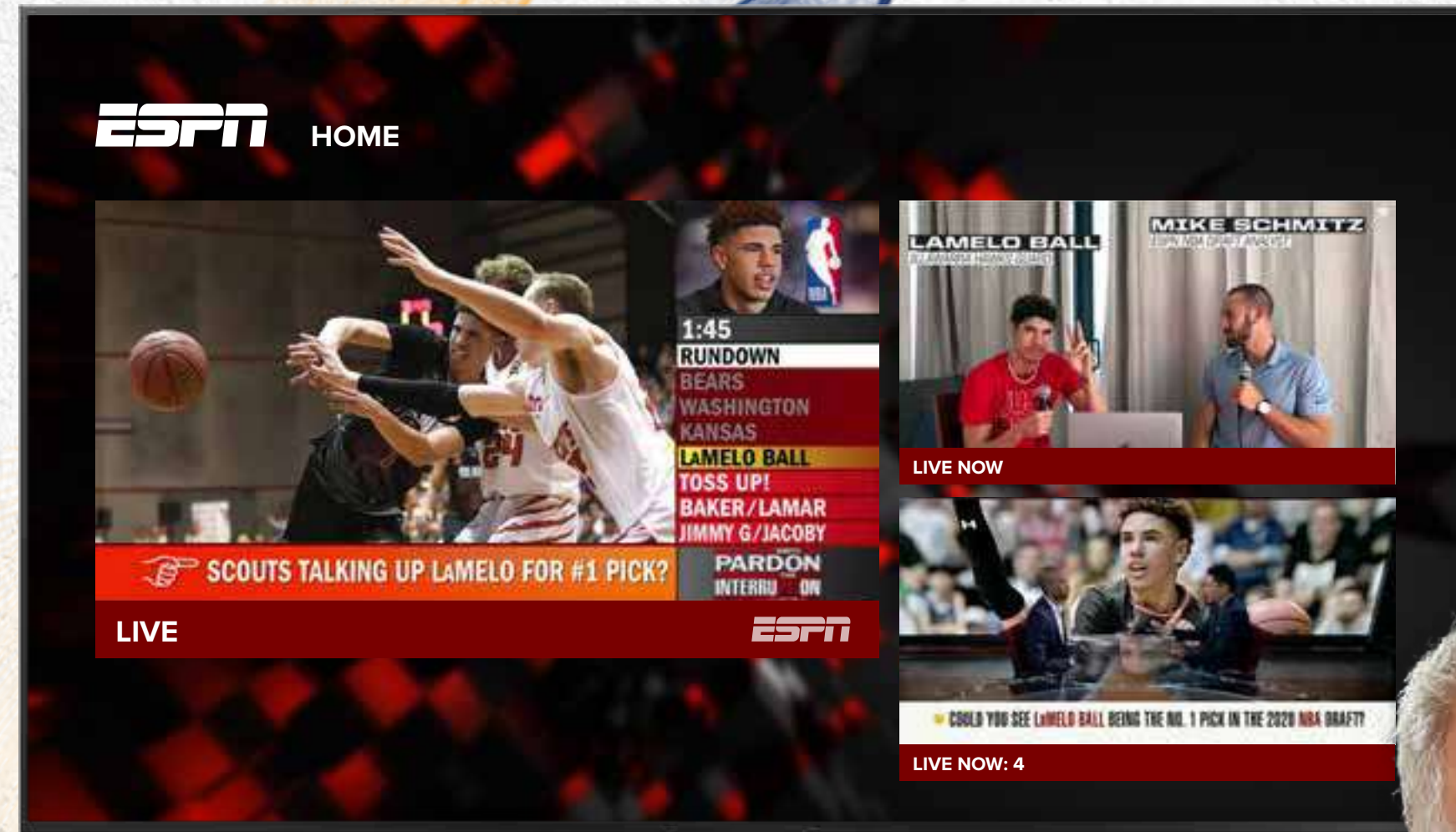
BROADCAST GAME DISTRIBUTION

All 126 NBL regular season games (plus finals) enjoy national and global broadcast coverage.

All games are broadcast nationally throughout Australia on SBS Viceland (Free-to-Air) or ESPN (Subscription TV) and all games are available throughout Australia live and free on SBS' digital platform SBS On Demand – which makes the NBL quite unique in that it is the only mainstream sporting league in Australia which makes all of its games available live and free.

GAMES HAVE ALSO BEEN DISTRIBUTED GLOBALLY

to a multitude of high coverage international networks, including; PPTV (China), Softbank (Japan), Sky Sport (New Zealand) and FloSports (USA), the total cumulative reach of which is in excess of 130 million people. These arrangements vary from season to season.



DIGITAL GAME DISTRIBUTION

In addition to the broadcast distribution of all games, NBL Season 2019/20 games were also available for domestic streaming on SBS on Demand, as well as globally available on NBL TV, Facebook and Twitch.

The cumulative Regular Season audience across these platforms was in excess of 11.3 million views.



MEDIA EXPOSURE

There were over 324k content pieces generated from the 2019/20 NBL Regular Season across social media, broadcast and radio,

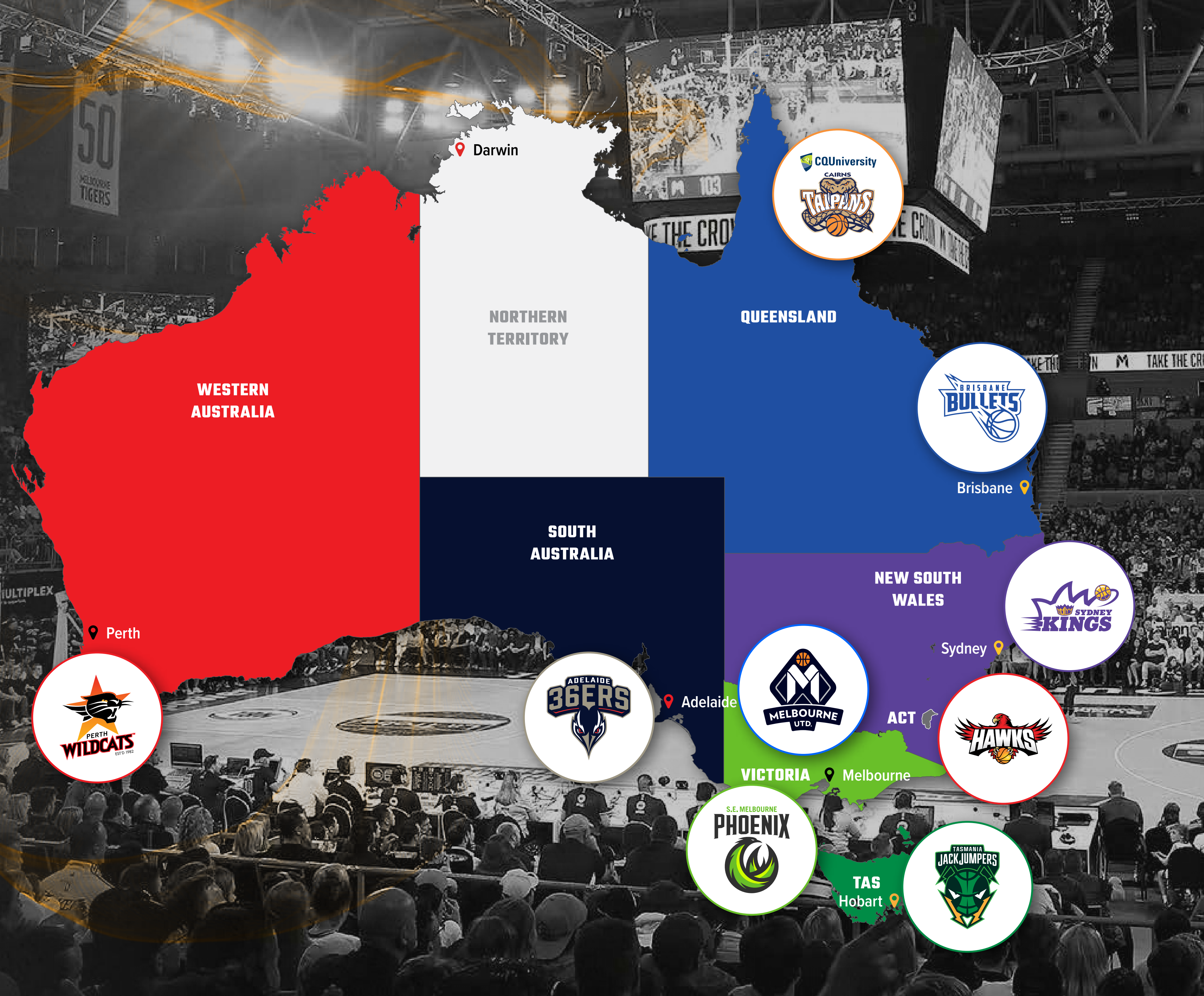
THE GLOBAL REACH OF WITH BEING IN EXCESS OF 3.4 BILLION PEOPLE.



NBL HEADQUARTERS

The National Basketball League's headquarters are situated in Melbourne on Kulin Nation Country.

Additionally each of the Australian Clubs also have offices based in their respective home cities; Adelaide, Brisbane, Cairns, Illawarra (Wollongong), Hobart, Melbourne, Perth, South East Melbourne (Scoresby) and Sydney.



OUR RAP

Basketball is one of the most culturally diverse and inclusive sports played in Australia, which is one of the reasons why it is the second most participated team sport in the country.

As the nation’s premier competition (and one of the best leagues in the world), with a multitude of grass roots connections, our aim is to unite Australia’s varied and vast basketball communities by acting as leaders in reconciliation and societal equality.

AS AN ORGANISATION AND AS A LEAGUE, WE HAVE LONG CELEBRATED OUR VALUES OF INCLUSION AND DIVERSITY,

but have not yet sufficiently recognised, in a consistent and sustainable way, the specific contribution that Aboriginal & Torres Strait Islander peoples have made to the development and success of Australian basketball, nor have we implemented sufficient programs to ensure talent identification, encouragement and development

of Aboriginal & Torres Strait Islander peoples. As a league, we respect First Nations peoples and we are seeking to make a public commitment that can be referred to as an ongoing point of reference by our staff and stakeholders.

By developing a RAP we will instil greater awareness, both at an organisational level in terms of the development of policies and procedures, but also as individuals, of the importance of the contribution of Aboriginal and Torres Strait Islander people to our sport, and to the communities in which we are most active. This will make us more conscious of our responsibility to ensure the ongoing involvement and participation of Aboriginal and Torres Strait Islander people in our sport and through our organisation.

NBL will develop, implement and oversee a RAP framework that encompasses the policies and procedures governing and informing the practices of all employees of the League and of the League as an organisation, but which will also cascade down to influence the policies and procedures of each of our constituent Clubs within Australia – Clubs will be invited to adopt our RAP and implement a consistent policy framework.

The NBL’s Executive Management team, as championed by NBL Commissioner, will be responsible for communicating the organisational philosophy underpinning the development and adoption of the RAP, and its continuing evolution, while the Human Resources teams will ensure that policies are updated to reflect



Leanne Brooke

NBL RAP Working Group Co-Chair & General Manager of The Long Walk and Indigenous Affairs Advisor for Essendon Football Club



Jeremy Loeliger

NBL RAP Working Group Co-Chair & NBL Commissioner

the commitments outlined in the RAP, and that they are disseminated to all staff whilst also ensuring that all future recruitment practices are consistent with those policy updates.

OUR RECOGNITION JOURNEY

On December 16, 2019 the NBL's only foundation Club, the Illawarra Hawks, hosted an Indigenous recognition game to acknowledge and celebrate the culture of First Nations people in the area.



INDIGENOUS ROUND

Following the success and resoundingly positive feedback from the community regarding this game, the NBL made the decision to expand the initiative across the League, hosting its inaugural NBL Indigenous Round in 2020.

Indigenous Round was to acknowledge and recognise Aboriginal and Torres Strait Islander communities as the Traditional Custodians of the land in Australia and to celebrate the contribution, influence and impact of Aboriginal & Torres Strait Islander peoples have on our industry.

The NBL subsequently formulated an Aboriginal and Torres Strait Islander people Working Group to advise on all cultural components of the round, to ensure League objectives were being met, appropriate cultural protocols were followed, and that Aboriginal and Torres Strait Islander people representation

and advice was front and centre. This Working Group comprised of Australian Indigenous Basketball President (and former NBL player) Tyson Demos, Cairns Taipans' Indigenous Programs Manager Kerry Williams, and the second Indigenous Australian to play in the NBA and current NBL player Nathan Jawai.

Upon consultation with the Working Group, a cultural celebration framework was established for Indigenous Round which would see all eight NBL teams wear uniforms designed by local Aboriginal and Torres Strait Islander artists, host gamedays which would include a Welcome to Country, a local Aboriginal and Torres Strait Islander cultural performance, and recognition of past Aboriginal and Torres Strait Islander people contributors to basketball from the Club / city.



OUR RECOGNITION JOURNEY

From a League perspective, the NBL also committed to integrating into its broadcast of each game during the round the recognition of the artist and story behind each of the Club jerseys, launching a specific Indigenous Round logo, and broadcasting footage of each of the cultural performances.

All Clubs engaged with a local Aboriginal and Torres Strait Islander group or community member to advise them on any cultural sensitivities and to ensure they were aware of and adhered to regional expectations. In addition to these Round objectives and cultural integration framework, and in order to deliver a deeper underlying meaning and benefit to Aboriginal and Torres Strait Islander people – the NBL also committed to make a donation of proceeds from all Indigenous Round jerseys sales to support the development of young Aboriginal and Torres Strait Islander players to promote pathways for young men and women to pursue their basketball dreams. The

NBL and each Club also facilitated ticket distributions to local Aboriginal and Torres Strait Islander communities in each city.

The feedback from the round has been resoundingly positive, with the cultural significance of the round to the Aboriginal and Torres Strait Islander people being typified by Nathan Jawai saying that it was ‘definitely one of the top three moments throughout his whole career’.

The following link provides a snapshot of the activations that took place across the Round:

The NBL will build upon these foundations to set and further entrench Indigenous Round as an annual recognition and celebration of Aboriginal & Torres Strait Islander peoples and cultures, and to provide a deeper underlying benefit to the communities of all First Nations Peoples.



2019 NBL INDIGENOUS ROUND JERSEYS



INDIGENOUS
ROUND



ADELAIDE 36ERS

JERSEY STORY

Blue – represents the Torrens river which flows through our city of Adelaide, water flowing in one direction towards the sea as the team flow together in the same direction working towards the same goal.

Red – Acknowledges the spiritual connection of the Kurna people to Tarndanyangga the Kurna word for Red Kangaroo Dreaming or Red Kangaroo Rock which refers to the Adelaide city (Victoria Square) and parklands area.

The dots represent the teams supporters connected to the teams flowing energy, Following every step of the journey.

Black – the U shapes represent people the community coming together from all directions (U – community sitting) .

Yellow – represents spiritual guidance and my own personal spiritual connection to my mob I also chose the black and yellow for the community because even though I was born in Adelaide my Cultural Noongar connections (to my homelands) come from Northam in WA. Where my people are also River people of the Avon River.

Yellow – Spiritually represents personal power, strength, transformation and courage.

**My mother was a member of The Stolen generation bought here 40 years ago. My Grandfather Kevin Stack and my Aunties gave me my art name of “Maali Yorga “Arts meaning Black Swan Woman.*

The main message of my design is Spirituality and Strength which I think are key elements when it comes to Me, my Culture and my Community.

STAND STRONG AND STAY GROUNDED.

The Blue, Red and Yellow together are the team colours of The Adelaide 36ers.

The Adelaide 36ers have unveiled their indigenous round jersey, designed by artist Amy Patricia. It symbolises power, strength, transformation, courage and their road towards the NBL finals.



Designed by
AMY PATRICIA



BRISBANE BULLETS



JERSEY STORY

“Kaggar” dreaming depicts the ancient Aboriginal dreaming of the Mt Gravatt mountain, home of the Brisbane Bullets. The artist Akala Sandy descends from the Yuggera Aboriginal language group of the Brisbane region. Akala is a part of the Yerongpan and Miguntyun clan groups on her mother’s side.

This is Akala Sandy’s first major art piece, that aims to educate the Brisbane Bullets community and National Basketball League about the traditional story of Kaggar which means echidna in the Yuggera language.

Kaggar’s body is painted within the landscape; the grass root trees spread across the mountain represent the quills of Kaggar, the dots represent the rocks and stones found across the mountain which form the shape

of Kaggars “Mabul”, the echidnas head. Kaggars tracks are shown traveling across the piece which represents the echidna’s journey through country looking for termites. Termites are found in “Tun’murrin”, the termite mounds. The termites are also shown being eaten by Kaggar travelling up the snout.

The cross-hatching technique used to background the piece was taught to Akala by her father Derek Oram Snr, who is from central parts of Queensland and is a part of the Darrumbal and Burrigubba Aboriginal language groups. The cross-hatching technique has also been used to represent the bone structure of Kaggar. “Nanda”, the waterhole, is seen in the centre of the piece to represent the ancient waterhole which the Yuggera people believe was created

by “Taggan”, the Rainbow Serpent. Painted in the centre of the Nanda is the native water lily which is one of the Yuggera totems and represents the importance of “Yimbun”, the freshwater dreaming.



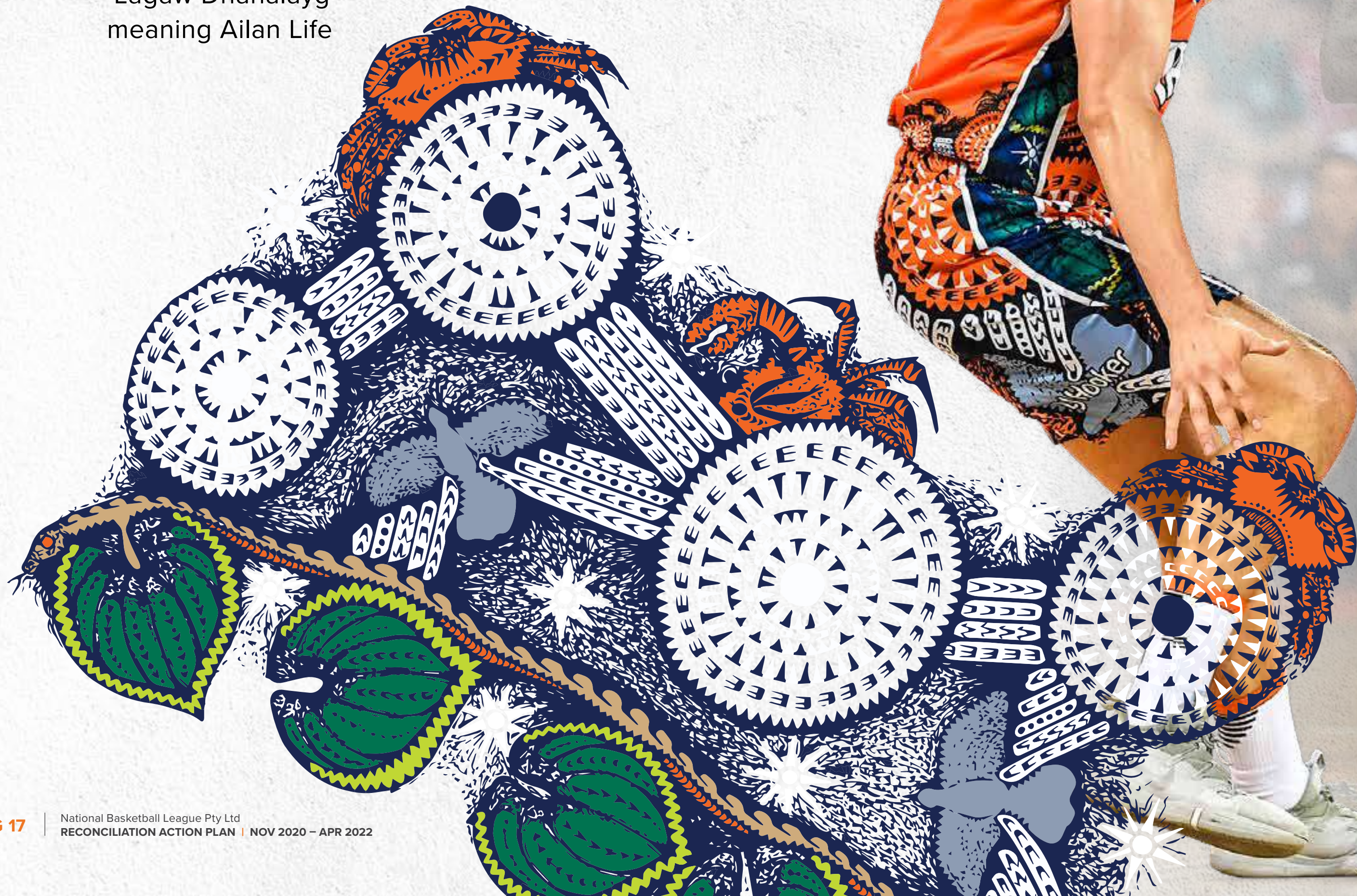
Designed by
AKALA SANDY



CAIRNS TAIPANS

JERSEY STORY

'Lagaw Dhanalayg' –
meaning Ailan Life



Designed by
NASELI TAMWOY



HAWKS

JERSEY STORY

The jersey design was again created by local Indigenous artist Harry Pitt who took inspiration from three of local artist Auntie Trish's paintings and shoe designs.

The design mixes Torres Strait and Aboriginal design elements. The changing flow of the sea as travellers strive to complete their journey is combined with colours inspired by Auntie Trish's paintings.

The blue pattern represents the oceans, rivers and sacred water holes in the Illawarra. The sides of the jersey refer to our knowledge holders (elders) from all four corners of mother earth. The dots of ochre are used for our traditional ceremonies, dance and songs.



The Whale is significant to the communities of the Illawarra and South Coast as the whales migrated up and down the coast passing all of the local communities that make up the Yuin Nation.

The blue colouring and the orange lines are taken from a shoe design gifted to the club by Auntie Trish. The shoes were split between the players and the coaching staff to symbolize that one cannot move without the other.



Designed by
HARRY PITT



MELBOURNE UNITED

JERSEY STORY

The jersey is designed by Mandy Nicholson, a Wurundjeri-willam (Wurundjeri-baluk patriline) artist. The jersey represents the Traditional Custodians of Narm (Melbourne) – the Wurundjeri people – the land on which the Club plays its games at Melbourne Arena.

The jersey features designs within flowing lines, inspired by Berak's (William Barak's) paintings and shields.

This aspect of the design highlights Wurundjeri's different layers of Country; Biik-ut (Below Country), Biik-dui (On Country), Baanj Biik (Water Country), Murnmut Biik (Wind Country), Wurru Wurru Biik (Sky Country), and Tharangalk Biik (Forest Country above the clouds – Bunjil's home).



The iconic Melbourne United 'M' shows these flowing lines as well and is bordered by the 'circled flowing line' which is representative of the mountain ranges bordering Wurundjeri Country to the north.

The circles represent water flowing down from the mountains into Port Phillip Bay, connecting it to Wurundjeri's Creation Narrative of how the Birrarung (Yarra) was created by unlocking the mass of water locked in the mountains

The Wurundjeri people have a carving culture, comprising of symmetrical lines and diamond motifs, which are carved on wooden implements such as shields, and walert-walert (possum skins cloaks). This style is regionally definitive and tells people where you are from, rather like a last name defines who you are.



Designed by
MANDY NICHOLSON



PERTH WILDCATS

JERSEY STORY

Process: Worked with inaugural Wildcats captain Mike Ellis and the club's creative team to develop a cultural narrative

Narrative: The Perth Wildcats indigenous uniform tells a story of success of arguably Australia's most travelled team.

The mandala features nine rings, representing the Wildcats record nine championships. The 33 yellow shapes also represent the club's unbeaten streak of post-season appearances. The colour scheme is a throwback to that worn by the original Wildcats.

Leading two and from the mandala is a pathway, symbolising the long flights to and from their home city. The boomerangs incorporated into this track represent both the hard-nosed defence and attack the team is famous for.

Finally, the red speckled background is a tribute to the record-breaking fanbase, with the different shades and colours representing the coming together of people from different backgrounds. If you look close enough, you can see yourself!



Designed by
DR. RICHARD WALLEY OAM



SOUTH EAST MELBOURNE PHOENIX

JERSEY STORY

The aim in the design process has been to capture the significance of the community support behind the new South East Melbourne Phoenix team. The design also includes the traditional leaves on the front of the jersey which represents the leaves that are so prominent in the hills near the base of South East Melbourne Phoenix's base.

The rear of the jersey represents the base of South East Melbourne Phoenix with the 5 players on the court surrounded by the support of the Victorian communities but more specifically South, East and Central Melbourne.



Designed by
RANDY BRIGGS



SYDNEY KINGS

JERSEY STORY

White base would be a pale gold so the dots stand out on the jersey with the dots a dark purple and darker gold.

The shell on the back which is behind the number represents Turtles from the ocean. This links the sea to mountains in Sydney.

The boomerang shapes in the kangaroo and the spears represent the hunters and gatherers from the Indigenous Peoples across the city with the Aboriginal Flag in the boomerang on the front and he suggested the name of the player on the blank boomerang on the back.

The design involving the Kangaroo and cross hatching on the sides of the uniform is Cliffs modern interpretation on traditional symbols and elements.

He has added his own small elements to identify to his style whilst keeping to traditional values. The kangaroo was chosen to relate agility, speed and jump strength of the NBL players. The Kangaroo is also identifiable all over the world to be unique to Australia and the its indigenous culture.



Designed by
CLIFF LEVERIDGE



OUR RAP





RELATIONSHIPS

 ACTION	 DELIVERABLE	 TIMELINE	 RESPONSIBILITY
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	February 2021	Projects, Programs and Major Events Manager
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	February 2021	Projects, Programs and Major Events Manager
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff	April 2021	Commissioner
	RAP Working Group members to participate in an external NRW event.	May 2021	Commissioner
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2021	Commissioner
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	November 2020	Commissioner
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	February 2021	Projects, Programs and Major Events Manager
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	February 2021	Projects, Programs and Major Events Manager
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	December 2020	Chief Operating Officer
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	December 2020	Chief Operating Officer







RESPECT

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, achievements, knowledge and rights within our organisation.	March 2021	Commercial Manager
	Conduct a review of cultural learning needs within our organisation.	December 2020	Human Resources Manager
	Complete annual cultural safety audit for all our staff.	September 2021	Human Resources Manager
	Identify roles within the NBL that work with Aboriginal and Torres Strait Islander clients or are people managers of Aboriginal and/or Torres Strait Islander specific roles for priority training.	February 2021	Human Resources Manager
	Identify a “preferred” Cultural Awareness training provider to deliver training where required.	March 2021	Human Resources Manager
	Develop and implement staff questionnaire to determine baseline knowledge, understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	December 2020	Projects, Programs and Major Events Manager
	Undertake cultural learning needs assessment of the Board of Directors, Executive & Senior Management Teams.	December 2020	Commissioner
	Incorporate cultural awareness training into staff induction material and process.	February 2021	Human Resources Manager







RESPECT

 ACTION	 DELIVERABLE	 TIMELINE	 RESPONSIBILITY
6. Respect Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation’s operational area.	February 2021	Projects, Programs and Major Events Manager
	Increase staff’s understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country.	March 2021	Chief Operating Officer
	Identify and recommend an appropriate and specifically designated time within the in pre-game formalities, prior to the commencement of every officially sanctioned NBL game, including Pre-Season, Regular Season and Finals games, that either an Acknowledgement of Country or Welcome to Country can be performed.	July 2021	Operations Manager
	Include such preference and recommendation within the League’s Operating Manual, and allocate an appropriate time within ‘Appendix 5 - Gameday Runsheet’ for Clubs that wish to adopt this recommendation.	July 2021	Operations Manager
	Assist Clubs upon request to develop pre-recorded Acknowledgement of Country or Welcome to Country content to be played in-venue across means of digital content display.	July 2021	General Manager of Content
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning and significance of NAIDOC Week.	June 2021	Commissioner
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	First week in July 2021	Commissioner
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2021	Projects, Programs and Major Events Manager







OPPORTUNITIES

 ACTION	 DELIVERABLE	 TIMELINE	 RESPONSIBILITY
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation and ensure that policies relating to future recruitment practices are consistent with that business case.	January 2021	Chief Operating Officer
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	December 2020	Human Resources Manager
	Educate HR staff on how to identify existing and prospective Aboriginal and Torres Strait Islander staff members in a culturally appropriate manner.	December 2020	Human Resources Manager
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	February 2021	Commercial Manager
	Investigate Supply Nation membership.	March 2021	Chief Commercial Manager
10. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander player recruitment, retention and professional development.	Establish talent identification and selection criteria with a view to 9 Aboriginal and Torres Strait Islander players participating in its NBL Next Gen program each year.	May 2021	Commissioner
	From the 2021/22 season, fund 50% of the minimum salary for all Aboriginal and Torres Strait Islander players engaged by NBL Clubs as Development Players; and	May 2021	Commissioner







OPPORTUNITIES

 ACTION	 DELIVERABLE	 TIMELINE	 RESPONSIBILITY
<p>10. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander player recruitment, retention and professional development.</p>	<p>In respect of all Aboriginal and Torres Strait Islander players engaged by NBL Clubs as rostered players:</p> <ul style="list-style-type: none"> > 0% of their salary will count towards the salary cap for the duration of their first contract term; and > 50% of the salary will count towards the salary cap for the duration of their second contract term. 	<p>May 2021</p>	<p>Commissioner</p>
	<p>NBL will assist each participating Club to identify local support networks that can provide additional resources and act as an additional point of contact for Aboriginal and Torres Strait Islander players and staff members who may require local support from time to time.</p>	<p>May 2021</p>	<p>Commissioner</p>
	<p>Recruit an Aboriginal or Torres Strait Islander person, initially on a part-time basis, into the role of “Aboriginal or Torres Strait Islander Player Wellbeing Officer” (or similar).</p>	<p>May 2021</p>	<p>Commissioner</p>
	<p>Develop an Aboriginal and Torres Strait Islander player support network.</p>	<p>October 2021</p>	<p>Aboriginal or Torres Strait Islander Player Wellbeing Officer</p>



GOVERNANCE

 ACTION	 DELIVERABLE	 TIMELINE	 RESPONSIBILITY
11. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	November 2020	Commissioner
	Draft a Terms of Reference for the RWG.	November 2020	Commissioner
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	November 2020	Commissioner
12. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	February 2021	Projects, Programs and Major Events Manager
	Engage senior leaders in the delivery of RAP commitments.	December 2020	Projects, Programs and Major Events Manager
	Define appropriate systems and capability to track, measure and report on RAP commitments.	June 2021	Projects, Programs and Major Events Manager
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, 2021	Projects, Programs and Major Events Manager
14. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia’s website to begin developing our next RAP.	January 2022	Projects, Programs and Major Events Manager

NBL REFLECT RAP WORKING GROUP

CO-CHAIRS



Leanne Brooke – General Manager of The Long Walk and Indigenous Affairs Advisor for Essendon Football Club. Leanne has an extensive history working in Aboriginal Affairs and has been an advocate for her people for over 30 years. She currently sits on the boards of a number of community organisations including The Victorian Aboriginal Health Service and Wandarra Aboriginal Corporation.



Jeremy Loeliger – Commissioner of the National Basketball League, having overseen its rejuvenation of evolution since July 2015. Jeremy is a lawyer by profession, with over a decade of experience in corporate and commercial legal practice with particular expertise in respect of corporate governance, corporate M&A, fundraising and capital markets and Government affairs.

WORKING GROUP SECRETARY



Ben Jopling – Projects, Programs and Major Events Manager, NBL. Ben’s broad position within the league encompasses managing the NBL’s Indigenous Round.

WORKING GROUP MEMBERS



Tyson Demos – President of Australian Indigenous Basketball (AIB) and Director of Operations at Team Mills. Tyson was formally an NBL player with both the Gold Coast Blaze and Illawarra Hawks, playing 216 games across a nine-year career.



Cal Bruton – Director of Capital Basketball, a basketball program that provides skills, education, work experience, and entertainment value for Aboriginal and Torre Strait Islanders as well as the Multicultural Community of Canberra. Cal was inducted into the NBL Hall of Fame in 1998, after a 12-season playing and 9 season Head Coaching career, where he won championships as both.

NBL REFLECT RAP WORKING GROUP

WORKING GROUP MEMBERS



Ricky Baldwin – Vice President of Australian Indigenous Basketball (AIB) and Head Coach of the Australian Indigenous Women’s Basketball Team, who were the 2019 World Indigenous Champions. Ricky is also on the Board of Directors of Mullum Mullum Indigenous Gathering Place.



Nate Jawai – Lead ambassador for the Taipans Indigenous Program (TIP) and current NBL player for the Cairns Taipans. Nate was the first Indigenous Australian player to be drafted in the NBA (Indiana Pacers, 2009), and was an NBL Champion with the Perth Wildcats in 2015/16.



Anita Pahor – Philanthropy and CSR Director, LK Group and National Chair, Society of Women Leaders. Anita is a passionate advocate for humanitarian projects and believes that everyone has something of value to contribute in making our country and our world a fairer, kinder and better place.



Kerry Williams – Community Development Manager at the Cairns Taipans, including overseeing the Taipans Indigenous Program (TIP). Prior to this involvement, Kerry played 105 for the Taipans across a five-year career. Kerry is also a Director of Australian Indigenous Basketball (AIB)



Danny Morseu – Director at National Indigenous Basketball Academy. Danny was the first Torres Strait Islander to represent Australia at the Olympic Games, playing for the national men’s basketball team in both 1980 and 1984. Danny is also a 3-time NBL Champion and was inducted into the Hall of Fame in 2002.



THANK YOU

LEANNE BROOKE » **NBL Reflect RAP – Co-Chair**

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