



REFLECT RECONCILIATION ACTION PLAN

NOV. 2020 – NOV. 2021



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A woman with curly blonde hair, wearing a patterned jacket and grey trousers, stands at a podium on a basketball court. She is holding a piece of paper and speaking into a microphone. The podium is on a circular red and white logo on the court floor.

A line of Sydney Kings basketball players stands on the court behind the speaker. They are wearing dark blue jerseys with 'KINGS' and their numbers in orange. Visible numbers include 8, 7, 1, 14, 12, 22, 2, 10, and 21. Some players have their hands clasped in front of them.

ACKNOWLEDGEMENT OF COUNTRY

The Sydney Kings and the Flames staff and players acknowledge the Traditional Custodians of the lands on which our games are played, and the communities we work within and support. We pay our respects to Elders past, present and future, and to all Aboriginal and Torres Strait Islander peoples across our nation.



RA CEO MESSAGE

Reconciliation Australia welcomes Sydney Kings and Flames to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Sydney Kings and Flames joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with over 2.3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own

business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Sydney Kings and Flames to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Sydney Kings and Flames, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



ABOUT OUR ARTIST

Bruce Shillingsworth Snr, is a Murawari - Budgiti man from northwestern NSW, now residing in Waterloo, Sydney. Bruce is one of 11 children and was raised in a creative and artistic family. After collecting Aboriginal and Torres Strait Islander stories for over 50 years, Bruce recently began to paint on canvas. Bruce has been a lifelong advocate for the education

of Aboriginal peoples and the environment, and currently works for the Department of Education as an educator. Bruce also dedicates his time to educating young people through his work with Barnardo's and Scouts Australia. His vision is that black and white Australians will walk together and see our collective national identities and concerns.



ABOUT BRUCES ART

Bruce's art as seen in our RAP will feature in the design of both the Sydney Kings and Flames Indigenous Round Jersey's for the upcoming season - NBL and WNBL 21. In Bruce's words the design is about:

Reconciliation – we want to bring the First Nations People into the modern discussion – this will ensure we do not lose the values,

lessons and morals that have been passed down.

The gathering of all peoples, regardless of their background into a safe space, allowing them to experience and interpret the values and lessons of the First Nations People as they see best.

Inclusion – which is a pillar of how the Sydney Kings and Flames operate their business and teams.

MESSAGE FROM OUR OWNERSHIP CEO

The Sydney Kings and Sydney Flames are excited and proud to present our organisation's Inaugural Reflect RAP.

Our business is committed to reconciliation and celebrating Aboriginal and Torres Strait Islander peoples as the Traditional Owners of our nation. We will strive to build respectful relationships with Aboriginal and Torres Strait Islander communities across NSW, utilising the profile and popularity of basketball to raise awareness and drive positive change.

Our aim is to ensure our RAP is embraced by everyone in our business and that the knowledge our people gain can inspire them to reflect, appreciate and make a difference during their time at the Kings and Flames and in their future beyond our organisation.

Our RAP provides a foundation that we intend to build from as we focus on the meaningful difference we can make to Aboriginal and Torres Strait Islander peoples. We will listen, learn and work in collaboration with Aboriginal and Torres Strait Islander owned businesses like KARI, to ensure we produce results.

We recognise our shared journey with First Australians is just beginning and we are looking forward to strengthening our relationship with Aboriginal and Torres Strait Islander communities and are committed to our role in driving reconciliation.

Paul Kind
Chief Executive Officer
Total Sport & Entertainment





OUR VISION FOR RECONCILIATION

Our vision for reconciliation is to be a business that acknowledges and embraces unity between Aboriginal and Torres Strait Islander peoples and other Australians, and promotes a culture that represents equality and equity, historical acceptance of our shared history and removal of negative race relations.

It is our vision to use our Sport and our Clubs to support, acknowledge and celebrate the rich cultures of Aboriginal and Torres Strait Islander peoples, to create positive change in their lives and to do our part to make reconciliation a reality.





OUR BUSINESS

The Sydney Kings is a professional basketball team, participating in a nine-team national league, the NBL. The Sydney Kings were formed from a merger between the West Sydney Westars and the Sydney Supersonics in October 1987 and since inception has a proud history of success on the court and has made a positive contribution on many levels off the court.

In 2019 the team was purchased by Total Sport and Entertainment (TSE), a medium sized sport and entertainment agency, employing 20 staff across the Sydney Kings and Flames, 2 of which have Aboriginal or Torres Straight Islander heritage. In March 2020, TSE also acquired the Sydney Flames, Sydney's WNBL team, providing an opportunity to align Sydney's men's and women's elite teams under one ownership group. This alignment provides the foundation to build a genuine gender equity sports business that will result in improved performance on the court and a meaningful connection in the community.

Our goal is to be the most respected professional sporting team in Australia both on and off the court. To drive our organisation toward this goal we have set a business wide mission to 'Relentlessly raise the bar of basketball in Australia, every day in every way'.

The Sydney Kings enjoy the support of a fan base in excess of 900,000 (source Nielsen)

and our live game day experience attracts a big family audience, 47% of tickets sold in family category.

Currently over 1 million people participate in basketball in Australia, with the sport ranked in the top 10 overall participation sports and physical activities. Basketball is also the second-most popular organised team sport behind football. See [Link 1](#), [Link 2](#)

In NSW there are 65,500 registered participants, 200-elite athletes in high performance programs and 198,000 recognised participants including players, coaches, and other participants not registered (Source: Basketball NSW).

Other key basketball participation figures of note:

- Basketball has the highest percentage of participation for adults of Aboriginal and Torres Strait Islander adults compared to the overall population - 5.6 percent compared to 3.5 percent

- 310,461 Basketball participants nationally are female
- It's also a game that can be played anywhere as the percentage of players in cities and remote locations are almost exactly the same
- The majority of Basketball participants are aged between 12 and 18

While our organisation is not responsible for basketball participation, we enjoy a great relationship with Basketball Australia (BA), Basketball NSW (BNSW), and the 19 Sydney Metro Basketball Associations.

Office Locations:

[Total Sport & Entertainment](#)
Level 2, 360 Pacific Highway, Crows Nest

[Sydney Kings](#)
Herb Elliot Avenue, Sydney Olympic Park NSW

[Flames](#)
University of Sydney

OUR RECONCILIATION ACTION PLAN

The Sydney Kings and the Flames reconciliation journey is just beginning with this inaugural Reflect Reconciliation Action Plan, formalising our strong commitment to reconciliation and Australia's First Nations Peoples.

Sport is a unique vehicle that binds people together and creates social cohesion. Through our RAP we aim to leverage our sport to unite and engage communities, to inspire positive change within those communities and to build authentic relationships with Aboriginal and Torres Strait Islander peoples.

We have strategically partnered with KARI and Illawarra Aboriginal Medical Service to develop programs and initiatives targeted towards Aboriginal and Torres Strait Islander youth which work to address the crucial societal issues being faced by young people in these communities, including education engagement and mental health and positive lifestyle.

Sport has the power to change the world.

It has the power to unite in a way that little else does.

It speaks to youth in a language they can understand.

Sport can create hope where once there was only despair.

It is more powerful than governments in breaking down racial barriers.

It laughs in the face of all types of discrimination

– Nelson Mandela



RAP WORKING GROUP

Paul Smith

Owner, Sydney Kings & Sydney Flames

Paul Kind (RAP Champion)

CEO, Total Sport & Entertainment

Chris Pongrass

CEO, The Sydney Kings

Matt Flinn

Community Sydney Kings

Danielle Heptonstall

Head of Events & Major Projects, TSE

Joel Cama

Indigenous Program Coordinator, Sydney Kings & Flames

Bruce Shillingsworth

Snr. Educator & Artist

Cain Slater

KARI

Lauren Drayton

KARI

Kevin Lisch

Retired, Sydney Kings Player

Katrina Hibbert

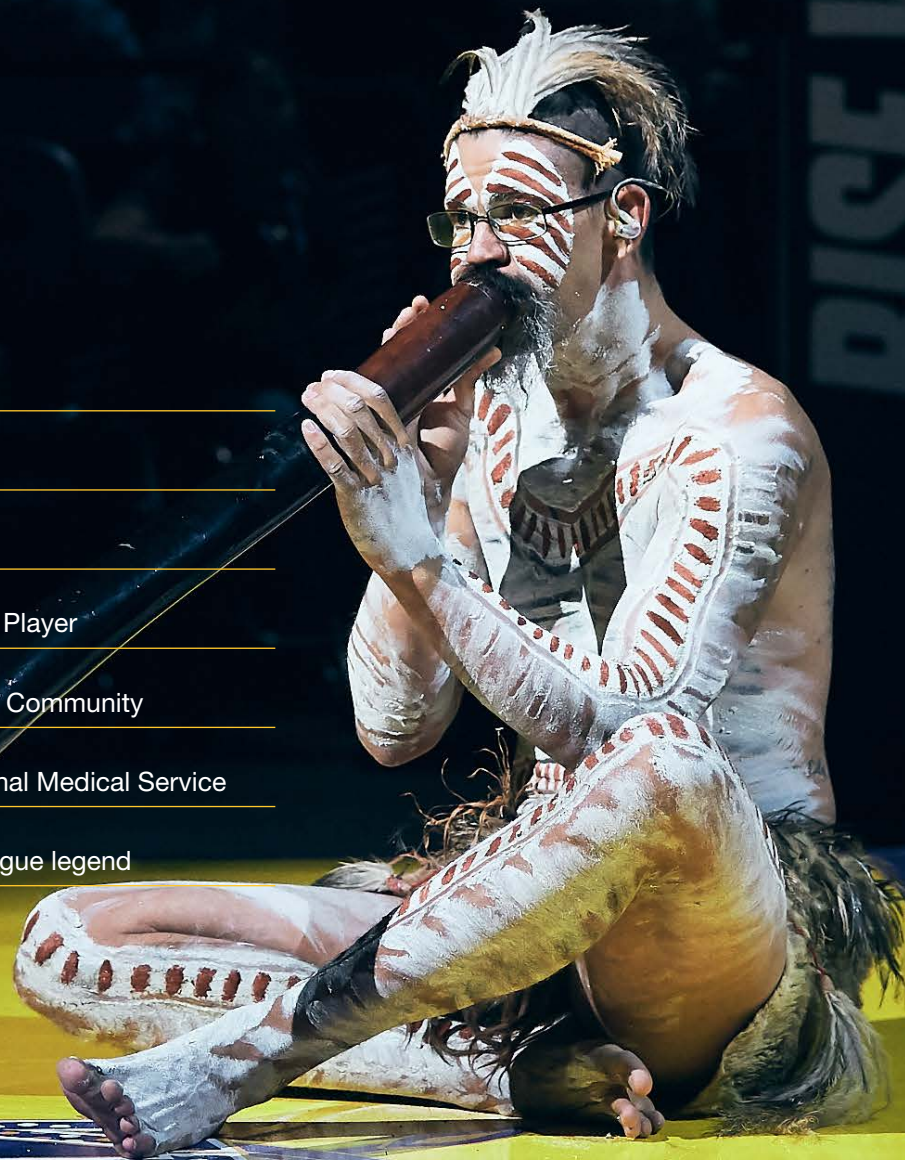
Flames Head Coach & Community

Kane Ellis

CEO, Illawarra Aboriginal Medical Service

Jamie Soward

Indigenous Rugby League legend



OUR PARTNERSHIPS & CURRENT ACTIVITIES

KARI
FOUNDATION



KARI FOUNDATION

They Sydney Kings and the Flames have entered in to a collaborative and strategic partnership with KARI Foundation, working together on initiatives designed to close the gap and support indigenous youth in our communities. This partnership is a significant step in our reconciliation journey, not only do KARI provide the important community connectivity, but they provide us with valuable experience in the development and delivery of programs focusing on education, early intervention and health and well-being.

We are currently working with the Foundation on delivering three programs addressing social, health and education outcomes for Aboriginal and Torres Strait Islander youth.

Cultural 3 – a cultural mentoring program aimed at developing a cultural connection, and a sense of self-identity.

LOVE BiTES Junior - a respectful relationships education program that focuses on the development of respectful relationships for 11-14 year olds.

Deadly Thinking - is a social and emotional well-being and suicide prevention workshop designed by and for Aboriginal and Torres Strait Islander people to be delivered to Aboriginal and Torres Strait Islander communities; natural helpers; Elders; everyone is welcome!



ILLAWARRA ABORIGINAL MEDICAL SERVICE

The Healthy Deadly Kids Program

The Sydney Kings and Flames are honoured to be part of The Healthy Deadly Kids program developed by the Illawarra Aboriginal Medical Service, established health promotion initiative for Primary School aged children from Early Stage 1- Stage 3, that focuses on a holistic view of health and wellbeing. There are 7 key learning areas developed by health service professionals in the Aboriginal Community Health Services Sector in conjunction with the Sydney Kings and Flames. The lessons cover a theoretical component and physical activity where the students engage with players from the Kings and Flames.

The 7 key learning that will be covered over a school term allowing the facilitators from the Sydney Kings and Flames and the IAMS to explore students' knowledge and understanding of what it means to be a "healthy, deadly kid". They have the opportunity to learn about Eating Healthy, the importance of engaging in physical activity, understanding emotions in themselves and others, drugs and alcohol, bullying and the impacts of bullying and social media, healthy hygiene habits and positive and healthy relationships.

Each of the key learning areas are linked to the Australian Curriculum and therefore can be measured outcomes from both an Education standpoint and that of the service providing the Workshops through evaluations.

We have also included the 8 ways of Aboriginal learning pedagogical practice links to facilitate the workshops in a way that is both culturally safe and inclusive of all students learning abilities.

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.	March 2021	Indigenous Program Co-ordinator (IPC)
	• Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	March 2021	IPC
2. Build relationships through celebrating National Reconciliation Week (NRW).	• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	April 2021	CEO, TSE
	• Ensure our RAP Working Group members participate in at least one external NRW event.	27 May - 3 June 2021	COO
	• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June 2021	Comm Mgr
3. Promote reconciliation through our sphere of influence.	• Communicate our commitment to reconciliation to all staff and players.	Nov 2020	TSE CEO
	• Continue to identify external stakeholders that our organisation can engage with on our reconciliation journey.	April 2021	COO/IPC
	• Continue to work with the KARI Foundation and YMCA on our reconciliation journey.	April 2021	COO/IPC
	• Publish RAP on our websites (TSE, Kings & Flames)	Dec 2020	Comm Mgr
	• Develop and implement an internal and external Communications Plan promoting our reconciliation journey and commitment	Dec 2020	Comm Mgr, Media Mgr
	• Celebrate our RAP with an official launch bringing together players, staff, stakeholders and our Aboriginal and Torres Strait Islander partners, community and youth in an official event.	Nov 2020	COO, Comm Mgr
	• Approach Patty Mills to be our RAP ambassador to champion our RAP.	Dec 2020	CEO, Kings
4. Promote positive race relations through anti-discrimination strategies.	• Research best practice and policies in areas of race relations and anti-discrimination.	Feb 2021	COO
	• Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Feb 2021	COO

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, knowledge and rights within our organisation.	Mar 2021	Comm Mgr/IPC
	• Conduct a review of cultural learning needs within our organisation.	Dec 2020	Comm Mgr/IPC
	• The RAP Working Group to attend a Aboriginal and Torres Strait Islander cultural educational workshop with Kane Ellis (Illawarra Aboriginal Medical Service) and Tyson Demos (retired NBL legend).	Review October 2021	Comm Mgr/IPC
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	• Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	Mar 2021	Comm Mgr/IPC
	• Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Mar 2021	Comm Mgr/IPC
	• Include Acknowledgement of Country and Welcome to Country as part of events and game day protocols where appropriate.	Mar 2021	COO
	• Install Acknowledgement of Country plaque in our office facility receptions.	Mar 2021	COO, Media Mgr
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 of NAIDOC Week.	Jul 2021	COO
	• Introduce our staff to NAIDOC Week by promoting external events in our local area.	8-15 November 2020, July 2021	Comm Mgr
	• RAP Working Group to participate in an external NAIDOC Week event.	8-15 November 2020, July 2021	Comm Mgr

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.	Mar 2021	Comm Mgr
	• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Mar 2021	COO
	• Create opportunities for Aboriginal and Torres Strait Islander youth to participate in career pathway programs at our clubs.	Apr 2021	Operations Mgr
	• Advertise employment opportunities within Aboriginal and Torres Strait Islander networks and media.	Review in October 2021	Operations Mgr
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	• Develop an understanding for the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses.	Apr 2021	COO
	• Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	May 2021	COO
	• RAP Working Group members to attend a Supply Nation event.	Oct 2021	COO
	• Investigate Supply Nation membership.	May 2021	COO
10. Support Aboriginal and Torres Strait Islander Youth.	• Develop opportunities for Aboriginal and Torres Strait Islander youth athletes to participate in basketball pathway programs at our clubs.	Aug 2021	Comm Mgr
	• Work with YMCA to provide basketball engagement opportunities for Aboriginal and Torres Strait Islander youth.	Aug 2021	Comm Mgr
	• Work with the KARI Foundation to develop a school retention program aimed at Aboriginal and Torres Strait Islander youth in years 8, 9 and 10.	Jun 2021	COO
11. Provide Opportunities for Aboriginal and Torres Strait Islander Peoples during NBL/WNBL Indigenous Rounds.	• Engage a local artist to design the playing singlets via public competition or invitation	Dec 2020	COO, Merchandise Mgr
	• Engage with local Aboriginal and Torres Strait Islander performers to celebrate Aboriginal and Torres Strait Islander cultures on court – Welcome to Country, Smoking Ceremony and Cultural Entertainment	Jan 2021	COO

GOVERNANCE



Action	Deliverable	Timeline	Responsibility
12. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	• Maintain a RWG to govern RAP implementation.	Dec 2020	COO
	• Draft a Terms of Reference for the RWG.	Dec 2020	COO
	• Establish Aboriginal and Torres Strait Islander representation on the RWG.	Dec 2020	COO
13. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	Jan 2021	COO
	• Engage senior leaders in the delivery of RAP commitments.	Jan 2021	COO
	• Define appropriate systems and capability to track, measure and report on RAP commitments.	Feb 2021	COO
14. 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.	September 2021	
15. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	August 2021	COO



CONTACT DETAILS

For public enquiries about
our RAP contact:

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Head of Events
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