

Reconciliation Action Plan

June 2021 - June 2022



Acknowledgement of Country

The Australian Olympic Committee (AOC) acknowledges Aboriginal and Torres Strait Islander peoples of this nation.

We acknowledge the Traditional Custodians of all the lands on which we are located on. We pay our respects to ancestors and Elders, past and present.

We celebrate and honour all of our Aboriginal and Torres Strait Islander Olympians past and present.

The Australian Olympic Committee is committed to honouring Aboriginal and Torres Strait Islander peoples' unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to society and sport.

Contents

The AOC Vision for Reconciliation	3
Australian Olympic Committee Constitution, Objective 6.6	3
Message from the President	4
Message from the Chief Executive Officer	5
Message from the Chair	6
Message from Reconciliation Australia	7
Australia's Indigenous Olympians	8
Significance of the Art	9
Our Organisation	10
Our Reconciliation Action Plan	12
Our Reconciliation Journey	16
Partnerships and Current Activities	20
Relationships	22
Respect	24
Opportunities	27
Governance	29
Contact	32

THE AOC VISION FOR Reconciliation

**ALL AUSTRALIAN'S INSPIRED BY
THE SPIRIT OF OLYMPIC SPORT.**

The AOC has renewed its commitment to establishing sustainable practices and programs that actively lead to reconciliation, through the power of sport, for the benefit of Indigenous Australians.

THE AOC CONSTITUTION, Objective 6.6

'to recognise the heritage, culture and contributions of our Nation's First people and to give practical support to the issue of Indigenous reconciliation through sport'

MESSAGE FROM THE PRESIDENT,
AUSTRALIAN OLYMPIC COMMITTEE

John Coates AC

It is with great pride that the Australian Olympic Committee (AOC) launches its first Reconciliation Action Plan (RAP).

The AOC is determined to take meaningful action to improve the lives of our First Nations peoples. In 2015 we changed our constitution to reflect that ambition.

“To recognise the heritage, culture and contribution of our Nation’s First people and give practical support to the issue of Indigenous reconciliation through sport.”

This initial RAP is an important further step in our journey to act upon the commitment we made with that constitutional change.

We know that sport has the power to heal and unite. Catherine Freeman’s victory in the 400-metres at the Sydney 2000 Olympic Games is a shimmering example of that power.

Catherine is one of 52 proud Indigenous athletes who have represented their country as Olympians, competing in 14 sports.

In a generation before her, Michael Ah Matt (basketball), Adrian Blair (boxing) and Francis Roberts (boxing) became our first Indigenous Olympians at the 1964 Tokyo Olympic Games. In 2018, Harley Windsor became our first Indigenous Winter

Games athlete when he competed in figure skating in PyeongChang, South Korea.

Samantha Riley OAM became the first Indigenous athlete to win an Olympic medal when she won bronze at the Barcelona Olympic Games in 1992 in the 100-metre breaststroke.

Appropriately, the Sydney 2000 Torch Relay began its journey from Uluru in the presence of Uluru’s Pitjantjatjara traditional owners.

Our first Indigenous gold medallist Nova Peris, in bare feet, ran the first leg of a 27,000-kilometre journey which finished at Sydney Olympic Park on the traditional lands of the Wann clan, known as the Wann-gal. Catherine Freeman took the final steps to light the Olympic cauldron to complete that great journey.



As we take our first steps on this RAP journey, the AOC acknowledges the wonderful contribution made by our Indigenous Olympians.

Their example has inspired future generations, Indigenous and non-Indigenous alike. As we prepare our Team for the Tokyo 2020 Olympic Games in 2021, we know our Australian Team will take with them a celebration of Aboriginal and Torres Strait Islander cultures and traditions.

This inaugural RAP marks an important milestone for the AOC. My thanks to Reconciliation Australia for their help and guidance as we walk together.



MESSAGE FROM THE CHIEF EXECUTIVE OFFICER,
AUSTRALIAN OLYMPIC COMMITTEE

Matt Carroll AM

The AOC is uniquely placed to give practical support to Indigenous reconciliation through sport.

Our Members are 33 summer sports and seven winter sports. Our role not only commits us to providing athletes within those sports the opportunity to excel at the Olympic Games, we are tasked with promoting the values of Olympism and promoting the benefits of sport to all Australians.

By undertaking our RAP journey, we can truly fulfil that role. We are committed to accelerating the integration of the Olympic movement into Aboriginal and Torres Strait Island communities and equally ensuring Indigenous culture and traditions are cherished within the Olympic movement.

To this end, we have established an Indigenous Advisory Committee (IAC), chaired by Olympian Patrick Johnson OLY, to provide advice and direction.

Our Indigenous strategy will allow us to pursue opportunities fostering health and wellbeing in Indigenous communities through sport, growing Indigenous representation in Australian Olympic Teams, developing career opportunities in sport, ensuring our protocols cherish Indigenous culture and customs as well as work alongside organisations which assist Indigenous communities.

Our RAP will allow the AOC to expand the real support we can provide, building on existing programs and opportunities.

The award-winning Olympics Unleashed program has taken Olympians into Indigenous communities motivating school children about goal-setting, finding their passion and inspiring them to be their personal best. These visits include remote locations such as Aurukun, Mornington Island, Moe and Saibai Islands in the Torres Strait.

Olympians have also been prominent in support of the Indigenous Marathon Project, founded by Robert De Castella AO MBE (four-time Olympian) which promotes the health benefits of running and walking in communities. The highlight for Olympians has been participating in the Deadly Fun Run relay around Uluru each year. The AOC has also been working with the Cathy Freeman Foundation in recent years in support of efforts to broaden the educational horizons for young



Indigenous students.

The AOC believes Olympians themselves have a significant role to play in advancing reconciliation. In 2020, an initiative of the IAC and the AOC Athletes’ Commission led to the first Indigenous Forum, held on-line.

The “Walk with Us” forum held in November 2020 was designed to educate Olympians and athletes aspiring to the Tokyo Games on Indigenous history, culture, issues and the challenges of reconciliation.

The AOC is aware that reconciliation requires a commitment to meaningful, sustainable and practical initiatives for our Indigenous communities. This Reflect RAP further commits us to that path. I would like to thank all who have worked hard to bring us to this point, including the members of the IAC whose support and advice has been generous and indispensable.

MESSAGE FROM THE CHAIR,
AOC INDIGENOUS ADVISORY COMMITTEE

Patrick Johnson OLY

As an Olympian, a proud Kaanju man and Chair of the AOC's Indigenous Advisory Committee, there is enormous pride in being so deeply involved in this process to deliver the AOC's first Reconciliation Action Plan.

It is a major milestone for the Olympic movement in Australia. This RAP comes at a critical time as we ask ourselves questions and we look for answers.

I am a great believer in timing. Australia's Olympians are ready for conversations that could be difficult, challenging, uplifting and enlightening. The time is right.

The "Walk with Us" forum held in late 2020 reinforced my view that we can successfully engage and create awareness.

It has been gratifying to witness the collective willingness within the Australian Olympic movement to honour the spirit and word of the AOC constitutional change achieved in 2015.

In sport, as in life, nothing comes easily. To achieve something substantial and meaningful from this RAP will require many years of collegiate effort.

We have a vision for Aboriginal and Torres Strait Islander people that we can bring to life through that effort.

Recognition, acknowledgment, and reconciliation. They are big words, but they have to be real. We have a long way to go, but we have taken an important step.

There is no more important step than the first.



MESSAGE FROM THE CHIEF EXECUTIVE OFFICER,
RECONCILIATION AUSTRALIA

Karen Mundine

Reconciliation Australia welcomes the Australian Olympic Committee to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

The Australian Olympic Committee 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 the Australian Olympic Committee 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 to the Australian Olympic Committee, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.



Australian Indigenous Olympians

52 Indigenous Australians have competed at the Olympic Games from Tokyo 1964 to PyeongChang 2018, where Australia's first Indigenous Winter Olympian Harley Windsor competed.

MICHAEL AH MATT

Basketball - 1964 Tokyo

ADRIAN BLAIR

Boxing - 1964 Tokyo

FRANCIS ROBERTS

Boxing - 1964 Tokyo

ROBERT CARNEY

Boxing - 1968 Mexico City

JOSEPH DONOVAN

Boxing - 1968 Mexico City

JOHN KINSELA

Wrestling - 1968 Mexico City, 1972 Munich

NORMAN STEVENS

Boxing - 1980 Moscow

DANNY MORSEU

Basketball - 1980 Moscow, 1984 Los Angeles

DARRELL HILES

Boxing - 1988 Seoul

JUSTANN CRAWFORD

Boxing - 1992 Barcelona, 1996 Atlanta

ROBERT PEDEN

Boxing - 1992 Barcelona, 1996 Atlanta

SAMANTHA RILEY

Swimming - 1992 Barcelona, 1996 Atlanta

CATHERINE FREEMAN

Athletics - 1992 Barcelona, 1996 Atlanta, 2000 Sydney

BAEDEN CHOPPY

Hockey - 1996 Atlanta

NOVA PERIS-KNEEBONE

Hockey, Athletics - 1996 Atlanta, 2000 Sydney

JAMES SWAN

Boxing - 1996 Atlanta, 2000 Sydney

KYLE VANDER-KUYP

Athletics - 1996 Atlanta, 2000 Sydney

HENRY COLLINS

Boxing - 2000 Sydney

DANIEL GEALE

Boxing - 2000 Sydney

ANTHONY MARTIN

Weightlifting - 2000 Sydney

BRIDGETTE STARR

Football - 2000 Sydney

KASEY WEHRMAN

Football - 2000 Sydney

BRADLEY HORE

Boxing - 2000 Sydney, 2004 Athens

PATRICK JOHNSON

Athletics - 2000 Sydney, 2004 Athens

NATHAN THOMAS

Waterpolo - 2000 Sydney, 2004 Athens

JAMIE PITTMAN

Boxing - 2004 Athens

DEAN SEMMENS

Waterpolo - 2004 Athens

ANTHONY LITTLE

Boxing - 2004 Athens, 2008 Beijing

JADE NORTH

Football - 2004 Athens, 2008 Beijing

STACEY PORTER

Softball - 2004 Athens, 2008 Beijing

JOSHUA ROSS

Athletics - 2004 Athens, 2008 Beijing

DESMOND ABBOTT

Hockey - 2008 Beijing

LUKE BOYD

Boxing - 2008 Beijing

ROHANEE COX

Basketball - 2008 Beijing

PAUL FLEMING

Boxing - 2008 Beijing

BENN HARRADINE

Athletics - 2008 Beijing, 2012 London, 2016 Rio

PATRICK MILLS

Basketball - 2008 Beijing, 2012 London, 2016 Rio

JOEL CARROLL

Hockey - 2012 London

CAMERON HAMMOND

Boxing - 2012 London

DAMIEN HOOPER

Boxing - 2012 London

BEKI LEE

Athletics - 2012 London

JESSE ROSS

Boxing - 2012 London

KHALEN YOUNG

Cycling (BMX) - 2012 London

BROOKE PERIS

Hockey - 2016 Rio

KYAH SIMON

Football - 2016 Rio

LYDIA WILLIAMS

Football - 2016 Rio

TALIQUA CLANCY

Beach Volleyball - 2016 Rio

JOEL SWIFT

Waterpolo - 2016 Rio

JON PORCH

Rugby Sevens - 2016 Rio

LEILANI MITCHELL

Basketball - 2016 Rio

MARIAH WILLIAMS

Hockey - 2016 Rio

HARLEY WINDSOR

Figure Skating (Pairs) - 2018 PyeongChang

Significance of the Art



Walking Together

PAUL FLEMING

Aboriginal Artist: Paul Fleming (Olympian - Beijing 2008, Boxing), a First Nation Australian man from Wakka Wakka Wanyurr Majay, Yuggera Country.

Indigenous Australian Olympic boxer Paul Fleming discovered a new way of expressing his passion in 2018 taking up Aboriginal art design. Through his art, Paul is encouraging the next generation of Aboriginal and Torres Strait Islander peoples to stay close to their roots and to take pride in their identity.

'Walking Together' was created to share the Olympian's story -

"The centre piece represents a meeting place because the Olympics brings together people of all colours, religions and backgrounds from all over the world, who are all competing for the same goal. Everyone essentially becomes 'one', we're all athletes and it doesn't matter where you come from."



Ngalmun Danalaig (Our Way of Life)

DAVID BOSUN

Torres Strait Artist: David Bosun, a proud Wug man and Mualgal artist from Moa Island in the Torres Strait, is one of the founders of the printmaking tradition in Zenadth Kes (the Torres Strait) and has worked in printmaking, drawing and painting for over 20 years.

His piece captures the main elements of traditional and modern ways of life in Zendath Kes.

"The winds in this artwork flow diagonally through the Dhari, our traditional head dress, in the middle. The islands sit within the horizon line and the currents move from top to bottom, bottom to top," Bosun explained.

"All the lines converge in the centre, through the Dhari. The Dhari is a key ceremonial piece for us. It is worn during ritual celebrations, specifically in dance ceremonies. It is a powerful and important cultural item."

Our Organisation

The Australian Olympic Committee (AOC) is an independent, incorporated not-for-profit organisation committed to the development of youth and sport across Australia.

The AOC is responsible to the International Olympic Committee (IOC) to develop, promote and protect the Olympic movement in Australia in accordance with the Olympic Charter.

The AOC has 45 employees based in Sydney, Melbourne, Brisbane and Perth with headquarters located at Circular Quay in Sydney – Gadigal land. There is currently one Indigenous employee, working in the Sydney office.

Our Members are 38 Summer Olympic National Federations and seven Winter Federations. New sports join the Australian Olympic family as they are added to the IOC's Olympic program.

Sports which have been involved in the Olympic Games but which are not currently part of the Olympic program, remain in the Olympic family as Recognised Organisations.

It is the AOC's responsibility to select, send and fund Australian Teams to the Summer and Winter Olympic Games, Summer and Winter Youth Olympic Games as well as Regional Games such as the Asian Games and the Pacific Games.

The AOC does not receive or seek Federal Government funding for its own operations, but we do advocate on policy, programs and funding on behalf of more than 40 Olympic sports.

We believe sport has a vital role to play in promoting national health and wellbeing, building national pride, community spirit and social cohesion as well as promoting a positive image for Australia internationally.

The AOC is particularly focused on its role in the community, promoting the values and principles of Olympism. As one of only two countries to send Teams to every Summer Olympic Games in the modern era, our most cherished obligation is to provide Australian athletes with the environment to perform at their best in Olympic competition.

Giving Australian athletes the best opportunity to realise their Olympic dreams is a challenging task that requires planning, preparation and Games-time delivery to ensure every aspect of our athletes' needs are met. This includes travel, accommodation, outfitting and ensuring our athletes have the highest quality coaching, medical support, physiotherapy, recovery, welfare support, logistical support and more.

The AOC provides direct assistance to a number of individual Summer and Winter Olympic athletes with financial support based on their performances in benchmark events across a calendar

year. This helps to defray the costs of competing in their chosen sports at home and abroad. The AOC also provides direct funding to a number of Olympic sports.

The AOC delivers community-based programs such as Olympic Unleashed which engages school-aged children in the life journeys of Olympic athletes. Athletes are specially trained to outline their life experiences in overcoming hardships to teach children the valuable lessons of resilience, goal setting and self-awareness.

The Australian Olympic Change-Maker program recognises students who demonstrate leadership through sport and/or use sport as a vehicle to improve health and wellbeing in their school community.

The AOC is committed to support all Australian Olympians by providing opportunities to further their careers outside sport through education, employment, mentoring and opportunities to make a positive contribution to the Australian community.

In undertaking its responsibilities, the AOC Objectives are set in our constitution which are approved by the IOC under the Olympic Charter.

AOC Objectives

- Develop, promote and protect the principles of Olympism and the Olympic movement in Australia;
- Take action against any form of discrimination and violence in sport;
- Ensure the observance of the Olympic Charter, preserve the autonomy of the AOC and resist all pressures of any kind, including but not limited to political, legal, religious or economic pressures which may prevent the AOC from complying with the Olympic Charter;
- Promote, raise awareness and encourage participation in sport for the health, wellbeing and other benefits to all individuals and in support and encouragement of those objects, the development of high-performance sport as the pinnacle of the benefits of sporting participation;
- Promote the fundamental principles and values of Olympism in the fields of sport and education in schools, sports, physical education institutions and universities and the creation of institutions dedicated to Olympic education;
- Give practical support to the issue of Indigenous reconciliation through sport;
- Protect clean athletes and the integrity of sport by being a leading advocate in the fight against doping and all forms of manipulation of competition and related corruption;
- Support measures relating to the wellbeing, medical care and health of athletes;
- Plan and execute the representation and participation by Australia at the Olympic Games, Winter Games, Youth Olympic and Winter Games and Regional Games; and
- Exercise its exclusive authority to select and designate the city or cities which may apply to organise Olympic Games in Australia.

As the custodian of the Olympic movement in Australia, the AOC has a mandate and significant role to encourage more Australians to play sport, increasing access to sport for all. We will continue to highlight, for young people in particular, the education and health benefits as well as values associated with sport.

Our Reconciliation Action Plan

RAP DEVELOPMENT

In 2015 the AOC amended its constitution with the endorsement of Indigenous Australian Olympians, the Prime Minister of Australia, Leader of the Opposition, State Premiers, Chief Ministers, and the unanimous support from Member Sports. The AOC Constitution included the statement under Objective 6.6 that the AOC is;

'to recognise the heritage, culture and contribution of our Nation's First people, and to give practical support to the issue of Indigenous reconciliation through sport'.

In actioning Objective 6.6 the AOC has renewed its commitment to establishing sustainable practices and programs, encapsulating the Olympic values and spirit, that actively lead to reconciliation and the utilisation of the power of sport for the benefit of First Nations peoples and athletes.

The AOC has implemented an Indigenous Strategy to provide recognition and practical support to Australian Indigenous communities. The RAP is the driving force of the Indigenous Strategy. We believe it will contribute to the national reconciliation movement, and will support and demonstrate the AOC's role, vision and values.

AUSTRALIAN OLYMPIC COMMITTEE Values

OUR ROLE

Provide athletes the opportunity to excel at the Olympic Games and promote the values of Olympism and benefits of participation in sport to all Australians.

OUR VISION

Australians inspired by the spirit of Olympic sport.

OUR VALUES



Listen and learn



Respect for all



Act with integrity



Personal best



A positive force

OUR APPROACH

The AOC has developed our RAP to ensure sound governance and a solid foundation. Reconciliation Australia (2019) states:

"Strong governance is vital to turning good intentions into action to support the national reconciliation movement."

The AOC is approaching our RAP with the full support of the AOC Executive, the AOC Athletes Commission (AC) and the AOC Indigenous Advisory Committee (IAC).

The AOC Executive, AC, and IAC form the building blocks for consultation to guide the AOC's reconciliation journey. These three governing bodies have cross representation effectively making them gears that work effectively with one another in driving reconciliation.

GOVERNANCE

To ensure accountability of actions and deliverables contained by this living document, the AOC's RAP Working Group (RWG) has been formed, Chaired by our RAP Champion Daniel Egan, with the guidance of Aboriginal RAP Ambassadors, Kyle Vander-Kuyp OLY, and Patrick Johnson OLY, and Torres Strait Islander RAP Ambassador Danny Morseu OLY.

Members of the Senior Management Team (SMT) also make up the RWG. The SMT is made of AOC department heads who are accountable for their respective teams. Cross representation from key internal decision makers in both the SMT and the RWG will ensure timely implementation of all RAP items.

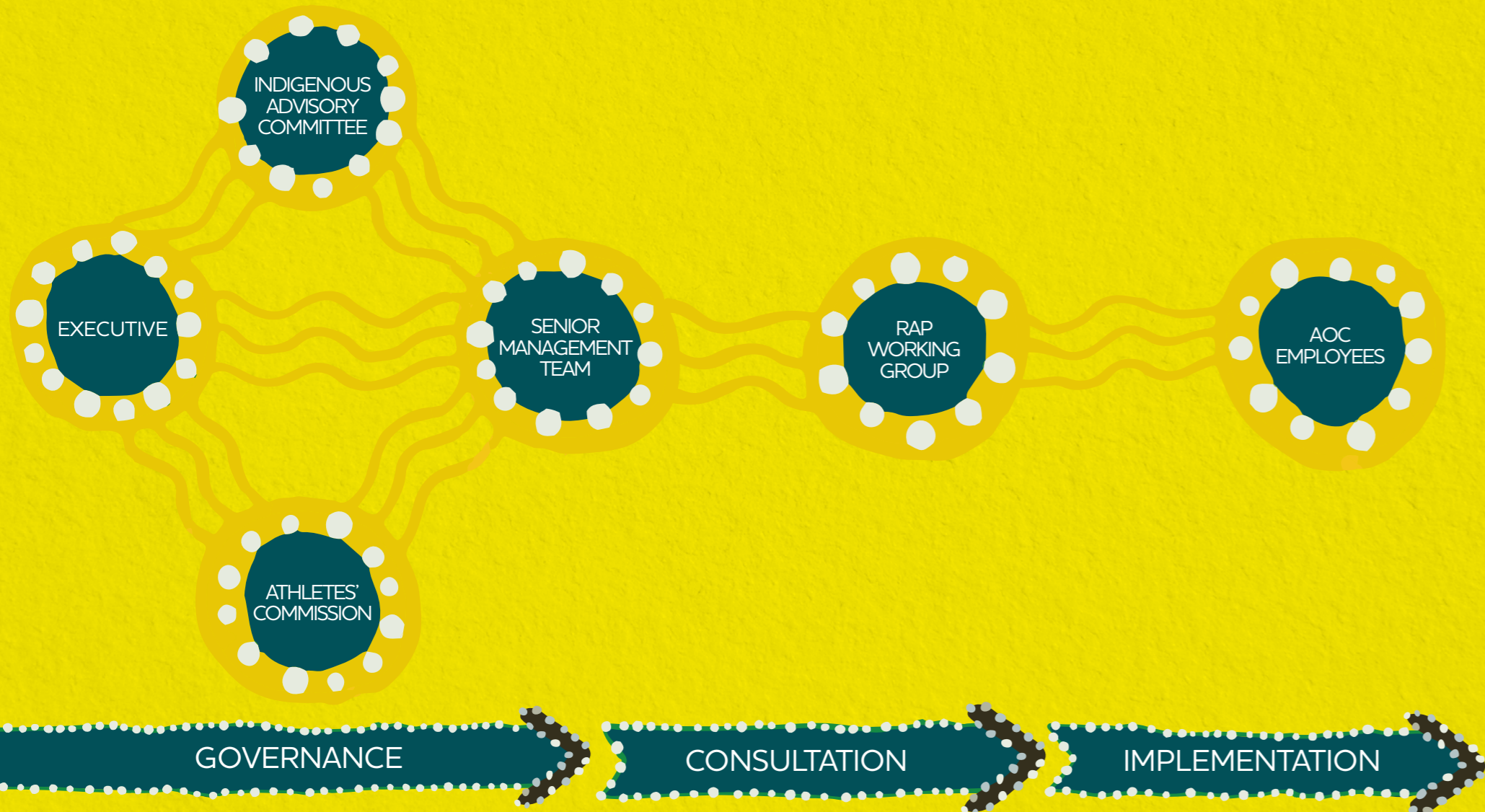
The AOC's SMT and the RWG are actively involved in the inception of the RAP and are responsible for the delivery, measurement, and reporting of the RAP's action points. All established and existing committees, working groups, and consultation processes will form the interconnected gears to an effective RAP implementation framework.

ROLE OF THE AOC'S INDIGENOUS ADVISORY COMMITTEE (IAC)

The establishment of the IAC enables advice and direction to accelerate the integration of the Olympic movement into Aboriginal and Torres Strait Islander communities, as follows:

- integrate Aboriginal and Torres Strait Islander cultures into the Olympic movement and vice versa;
- pursue opportunities around the promotion of health and wellbeing in Indigenous communities;
- advocate for Indigenous Australians to be better represented in Olympic sports;
- promote the stories of Indigenous athletes and Olympians to inspire Australians;
- ensure Aboriginal and Torres Strait Islander customs are cherished in AOC protocols;
- continue to work alongside organisations supporting Indigenous Australians; and
- establish a Reconciliation Action Plan (RAP).

Implementation Framework



AOC Committees and Commissions

DEVELOPING THE REFLECT RAP

AOC EXECUTIVE

- John Coates AC**
President
- Ian Chesterman AM**
Vice President
- Helen Brownlee AM**
Vice President
- Matt Allen AM**
- Mark Arbib**
- Craig Carracher**
- Matt Carroll AM**
- Kitty Chiller AM OLY**
- Catherine Fettell**
- Evelyn Halls OLY**
- Steven Hooker OAM OLY**
- Michael Murphy OLY**
- James Tomkins OAM OLY**

AOC INDIGENOUS ADVISORY COMMITTEE

- Patrick Johnson OLY**
Chair
- Kyle Vander-Kuyp OLY**
- Paul Fleming OLY**
- Brad Hore OLY**
- Danny Morseu OLY**
- Nova Peris OAM OLY**
- Jamie Pittman OLY**
- Beki Smith OLY**
- Nathan Thomas OLY**
- Lara Davenport OAM OLY**

AOC ATHLETES' COMMISSION

- Steve Hooker OAM OLY**
- Kim Brennan AM OLY**
- Alana Boyd OLY**
- Cate Campbell OAM OLY**
- Jamie Dwyer OAM OLY**
- Jessica Fox OLY**
- Lydia Lassila OAM OLY**
- James Tomkins OAM OLY**
- Ken Wallace OAM OLY**
- Shelley Watts OLY**
- Scott Kneller OLY**

RAP WORKING GROUP

- Daniel Egan**
Chair / RAP Champion and Community Engagement Manager
- Patrick Johnson OLY**
RAP Ambassador
- Kyle Vander-Kuyp OLY**
RAP Ambassador
- Danny Morseu OLY**
RAP Ambassador
- James Edwards**
Head of Community Engagement and Olympian Services
- Strath Gordon**
Head of Public Affairs and Communications
- Amie Wallis**
Head of People and Culture
- Liana Buratti**
Content Coordinator
- Lisa Lilleyman**
Relationship Manager
- Alice Bowen**
Games Operations Manager
- Alana Rybicki**
People and Performance Manager, OWIA

Our Reconciliation Journey

The AOC is committed to our reconciliation journey. We are bringing to life the words stated in our Constitution 'to recognise the heritage, culture and contribution of our Nation's First people and to give practical support to the issues of Indigenous reconciliation through sport'.

The AOC recognises our journey is intrinsically linked with our Indigenous athlete's representation at the Olympic Games.

Starting at the Olympic Games of Tokyo 1964, 52 Indigenous Olympians have now taken their place on the world stage, progressively making history and inspiring new generations.

The AOC is grateful for the encouragement of our Indigenous Olympians, together with the support of non-Indigenous Olympians in the AOC's reconciliation journey.

We are particularly appreciative of the support shown by the Olympians who are voluntary members of the AOC's Indigenous Advisory Committee for their practical advice in guiding AOC programs, events, and committees. They have encouraged the AOC to 'walk together' on this journey and continue to advise the AOC on numerous initiatives to integrate Aboriginal and

Torres Strait Islander cultures into the Olympic movement.

With the creation of our first RAP, we plan to build upon these initiatives using the power of sport to make a difference with Indigenous Australian communities.

The inaugural 'Walk with Us' Athlete Forum in November 2020, led by Olympians of the Athletes Commission and the Indigenous Advisory Committee was a profound first major step towards reconciliation and demonstrated the willingness amongst athletes to discuss the challenges and work together to find practical solutions.

We look forward to walking together as we progress our reconciliation journey.



AUSTRALIA'S Indigenous Olympian's milestones

1964

Australia's first Indigenous Olympians - Michael Ah Matt (basketball), Adrian Blair (boxing) and Francis Roberts (boxing) created history competing at the Tokyo 1964 Olympic Games.

1992

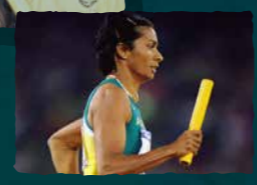
1992

At Barcelona 1992, Samantha Riley became the first female Indigenous Olympian athlete to win an Olympic medal, a bronze in the 100m breaststroke.



2000

Nova Peris was the first person to run the torch relay in Australia, barefoot, at Uluru. At the 2000 Games she competed in track and field and in so doing became the first to compete in two sports; hockey and athletics.



Cathy Freeman is the most successful Indigenous Olympian with gold at Sydney 2000. It was the Games of the new millennium which have held the lasting memory with most Australians, elevating Cathy Freeman's historic win in the 400m final, 10 days after she lit the Olympic Cauldron to open the Games - as one of the most profound sporting moments in Australian history.



Rohan Cox (basketball) wins silver.



Desmond Abbott (hockey) wins bronze.

2008

Stacey Porter (softball) wins bronze.



2018

At PyeongChang 2018 Harley Windsor became Australia's first Indigenous Winter Olympian.

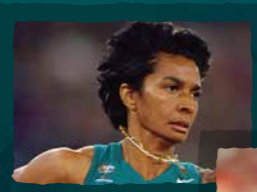
1968

John Kinsella (wrestling) who competed at Mexico City 1968 and Munich 1972 as Australia's first dual Indigenous Olympian.



1996

Nova Peris has achieved a number of 'firsts' as an Indigenous Olympian; the first gold medallist as part of the women's hockey team in Atlanta 1996.



Baeden Choppy wins bronze in hockey.



Cathy Freeman wins silver in the 400m.



The Australian Olympic Team of Sydney 2000 and Rio 2016 have included the most Indigenous Olympians with 10 athletes each.

2004

Stacey Porter (softball) wins silver.



2012

Joel Carroll (hockey) wins bronze.



2013

Nova Peris became the first Indigenous woman to be elected to Federal Parliament as Senator for the Northern Territory.



Partnerships and Current Activities

SUMMARY

In acknowledging the historic milestones and example set by Australia's Indigenous Olympians, the AOC recognises the importance of progressing our reconciliation journey with the Olympic movement in Australia.

PARTNERSHIPS

Since changing our constitution in 2015 the AOC has steadily supported a growing number of outstanding organisations dedicated to improving the lives of Australia's Indigenous people and communities.

- 2015 saw the establishment of the 'Australian Indigenous Olympian's Honour Board' at the National Centre of Indigenous Excellence in Redfern (NCIE) NSW, where Indigenous Olympians are honoured following each edition of the Olympic Games.
- 2015 also saw the start of the AOC's relationship with the Indigenous Marathon Foundation (IMF), with Olympians participating in the annual Deadly Fun Run at Uluru alongside runners from all corners of Australia. Four-time Olympian, Robert de Castella AO MBE and founder the IMF, champions the cause to encourage running to change the lives of Indigenous Australians.

- The AOC supports the Cathy Freeman Foundation through promotion and advocacy of their work to encourage education amongst Indigenous communities.

- The AOC also supports the Institute for Urban Indigenous Health (Deadly Choices) in their health promotion initiatives that aim to empower Aboriginal and Torres Strait Islander peoples to make healthy choices for themselves and their families – to get a health check, stop smoking, eat good food and exercise daily.

The AOC is seeking to develop deeper partnerships, and to create new ones as we develop our respective initiatives.

OLYMPISM IN OUR COMMUNITY

The AOC is integrating Aboriginal and Torres Strait Islander culture and education within our community programs:

- 'Olympics Unleashed' presented by Optus takes Olympians to remote and regional Indigenous communities throughout Australia to encourage

messages of 'finding your passion' and 'being your best'. The program is championed by a number of Indigenous Olympians and includes cultural components;

- The 'Olympic Change-Maker' program recognises school leaders across Australia, with a number of Indigenous students being nominated by their schools. Our 2018 program ran the Northern Territory forum at Haileybury Rendall School, Darwin;

- In September 2020, the AOC's second annual 'Wellbeing Week' series was streamed live and saw Olympians, industry experts and celebrities share their tips and stories around the theme, 'Empowerment.' As part of the series, triple Olympic basketballer, Patrick 'Patty' Mills and dual Olympic hurdler, Kyle Vander-Kuyp, shared their advice on empowering your identity from an Indigenous perspective and revealed the importance of identity in overall wellbeing; and

- The AOC has opened avenues for meaningful staff engagement with Indigenous Olympians, including with the RAP working group.



AMPLIFYING OUR VOICE

The AOC regularly highlights stories of our Indigenous Olympians, and events, to further the reconciliation cause.

The AOC's annual magazine 'Australian Olympians' proudly highlights the journey of Indigenous Olympians, including to date - Mariah Williams (Hockey), Kyah Simon (Football), Taliqua Clancy (Beach Volleyball), Lydia Williams (Football), Brad Hore (Boxing) and Catherine Freeman (Track & Field). The 2018 edition was themed 'Back to Country'.

AOC INDIGENOUS ADVISORY COMMITTEE

In 2019, with the adoption of a renewed Indigenous Strategy, the AOC formed a new Indigenous Advisory Committee to provide advice to the AOC on the practical measures we can facilitate together, in our reconciliation through sport. With the backing of the IAC, numerous initiatives are now underway, articulated in the following pages of the RAP.

The membership consists of Patrick Johnson (Chair), Kyle Vander-Kuyp, Beki Smith, Nova Peris, Danny Morseu, Brad Hore, Paul Fleming, Nathan Thomas, Jamie Pittman and Lara Davenport.

'WALK WITH US' ATHLETE FORUM

An initiative identified in the RAP is to undertake internal education on Australia's Aboriginal and Torres Strait Islander histories and cultures.

In November 2020 (during NAIDOC Week) the inaugural 'Walk with Us' Athlete Forum was held for all Olympians and Tokyo 2020 aspiring athletes.

The initial forum, a joint initiative proposed by the AOC's Athletes' Commission and the AOC's Indigenous Advisory Committee, was designed to educate Olympians and athletes on Australia's Indigenous history and the challenges of reconciliation.

The 'Walk with Us' forum featured panel discussions with Indigenous and non-Indigenous Olympians, questions from Olympians and presentations from prominent Indigenous figures Stan Grant and Dean Parkin.

The forum was named 'Walk with Us' to reflect the reconciliation journey is shared.

SYMBOLISM & STORIES

The AOC is delighted to share the art and designs of Olympians in our publications and programs. We are currently working with Aboriginal artists Paul Fleming and Brad Hore, as well as Torres Strait Islander artists George Gabey and David Bosun.

OLYMPIC TEAMS

Alongside the Indigenous Australian Olympians, the AOC is proud to be integrating Aboriginal and Torres Strait Islander cultures within Australian Teams, through personnel, uniform design, artwork and ceremonies.

Relationships



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1 Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify and develop a list of Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	Jun, 2021	Accountable National Relationship Manager Responsible National Relationship Manager Consult IAC, RWG, SMT
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Sep, 2021	Accountable Head of CE&OS Responsible Chair RWG Consult IAC, RWG

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
2 Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our people.	Jun, 2021 and May, 2022	Accountable Head of P&C Responsible Chair RWG Head of P&C Consult IAC, RWG
	RAP Working Group members to participate in NRW events.	Jun, 2021 and May – Jun, 2022	Accountable Head of P&C Responsible Chair RWG Consult IAC, RWG
	Encourage and support our people and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May – Jun, 2022	Accountable Head of P&C Responsible Chair RWG Consult IAC, RWG

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
3 Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all our people.	Sep, 2021	Accountable: Head of PAC Responsible Head of P&C, Digital Communications Manager Consult IAC, RWG
	Identify stakeholders, including member sports that our organisation can engage with on our reconciliation journey.	Sep, 2021	Accountable National Relationships Manager Responsible Head of Commercial, Chair RWG Consult IAC, RWG
	Identify Olympian advocates for reconciliation that we could approach to collaborate with on our reconciliation journey.	Oct, 2021	Accountable Head of CE&OS Responsible National Manager Olympian Services Consult IAC, RWG

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
3 Promote reconciliation through our sphere of influence.	Identify like-minded organisations (including those with RAPs) that AOC could collaborate with on our reconciliation journey.	May, 2021	Accountable Head of CE&OS Responsible Head of Commercial, Chair RWG Consult IAC, RWG
	Identify appropriate events throughout the year that the AOC / Olympic movement could be represented at, in conjunction with the RAP.	May, 2021	Accountable Head of CE&OS Responsible Chair RWG Consult IAC, RWG
4 Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	Jan, 2022	Accountable Head of P&C Responsible Head of P&C Consult IAC, RWG
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Jan, 2022	Accountable Head of P&C Responsible Head of P&C Consult IAC, RWG

Respect



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5 Increase the 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.	May, 2021	Accountable Head of P&C Responsible Head of P&C Consult IAC, RWG
	Conduct a review of cultural learning needs within our organisation.	Sep, 2021	Accountable Head of P&C Responsible Head of P&C Consult IAC, RWG
	Embed Aboriginal and Torres Strait Islander cultural awareness training into employee on-boarding and compulsory regular refreshers.	Oct, 2021	Accountable Head of P&C Responsible Head of P&C Consult IAC, RWG

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5 Increase the understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	Investigate appropriate cultural awareness training for Olympic athletes who participate in Olympic community programs.	Oct, 2021	Accountable National Community Engagement Mgr. Responsible Head of P&C National Community Engagement Mgr. Consult IAC, RWG
	Provide education and awareness opportunities on Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights for Olympic athletes, officials, and administrators.	Dec, 2021	Accountable Head of CE&OS Responsible National Manager Olympian Services Chair RWG Consult IAC, RWG
	Deliver annual 'lunch and learn' education and awareness on Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights for our people.	Dec, 2021	Accountable Head of P&C Responsible Chair RWG Consult IAC, RWG

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
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, 2022	Accountable Head CE&OS Responsible Chair RWG Consult IAC, RWG
	Increase our people's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	May, 2021	Accountable Head of P&C Responsible Chair RWG Consult IAC, RWG
	Consult the AOC Indigenous Advisory Committee to develop culturally appropriate practices and protocols for AOC events, meetings and ceremonies.	May, 2021	Accountable Head of PAC Responsible Chair RWG Consult IAC

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
7 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information among our people about the meaning of NAIDOC Week.	Jul, 2021	Accountable Head of P&C Responsible Digital Comms Mgr. Chair RWG Consult IAC, RWG
	Introduce our people to NAIDOC Week by promoting external events in our local area.	Jul, 2021	Accountable Head of P&C Responsible Digital Comms Mgr. Chair RWG Consult IAC, RWG
	RAP Working Group to participate in a NAIDOC Week event.	Jul, 2021	Accountable Head of P&C Responsible Chair RWG Consult IAC, RWG

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
8 Explore opportunities to incorporate Aboriginal and Torres Strait Islander arts, cultures, languages, and histories as part of Olympic Teams and athlete experience.	Educate athletes on Aboriginal and Torres Strait Islander arts, cultures, languages, and histories through Olympic athlete experiences including Olympic Village activities and theming during Olympic Games.	Aug, 2021	Accountable Head of GOSS Responsible Head of P&C, Senior Manager Communications, Games Operations Manager Consult IAC, RWG
	Incorporate and celebrate Aboriginal and Torres Strait Islander arts, cultures, languages, and histories as part of Olympic Teams such as athlete apparel, Village look and feel and Team mementos.	Feb, 2022	Accountable Head of GOSS Responsible Head of P&C Head of PAC National Manager Olympian Services, Games Operations Manager Consult IAC, RWG

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
9 Review the AOC's community programs to identify opportunities to incorporate Aboriginal and Torres Strait Islander histories and cultures to engage students in reconciliation, respect and recognition of the world's oldest continuous living culture.	Identify and make a list of how the AOC's community programs and education resources can create opportunities to engage students in reconciliation, respect and recognition of the world's oldest continuous living culture	Sep, 2021	Accountable Head of CE&OS Responsible National Manager Community Engagement Consult IAC, RWG
	Share and celebrate the histories, cultures and languages of Aboriginal and Torres Strait Islander peoples within AOC programs.	Feb, 2022	Accountable Head of CE&OS Responsible National Manager Community Engagement, National Manager Olympian Services, Chair RWG Consult IAC, RWG

Opportunities



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10 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 the AOC.	Oct, 2021	Accountable Head of P&C Responsible Chair RWG Consult IAC, RWG
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Oct, 2021	Accountable Head of P&C Responsible Chair RWG Consult IAC, RWG

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
11 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.	Oct, 2021	Accountable Head of CS Responsible Finance Manager Consult IAC, RWG
	Investigate Supply Nation membership.	May, 2021	Accountable Head of CS Responsible Finance Manager Consult IAC, RWG

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
12 Research best practice and programs that support career advancement through sport for Aboriginal and Torres Strait Islander peoples.	Identify and develop a list of initiatives that support career advancement through sport for Aboriginal and Torres Strait Islander peoples.	Oct, 2021	Accountable Head of P&C Responsible Chair RWG Consult IAC, RWG
	Identify and develop a list of Aboriginal and Torres Strait Islander stakeholders and organisations that support career advancement through sport for Aboriginal and Torres Strait Islander peoples.	Oct, 2021	Accountable Head of CE&OS Responsible Head of P&C, Chair RWG, National Manager Olympian Services Consult IAC, RWG

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
13 Investigate, in consultation with national federations, sporting organisations and other stakeholders, initiatives that support the development pathways of Indigenous athletes, coaches and other sport officials and administrators.	Identify and develop a list of opportunities that support the development pathways of Aboriginal and Torres Strait Islander athletes, coaches and other sport officials and administrators.	Aug, 2022	Accountable: Head of CE&OS Responsible Head of P&C, Chair RWG, National Manager Olympian Services Consult IAC, RWG

Governance



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
14 Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Support and maintain the RWG to govern RAP implementation.	Jun, 2021	Accountable Head of CE&OS Responsible Chair RWG Consult IAC, RWG
	Draft and implement a Terms of Reference for the RWG.	Jun, 2021	Accountable Head of CE&OS Responsible Chair RWG Consult IAC, RWG
	Support and maintain Aboriginal and Torres Strait Islander representation on the RWG.	Jun, 2021	Accountable Head of CE&OS Responsible Chair RWG Consult IAC, RWG

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
15 Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	Jun, 2021	Accountable Head of CE&OS Responsible SMT Consult IAC, RWG
	Engage senior leaders in the delivery of RAP commitments.	Jun, 2021	Accountable Chief Executive Officer Responsible Chair RWG Consult IAC, RWG, SMT
	Define appropriate systems and capabilities to track, measure and report on RAP commitments.	Jun, 2021	Accountable Head of CE&OS Responsible Chair RWG Consult IAC, RWG, SMT

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
16 Maintain and support an effective Indigenous Advisory Committee (IAC) to guide reconciliation initiatives and advise on the effective development of current and future RAP's.	Support the ongoing participation of Aboriginal and Torres Strait Islander members in the Indigenous Advisory Committee.	Jun, 2021	Accountable Head of CE&OS Responsible Chair RWG Consult RWG

17 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.	Sep, 2021	Accountable Chief Executive Officer Responsible Chair RWG Consult IAC, RWG, SMT
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ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
18 Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	Feb, 2022	Accountable Head of CE&OS Responsible Chair RWG Consult IAC, RWG, SMT

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These are the first steps of the Australian Olympic Committee's reconciliation journey that acknowledge, recognise and celebrate Aboriginal and Torres Strait Islander histories and cultures within the Olympic Movement.

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