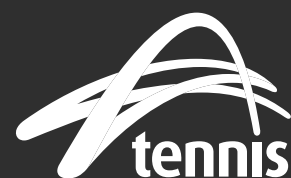


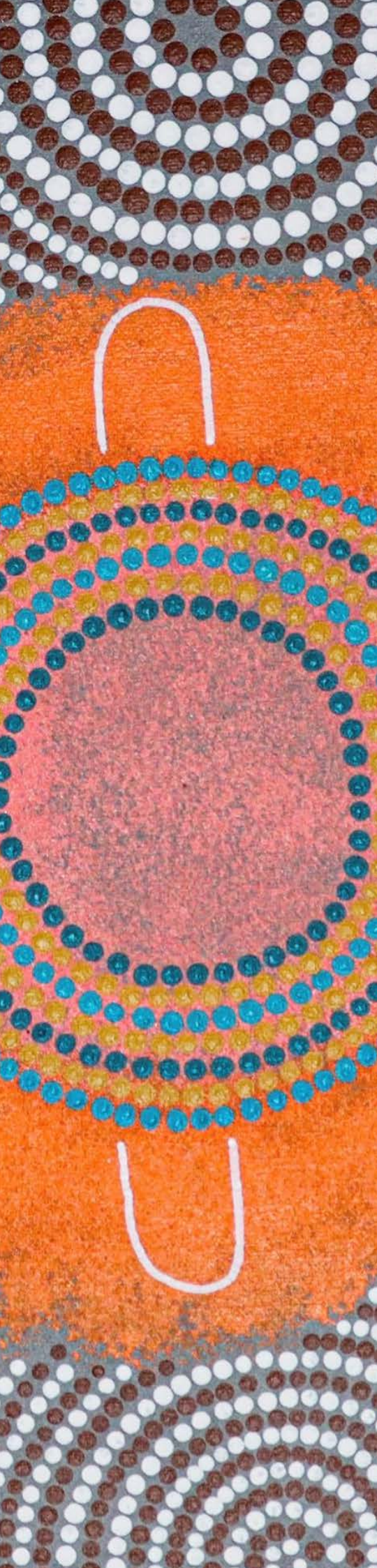


**TENNIS SA**

**Reflect Reconciliation  
Action Plan**

June 2021 - June 2022





# ACKNOWLEDGMENT OF COUNTRY

Tennis SA acknowledge and pay our respects to the Kurna people, the Traditional Custodians whose ancestral lands we reside on.

Tennis SA acknowledge the deep feelings of attachment and relationship of the Kurna people to country and we respect and value their past, present and ongoing connection to the land and cultural beliefs.

Tennis SA respectfully acknowledge all elders past, present and emerging.

## ARTWORK

Our RAP artwork has been exclusively created by Adnyamathanha and Pitjantjatjarra and initiated Wati man Patrick Ikaringanyi Ferguson.

Patrick is a Traditional Master Woodcarver and Artist and first learnt to make Boomerangs and other carvings from his Grandmother, when growing up in Tibooburra in the North West corner of New South Wales, with his skills further fine-tuned in his transition through initiation to become a Wati man.

The artwork integrates key elements from our Adelaide International trophies including a great Rainbow Serpent (or Rainbow Snake).

It is an immortal being and creating God in Aboriginal Mythology or 'Dream Time.' It is said to be the giver of life, due to its connection to water, however it can be a destructive force if enraged. This features on both our Adelaide International Men's trophy and throughout our RAP artwork.

# A MESSAGE FROM OUR CEO & PRESIDENT

**We are proud to present our 2021-2022 Reconciliation Action Plan (RAP). Our RAP will play an important role in the organisation achieving our strategic intention of expanding and diversifying our community engagement with current and new participation groups.**

Tennis SA, in conjunction with Tennis Australia, want to continue to provide more accessibility and opportunities for Aboriginal and Torres Strait Islander peoples to participate and engage in tennis. We aim to achieve this through educating clubs and coaches, enhancing talent identification, providing pathway opportunities, creating more playing opportunities through community events and tournaments, along with providing funding for Aboriginal and Torres Strait Islander peoples tennis programs, equipment and coaches.

Our first RAP is focused on participation across all our Tennis SA affiliated Associations and Clubs with a vision to increase the number of Aboriginal and Torres Strait Islander peoples across all aspects of our game which includes players, coaches and officials.

At Tennis SA, our commitment is to increase opportunities and accessibility to tennis for Aboriginal and Torres Strait Islander peoples through:

- Engagement with Aboriginal and Torres Strait Islander peoples communities
- Educating clubs and coaches
- Enhancing talent identification
- Providing pathway opportunities
- Creating playing opportunities through community events and tournaments

Perhaps even more importantly, we believe activities driven through the RAP can be enablers for Aboriginal and Torres Strait Islander peoples to achieve the wider community benefits of true reconciliation outside of tennis or sport in general. We take this opportunity to acknowledge the contribution of our Diversity & Inclusion Committee in developing our inaugural RAP, and we look forward to working with Reconciliation Australia throughout our journey.

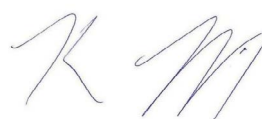
Tennis SA is excited with the opportunities this will generate over the coming years.

**Debbie Sterrey**



**Chief Executive Officer**

**Kent Thiele**



**President**

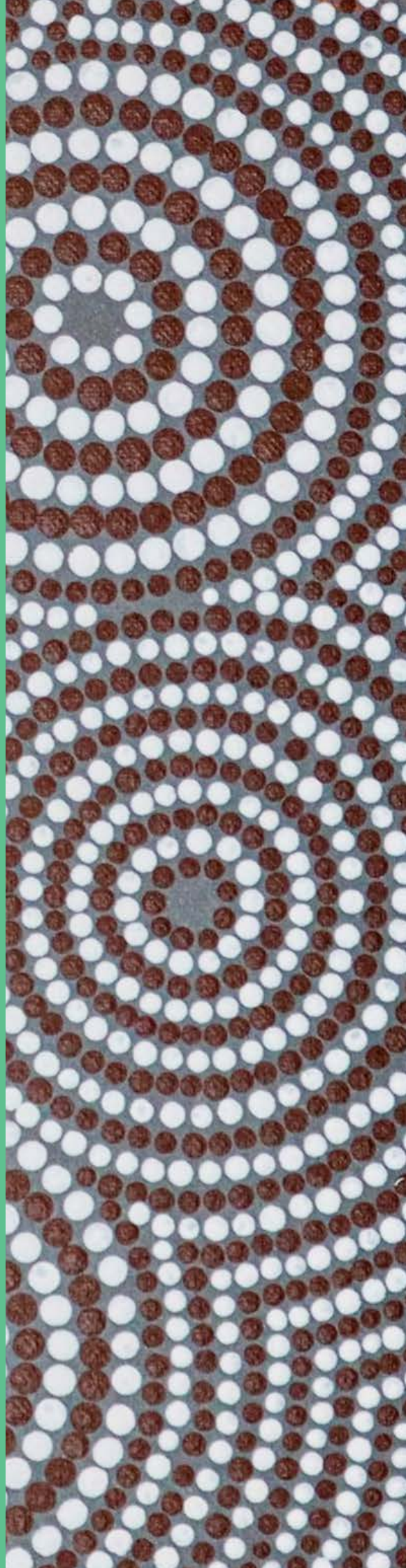
# OUR VISION

Tennis SA believes that sport can be used as a vehicle to help in the process of empowering Aboriginal and Torres Strait Islander peoples by giving them recognition and a voice, a process that we support and encourage.

Our vision is to ensure tennis is accessible to every person who wishes to participate, coach or volunteer across South Australia. Tennis is a sport for life that brings communities together in healthy, active lifestyles and produces ever lasting friendships.

We are committed to promoting a deeper respect and understanding of Aboriginal and Torres Strait Islander peoples cultures, and taking an active role in Australia's reconciliation journey.

This Reflect Reconciliation Action Plan provides a framework and detailed key deliverables that formalise our commitment to our reconciliation journey. Tennis SA is dedicated to developing and maintaining partnerships with the Aboriginal and Torres Strait Islander peoples communities in South Australia.



# ABOUT TENNIS SA

**Our objective is to showcase, promote, develop and manage the game of tennis in South Australia.**

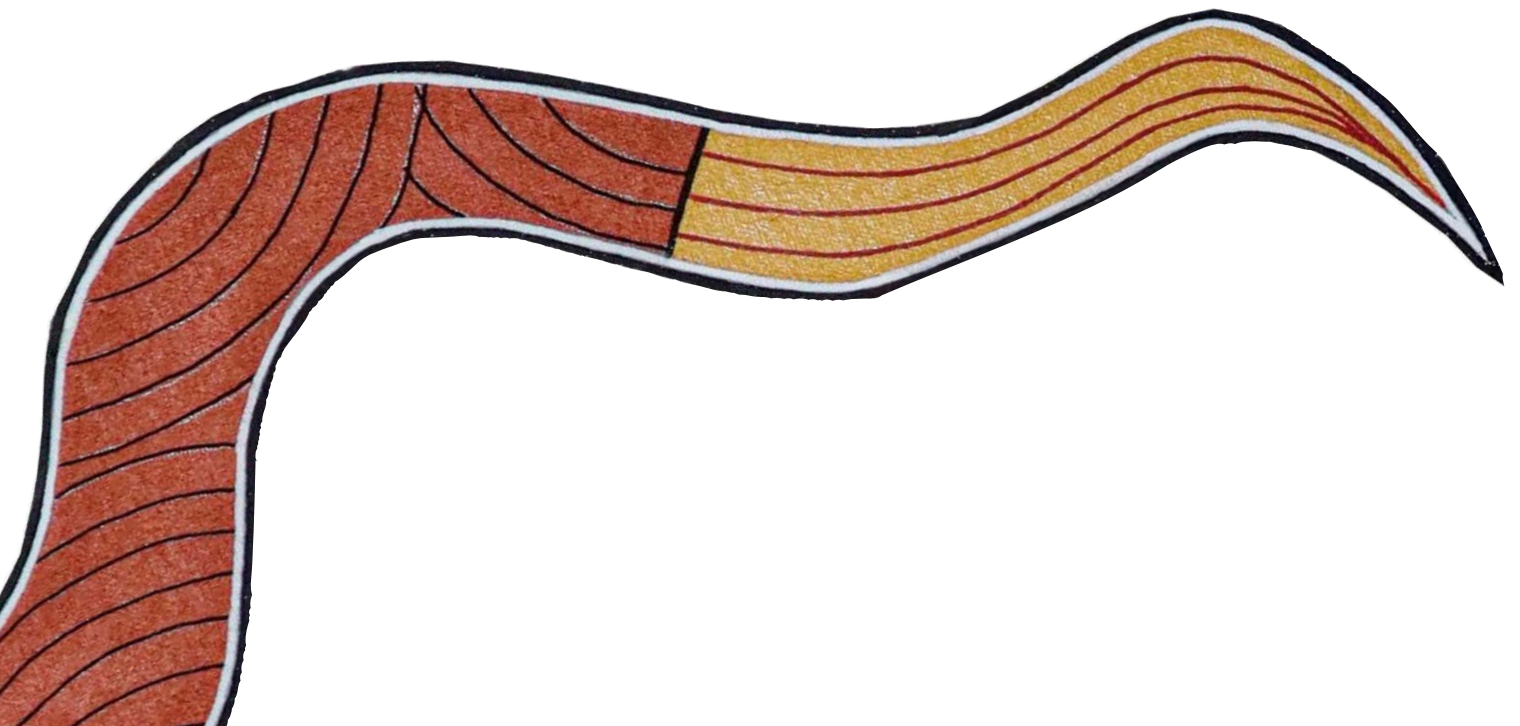
Our key focuses:

- Coordinate and deliver the Adelaide International. A major event that inspires and showcases tennis, linking international tennis to the “grassroots” of the game.
- Develop the next heroes of the sport.
- Introduce children to modified tennis competitions that feed grassroots associations.
- Promote association, club and tournament tennis by assisting our affiliates to manage their competitions.
- Ensure that our associations and clubs are developing great competitions for current and new players to enjoy.
- Engage our volunteers and find ways to recognise their contribution.
- Ensure our facilities and clubs are well managed in regards to infrastructure and management models moving forward.

More than 17,200 members make up our community across South Australia with many, many more playing socially.

Currently we have minimal data capture as to those within our community who identify as being Aboriginal and/or Torres Strait Islander peoples. We currently employ 26 staff, none of whom identify as Aboriginal and/or Torres Strait Islander peoples.

Tennis has the advantage of having a global geographic reach and we have been fortunate to showcase international tennis at Memorial Drive. In 1922, the first South Australian Men’s Singles Championship was held. Since then, we have staged international competitions year on year with the introduction of Adelaide International which is a combined Women’s and Men’s tournament. The inaugural winner for Women’s event being Australia’s Ash Barty.





# OUR RAP

Tennis SA wants to provide more accessibility and opportunities for Aboriginal and Torres Strait Islander peoples to participate and engage in tennis. We aim to do this through educating clubs and coaches, enhancing talent identification, providing pathway opportunities, creating more playing opportunities through community events and tournaments and providing funding for Aboriginal and Torres Strait Islander peoples tennis programs, equipment and coaches.

Tennis SA are committed to improving the health, wellbeing and life expectancy equality for Aboriginal and Torres Strait Islander peoples living in remote, regional Australia through the sport of tennis. We believe this RAP will support Tennis SA to build our knowledge of and respect for Aboriginal and Torres Strait Islander peoples histories and cultures and help us cultivate that knowledge in the wider community.

Tennis SA acknowledges COVID-19 has introduced many challenges to our day to day living, especially in our vulnerable communities. Tennis can play a vital role in the mental and physical health of the nation as it gets back on its feet. The very nature of our sport enables us all to comply with the social distancing and hygiene protocols with limited impact on how we play.

All details within this RAP adhere to COVID-19 hygiene protocols stringently. Tennis SA complies with all state and federal health protocols and leads from the front with communication to our clubs, players, volunteers and coaches to ensure a safe playing environment is adhered to at all times.

# OUR PARTNERSHIPS & CURRENT ACTIVITIES

## EVONNE GOOLAGONG FOUNDATION

The Evonne Goolagong Foundation is the realisation of Evonne's dream for life after the pro tour: to give as many Indigenous children the opportunity to be the best they can be. The Evonne Goolagong Foundation uses tennis as a vehicle to attract Indigenous girls and boys in order to promote and help provide high quality education and better health through diet and exercise. Evonne Goolagong Foundation currently facilitates two Come and Try days in South Australia each year in collaboration with Tennis SA.

## RECONCILIATION SA

Current gold member of Reconciliation SA. Tennis SA is working with Reconciliation SA to help guide and mentor Tennis SA's journey through our reconciliation process.

## INDIGENOUS AMBASSADOR

In April 2018, top Australian tennis player Ash Barty was named by Tennis Australia as National Indigenous Tennis Ambassador in a move to attract more Indigenous youth to tennis.

## ACTIVITIES

- In 2019, Tennis SA engaged Paul Vandenberg (Director Aboriginal Programs, Port Adelaide Football Club) for cultural awareness training for all Tennis SA staff and board members.
- Tennis SA has provided special recognition to team members who represented South Australia at the 2019 National Indigenous Tennis Carnival held in Darwin. Players and their parents/guardians were invited to the Adelaide International and players were given the opportunity to toss the coin before a match. The key highlight was Jayden (14) who had the opportunity of tossing the coin for an Ash Barty match.
- Tennis SA board and staff members attended an Apology breakfast on Thursday 13 February 2020, held by Reconciliation SA.

## ADELAIDE INTERNATIONAL TROPHIES

A key goal of the Adelaide International was to create perpetual trophies that honour our country's Aboriginal and Torres Strait Islander peoples heritage and provide inspiration for those playing in the tournament. With that in mind, we engaged Adnyamathanha and Pitjantjatjarra and initiated Wati man Patrick Ferguson Ikaringanyi to produce trophies for the tournament. Patrick is a Traditional Master Woodcarver and Artist.



Patrick produced four incredible unique trophies for our event:

## ADELAIDE INTERNATIONAL TROPHIES

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### **WOMEN'S SINGLES TROPHY - PITI (THE COOLAMON)**

The Piti, also known as the coolamon, was traditionally used by Aboriginal women to carry fruit, nuts and to cradle babies.

The patterns burned in the Piti trophies represent the movement of water and sand, and have been created from a piece of red gum wood.

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### **MEN'S SINGLES TROPHY - WOBMA (SERPENT)**

The Rainbow Serpent dreaming in Aboriginal culture represents one of the great and powerful forces of nature and spirit.

Connected to water, the Rainbow Serpent is the great life giver and protector of water, which is his spiritual home.

The Adelaide International men's singles trophy is carved from mulga hardwood.

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### **WOMEN'S DOUBLES TROPHIES - MIMPU (WATER DISH)**

A deep wooden Mimpu or water dish was used as a traditional water carrier by Aboriginal people.

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### **MEN'S DOUBLES TROPHIES - KUTJCHI (THE SHIELD)**

This style of shield is specifically from South Australia. Traditionally, it was used for deflecting spears, boomerangs and clubs in battle. The pointed ends were also used for digging holes.

On the Adelaide International men's doubles trophies, the specific markings represent the wind and water ripples through the sand dunes of South Australia and signify changing times.



# ADELAIDE INTERNATIONAL CEREMONIES



To further celebrate and recognise our nation's strong and proud Aboriginal and Torres Strait Islander peoples heritage, the Adelaide International invited Major Sumner and Michael O'Brien, representing Master Carver Patrick Ferguson, to perform a traditional Welcome to Country and bless each of the trophies.

Major Sumner AM (Uncle Moogy) is a world renowned performer and cultural ambassador of Ngarrindjeri arts, crafts, martial arts and traditional culture. His work spans performance, traditional dance and song, cultural advice and arts and crafts, such as wood carving, and martial arts techniques using his handcrafted traditional shields, clubs, boomerangs and spears. He is a strong supporter of innovative art and has featured in many media productions and cultural collaborations.



Adnyamathanha and Pitjantjatjarra and initiated Wati man Patrick Ikaringanyi Ferguson is a Traditional Master Woodcarver and Artist. Ferguson's work has been recognised through various awards and commissions. Proud of his Aboriginal culture and connection to Punu (wood), Patrick cites wood carving as his love and views his creations as a spiritual obligation to his people.



# RELATIONSHIPS . . . . .

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>1.</b> Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> <li>Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.</li> </ul>	June 2021	Chair of D&I Committee
	<ul style="list-style-type: none"> <li>Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.</li> </ul>	June 2021	Chair of D&I Committee
<b>2.</b> Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> <li>Circulate Reconciliation Australia's NRW resources and reconciliation materials to Tennis SA staff.</li> </ul>	June 2021	CEO, Head of Tennis
	<ul style="list-style-type: none"> <li>D&amp;I committee members to participate in an external NRW event.</li> </ul>	June 2021	Chair of D&I Committee
	<ul style="list-style-type: none"> <li>Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.</li> </ul>	June 2021	CEO, Head of Tennis
	<ul style="list-style-type: none"> <li>Host inaugural South Australian Indigenous Tennis Carnival - combined tournament &amp; Come and try day.</li> </ul>	September 2021	Head of Tennis
	<ul style="list-style-type: none"> <li>Promote NRW via Tennis SA social media platforms i.e. Facebook, Instagram etc.</li> </ul>	June 2021	Head of Marketing & Communications
<b>3.</b> Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> <li>Communicate our commitment to reconciliation to all staff.</li> </ul>	June 2021	CEO, Head of Tennis
	<ul style="list-style-type: none"> <li>Engage Tennis SA affiliated clubs and associations through workshops to promote reconciliation.</li> </ul>	December 2021	Head of Tennis
	<ul style="list-style-type: none"> <li>Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.</li> </ul>	June 2021	Chair of D&I Committee
	<ul style="list-style-type: none"> <li>Attendance at Apology Day Reconciliation SA breakfast.</li> </ul>	June 2021	Chair of D&I Committee
<b>4.</b> Promote positive Aboriginal and Torres Strait Islander culture through anti-discrimination strategies.	<ul style="list-style-type: none"> <li>Research best practice and policies in areas of Aboriginal and Torres Strait Islander peoples culture.</li> </ul>	June 2021	D&I Committee
	<ul style="list-style-type: none"> <li>Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs.</li> </ul>	December 2021	D&I Committee
<b>5.</b> Build relationships in communities to support our journey. Promote Aboriginal and Torres Strait Islander peoples cultures.	<ul style="list-style-type: none"> <li>Develop an additional three Come and Try tennis days (building off Evonne Goolagong Foundation days) in Mt Barker, Playford and Adelaide.</li> </ul>	June 2022	Head of Tennis



# RESPECT .....

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. 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 peoples cultures, histories, knowledge and rights within our organisation.	February 2022	Chair of D&I Committee
	• Conduct a review of cultural learning needs within our organisation.	February 2022	Chair of D&I Committee
	• Tennis SA staff and board member cultural awareness training.	February 2022	Chair of D&I Committee
2. 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.	July 2021	Chair of D&I Committee
	• Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July 2021	CEO, Head of Tennis
	• Acknowledgement of Country and or Welcome to Country to be performed at commencement of major events.	July 2021	Chair of D&I Committee
3. 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.	July 2021	CEO, Head of Tennis
	• Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2021	CEO
	• Participate in an external NAIDOC Week event.	July 2021	Chair of D&I Committee



# OPPORTUNITIES

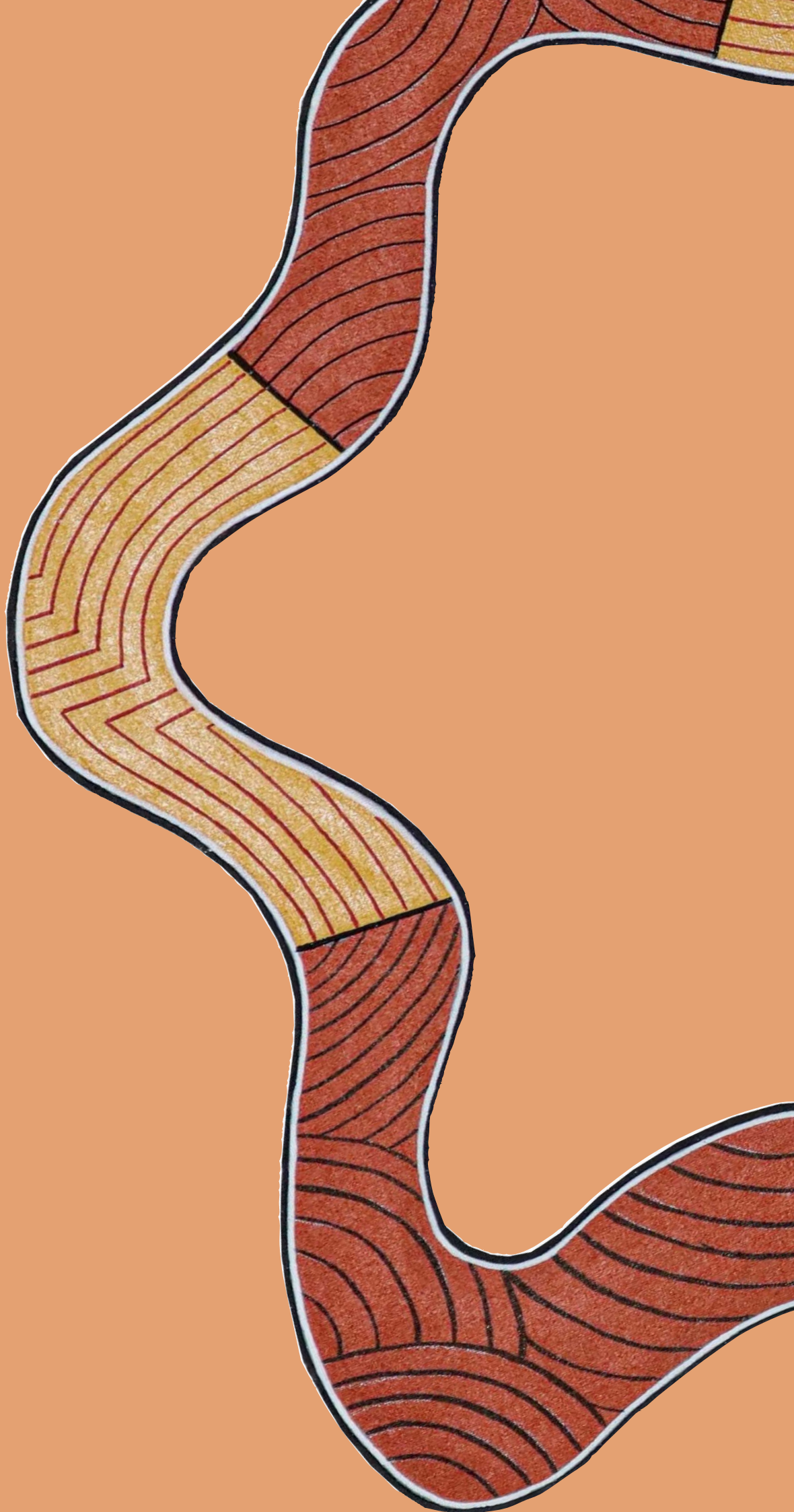
**ACTION**                      **DELIVERABLE**                      **TIMELINE**                      **RESPONSIBILITY**

<b>1.</b> 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 peoples employment within our organisation.	June 2022	Chair of D&I Committee
	• Build understanding of current Aboriginal and Torres Strait Islander peoples staffing to inform future employment and professional development opportunities.	June 2022	Chair of D&I Committee
	• Develop database of Aboriginal and Torres Strait Islander peoples participating in tennis in order to track participation rates and growth opportunities.	June 2022	Head of Tennis
<b>2.</b> 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 peoples owned businesses.	June 2022	Chair of D&I Committee



# GOVERNANCE

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	• Establish a RWG to govern innovate RAP implementation.	June 2021	Chair of D&I Committee
	• Draft a Terms of Reference for the RWG.	June 2021	Chair of D&I Committee
	• Establish Aboriginal and Torres Strait Islander peoples representation on the RWG.	June 2021	Chair of D&I Committee
2. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	June 2021	Chair of D&I Committee
	• Engage senior leaders in the delivery of RAP commitments.	June 2021	Chair of D&I Committee
	• Define appropriate systems and capability to track, measure and report on RAP commitments.	June 2021	Chair of D&I Committee
3. 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 Annually	Chair of RAP Working Group
4. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.	April 2022	Chair of RAP Working Group



## FOR ENQUIRIES ABOUT OUR RAP CONTACT:

### **Tennis SA**

War Memorial Drive,  
North Adelaide SA 5006 Australia

 **08 7224 8100**

 **[sareception@tennis.com.au](mailto:sareception@tennis.com.au)**



