




## *CRICKET CONNECTING COUNTRY*

Reconciliation Action Plan

December 2019 – December 2022






#### About the artwork (pictured front)

The story of the artwork is one of connecting to country – Barefoot Backyard to Bush. This is based on the notion that the first time someone picks up a cricket bat they are barefoot in their backyard, naturally connecting to country at the same time they have their first connection to cricket. Feeling the land or the grass beneath their feet and experiencing that feeling of being home.

Whether from the bush or from the beach we are connected and surrounded by our culture. It is written under our feet, written in the air and on the trees. For 65,000 years our ancestors walked this land and now those today get to walk in their footprints and be able to share in their story. Once you cover yourself with culture and connect with country you are connecting with the Indigenous spirit and us as a people. This piece is a representation that no matter which mob you come from or whether you are a tenth generation Australian or a first generation Australian that once we come together on common ground we stand unified and strong.

#### About the artist

Robert Young is a Gunnai and Wiradjuri man based in Melbourne. He has a passion to support and develop young people to understand their own life purpose. Robert has created artwork for several Reconciliation Action Plans and was the creative director and artist for a large inner-city mural at the Charcoal Lane Restaurant in Fitzroy. Robert's inspiration comes from his culture, family, nature and his lived experience. Through his art, Young seeks to empower young Indigenous men and women and educate people on Indigenous culture, history and spirituality. He hopes to support the next generation of Indigenous people to develop a strong identity of self, culture, community and social justice.



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## ACKNOWLEDGEMENT TO COUNTRY

We acknowledge and pay respects to the hundreds of First Nations and Traditional Custodians of the land and waters encompassing where we are privileged to live, work and play the great game of cricket on. We recognise and celebrate their spiritual and ongoing connection to culture and Country. We respectfully acknowledge all Elders past, present and emerging as we continue to cherish shared wisdom and grow with their guidance as we walk together toward a connected Country.



### Office Locations

Head office : **Wurundjeri** Land (East Melbourne, Victoria)  
National Cricket Centre: **Turrbal and Yuggera** clans of the Brisbane River Basin. (Albion, Queensland)

**Terms:** At Cricket Australia, we recognise the limitations and complexities when using the term Indigenous or Aboriginal and Torres Strait Islander peoples. Within all services our business provides, it is protocol to proactively respect appropriate cultural protocols with guidance from respected Elders and Traditional Owner groups within specific regions. Throughout this RAP, the terms Aboriginal and Torres Strait Islander peoples, Indigenous, First Nations and First Peoples will be used interchangeably.



## EARL EDDINGS

Reconciliation starts with every Australian, and every Australian organisation. Cricket Australia is committed to demonstrating both leadership and action in the pursuit of reconciliation with our nation's First Peoples.

As Chair of Cricket Australia, I am proud to launch our 2019-2022 Reconciliation Action Plan (RAP) marking the next stage of our reconciliation journey. Our RAP vision, Cricket Connecting Country, gives us the mandate to create real and lasting change for us to do more and be better. In this Stretch RAP we have set more ambitious targets, committed to building relationships to grow the game among Aboriginal and Torres Strait Islander peoples; and pledged to ensure the Australian cricket family understands, recognises and respects the planet's oldest living cultures.

Australian cricket's history suggests that a spirit of reconciliation existed 150 years ago. When a group of Aboriginal trailblazers left these shores and set sail for England to play 47 games of cricket and, in the process, became Australia's first ever sporting team to tour internationally. In 2019, this story came to life in a documentary seen by hundreds of thousands of Australians, charting a return trip by current-day Aboriginal players representing each member of the original team.

Acknowledging this 150-anniversary milestone is an important element on the course of Cricket Australia's reconciliation journey. It demonstrates



that beyond the boundaries hit and wickets taken, our commitment to reconciliation isn't just written in this plan but showcased proudly. We are proud to share our journey as an organisation that values, respects, includes and celebrates Aboriginal and Torres Strait Islander peoples' cultures – past, present and future.

As you will read in the following pages, cricket's commitment to reconciliation in Australia has never been stronger. I encourage you to join us on this journey.

## KEVIN ROBERTS



To me, reconciliation is all about listening without judgement and caring for the betterment of all. What would it look like if we didn't listen or care? We could not adequately address racism and inequality. We could not deal with intergenerational trauma. We could not create a culture of dignity and respect. Without true reconciliation, young minds and hearts cannot naturally flourish and realise their potential.

Reconciliation is at the heart of our purpose to unite and inspire communities through cricket. I am delighted to see Cricket Australia's 2019-2022 Reconciliation Action Plan come to life as we celebrate and recognise the contribution of Aboriginal and Torres Strait Islander peoples to the sport and pledge our commitment to playing our part to create a truly reconciled Australia.

We have seen the numbers of Aboriginal and Torres Strait Islander participants who play organised cricket across the country, grow from 8,500 in 2013 to 69,092 in July 2019. This exponential growth is a result of commitments made in our previous RAP and is a reflection of the commitment of Australian Cricket's leadership and focus on ensuring cricket is A Sport for All.

Another important element of reconciliation is for the cricket community to regularly celebrate the cultures and talents of Aboriginal and Torres Strait Islander peoples. Our long-standing annual carnivals of sport – the Imparja Cup and National Indigenous Cricket Championships – are events that allow us to provide a strong platform to grow participation as well as celebrate culture.

It is these pathway events that pave the way for Aboriginal and Torres Strait Islander cricketers to showcase their talents on the national stage. Currently there are nine Aboriginal cricketers contracted in State and/or Big Bash teams, with the talented Ashleigh Gardiner and D'Arcy Short regularly showcasing their talent on the international stage, just two examples.

But it is not just the exploits on the field and the numbers of people playing the game that matter, it's the need to keep improving cultural capability within our business so we can continue to be an engaged, inclusive and passionate workforce. We've also challenged ourselves in this RAP to be bold in our ambitions in the public domain. Using our significant sphere of influence, we will implement meaningful and powerful actions aimed at creating a movement through our fans and participants so we can all walk together towards reconciliation. We are also thrilled to have the ICC T20 World Cup joining us on this journey in 2020 when they welcome nations from around the globe to our shores.

I take this opportunity to commend the many staff and volunteers across Australian Cricket who have brought this Plan to life. Their passion and desire to see positive change in our community through cricket is admirable and I thank them for making such a significant contribution to this Plan.

Cricket's purpose is to unite and inspire communities. We seek to listen and care. By doing so we know we will go a long way to achieving our purpose and creating a better and more reconciled world.

# A message from the Reconciliation Australia CEO

**KAREN MUNDINE**



Reconciliation Australia congratulates Cricket Australia on its past successes and continued commitment to reconciliation, as it implements its second Reconciliation Action Plan; its first Stretch RAP.

Cricket Australia's capacity to advance reconciliation through sport, spectatorship and the wider cricketing community cannot be overstated. Cricket occupies a special place in the Australian identity, and indeed more than 2.1 million people attended cricket matches in Australia during the 2018–19 summer. As such, it is not surprising that the cricket pitch provides fertile ground for Aboriginal and Torres Strait Islander people and non-Indigenous Australians, to come together under the banner of mutual respect and sportsmanship.

Cricket Australia's previous RAP focused on sustainable, positive and enterprising ways of engaging Aboriginal and Torres Strait Islander communities in the game, to great effect. The advent of the National Indigenous Cricket Strategy is particularly commendable, and the eight-fold increase of Aboriginal and Torres Strait Islander participation in the game since 2013 speaks volumes.

Encapsulated in the organisation's 'Cricket Connecting Country' vision, Cricket Australia's Stretch RAP builds upon the successes of its previous RAP, and goes further to promote reconciliation as a priority throughout the cricketing community. The organisation's commitment to hold a reconciliation summit and to support state and territory cricket associations to develop their own RAPs, is significant. This, as well as giving Aboriginal and Torres Strait Islander arts and culture prominence in the upcoming T20 World Cup 2020, stands as testament to Cricket Australia's continued commitment to progressing reconciliation.

On behalf of Reconciliation Australia, I congratulate Cricket Australia for adopting its first Stretch RAP, and look forward to watching the organisation's progress on the journey to reconciliation.

## **JUSTIN MOHAMED AND MICHAEL KASPROWICZ**

The development of Cricket Australia's second RAP as a Stretch Plan is a time for reflection and celebration of the achievements and hard work of so many people over the past three years. More importantly however, our new RAP is an honest reflection of the work that still needs to be done as an organisation, and a strong statement about Cricket Australia's desire to be a national leader in contributing to a just, equitable and reconciled Australia. It reinforces our commitment to celebrating the successes of Aboriginal and Torres Strait Islander peoples and strives to enhance Australian Cricket's respect and recognition of the diverse cultures of our nation's First Peoples.

With a national and international sphere of influence, we believe Cricket Australia is more prepared than ever to play a public and leading role in the reconciliation movement through our national teams, major events and digital platforms. The collaborative process in the development of this RAP has meant equal importance placed across key areas of the organisation's strategy. It outlines several important actions designed to enhance employee recruitment and retention strategies, strengthen the cultural capability of our workforce and continue to explore new and exciting opportunities in procurement.

Cricket Australia's National Aboriginal and Torres Strait Islander Cricket Advisory Committee is committed to supporting Cricket Australia as they bring to life their RAP vision of Cricket Connecting Country.



# Reconciliation Action Plan *VISION*

## Cricket Connecting Country

Our vision for reconciliation is Cricket Connecting Country, uniting and inspiring Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians to find common ground and thrive through cricket.

Cricket is a shared passion of many Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians. Having a national and global profile, Cricket Australia understands the sphere of influence we have in contributing to the nation's reconciliation journey. As a truly national sport, Cricket Australia plays a vital role in respectfully engaging with communities and stakeholders of many diverse cultural backgrounds right across Australia. Cricket also attracts thousands of International visitors annually to Australia to attend our major events. As a result, we have a responsibility to ensure those visiting Aboriginal and Torres Strait Islander Countries are appropriately welcomed and informed about the planet's oldest living cultures.

Our RAP vision of Cricket Connecting Country comes with it accountability for cricket to be a leader and use our influence to have a positive social impact on our community. Bringing our RAP vision to life is not about finding ways to include culture in cricket, it is about taking cricket on Country and ensuring our sport is connecting closer to communities and the cultures of Aboriginal and Torres Strait Islander peoples.

## Our Business

As Australia's favourite sport and a sport for all Australians, Cricket Australia's purpose is to unite and inspire communities through cricket.

Australian cricket is administered by the national governing body – Cricket Australia – and its member organisations, the six State and two Territory Associations.

Cricket is a global game played in 104 countries around the world. In 2018-19, more than 2.1 million people attended cricket at a domestic or international match in Australia. Cricket from Australia is beamed into 122 countries around the globe and attracted 1.4 billion video views across the internet and social media in 2018-19.

A record breaking 1,650,030 Australians actively engaged in cricket competitions or programs in 2018-19 – an increase of nearly six per cent from the previous year. This includes 965,674 participants in cricket programs in schools and 684,356 players in regular competitions or club-based programs at junior and senior level. Women and girls represent 30 per cent of all cricket's participants. This is one of the highest year-on-year growth figures Cricket Australia has recorded. It is highly encouraging to see cricket's continued growth in cricket participation for Aboriginal and Torres Strait Islander peoples. As of June 2019 more than 69,092 Aboriginal and Torres Strait Islander peoples participated in organised cricket across the country in the season of 2018/19. An increase of 6.4 per cent on the previous year.

Cricket Australia's head office is located in Jolimont, Victoria and is the main administrative base for the organisation. The Bupa National Cricket Centre, located in Brisbane is home to Cricket Australia's team performance unit. Cricket Australia employs 399 staff across the country including 3 staff that identify as Aboriginal and/or Torres Strait Islander peoples.



# COURTNEY HAGEN

When Butchulla and Gubbi Gubbi women, Courtney Hagen started her role as Cricket Australia's Indigenous Engagement Specialist, she committed herself to ensuring all Aboriginal and Torres Strait Islander peoples received "endless opportunities" to play the country's national sport.

The 23-year-old took out the batting award at the 2018 National Indigenous Cricket Championships after starring for Queensland. Courtney said, "At a time when D'Arcy Short, Dan Christian and Ashleigh Gardiner are dominating the Big Bash, it is crucial to remove any barriers that make it difficult for children throughout Australia, particularly those in remote regions, to fulfil their goals and potential.

"With Indigenous affairs and Indigenous people, it's very hard to put everyone under the one umbrella," said Courtney. "[The barriers] depend on remoteness, family responsibilities, socio-economics, clubs' being culturally responsive and what Cricket Australia is doing to support Indigenous cricket.

"I don't think there are many [barriers], but it is a matter of identifying them and making it easier for everyone. It could be something as simple as infrastructure; some remote communities don't even have a cricket pitch, and we're working on changing that.

***"I want cricket to be the sport of choice for all Indigenous people – from the elite level to grassroots."***



"I really like to celebrate the successes we've enjoyed so far, and I want to build opportunities that are endless. I want cricket to be the sport of choice for all Indigenous people – from the elite level to grassroots.

"I want to visit the communities that I worked in and grew up in, and see kids playing cricket at lunchtime and after school. That's where I'd like for a lot of my work to have an influence . . . I also want that passion for cricket to grow so we also have genuine [Aboriginal and Torres Strait Islander] fans of cricket."

Courtney is a descendent of the Butchulla people, of K'gari (Fraser Island) and has been inspired to make even greater inroads for Cricket Australia into the Aboriginal and Torres Strait Islander peoples communities by the spirit of the famed Aboriginal team which toured England 150-years-ago.

"First Nations peoples have been playing cricket for a long time, and it didn't stop with the 1868 team. I want to see more players in high performance programs and, as I mentioned, I want to provide players with as many opportunities as we can."

Apart from graduating from ACU in Brisbane, where she juggled tutoring Aboriginal and Torres Strait Islander students, playing in the Queensland State League Basketball competition, studying, and holding down a job, she also worked in remote regions of the Northern Territory.



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We are proud to launch our second RAP, a RAP that reflects on our powerful and unique history with Aboriginal and Torres Strait Islander peoples dating back to the mid-1800s and celebrates our more recent achievements and contribution to reconciliation.

Since the launch of For the Love of the Game Report compiled by Dr Bill Fogarty, Professor Mick Dodson AM and Ms Corinne Walsh we have seen a significant shift in cricket's connections to Aboriginal and Torres Strait Islander peoples. Recommendations out of that report and our first Innovate RAP have seen the introduction of the following initiatives:

- Launch of our National Indigenous Cricket Strategy providing our organisation with a clear engagement strategy in the areas of high performance, grassroots participation, field force development, Indigenous media strategy, club cultural education and national and community events.

- Specialised staff employed across Australia dedicated to the growth of cricket for Aboriginal and Torres Strait Islander peoples.

- 800 per cent rise in cricket participation for Aboriginal and Torres Strait Islander peoples to a total today of 69,092.

- Launch of the documentary 'Walkabout Wickets' which featured on the Seven Network.

- New National Aboriginal and Torres Strait Islander Cricket Advisory Committee

- Nine Aboriginal players having received State and/or BBL Contracts

- Two more Aboriginal players representing Australia (Ashleigh Gardner and D'Arcy Short)

- Third Aboriginal player to wear the Baggy Green (Ashleigh Gardner)

- The growth of the Imparja Cup and National Indigenous Cricket Championships.

- State Advisory Committees across the nation.

- Big Bash matches in Alice Springs and Adelaide dedicated to celebrating Aboriginal and Torres Strait Islander peoples' cultures and connection to cricket.

- Formal partnerships with Clontarf and Stars Foundations that include significant financial investment and provision of equipment and resource for their education programs.

- A commemorative tour to the United Kingdom for our National Aboriginal and Torres Strait Islander squads to commemorate 150 years since the 1868 Aboriginal XI became the first Australian sporting team to tour Internationally.

- Formulated protocols for the conduct of Aboriginal and Torres Strait Islander ceremonies at International events, Big Bash and formal meetings across Australian cricket.

- Actively celebrated significant Aboriginal and Torres Strait Islander peoples' events internally and publicly.

# Our RECONCILIATION ACTION PLAN

The purpose of this second RAP is to stretch us further. Consolidate on the success of the past three years and unite and inspire the community to walk with us and take the next big step in our reconciliation journey.

While proud of our long commitment to Aboriginal and Torres Strait Islander peoples and the many recent contributions we have made to reconciliation, we also recognise the importance of reflecting on the challenges we have faced and what we have learnt.

Our first RAP encompassed all Australian Cricket, Cricket Australia and State and Territory Associations. Whilst done with best intentions the unique environments, business resources and many Aboriginal and Torres Strait Islander peoples and cultures that make up Australia, provided challenges with implementation. Accountability on the RAP sat with Cricket Australia, however several of the Actions and Measurements required strong commitment and work from States and Territories who hadn't been brought along properly on the sport's reconciliation journey. This meant budget and resource challenges became barriers to success particularly in areas relevant to staff. While the majority of measurables that related to community cricket and our major events were achieved, attempting a one size fits all national approach to implement internal staffing and cultural strategies, across nine organisations, proved difficult.

Our second RAP provides new and exciting opportunities to unite our sport. Cricket Australia has been working with State and Territory Associations on our framework used to produce, implement and bring the organisation on the journey for our second RAP. Post launch Cricket Australia will play a leading support role with each State and Territory providing assistance where required as they continue their RAP journey and explore producing their own individuals RAPs. While State and Territory RAPs may contain many of the same principles included in Cricket Australia's RAP, it will allow them to cater for their unique environments, cultures and stories that make up their reconciliation history.

The biggest advancement in developing this RAP was the diversity and breadth of internal and external consultation. The development of all content was done with significant input from senior leaders at Cricket Australia and Aboriginal and Torres Strait Islander stakeholders. Taking the full process in house and consulting across the entire business, ensured we had a clear eye on implementation with every action and measurement developed.



# Our RAP STRUCTURE

**Our structure** was a Steering Committee with representatives from our Board, professional players, senior staff, five members of our National Aboriginal and Torres Strait Islander Cricket Advisory Committee as well as our RAP Champion, the Executive General Manager of People and Culture, Raj Tapper. In addition to the Steering Committee was four working groups each aligned to core areas of our business – Participation, Elite Players and Teams, Events and Fans, and People and Culture.

ELITE PLAYERS & TEAMS

## Steering Committee

The role of the Steering Committee was to set and agree on the process and strategic objectives of the RAP. They set Stretch targets, thought starters and questions for each of the working groups to take away and workshop together to develop draft actions and measurements. As each round of draft actions and measurements were developed the Steering Committee would meet to review and recommend changes and additions to ensure all ideas coming forward aligned to our RAP vision.

## Working Groups

Our working groups included staff from across the Cricket Australia business as well as representation from State and Territory Associations. Together they developed actions and measurements with the understanding that ideas generated would sit in their sphere of influence to budget for and implement. Initial working group meetings were structured as ideations sessions with no limitations on how bold or how large any idea could be. After feedback from the Steering Committee, working groups reviewed their actions and committed to what was achievable in a three-year period.

FANS

PARTICIPATION

Once the first draft was submitted to Reconciliation Australia, members of working groups and the Steering Committee conducted a roadshow across the business and State and Territory Associations to flesh out any questions, new ideas or potential barriers. This process which involved a series of stand up Q and A sessions, updates at team meetings and formal presentations, was designed to ensure no surprises for any staff prior to the official launch.

In this Cricket Australia RAP, we outline a vision for Reconciliation that will support Cricket Australia's purpose of uniting and inspiring communities through cricket. We will implement a broad scope of innovative commitments based on cultural competency, employment opportunities, employee engagement and using our sphere of influence create a groundswell of reconciliation activity from elite to community level cricket.

Unique to this RAP is the inclusion of two global events in 2020. The Women's and Men's ICC T20 World Cup events have committed to implementing several of the actions and measurements as part of the hosting of these two major International events.



# ACKNOWLEDGEMENTS

## STEERING COMMITTEE

**Earl Eddings -**  
Cricket Australia Board Chair

**Michael Kasprovicz**  
Cricket Australia Board / Co-Chair  
NATSICAC

**Justin Mohamed**  
Co-Chair NATSICAC

**Adam Cassidy**  
Community, Diversity & Inclusion  
Manager, Cricket Australia

**Elizabeth Howard**  
NATSICAC

**Paul Harris**  
NATSICAC

**Joel Morrison**  
Chief Executive Officer, Cricket NT

**Belinda Duarte**  
NATSICAC

**Raj Tapper**  
General Manager, People and Culture, Cricket  
Australia

**Josh Lalor**  
Brisbane Heat and National Indigenous Cricketer

**Courtney Hagen**  
Indigenous Engagement Specialist, Cricket Australia

## FANS

**Antonia Beggs**  
Head of Match Operations and Events

**Kim McConnie**  
Head of Big Bash Leagues

**Joel Morrison**  
Chief Executive Office, Cricket NT

**Callum Kanoniuk**  
Senior Digital Content Manager

**Grant Poulter**  
Head of Government Relations & Infrastructure

**Adam Cassidy**  
Community, Diversity & Inclusion Manager

**Courtney Hagen**  
Indigenous Engagement Specialist

## ELITE PLAYERS & TEAMS

**Elizabeth Howard**  
NATSICAC

**Jeff Cook**  
Men's National Indigenous Coach

**Darren Holder**  
Elite Coaching Manager

**Josh Lalor**  
Coaching and Talent Specialist

**Graham Manou**  
Pathway Manager

**Courtney Hagen**  
Indigenous Engagement Specialist

**Adam Cassidy**  
Community, Diversity & Inclusion Manager,  
Cricket Australia

## PARTICIPATION

**Roy McNamara-Smith**  
WACA Clubs Competitions & Diversity

**Glenn Dennis**  
QLD Cricket Growth Markets Manager

**David Watson**  
SACA Inclusion, Participation & Clubs

**Narelle Morrison**  
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**Courtney Hagen**  
Indigenous Engagement Specialist

## PEOPLE

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General Manager, People and Culture

**Chris Simpson**  
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**James Scanlon**  
Head of Legal Services

**Sarah Styles**  
Head of Female Engagement

**Adrienne Gugliandolo**  
People and Culture Advisor

**Courtney Hagen**  
Indigenous Engagement Specialist

## WORKING GROUPS

# Our **PAST, PRESENT AND FUTURE**

## 1868

### Story of 1866 and 1868 – West Wimmera to UK

Our story starts with the 1866 Aboriginal team's selection to play in the Boxing Day match at the MCG. An iconic, historical pursuit occurs two years later when an expanded team travelled to the UK on an incredible voyage – showcasing a tremendous amount of bravery and resilience and becoming the first sporting team from Australia to tour Internationally.

### Eddie Gilbert

An incredible talent- Eddie was known for his iconic speed and bowling talent. A major highlight of Eddie's cricket career came in 1939 when he dismissed Donald Bradman for a duck.

### Faith Thomas AM

Faith Thomas was the first Aboriginal woman to represent Australia when she made her debut in the Australian Women's Cricket Team in 1958.

### Imparja Cup

Starting in 1994 as a tournament between Tennant Creek and Alice Springs in the NT, the Imparja cup grew to a national cricket competition in 2001 and to this day still runs alongside the National Indigenous Cricket Championships annually in Alice Springs.

### Jason Gillespie

A Kamilaroi descendant, Jason was the first acknowledged Aboriginal man to become a Test cricketer. Jason made his debut in 1996 and has now gone on to coach after his retirement, where he has been heavily involved with community engagement through his role as head coach of the Adelaide Strikers.

### The Invincibles

An Aboriginal cricket team from New Norcia, Western Australia earned the nickname of The Invincibles through dominant performances all over Western Australia between 1879-1906.

### 2016 Boxing Day Test Match

150 years on from the 1866 Boxing Day match between an Aboriginal XI and the Melbourne Cricket Club, the Australian Men's Team commemorated that game during the Boxing Day Test match against Pakistan.

### Indigenous BBL Matches

In 2018, a round involving male and female Big Bash League teams Adelaide Strikers and Perth Scorchers, started a cricket first event of celebrating First Nations culture in our game. Starting in Alice Springs, both teams took the game out on Country, engaged with kids from remote communities and made a strong connection with community members. The annual matches are played for the Jason Gillespie and Faith Thomas Trophies.

### 1st RAP

2014- Cricket Australia launched its first RAP.

### NATSICAC

A great achievement of our first RAP, the National Aboriginal and Torres Strait Islander Cricket Advisory Committee has been formed. This group provides CA with important guidance within our Indigenous Cricket Strategy, the RAP and other areas of the business.

### Ash Gardner/ D'Arcy Short

Two current day stars Ash Gardner (Muruwari) and D'Arcy Short (Mitakoodi) both represent Australia and their culture with pride.

### NICC

Following from the growth of the Imparja Cup, the National Indigenous Cricket Championships (NICC) formed in 2015 and has grown into the nation's premier showcase of Aboriginal and Torres Strait Islander people's cricketing talent.

### Participation Growth

69,092 Aboriginal and Torres Strait Islander peoples participate in cricket across Australia — an eight-fold increase from 8,000 in 2013. This figure is more than 10 times the growth rate of non-Indigenous participation.

## National Indigenous Teams

Stemming from significantly increased Aboriginal and Torres Strait Islander people's representation across Premier and State cricket participation, a women's and men's National Indigenous team is selected annually during NAIDOC Week.

## Community Carnivals nationwide

With the growth and popularity of Imparja Cup and the NICC, Aboriginal and Torres Strait Islander community cricket carnivals occur right across Australia with many adopting both a men's and women's division.

## Mullagh Medal

A replica of the belt buckle worn by the 1868 Aboriginal players will be converted into a medal named in honour of 1868 star Johnny Mullagh. This medal will be awarded annually to the player of the match for Australia's most iconic cricket match, the Boxing Day Test Match.

## Cricket Connecting Country

Through our second RAP Cricket Australia is committed to further deepening our engagement with Aboriginal and Torres Strait Islander peoples and cultures. We will work to use cricket as a strong platform to find common ground and grow together as a community while continuing our strong contribution to the health and education of Aboriginal and Torres Strait Islander peoples.

## International Matches

Launching in 2020, our national men's or women's teams will host a significant International match annually to commemorate the achievements of the first Aboriginal XI team from 1868.

## Growth of our players into leaders

Through involvement in cricket our Aboriginal and Torres Strait Islander players will be provided opportunities on and off the field to be leaders in their sport, peers and community.

## Partnerships – Contarf and Stars Foundations

On the back of Cricket Australia's first RAP, partnerships have been formed with the Clontarf and Stars foundations. Both organisations contribute significantly to closing the gap through their school attendance incentives and incredible work with young Aboriginal and Torres Strait Islander peoples. Cricket Australia supports both foundations financially and through the provision of equipment, coaching education and staff.

## Reconciliation Round

Annual Reconciliation Round for community and premier clubs. The first round will commence February 2020 aligning with the Walkabout Wickets International match between the Australian and English Women's Cricket Teams.

## 1868 Legacy

We continue to tell the story of the 1868 Aboriginal XI cricket team through several powerful digital and major event platforms the use of Aunty Fiona Clarke's artwork and connection to many of the descendants from that team.

## Education of the nation

Given the game's popularity and large public platform cricket can use to educate the nation, we will commit to changing the landscape of community and Premier Cricket clubs across Australia by encouraging a greater commitment to reconciliation across the game. Through digital campaigns, face to face mentoring and education, our goal will be to encourage all clubs to connect with Traditional Owners and commit annually to one consistent act that contributes to the reconciliation movement.

2022

# Commemorating the 1868 ABORIGINAL XI

More than 150 years have passed since an Aboriginal cricket team became the first sporting team from Australia to tour Internationally. The UK Aboriginal tour of 1868 is one of Australia's most remarkable and untold sporting stories and we are committed to continuing to share this story of achievement.



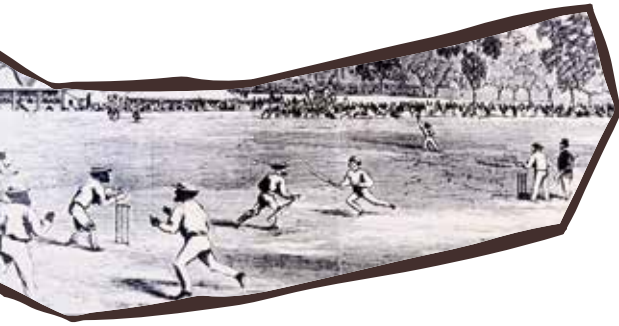
## The 1868 Aboriginal XI

13 Aboriginal players most of who were from the West Wimmera region of Victoria made their way to the UK. The Jardwadjali, Gunditjmara and Wotjobaluk men were coached and captained by an ex all-England cricketer Charles Lawrance. These players were extraordinarily resilient, taking three months to sail to England. The team went through unthinkable adversity, losing their teammate all-rounder Bripumyarrimin (King Cole) who tragically fell ill and passed away during the tour in London and it was there that he was laid to rest.

The team played and won some unbelievable games, winning as many games as they lost, and playing 47 matches which included playing on 93 out of a possible 122 days. Results against quality English opposition was a story in itself as the team walked away with 14 wins, 14 losses and 19 draws. Reports suggest the team played with incredible spirit and were true pioneers of the game.



# Commemorating the 1868 TOUR



## Harrow

To celebrate 150 years since the famous tour, Cricket Australia dedicated much of 2018 to commemorating the achievements of those pioneers. It began during National Reconciliation Week with the theme of Don't Keep History a Mystery, when a selection of players travelled to Victoria's West Wimmera region to meet with descendants and visit key sites significant to the 1868 team. The players were involved in a Smoking Ceremony at Unaarrimin's waterhole and paid their respects. The entire community also came together and built a time capsule which will be opened in 2068.

## England

In June, the 2018 women's and men's Indigenous teams toured England to retrace the steps taken by those inspiring cricketers back in 1868. The 2018 men's players each represented a player from 1868 by carrying their name on their back, and every women's player wore their own name as pioneers in their own right as the first Indigenous women's team to tour England.

The players visited Bripumyarrimin's place of rest in London to pay their respects. Local dignitaries and school children joined them including High Commissioner to the UK George Brandis, where they unveiled a new, comprehensive information panel at the site in Meath Gardens. They all learnt the story and the children joined a cricket clinic run by the ECB and Indigenous Squads.

On field results were strong. The men's team won all but one game including victories against the MCC, Surrey, Derby and Nottingham. The women's team lost three games and had a victory against the National Cricket Conference.

Brendan Doggett (Queensland, Brisbane Heat and National Indigenous Star) fast bowler said, "Retracing the footsteps of the boys on the original tour was unbelievable. We got to learn their story and about the courage it took for them to get on a boat and travel over to England – it was pretty powerful stuff."



## Recreating 1868 Photographs

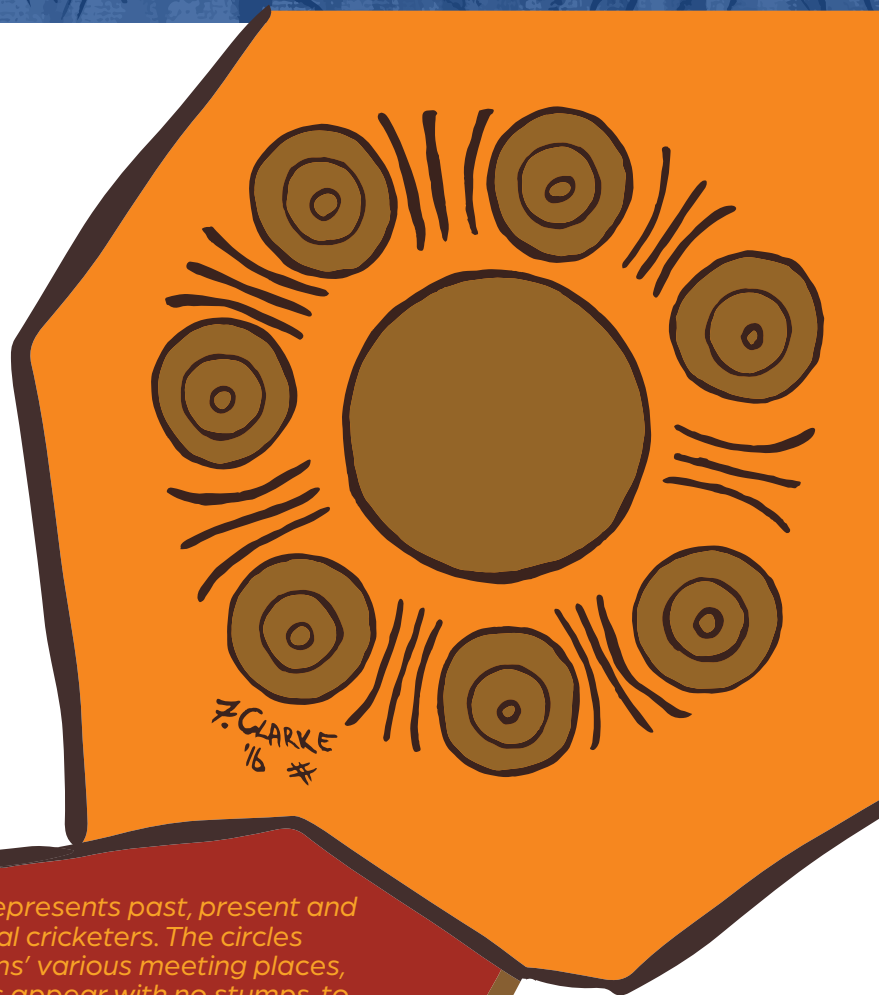
The photos include a team shot taken in Swansea in 1868 and the iconic poster of individual player shots taken in Hamilton, Victoria prior to departure for the UK in 1868. The recreated photos were taken at Lord's using some of the original Aboriginal artefacts on loan from a museum in Exeter.



# Commemorating the 1868 TOUR cont.

## Commemorative Artwork titled 'Walkabout Wickets'

'Walkabout Wickets' tells the story of both the 1866 Boxing Day match and the 1868 tour and was designed by Aunty Fiona Clarke who is the great-great-granddaughter of 1868 player Grongarrong (Mosquito). The artwork has been produced and represented across many mediums including uniforms, a 12m x 12m giant ceremonial silk, stumps and a commemorative pin.



*"The painting represents past, present and future Aboriginal cricketers. The circles signify the teams' various meeting places, and the wickets appear with no stumps, to convey that the game continually moves on."*

*– Aunty Fiona Clarke*



## Walkabout Wickets the Documentary

In January 2019 Cricket Australia launched the documentary 'Walkabout Wicket's' as part of the 1868 commemorations. The documentary initially aired on the Seven Network in Australia before being made available on Qantas inflight entertainment. The documentary is a journey through place and time to challenge the notion of one's individual identity, and what that means in context of a nation's larger history. It's a story of challenge and bravery told through the lens of cricket's current day Indigenous stars.

# AUNTY FIONA CLARKE

Kirrae Whurrong woman and prominent Aboriginal artist, Aunty Fiona Clarke is an important name in the history of Australian Cricket. Not only is she the artist who brought to life the Walkabout Wickets logo – representing past, present and future Aboriginal cricketers – she also has created a lasting symbolic visual representation to connect cricket and country.

Since 2016, Walkabout Wickets has been a prominent exponent of telling the story of Australian Cricket's journey with Aboriginal and Torres Strait Islander peoples. Not only has it been featured in an Australia Post stamp issue, the naming inspiration of an internationally renowned documentary, but has also adorned the uniforms of both the Australian Women's and Men's Cricket Teams in their successful 2019 Ashes campaigns.

The artwork has become a symbol of Cricket Australia's commitment and history of reconciliation. Walkabout Wickets is and will remain a prominent symbol and reminder of Australian Cricket's respect to Australia's First Nations peoples and an enduring connection to the 1868 Aboriginal Team who toured England.

For Aunty Fiona, to be involved in creating the artwork holds extra special meaning. She is great-great granddaughter to Grongarrong (Mosquito) who played in the 1868 Aboriginal XI.

Cricket Australia thanks Aunty Fiona for her significant contribution to keeping the spirit of the Aboriginal trail-blazers of 1868 alive through art.

***"[Aunty Fiona is the] great-great granddaughter to Grongarrong (Mosquito) who played in the 1868 Aboriginal XI."***



# ASHLEIGH GARDNER

Ashleigh Gardner holds the prestigious honour of being one of only two Aboriginal women to wear the Baggy Green. As a descendant of the Muruwari Nation, Ashleigh is one of the many rising stars of Australia's world championship winning women's team.

A proud Aboriginal woman, Ashleigh has represented Australia at the highest level on 60\* occasions in all forms of the game as an all-rounder.

***"It's just a massive honour to represent not just myself, but my people."***

Born in 1997, Ashleigh was a co-leader of the touring party that celebrated the 150th anniversary of the 1868 Aboriginal team to tour England. On tour Ashleigh scored a historic hundred wearing the Australian Indigenous uniform against a National Cricket Conference XI in Derby, guiding her team to victory by 137 runs.

Through her role as an Australian cricketer, Ashleigh realises the power of valuing culture, telling stories and raising awareness to encourage more Aboriginal athletes to play the game at all levels.

With role models like Ashleigh and the pathways that now exist right to the top of the game in Australia, there's no doubt that many more Aboriginal women will be donning the Baggy Green in the future.

\*As of 6 Decemeber 2019





# Reconciliation Action Plan – Actions and Deliverables

## RELATIONSHIPS

Cricket Australia's vision is Australia's Favourite Sport – A Sport for All Australians. Building strong relationships between Aboriginal and Torres Strait Islander peoples and other Australians through cricket is hugely important to living our vision. As an organisation we are committed to deepening our relationships and engagement with community and this is no more reflective than in our RAP vision of Cricket Connecting Country. This focus on relationships gives us the mandate to create real and lasting change for us to do more and be better.

### FOCUS AREA

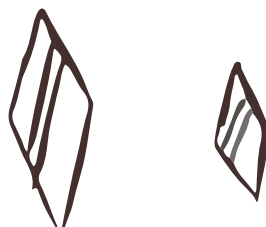
Uniting and  
inspiring communities  
through cricket



Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1. Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to continuously improve guiding principles for engagement.	Review April Annually	Indigenous Engagement Specialist
	2. Review, update and implement National Indigenous Cricket Strategy to work with Aboriginal and Torres Strait Islander stakeholders.	June 2020	Community, Diversity & Inclusion Manager
	3. Develop one formal partnership with an Aboriginal and Torres Strait Islander media agency.	September 2020	Communications Manager - Community
2. Build relationships through celebrating National Reconciliation Week (NRW).	4. Organise minimum three internal NRW events, including at least one organisation-wide NRW event, each year.	27 May – 3 June Annually	Indigenous Engagement Specialist
	5. Register all our NRW events on Reconciliation Australia's NRW website.	27 May – 3 June Annually	Indigenous Engagement Specialist
	6. Annually build a minimum of one piece of video content for National Reconciliation Week to appear on prominent Cricket Australia channels to support the theme of the week.	27 May – 3 June Annually	Senior Digital Content Manager
	7. Circulate Reconciliation Australia's NRW resources and reconciliation materials to all staff.	May Annually	Internal Communications Manager
	8. RAP Working Group members to participate in one external NRW event annually.	May Annually	Indigenous Engagement Specialist
	9. Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May Annually	Indigenous Engagement Specialist
	10. Collaborate with a minimum of two commercial partners annually with a view to a joint event or initiative during NRW	May Annually	Head of Partnership Management
3. Promote reconciliation through our sphere of influence.	11. Build a new internal and external communications strategy to positively influence our stakeholders and staff to drive reconciliation outcomes.	November 2020	Communications Manager - Community
	12. Collaborate with four RAP and other like-minded organisations to implement ways to advance reconciliation, including Cricket Australia commercial partners.	November 2020	Diversity and Inclusion Manager
	13. Publicly support one national campaign annually in support of Reconciliation Australia priorities.	February Annually	Chief Executive Officer
	14. Engage broadcast partners in Cricket Australia reconciliation activities through our domestic and international cricket events.	October Annually	Broadcast Manager
	15. Collaborate with Cricket New Zealand to pay tribute to First Peoples around the world, starting with demonstrating respect to Aboriginal, Torres Strait Islander and Maori peoples.	January 2021	Indigenous Engagement Specialist



4. Introduce a dedicated week annually in the cricket calendar to celebrate cricket's connection to Aboriginal and Torres Strait Islander peoples cultures past, present and future.	16. Create a minimum of one themed International fixture featuring Australia annually to a national audience to reflect on the 1868 team and cricket's historical connection to Aboriginal and Torres Strait Islander peoples.	February Annually	Executive General Manager Fan Engagement
	17. Support Big Bash clubs to participate in matches that celebrate Aboriginal and Torres Strait Islander cultures through access to Cricket Australia resources, staffing and promotion.	February 2020	Head of Big Bash Leagues
	18. Through regular briefings, access to players and provision of video content, educate Cricket Australia broadcast partners on our story to work towards strong integration of key messages into television coverage.	October Annually	Broadcast Manager
	19. Create a national campaign encouraging cricket's over 4000 community clubs, 100 premier clubs, National teams and all 8 BBL Clubs to join in on one consistent visual act in the same week annually to share cricket's commitment to reconciliation and anti-racism on a national scale.	February Annually	Communications Manager - Community
	20. Cricket.com.au to add the relevant First Nations Country as the location to all of their Instagram and Facebook posts for national week of celebration.	February Annually	Senior Digital Content Manager
	21. Provide all next generation kids to appear on field during BBL or International matches with an Aboriginal and Torres Strait Islander focus with the Indigenous designed Woolworths Cricket Blast shirts to wear.	February Annually	Junior Pathway Manager
5. Promote positive progress to reconciliation through anti-discrimination strategies. cricket's connection to Aboriginal and Torres Strait Islander peoples cultures past, present and future.	22. Review and promote HR policies and procedures concerned with anti-discrimination.	December 2019	General Manager People and Culture
	23. Annually review policies and procedures aimed at addressing discrimination by cricket fans.	March Annually	Head of Integrity and Security
	24. Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to continuously improve our anti-discrimination policy.	December 2020	General Manager People and Culture
	25. Provide ongoing education opportunities for senior leaders and managers on the effects of racism.	December 2020	General Manager People and Culture
	26. Ensure player education program for elite and emerging players includes Cricket Australia's Anti-Racism code.	December 2019	Manager People and Culture – Team
	27. Senior leaders and/or players to publicly support one campaign and initiatives annually in line with the strategic priorities of Reconciliation Australia.	January Annually	General Manager High Performance
6. Engage State Associations and Cricket Australia partners in our RAP and implement initiatives designed to support each other through their RAP journey.	28. Host a reconciliation summit that brings together States and CA partners to workshop joint initiatives to amplify each other's work towards reconciliation.	May 2022	Community, Diversity & Inclusion Manager
	29. Support State and Territory associations to produce their own RAPs.	December 2019	Community, Diversity & Inclusion Manager
	30. Support State and Territory Associations by educating them on the actions and measurements of Cricket Australia's RAP and providing them with Cricket Australia's framework to implement the process of development of a RAP.	December 2019	Community, Diversity & Inclusion Manager



# Reconciliation Action Plan – Actions and Deliverables

## RESPECT

Cricket Australia's purpose is to Unite and Inspire Communities through Cricket. This purpose begins with respect, understanding and an appreciation of different cultures and abilities. It is also about acknowledging historical truths positive and negative, so we can celebrate and reflect on success and right the wrongs of past events. Over the past three years Cricket Australia has commemorated the courage and resilience shown by the Aboriginal teams of 1866 and 1868 through several internal and public facing initiatives to shine a light on one of the nation's most untold stories.

### FOCUS AREA

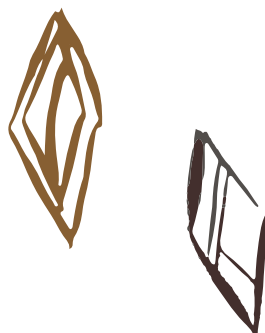
A Sport for  
All Australians



Action	Deliverable	Timeline	Responsibility
7. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	31. Ensure all new staff are provided with an induction on Wurundjeri Country, the location of the Cricket Australia office.	December 2019	People and Culture Coordinator
	32. Implement and review a cultural learning strategy for our staff. <ul style="list-style-type: none"> <li>Conduct a review of cultural learning needs within our organisation.</li> <li>Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the implementation of a cultural learning strategy.</li> <li>Commit all RAP Working Group members, HR managers, senior executive group and all new staff to undertake formal and structured cultural learning.</li> <li>75% all staff undertake formal and structured cultural learning</li> </ul>	December Annually	General Manager, People and Culture
	33. Provide immersion opportunities annually for any 3 staff members to apply for to connect with Aboriginal and Torres Strait Islander cultures Flights/accommodation fully funded and available to any staff member to apply.	January 2021	General Manager, People and Culture
	34. Annual optional staff pilgrimage offered to all staff the West Wimmera region of Victoria to connect with the story of the 1866 Aboriginal team.	January 2021	National Hospitality and Special Events Manager
	35. Include cultural awareness as part of the structured level 2 face to face coaching courses nationally.	July 2020	Head of Coach Development
	36. Strengthen our commitment to Aboriginal and Torres Strait Islander peoples and cultures through formal cultural awareness training to allow greater connection to community and an ability to better nurture future talent.	July 2020	Indigenous Engagement Specialist
	37. One Cricket Australia executive meeting annually held on Country.	March 2021	Chief Executive Officer
8. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	38. One Cricket Australia board meeting held on Country throughout the duration of the RAP.	March 2021	Board Chair
	39. Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	May 2020	Indigenous Engagement Specialist
	40. Update and communicate our cultural protocol document (tailored for all local communities we operate in), including protocols for Welcome to Country and Acknowledgement of Country.	May 2020	Indigenous Engagement Specialist
	41. Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at all International matches that include an anthem ceremony as well as WBBL and BBL Finals.	December 2019	Executive General Manager Fan Engagement
	42. Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	December 2019	Chief Executive Officer
	43. Staff and senior leaders provide an Acknowledgement of Country or other appropriate protocols at all public events.	December 2019	Chief Executive Officer



	44. Display Acknowledgment of Country plaques in each Cricket Australia managed facility.	July 2020	Corporate Services Manager
	45. Launch annual dedicated campaign encouraging all clubs in Australia to connect with Traditional Owners and display a sign acknowledging the Traditional Owners at their cricket club.	January 2021	Indigenous Engagement Specialist
	46. Complete an analysis of use of the Australian flag on Cricket Australia apparel with a view to inclusion of Aboriginal and Torres Strait Islander flags.	December 2020	Indigenous Engagement Specialist
9. Showcase Aboriginal and Torres Strait Islander arts and cultures during ICC T20 World Cup ceremonies and community engagement program.	47. Host a team reception for each team in their first port city that includes a Welcome to Country from a Traditional Owner or other culturally appropriate protocol.	February 2020	T20 World Cup Community Engagement Manager
	48. Invite a Traditional Owner to provide a Welcome to Country for the first match in each city of T20 World Cup.	February 2020	T20 World Cup Community Engagement Manager
	49. Ensure all subsequent matches have a video Welcome to Country video produced in consultation with Traditional Owners.	February 2020	T20 World Cup Community Engagement Manager
10. Engage with Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	50. Annually build a minimum of one piece of video content for NAIDOC Week to appear on prominent Cricket Australia channels to support the theme of the week.	July Annually	Senior Digital Content Manager
	51. Ensure a minimum of three internal events staff can get involved in.	July Annually	Corporate Services Manager
	52. Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	July Annually	People and Culture Manager
	53. Ensure policies and procedures allow staff to actively participate in external NAIDOC Week events.	July Annually	Head of Integrity and Security
	54. RAP Working Group to participate in an external NAIDOC Week event.	July Annually	General Manager People and Culture
	55. Promote and encourage participation in external NAIDOC events to all staff	July Annually	Indigenous Engagement Specialist
11. Continue to reflect on the history of the Aboriginal Cricket teams from 1866 and 1868 and use this story to educate all Australians about cricket's connection to Aboriginal and Torres Strait Islander peoples and countries. cricket's connection to Aboriginal and Torres Strait Islander peoples cultures past, present and future.	56. In consultation with Aboriginal and Torres Strait Islander stakeholders, support one external NAIDOC Week event each year.	July Annually	Indigenous Engagement Specialist
	57. Introduce a replica belt buckle from 1868 to be known as the 'Mullagh Medal' in honour of Johnny Mullagh to be awarded to the player of the match at the Boxing Day Test.	December 2020	Head of Match Operations and Events
	58. Create a visual timeline from 1866 to present day that tells the history of cricket's connection to Aboriginal and Torres Strait Islander players and cultures. Timeline to be displayed within Cricket Australia's new HQ.	July 2022	Internal Communications Manager



# Reconciliation Action Plan – Actions and Deliverables

## OPPORTUNITIES

Cricket Australia has come a long way in a short space of time with our contribution to reconciliation and providing opportunities for Aboriginal and Torres Strait Islander Peoples to thrive through cricket. However, we see many more opportunities to grow even further. As part of this RAP we've identified several areas of focus internally as well as a number of others that can use our national and global sphere of influence in the public domain.

FOCUS AREA

A Sport for  
All Australians



Action	Deliverable	Timeline	Responsibility
12. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	59. Launch formal internship program with Career Trackers.	March 2021	General Manager, People and Culture
	60. Minimum of four Aboriginal and Torres Strait Islander interns over three years provided opportunities at Cricket Australia HQ through formal partnership with Career Trackers.	December 2022	General Manager, People and Culture
	61. Implement, review and update our Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy. <ul style="list-style-type: none"> <li>Aboriginal and Torres Strait Islander employees to be supported to take on management and senior level positions.</li> <li>Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</li> <li>Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.</li> <li>Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.</li> <li>Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.</li> <li>75% all staff undertake formal and structured cultural learning.</li> </ul>	August Annually	Recruitment Manager
13. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	62. Increase the number of Aboriginal and Torres Strait Islander staff employed in our workforce to 2%.	April 2022	General Manager, People and Culture
	63. Develop and implement an Aboriginal and Torres Strait Islander procurement strategy. <ul style="list-style-type: none"> <li>Prepare and develop strategy</li> <li>Launch and implement strategy</li> </ul>	August 2020 December 2020	Procurement Manager
	64. Maintain and review additional support of Supply Nation membership.	January 2020	Procurement Manager
	65. Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	July 2020	Procurement Manager
	66. Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	July 2020	Procurement Manager
	67. Train all relevant staff in contracting Aboriginal and Torres Strait Islander businesses through Supply Nation or an equivalent organisation.	July 2020	Procurement Manager
	68. Upon completion of baseline analysis, set targets for annual procurement from Aboriginal and Torres Strait Islander businesses.	July 2020	Procurement Manager
	69. Maintain supplier relationships with a minimum of five Aboriginal and/or Torres Strait Islander owned businesses	December 2019	Procurement Manager

	70. Upon completion of baseline analysis, set targets and increase the number of supplier relationships with Aboriginal and/or Torres Strait Islander owned businesses	August 2020	Procurement Manager
14. Increase Aboriginal and Torres Strait Islander volunteer representation at the ICC T20 World Cup 2020.	71. Utilise Aboriginal and Torres Strait Islander media outlets and social media platforms to promote volunteer opportunities.	December 2019	People and Culture Manager T20 World Cup
	72. Explore opportunities to engage with Aboriginal and Torres Strait Islander peoples, organisations and stakeholders to assist with recruitment of volunteers.	December 2019	People and Culture Manager T20 World Cup
	73. Consult with Cricket Australia RAP Steering Committee to ensure the ICC T20 World Cup 2020 volunteer recruitment application and screening process is culturally appropriate.	December 2019	People and Culture Manager T20 World Cup
	74. Continue to ensure Aboriginal and Torres Strait Islander peoples representation is provided into the ICC T20 World Cup Volunteer Program Area through NATSICAC and RAP Working Group to contribute to the planning, writing and execution of community engagement RAP initiatives.	December 2019	People and Culture Manager T20 World Cup
15. Increase opportunities for Aboriginal and Torres Strait Islander peoples to thrive in the elite cricket pathway.	75. Organise one annual high-profile fixture for men's or women's National Aboriginal and Torres Strait Islander teams.	September 2020	General Manager Team Performance
	76. Provide Men and Women selected annually at NICC with a WBBL/BBL immersion opportunity for the next season.	February 2021	Pathways Manager
	77. Provide one level 3 coaching scholarship annually to an Aboriginal and/or Torres Strait Islander coach.	July 2020	Head of Coach Development
	78. Develop a formal mentoring program designed to support young Aboriginal and Torres Strait Islander peoples in the talent pathway.	February 2021	Pathways Manager
	79. Launch formal club inclusive mentoring program with Inclusion Solutions across four States in year one and nationally in year two.	September 2020	Community Diversity & Inclusion Manager
	80. Review and update Cricket Australia's A Sport for All Resources for community and premier cricket clubs to continue to provide welcoming and nurturing environments for all participants.	December 2019	Community, Diversity & Inclusion Manager
16. Continue our strong financial and resource driven investment into programs for Aboriginal and Torres Strait Islander children and teenagers.	81. Ensure one CA marketing contract (playing or other) annually is provided to an Aboriginal and/or Torres Strait Islander player.	July Annually	Head of Marketing
	82. Continue to provide cricket equipment to every Stars and Clontarf Foundation Academy in Australia.	January 2020	Indigenous Engagement Specialist
	83. Design one targeted national project with a key commercial partner to grow the game in rural and remote communities for Aboriginal and Torres Strait Islander kids aged 6-12.	March 2020	Junior Pathway Manager
17. Aligning with Cricket Australia's strategy to be the leading sport for women and girls, Strive to make cricket the leading sport for Aboriginal and Torres Strait Islander Girls.to support each other through their RAP journey.	84. Create Indigenous designed Woolworths Cricket Blast uniform to be available for all Australian kids to select as part of their pack.	January 2020	Indigenous Engagement Specialist
	85. Provide 50% of Stars Foundation Academies with a visit from a member of Cricket Australia's National Women's Aboriginal and Torres Strait Islander Squad.	December 2022	Indigenous Engagement Specialist
	86. Launch inaugural super camp with a view to becoming an annual event to reward school attendance for rural and remote Aboriginal and Torres Strait Islander girls in partnership with the Stars Foundation.	December 2022	Indigenous Engagement Specialist
	87. Bring female cricket leaders (Aboriginal and Torres Strait Islander peoples and non-Indigenous) on Country to the camp to provide storytelling and professional development to participants.	December 2022	Community, Diversity & Inclusion Manager
	88. Increase investment to programs for Aboriginal and Torres Strait Islander girls to ensure equal investment for both Aboriginal and Torres Strait Islander male and female participation in cricket.	October 2021	Head of Participation and Programs

# Reconciliation Action Plan – Actions and Deliverables

## GOVERNANCE



Action	Deliverable	Timeline	Responsibility
18. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP	89. Maintain Aboriginal and Torres Strait Islander representation on the RWG.	December 2019	Community, Diversity & Inclusion Manager
	90. Cricket Australia CEO to attend one meeting per year.	December Annually	Chief Executive Officer
	91. Review and refresh RAP Steering Committee (RSC) to be a RAP Working Group, to oversee the development, implementation and launch of the RAP.	December 2019	Community, Diversity & Inclusion Manager
	92. Apply a Terms of Reference for the RWG	December 2019	Community, Diversity & Inclusion Manager
	93. RAP Working Group to meet four times per year to monitor and report on RAP implementation.	March, June, September, December Annually	Community, Diversity & Inclusion Manager
19. Provide appropriate support for effective implementation of RAP commitments	94. Define resource needs and ensure appropriate funding is budgeted annually for RAP recommendations.	March 2020	Senior Financial Planning & Analyst Manager
	95. Define and maintain appropriate systems to track, measure and report on RAP commitments.	March 2020	Community, Diversity & Inclusion Manager
	96. Maintain representation on RAP working group of internal RAP champion from Executive management team.	December 2019	Executive General Manager
20. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	97. Submit Impact Measurement Questionnaire to Reconciliation Australia annually.	September Annually	People and Culture
	98. Incorporate RAP results (where relevant) into other Cricket Australia community impact assessment reports.	December 2022	Indigenous Engagement Specialist
	99. Provide RAP update in Cricket Australia Annual Report.	October Annually	Community, Diversity & Inclusion Manager
	100. Include RAP progress report in the board papers and as an agenda item four times a year.	March 2020	Internal Communications Manager
	101. Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2020, 2022	Executive General Manager Community Cricket
21. Complete review of National Aboriginal and Torres Strait Islander Cricket Advisory Committee.	102. Review terms of reference with a view to ensuring wider business influence and advice on key decision making.	December 2019	Executive General Manager Community Cricket
	103. Committee to meet quarterly with a minimum of one face to face meeting with representatives from all States and Territories.	February, May, August, November Annually	Executive General Manager Community Cricket
22. Continue our reconciliation journey by developing our next RAP.	104. Register via Reconciliation Australia's website to begin developing our next RAP.	January 2022	Community, Diversity & Inclusion Manager

# TYRAN LIDDIARD

For NSW wicketkeeper and batsman Tyran Liddiard, celebrating and acknowledging his Aboriginal culture is extremely important.

Tyran is a Biripi man from northern NSW. Currently he plays premier cricket for Penrith and has represented his state and country in representative Indigenous teams.

"Aboriginal culture is part of who I am," says Tyran. "It makes me proud, glad and grateful to know that my family and wider mob are part of the oldest living civilisation on the planet. To be able to see the likes of D'Arcy (Short), Dan Christian and Ash Gardiner doing well as Aboriginal cricketers means a lot to me. They're the people I look up to and they give me the thought that I can achieve those feats as well."

One of Tyran's career highlights to-date is representing his country and his culture in the 150-anniversary tour of the 1868 Aboriginal cricket team who played 47 games in England and laid claim to being Australia's very first touring squad.

Unique to the tour was for each player to represent a member of the original touring team. 20-year-old Tyran represented 'Bripumyarramin', better known as 'King Cole', who succumbed to complications linked to tuberculosis and pneumonia after a match at Lord's and was laid to rest at Victoria Park Cemetery in East London before the end of the tour.

"These guys were real trailblazers and legends of Aboriginal culture, but up until now, no one really knew their story. To have had King Cole's name on my shirt — I learned his whole story, did all the research and to be able to celebrate and acknowledge him was an incredible honour."

When he is not playing cricket Tyran is a teacher's aide and mentor to other young Aboriginal and Torres Strait Islander peoples.

"The more Indigenous kids we can get playing cricket, the more we're able to teach healthy eating, training, being physically active and that's going to help close the gap."

"Cricket is a big part of bringing reconciliation and I see myself and all Aboriginal cricketers being key figures in bringing about positive change throughout our nation."

***"Aboriginal culture is part of who I am. It makes me proud, glad and grateful..."***





# RAP ENQUIRIES



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