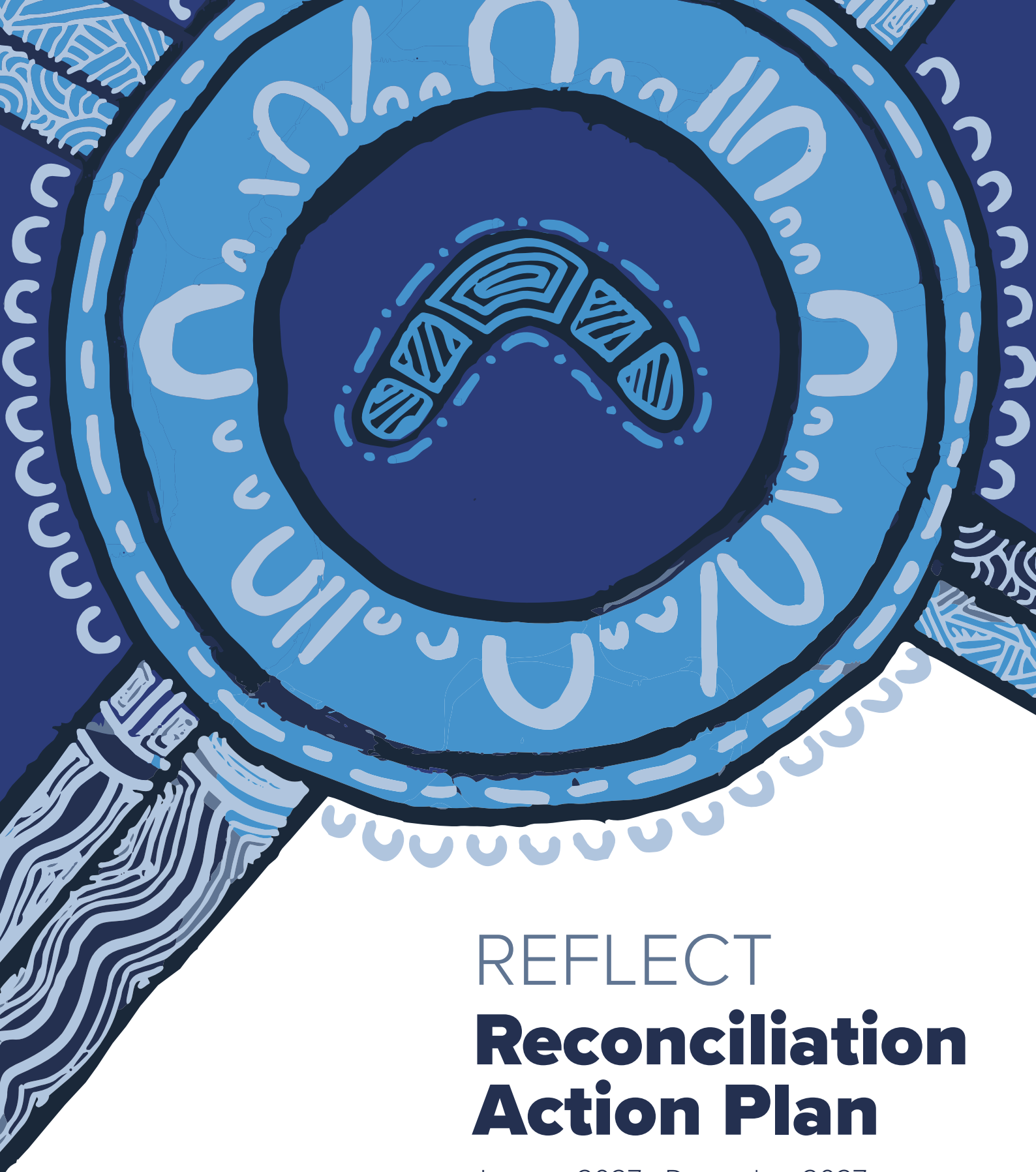




REFLECT

Reconciliation Action Plan

January 2027 - December 2027



**south
west**
sport

CONTENTS

Welcome Statements	4
Our Organisation	6
Our Reconciliation Action Plan	7
Our Reconciliation Activities	8

RESPECT

Relationships	10
Respect	11
Opportunities	12
Governance	13

The Artwork	14
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MOYJIL • PORT RITCHIE, WARRNAMBOOL

Moyjil is a rocky headland at the mouth of the Hopkins River in Warrnambool, Victoria. It is one of many significant Aboriginal sites across Victoria's South West.

From Point Ritchie you can gaze out over a basalt reef to the mighty Southern Ocean.

The rocks beneath your feet, the heath-covered dunes and the life in the Hopkins River tell a great story, the story of a people who lived and gathered at this place, Moyjil, for tens of thousands of years.

South West Sport acknowledges the Eastern Maar, Gunditjmara, Wadawurrung, Jardwadjali, Tjap Wurrung and Boandik peoples as the Traditional Owners of the lands and waterways across the communities we serve. We pay our respects to their Elders, past and present.

We acknowledge their continuing connection to Country, culture and community, and recognise the important role that sport and active recreation can play in bringing people together through respect and inclusion.



Statement from Executive Officer of South West Sport



At South West Sport, we believe sport and active recreation have a unique ability to bring people together, strengthen communities and create a sense of belonging.

Across the South West, community sport plays an important role in the social fabric of our towns and communities, connecting people of all ages and backgrounds through shared experiences, opportunity and purpose.

As an organisation that works across clubs, councils, partners and communities, we recognise that we also have a responsibility to lead with intention and to help shape environments that are inclusive, respectful and welcoming for all. This includes acknowledging the important place of Aboriginal and Torres Strait Islander peoples, cultures and communities within our region, and recognising that reconciliation requires action, learning and sustained commitment.

Our first Reconciliation Action Plan represents an important step in that journey. It provides South West Sport with a clear framework to strengthen relationships, build our cultural understanding, and identify practical ways we can contribute to reconciliation through the context of sport and active recreation. We know that meaningful progress begins with listening, learning and being prepared to reflect on how we work and how we can improve.

Through our programs, partnerships and leadership across the sector, we have the opportunity to influence how community sport is experienced across the South West. We want that experience to be one where Aboriginal and Torres Strait Islander peoples feel respected, valued and represented, and where participation pathways are culturally safe, accessible and welcoming.

I am proud of the commitment our organisation has made in developing this Reconciliation Action Plan and recognise that this is the beginning of an ongoing journey rather than a final destination. We approach this work with humility, optimism and a genuine desire to learn.

Together with our staff, Board, partners and communities, South West Sport is committed to playing our part in advancing reconciliation and helping ensure community sport continues to be a place where everyone can connect, participate and belong.

Will Jamison
Executive Officer
South West Sport



INAUGURAL REFLECT RAP

Statement from Chief Executive Officer of Reconciliation Australia



Reconciliation Australia welcomes South West Sport to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

South West Sport joins a network of more than 3,000 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with over 5.5 million people now working or studying in an organisation with a RAP.

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

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

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

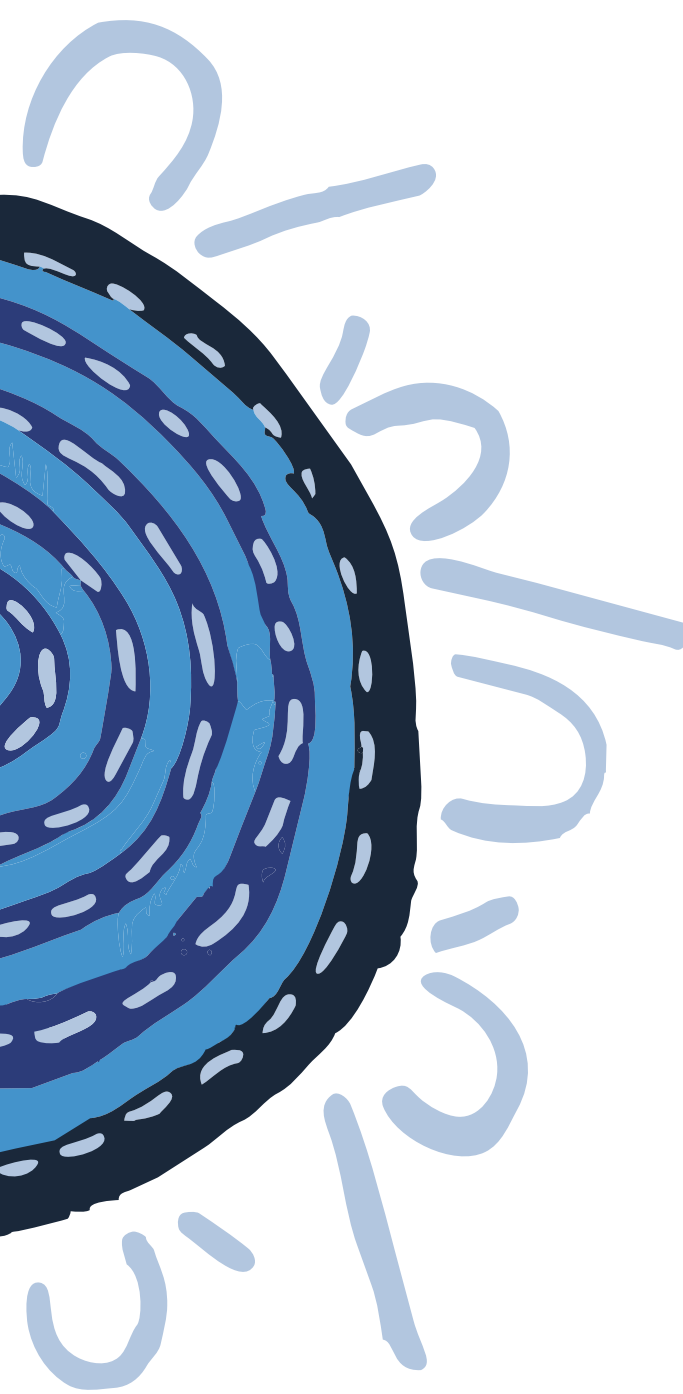
It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

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

Congratulations South West Sport, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia





Our Organisation

South West Sport is a not-for-profit community organisation and one of nine Regional Sports Assemblies across Victoria. Based in Warrnambool, we support communities across the South West region, including Corangamite, Glenelg, Moyne, Southern Grampians and Warrnambool.

Our core business is to strengthen the sport and active recreation sector across the region. We work with clubs, leagues, associations, local government and state sporting bodies to build capability, support participation and contribute to sustainable community sport systems.

Our work is guided by a focus on building a resilient sector and supporting healthy communities. We support organisations to strengthen governance, develop and sustain their volunteer workforce, and create safe, inclusive and welcoming environments. Through this, we aim to increase participation and enhance community wellbeing and connection.

South West Sport employs a team of four staff and is governed by a voluntary Board of Management. We work across a broad regional footprint and engage with a diverse network of stakeholders, including community clubs, volunteers, participants, local councils and partner organisations.

At the time of developing this RAP, South West Sport does not have any employees who identify as Aboriginal and Torres Strait Islander people. We recognise the importance of improving our understanding of workforce representation and are committed to building greater awareness in this area. We are optimistic about the opportunity to strengthen Aboriginal and Torres Strait Islander representation within our organisation over time, and to ensure our workplace and practices are inclusive and culturally safe.

We recognise that sport and recreation take place on the lands of Aboriginal and Torres Strait Islander peoples, and acknowledge their continuing connection to Country, culture and community. We are committed to supporting inclusive and respectful practices across the sector.



Our Reconciliation Action Plan

South West Sport is implementing a Reconciliation Action Plan to strengthen our understanding of reconciliation and to contribute to a more inclusive and equitable sport and active recreation sector.

As a Regional Sports Assembly, we recognise the role we play in shaping environments, partnerships and participation opportunities across the south west, and the responsibility we hold to support inclusion and respect within these settings.

Developing a Reconciliation Action Plan provides a structured approach to reflect on our practices, build cultural awareness, and strengthen relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations. Through this work, we aim to better understand how sport and active recreation can create meaningful and culturally safe opportunities for participation, connection and community.

Through this Reconciliation Action Plan, we are focused on building a strong foundation for reconciliation within our organisation and across our sphere of influence.

We acknowledge that inclusive opportunities, underpinned by respect and understanding, are critical to advancing reconciliation in the context of sport and active recreation. This includes strengthening our knowledge of Aboriginal and Torres Strait Islander cultures, histories and perspectives, and embedding this understanding into how we design and deliver our programs and partnerships.

South West Sport will approach implementation of our Reconciliation Action Plan in a practical and considered way. We will focus on building internal capability, strengthening relationships with Aboriginal and Torres Strait Islander stakeholders and community partners, and supporting the sector to create inclusive, welcoming and culturally safe environments. This will be supported by clear actions, defined responsibilities and achievable timeframes to ensure accountability and progress.

Our Reconciliation Action Plan Champion is Will Jamison, Executive Officer of South West Sport. In this role, Will provides leadership and oversight of the Reconciliation Action Plan, supporting internal engagement and ensuring that inclusion, respect and reconciliation are embedded across the organisation's work.

Our Reconciliation Activities

Formal Events – Welcome to Country

South West Sport recognises the importance of acknowledging and respecting Aboriginal and Torres Strait Islander peoples as the Traditional Owners of the lands on which we live, work and participate in sport and recreation.

We incorporate Welcome to Country at key events and significant gatherings where appropriate, providing an opportunity to respectfully recognise Traditional Owners and their continuing connection to Country, culture and community. Acknowledgement of Country is also embedded across our organisation and is regularly delivered at South West Sport-led meetings,

Communities of Practice sessions, network forums and events throughout the year. Through these practices, we aim to demonstrate respect, build awareness and ensure reconciliation is reflected in the way we engage with partners, stakeholders and communities across the region.

Cultural Education Training

South West Sport is committed to building our understanding of Aboriginal and Torres Strait Islander histories, cultures and perspectives to better inform our work across sport and active recreation

As part of this commitment, in January 2026 our team participated in a cultural learning session with Dean Duncan, First Nations Manager at VicHealth, who shared valuable insights on land, Country, culture and the ongoing importance of connection to community. The session provided an opportunity for reflection, learning and discussion, helping staff deepen their awareness of the context and experiences of First Nations peoples.

These efforts have included recognising National Reconciliation Week, by attending Budj Bim to better understand how Gunditjmara people's tradition's and history within the region as well as meeting with the Gunditjmara Aboriginal Cooperative Culture and Wellbeing team and Eastern Maar Aboriginal Cooperation to listen, learn and better understand community priorities, aspirations and areas of need.

We recognise that cultural learning is an ongoing journey and an important step in ensuring our organisation approaches relationships, partnerships and program delivery with greater understanding, respect and cultural awareness.

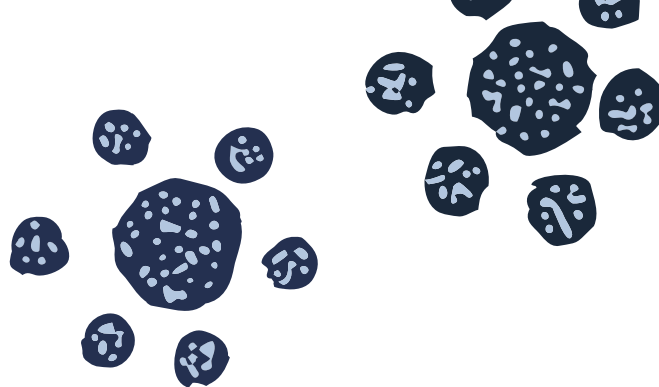
Partnerships

The South West Sport team has built, and will continue to strengthen, meaningful relationships with community partners across the region, with a particular focus on engaging respectfully and authentically within the First Nations space. This engagement is helping inform how South West Sport can create genuine and sustainable impact through sport and recreation in a way that is culturally aware, community-led and responsive to local needs. It reflects a shared commitment to improving health and wellbeing outcomes, strengthening connections, and ensuring opportunities across the South West are inclusive, respectful and meaningful for First Nations communities.



Through this
Reconciliation Action Plan,
we are focused on building
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Relationships



Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	April, 2027	Executive Officer
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	March, 2027	Executive Officer
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	April, 2027	Community Activation and Engagement Officer
	RAP Working Group members to participate in an external NRW event.	27 May-3 June 2027	RAP Working Group
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May-3 June 2027	Community Activation and Engagement Officer
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	Feb, 2027	Executive Officer
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	May, 2027	Community Activation and Engagement Officer
	Identify organisations with a RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	May, 2027	Executive Officer
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	July, 2027	Community Activation and Engagement Officer
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	July, 2027	Executive Officer, Board

Respect

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	June, 2027	Community Sport Transformation Officer
	Conduct a review of cultural learning needs within our organisation.	April, 2027	Community Sport Transformation Officer
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	March, 2027	<i>Lead:</i> Community Sport Transformation Officer <i>Support:</i> Community Activation and Engagement Officer
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	April, 2027	<i>Lead:</i> Community Sport Transformation Officer <i>Support:</i> Community Activation and Engagement Officer
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June, 2027	Community Sport Transformation Officer
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June, 2027	Community Sport Transformation Officer
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2027	RAP Working Group



Opportunities

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	November 2027	Executive Officer
	Build understanding of current Aboriginal and Torres Strait Islander staffing and volunteers to inform future employment and professional development opportunities.	January, 2027	Executive Officer
	Explore ways to increase volunteer participation of Aboriginal and/or Torres Strait Islander people within organisation's programmatic activities.	December, 2027	Community Activation and Engagement Office
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	September, 2027	Sport and Recreation Development Officer
	Investigate Supply Nation membership.	September, 2027	Sport and Recreation Development Officer

Governance

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	Jan, 2027	Executive Officer
	Draft a Terms of Reference for the RWG.	Jan, 2027	Sport and Recreation Development Officer
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	Jan, 2027	Sport and Recreation Development Officer
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	Jan, 2027	Sport and Recreation Development Officer
	Engage senior leaders in the delivery of RAP commitments.	Jan, 2027	Sport and Recreation Development Officer
	Maintain a senior leader to champion our RAP internally.	Jan, 2027	Sport and Recreation Development Officer
	Define appropriate systems and capability to track, measure and report on RAP commitments.	Jan, 2027	Sport and Recreation Development Officer
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June annually	Executive Officer
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	Executive Officer
	Communicate our RAP progress to internal and external stakeholders	October, 2027	Executive Officer
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	October, 2027	Executive Officer

Belonging Through Movement

ARTIST: Stephanie Thompson (nee Clarke)
Kirrae Gunditj Art

The artwork especially created for South West Sport represents the strength, resilience and connection of the communities across South West Victoria who come together through sport and active recreation.

The focus is not solely on children's sport. Instead, the artwork reflects the broader role of South West Sport in supporting grassroots and community-level sport to strengthen connection, build capacity and help communities grow sustainably.

The circular meeting places throughout the piece show the many clubs, leagues and associations that make up our region. Each circle is linked by journey lines, symbolising the pathways of learning, growth and shared responsibility that South West Sport helps guide.

The boomerangs and spears represent protection, leadership and the skills shared across generations. Clapping sticks and stars acknowledge culture, celebration and guidance reminding us that our stories, old and new, continue to shine across Country.

Within the centre circles are men, women, people and children, showing that movement, culture and community involvement belong to people of all ages.

Gathering symbols reflect belonging, inclusion and the understanding that every person has a place in community spaces.

The coolamons represent nurturing, care and the support we offer one another across the lifespan, whether on the field, court or through everyday acts of community leadership.

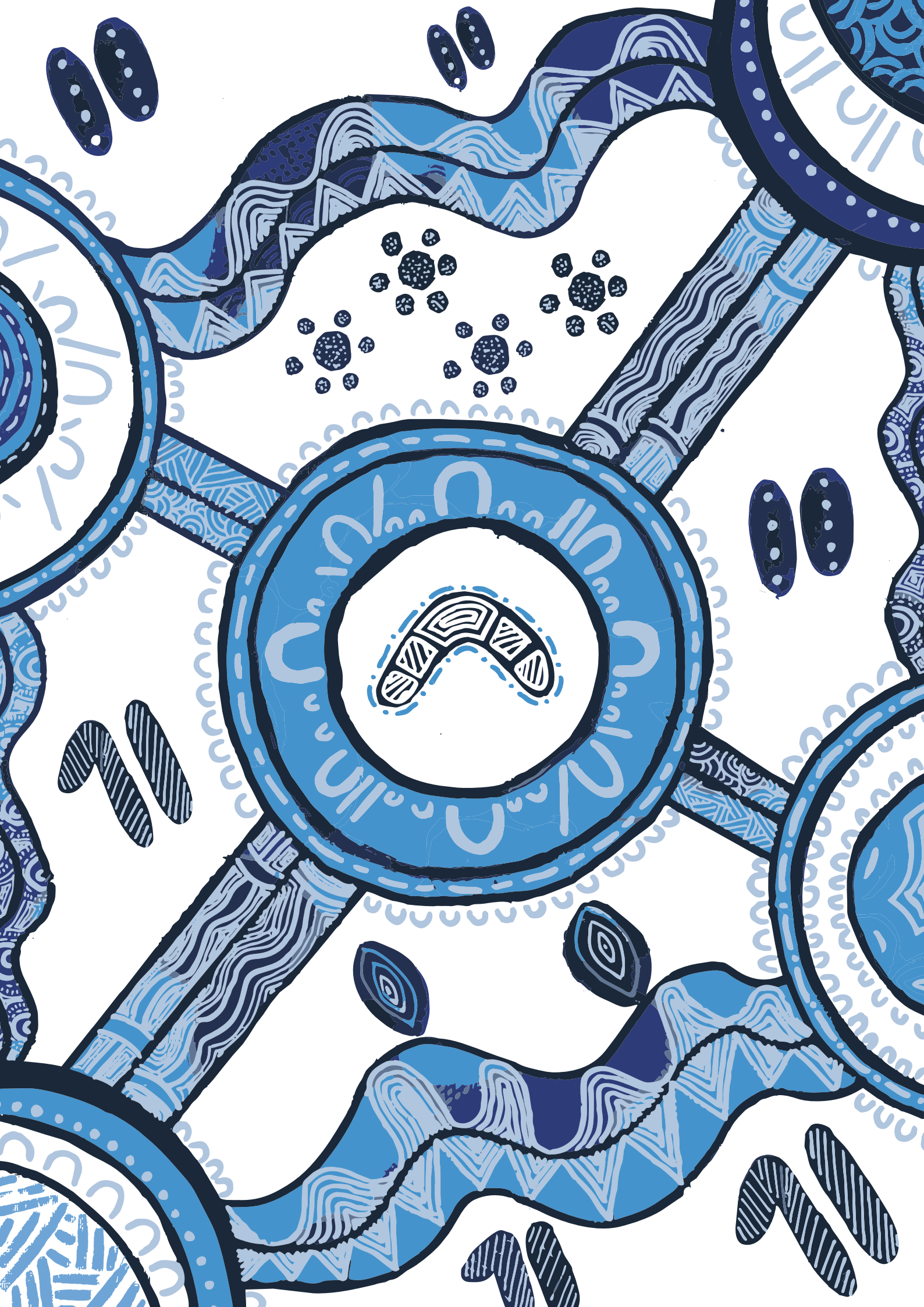


The flowing blue tones and movement patterns reflect water, coastline and sky — the lands and waters of Gunditjmara Country that hold us and connect our stories. The merging shapes speak to diversity: different people, cultures and experiences coming together as one strong network.

Overall, this piece tells the story that a healthy community is an active, connected community. South West Sport's work is sport-agnostic.

It is about supporting people, volunteers, clubs and grassroots organisations to build respectful, inclusive and sustainable communities.

When we honour each other's strengths and create spaces where everyone belongs, we build a region where community thrives through culture, movement and connection.



Contact Us

**For public enquiries about
our RAP please contact:**

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