



GOLD COAST TITANS

RECONCILIATION ACTION PLAN

SEPT 2020 – SEPT 2023

ON THE COVER

2020 Gold Coast Titans Indigenous jersey design.

The design, titled "Healing", is the work of artist Laura Pitt.

The blue circles in the middle with the symbols on the outside represent the Titans community. Passion is represented through the coloured dots surrounding the players and supporters with links of the blue and ochre lines that merge together as one. The handprints and blue and white waterholes surrounding the area represent connection to the land. The blue and yellow healing leaves represent the resilience of the team that play together and heal together.

There are messages about healing, support and togetherness, with the message about connection with the community a major focus.

"There are messages about healing, support and togetherness. But the message about connection with the community is a really big thing."

ABOUT THE ARTIST

Laura Pitt is a 25-year-old from the Gamilaroi tribe, living in Coffs Harbour in northern New South Wales.

Pitt has been passionate about telling her story through art since her childhood and as a football fan was inspired to bring her work to life through sport.

All Aboriginal and Torres Strait Islander artists were encouraged to submit designs for the Titans 2020 Indigenous jersey, with all entries required to use the Titans' colours of sea, sand and sky to tell a story about the Club, its connection to the region and its commitment to community values.

"I wanted to be able to interpret my life story into the artwork to go onto the jersey, because it is a really big thing – especially for the Indigenous players at the club," Pitt said.

She says was "blown away" to find out that her artwork had been chosen by the Club.

"I am very, very proud to represent my people and my culture," she said.

Pitt designed the NRL's Indigenous All-Star Jersey in 2019 and says that she is proud that her art is representing her people and her culture.





Acknowledgement of Country

The Gold Coast Titans acknowledge the Traditional Custodians of the Lands upon which our offices stand: Yugambeh and Kombumerri peoples. The Gold Coast Titans pays respect to the Elders, past and present, and extends that respect to other Indigenous Australians.

Aboriginal Australians are Earth's oldest and longest continuing civilisation. This is something that all Australians should be proud about. Our Aboriginal and Torres Strait Islander community here on the Gold Coast consists of families that have been here for many generations but also many new families.

We have a combination of families with deep connections to the land and a transient Aboriginal and Torres Strait Islander population of people who call 'our place' home.

On behalf of our entire Gold Coast Aboriginal and Torres Strait Islander community I commend the Gold Coast Titans on their second iteration of a Reconciliation Action Plan. The Gold Coast Titans have a demonstrated track record of genuinely striving to improve outcomes for Aboriginal and Torres Strait Islander people.

Through its collaboration with us at Kalwun, Deadly Choices, the Preston Campbell foundation and other local key stakeholders the Gold Coast Titans have remained accountable to community and been a conduit which has pulled us together at various times over the years. Our collective actions have certainly been for the betterment of community.

Thank you Gold Coast Titans for your formal statement of commitment to reconciliation. Your actions have spoken louder than any words, and we are all very excited to take this reconciliation journey to the next level.

Kieran Chilcott
Chief Executive Officer
Kalwun Development Corporation



Jamal Fogarty (Mununjali)
NRL Indigenous Round 2020





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FROM THE CEO

I am incredibly proud of the work that the Club has done in being able to present our third Gold Coast Titans Reconciliation Action Plan (RAP) which has been endorsed by Reconciliation Australia as a Stretch Plan.

I want to acknowledge the work that has gone in to developing this RAP, in particular from our RAP working group that included some of our current Indigenous players (Ryan James, Brian Kelly and Ash Taylor) and our staff and players that have not only helped to develop this framework but have actively delivered on our previous plans.

The strong partnerships formed with Deadly Choices, the Preston Campbell Foundation, Kalwun Health Services and Dreamworld's Corroboree Centre has allowed us to collaborate with like minded organisations, using the Titans reach to help advance reconciliation.

This RAP sets out a number of new initiatives which formalises our ongoing commitment to Australia's First Peoples. The Plan also enables us to continue to develop and expand upon our existing relationships and community programs during 2020 and beyond.

The Gold Coast Titans have a proud history of being represented by Aboriginal and/or Torres Strait Islander people and this season, Jamal Fogarty became our fourth Indigenous captain when he lead our side onto the field.

As a Club, we are always looking to learn, grow and improve. We believe it is our obligation to lead best practices in the reconciliation space and this RAP challenges us to use our exposure through the NRL to achieve that.

I want to thank Reconciliation Australia for their continuous support in assisting the Gold Coast Titans with our RAP and we hope we can continue to inspire change.

A handwritten signature in dark ink, appearing to read 'Steve Mitchell', written over a light blue background.

Steve Mitchell
Chief Executive Officer
Gold Coast Titans



FROM THE CHAIRMAN

On behalf of the Gold Coast Titans board, I am proud that we are able to share our latest Reconciliation Action Plan (RAP) and I want to thank Reconciliation Australia for their help, guidance and support in bringing our third RAP to life.

Rugby League as a sport has been a leader in the reconciliation space for more than 100 years and we, at the Titans, want to be at the forefront of our sport when it comes to leading not just through our words but our actions.

We are incredibly proud of our Indigenous representation and this season – our 14th in the NRL – Jamal Fogarty joined Scott Prince, Greg Bird and Ryan James as Indigenous captains of our Club.

In 2018, we were able to acknowledge one of our former great Indigenous players in Preston Campbell, the very first player signed when the Titans were assembling our squad for our inaugural year of 2007 in the NRL. The "Preston Campbell Stand" was established in the eastern grandstand of our home at Cbus Super Stadium, acknowledging the contribution Preston has had on our Club both on and off the field. In short, Preston set the Titans' standard for whole-hearted contribution on the field and whole-hearted contribution to the community off the field. It was great to have Preston involved in our RAP working group and he remains very much a spiritual leader of this club.

We believe we can use rugby league to make a real difference in the lives of young people throughout our catchment area of the Gold Coast and northern New South Wales. The Titans Deadly Futures Program aims to do just that through guiding young Aboriginal and Torres Strait Islander high-school students through their setbacks and in helping them find purpose and success.

We are proud of our RAP's Stretch status and our Club will continue to build strong associations with all Aboriginal and Torres Strait Islander peoples across Australia. We are passionate about not only celebrating culture and heritage and recognising Indigenous rights, but also believe rugby league can create opportunities for the next generation of emerging Indigenous leaders.

A handwritten signature in dark ink, appearing to read "Dennis Watt".

Dennis Watt
Chairman
Gold Coast Titans



FROM RECONCILIATION AUSTRALIA'S CEO

KAREN MUNDINE





On behalf of Reconciliation Australia, I congratulate the Gold Coast Titans on its formal commitment to reconciliation, as it implements its first Stretch Reconciliation Action Plan (RAP)—its third RAP overall.

Formed around the pillars of relationships, respect, and opportunity, the RAP program assists organisations to drive reconciliation across their core business and sphere of influence. The program's collective impact grows day on day, with over 2.3 million people now either working or studying in a RAP organisation.

As a professional team in the National Rugby League, the Titans has a mandate to foster unity, sportsmanship, and comradery on and off the field. A prominent team for Queensland and Northern New South Wales, the Titans has considerable capacity to model and drive reconciliation across its diverse members, staff, and sphere of influence.

As a relatively fresh team in the league, the Titans has an exciting opportunity to embed and promote reconciliation in its core culture from the outset—a challenge it has relished to date. With a proud history of Aboriginal and Torres Strait Islander players occupying prominent positions, the Titans has likewise endeavoured to model and progress reconciliation throughout its community and relationships.

In previous RAPs, the Titans has developed strong and supportive partnerships with organisations like Deadly Choices and the Preston Campbell Foundation, using the team's reputation and influence to promote respect for Aboriginal and Torres Strait Islander peoples and cultures, as well as encouraging and supporting First Nations participation and equality in the sport.

This Stretch RAP sees the Titans embed and expand on the foundations it established in its previous RAPs. Looking to its partnerships, the Titans will continue to work alongside Aboriginal and Torres Strait Islander organisations in order to empower its community, as well as deliver workshops and programs in schools aimed at supporting education outcomes.

Concurrent to its external relationships, the Titans are likewise looking to increase its internal competency and confidence, by ensuring all of its staff participate in cultural awareness learning and training. These commitments, as well as creative innovations—like the team's Acknowledgement of Country video—show the Titans approaching Aboriginal and Torres Strait Islander participation, representation, and investment in the team with sincerity and an eye on the game's future.

On behalf of Reconciliation Australia, I commend the Gold Coast Titans on this Stretch RAP and look forward to following its ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



**“BY HAVING HONEST
CONVERSATIONS ABOUT OUR
SHARED PAST, WE CAN CREATE
AUTHENTIC PARTNERSHIPS IN
THE PRESENT TO BUILD A BETTER
FUTURE FOR ALL AUSTRALIANS.”**

PRESTON CAMPBELL





Anthony Cora, Yugambeh Dancer



VISION STATEMENT

The Gold Coast Titans have undertaken this Reconciliation Action Plan to demonstrate our commitment to reconciliation and close health and educational gaps between Aboriginal and/or Torres Strait Islander peoples and non-Aboriginal and Torres Strait Islander peoples.

The Titans Board of Directors, Executive Management, Administration, Coaching Staff, Playing Group, Employees and Volunteers are committed to building strong relationships with all Aboriginal and/or Torres Strait Islander peoples to influence social change and create a better life for all Australians.



OUR VISION FOR RECONCILIATION

The Gold Coast Titans have had a proud association with Aboriginal and Torres Strait Islander peoples since inception in 2007.

The Gold Coast Titans have undertaken this Reconciliation Action Plan to ensure we continue to engage with Aboriginal and Torres Strait Islander communities while making a positive contribution to closing health and educational gaps between Aboriginal and Torres Strait Islander peoples and non-Aboriginal and Torres Strait Islander peoples.

Our vision for reconciliation is to strengthen connections and relationships with the community and build and increase respect for Aboriginal and Torres Strait Islander peoples and cultures. This plan continues to acknowledge our proud Aboriginal and Torres Strait Islander history and to demonstrate our commitment to reconciliation to a wider audience, with the overarching aim of closing health and educational gaps for Aboriginal and Torres Strait Islander peoples.

This vision is valued by our Board of Directors, Executive Management, Administration, Coaching Staff, Playing Group and every employee and volunteer involved with the Club. Our Club will continue to build strong associations with all Aboriginal and Torres Strait Islander peoples across Australia. By realising this vision, we can help influence social change for Aboriginal and Torres Strait Islander peoples and other Australians.



Artwork by Janelle McQueen

*Tyrone Peachey (Wiradjuri)
& Tyrone Roberts (Bundjalung)
Indigenous jersey Artist: Tyler Smith*





OUR RAPT INITIATIVE

Like the region we represent, the Titans are made up of people from many different backgrounds and cultures. We share common attributes, with our foundations built around key values of being Resilient, Accountable, Proud and Trustworthy. The RAPT values represent a set of beliefs that all Titans will be accountable to:

Resilient

I always handle every challenge positively and passionately through the strength of my character. I never give up and I am never beaten.

Defend the line.

A handwritten signature in black ink, appearing to read 'Mal Meninga'.

Mal Meninga,
Head of Performance & Culture

Accountable

I am responsible for my decisions, and answerable for my actions. I always take ownership of my, and my teammates', performance.

Attention to detail.

Proud

I always maintain high self-respect and humility, and strive for excellence in everything I do. I am passionate about where I come from, what I stand for and who I represent.

Score points.

Trustworthy

I am always the person my team relies on for my commitment, confidence, leadership and support.

I uphold our purpose and beliefs with gratitude and fun.

Team first.



Shoe artwork by Caroline
Dubbo Opportunity Hub



Gold Coast Titans
RAP Launch 2017



OUR STORY

The Gold Coast Titans are a professional rugby league team based on the Gold Coast in Queensland, with our main office located in Parkwood.

The Gold Coast Titans compete in the National Rugby League (NRL) competition. In 2019, the Gold Coast Titans had 8,768 Members with an average attendance of 11,084 people across our 12 home games. We communicate with Members and fans primarily through the Club's website, EDMs, phone calls (inbound/outbound) or SMS messages. At each home game, we have a Members' exclusive area where we can interact with our Members face-to-face. With the help of social media and online platforms, the Gold Coast Titans are a nationally recognised and supported organisation.

In 2020, 13 of the 80 staff and players at the Gold Coast Titans are Aboriginal and/or Torres Strait Islander people, which equates to 16.25% of the entire organisation. Eleven members of the 35-man NRL playing squad – 31.14% – are Aboriginal and/or Torres Strait Islander.

The Club has a proud history of being represented by Aboriginal and/or Torres Strait Islander people, such as the Titans' first-ever player signing, Preston Campbell. Our current Club Captain, Ryan James, is a Bundjalung man. Since the Club's inception in 2007, the Titans have had a total of five Club Captains, and three of them (60%) identify as Aboriginal and/or Torres Strait Islander – Ryan James, Scott Prince and Greg Bird.

The Gold Coast Titans aim to be a successful rugby league team and a club the community can be proud of. The Gold Coast Titans harness the power of sport to make a real difference to the lives of young people in communities across Queensland and Northern New South Wales. Several programs in our community strategy involves Aboriginal and Torres Strait Islander peoples within our catchment region.



*Mabel Park State High School Traditional Dance Group
Round 18, 2020*





*Cultural Gift Exchange,
2017 Indigenous Round*



Titans Deadly Futures Program



One such program is the Titans Deadly Futures Program, which aims to influence Aboriginal and Torres Strait Islander high-school students to choose a pathway to lead them to success, but to also help them deal with setbacks and empower them to find their feet and continue on their journey.

Over a course of workshops that are delivered in partnership with the Preston Campbell Foundation, participants are encouraged to engage themselves in each theme: Cultural Appreciation; Heritage & Respect Healthy Living & Relationships; Goal Setting & Future Planning; Mental Health Awareness & Resilience; Creative Arts; Music & Dance.

The NRL's Indigenous Round is where the Gold Coast Titans take great pride in showcasing Aboriginal and Torres Strait Islander cultures, tradition and history while acknowledging the contribution of Aboriginal and Torres Strait Islander peoples. We include many local organisations in the celebrations. The Gold Coast Titans aim to be the benchmark of the NRL and are currently in the process of developing a Club totem that will represent all people of the Gold Coast community.

Another integral part of our community strategy is our ongoing affiliation with our official charity partners Ronald McDonald House, Gold Coast Hospital Foundation, Salvation Army and LIVIN. The Gold Coast Titans are committed to working with these charities to develop programs and initiatives with Aboriginal and Torres Strait Islander peoples to make a positive impact.

The RAP is developed alongside the NRL RAP framework and specifically uses the popularity of the Gold Coast Titans within the game of rugby league to promote increased respect of Aboriginal and Torres Strait Islander peoples.

The Gold Coast Titans are committed to social change and improving health and educational outcomes for Aboriginal and Torres Strait Islander people.







OUR TIMELINE

2002

Preston Campbell becomes the first player signed by the Titans – two years before the Club played its first game.

2007

Scott Prince announced as one of the Titans' Co-Club Captains alongside Luke Bailey, becoming the Titans' first Indigenous captain.

2008

Preston Campbell wins the NRL's Ken Stephen Medal for Outstanding Service to the Community.

Launch of Titans4Tomorrow – designed to empower Aboriginal and Torres Strait Islander students.

2013

Greg Bird announced as Titans Co-Captain alongside Nate Myles, becoming the Titans' second Indigenous Captain.

2015

First NAIDOC event.

2016

Partnership announced between the Institute for Urban Indigenous Health (IUIH), Deadly Choices and Kalwun Development Corporation to promote the Deadly Choices program and Christine Slabb designs the 2016 Titans NRL Indigenous jersey.

Titans Deadly Futures program launched focusing on the importance of Aboriginal and Torres Strait Islander culture, self confidence, mental health, and leadership for local Indigenous kids in years 8 – 10.

2017

Titans partner with NRL 'School2Work' program – over 130 students have engaged in the program from 16 schools across the Gold Coast and Northern Rivers region.

Preston Campbell designs the 2017 Titans Indigenous jersey.

Reconciliation Action Plan launched. Titans Reconciliation working group formed, consisting of 17 team members, with more than half identifying as Aboriginal and Torres Strait Islander people.



2018

Ryan James announced as Titans Co-Captain alongside Kevin Proctor. Following this, Ryan won the 2018 Ken Stephens Medal for outstanding service to the community.

2019

Indigenous star Tyrone Peachey joins the Titans from the Penrith Panthers.

First Titans Indigenous Jersey Design competition is conducted, and won by Tyler Smith.

Tyrone Roberts appointed as Titans captain for the rest of the 2019 season after long-term injury rules Ryan James out for the year.

Holly Summers announced as NRL Young Person of the Year. Holly participated in Titans.

School2Work & Deadly Futures Program, and represented the Titans at the 2018 NRL Indigenous Leadership Summit.

Partnership launched between Dreamworld and the Titans, with a strong focus on Indigenous initiatives and cultural training is held at Dreamworld for all Titans staff.

2020

Second Titans Indigenous Jersey Design competition is won by Laura Pitt.

Injured Ryan James announced as Titans Club Captain, with Kevin Proctor named as Titans Team Captain.

Indigenous halfback Jamal Fogarty joins the Titans from the Burleigh Bears.

Indigenous fullback Corey Thompson joins the Titans in a mid-season transfer from the Wests Tigers.

Thirteen of the 80 staff and non-NRL players at the Gold Coast Titans are Aboriginal and/or Torres Strait Islander people, which equates to 16.25% of the entire organisation.

Eleven members of the 35-man NRL playing squad – 31.14% – are Aboriginal and/or Torres Strait Islander.

The Titans make Indigenous star David Fifita the Club's marquee signing for the 2021 season, with Fifita joining the Titans from the Broncos on a three-year deal.



OUR RAP

The Gold Coast Titans have developed this Stretch RAP to demonstrate our ongoing commitment to recognising and celebrating the contributions of Aboriginal and Torres Strait Islander people to the organisation during the Club's history.

By establishing this RAP, the Club aims to further engage with the community and to further educate groups and individuals on reconciliation. In turn, our aim is that the Gold Coast community and wider Australia acknowledge the importance of reconciliation and its five dimensions. The Gold Coast Titans encourage other organisations to create a RAP and work toward a reconciled and equitable Australia.

The Gold Coast Titans hold strong relationships with local Aboriginal and Torres Strait Islander organisations such as the Preston Campbell Foundation and Deadly Choices. Through our work with these organisations and local Elders, we will continue to develop Aboriginal and Torres Strait Islander engagement strategies and partnerships for community empowerment. This RAP signifies our intention to focus on improving health and educational outcomes for Aboriginal and Torres Strait Islander people through delivery of specially designed programs and workshops in our catchment region. The Gold Coast is situated on the land of the Kombumerri people who speak Yugambeh language.

Development of the RAP has been led by the Club's Community General Manager Renee Cohen, Community Digital and Partnerships Coordinator Gaby Barns and Community Programs and Development Officer Matthew Ash.

The working group engaged with a wide range of external organisations and individuals to help develop the RAP. Ongoing advice was provided to the working group by representatives from each department at the Gold Coast Titans, including the playing group.



Ryan James
(Bundjalung)
& Preston Campbell
(Gomeroi)



Titans' CEO Steve Mitchell

Each of the working group members has been allocated responsibilities in helping the Club to achieve the set deliverables of the RAP. The working group is responsible for providing feedback and developing achievable deliverables. Each member is also responsible for ensuring the timely implementation of allocated deliverables.

The working group, including nine Aboriginal and Torres Strait Islander members, involved in the development and implementation of the Club's Stretch RAP include:

Gold Coast Titans staff

- Community General Manager – Renee Cohen (Champion)
- Community Digital and Partnerships Coordinator – Gaby Barns (Champion)
- Community Programs and Development Officer – Matthew Ash (Champion)
- Chairman – Dennis Watt
- Chief Executive Officer – Steve Mitchell
- Player Education Manager – Jennifer Cross
- Development Manager – Darren Robb
- Events Coordinator – Anna Mitchels
- Head of Performance and Culture – Mal Meninga

Gold Coast Titans players

- Ashley Taylor (NRL Indigenous Players Advisory Group)
- Ryan James (NRL Indigenous Players Advisory Group)
- Brian Kelly
- Preston Campbell (Preston Campbell Foundation Founder/Director & ex-Titans Indigenous player)

As well as external members:

- Aboriginal Artist and Traditional Dancer – Luther Cora
- Kalwun Chief Executive Officer – Kieran Chilcott
- NRL School to Work Officer – Mel Lightburn
- Deadly Choices Programs and Partnerships Officer – Kieren Wiggins
- Local Aboriginal Artist – Christine Slabb
- Preston Campbell Foundation Chief Executive Officer – Kyel Dancey
- Dreamworld Corroboree Indigenous Curator/Mentor – Martin Ermer



Whole Club Cultural Training, 2019



OUR JOURNEY

Since the inception of the previous Innovate RAP, the Gold Coast Titans have continued progress in completion of the Club's actions and deliverable goals. This has resulted in the Club's fortunate position of preparation for the next stage of its reconciliation journey and inspiration for the Stretch RAP. We have found that operating and implementing major events and actions such as our NAIDOC Day and Indigenous Round, has been relatively easy to achieve.

Development of smaller initiatives, such as implementing Acknowledgement of Country in meetings and embedding organisation-wide Aboriginal and Torres Strait Islander cultural training and development, has been slow. In this next RAP, we hope to further embed these cultural initiatives into the entirety

of our organisation. Some of the Club's key learnings from our previous RAP was the importance of utilising community partnerships to help deliver goals such as providing Aboriginal and Torres Strait Islander cultural training. It is our hope that the Stretch RAP gives the organisation a stable platform to begin a business-wide revamp of Aboriginal and Torres Strait Islander cultural appreciation and learning.

A major achievement for the Club in the Aboriginal and Torres Strait Islander Cultural space was the development and implementation of our new Acknowledgement of Country video. This video is now played before every Titans home game. It is the culmination of a desire of all parties involved to create something that promoted inclusiveness and acceptance of all people.

*Anthony Pitt (Bundjalung)
Titans Physical Disability Rugby League Player*





Kieran Chilcott (Kalwun CEO) and family, Titans NAIDOC Event 2019



ACKNOWLEDGMENT OF COUNTRY

In 2019, the Gold Coast Titans had the privilege of producing and editing an Acknowledgement of Country video in collaboration with the Preston Campbell Foundation, Martin Ermer from Dreamworld Corroboree Centre, and Luther Cora and the Yugambah Aboriginal Dancers.

The video was narrated by Titans legend Preston Campbell, who tells of his goal to encourage respect across all Indigenous and non-Indigenous communities.

This video will be used as a traditional and formal Acknowledgement of Country at all Titans events, as well as a way of raising awareness across the NRL community of the importance of Aboriginal cultures in rugby league.

**“I KNOW FROM TRAVELLING ACROSS
THE COUNTRY HOW IMPORTANT THESE
MESSAGES ARE, AND HOW BY SHOWING
THIS RESPECT TO MOB WE WILL
RECEIVE MUCH MORE IN RETURN.”**

PRESTON CAMPBELL

INDIGENOUS JERSEY & STAFF APPAREL

At the start of 2019, Newcastle artist Tyler Smith was declared the winner of the hotly contested Gold Coast Titans Indigenous jersey competition. The design was worn in Round 19 of the 2019 Telstra Premiership season to celebrate the NRL's Indigenous Round. The design has also been decorated on polo shirts that were worn organisation-wide at various Indigenous cultural events throughout the year.

The fish designs on the jersey and polo deliver the message of "Stronger as One", incorporating the players, organisation and the fans working together.

"The beauty of the Gold Coast is recognised around the world. My artwork represents its unique beaches and ocean life, which attract so many people every year and is something the locals should have much pride in," said Tyler Smith.

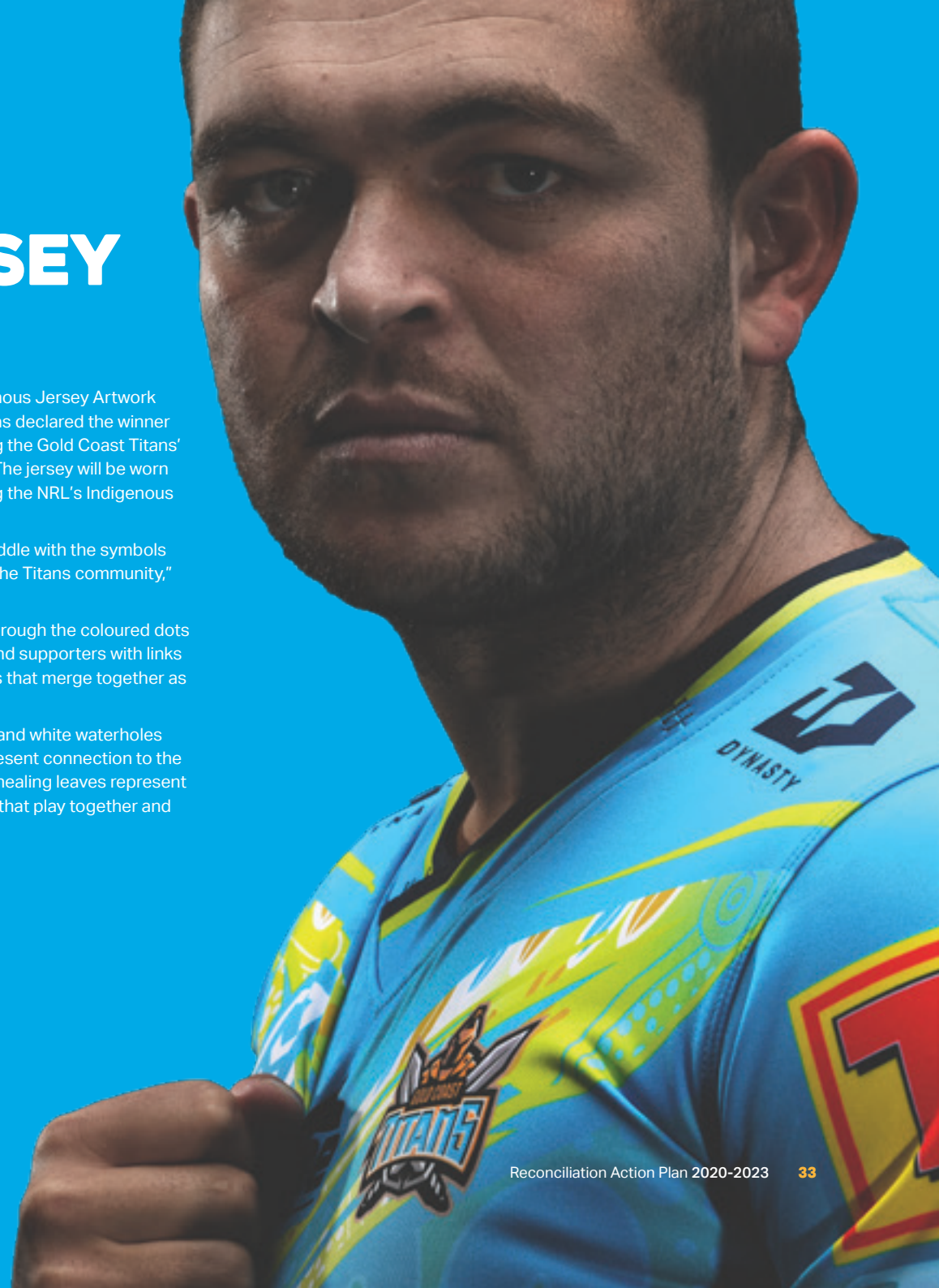
Again in 2020, the Gold Coast Titans called

for designs for the Indigenous Jersey Artwork Competition. Laura Pitt was declared the winner with her design embracing the Gold Coast Titans' community involvement. The jersey will be worn by players and staff during the NRL's Indigenous Round.

"The blue circles in the middle with the symbols on the outside represent the Titans community," Laura's entry stated.

"Passion is represented through the coloured dots surrounding the players and supporters with links of the blue and ochre lines that merge together as one.

"The handprints and blue and white waterholes surrounding the area represent connection to the land. The blue and yellow healing leaves represent the resilience of the team that play together and heal together."





PRESTON CAMPBELL STAND

In mid-2018, rugby league legend Preston Campbell was honoured for his contribution to the game and the Titans on and off the field with the eastern grandstand at Cbus Super Stadium renamed as the Preston Campbell Stand.

The Preston Campbell Stand acknowledges the significant contribution Preston has made to the Indigenous community through his work with the Preston Campbell Foundation and the Gold Coast Titans, as well as thanking him for his contributions to rugby league as a whole. A banner depicting Campbell, a foundation player and the second Titan to play 100 games for the club, now adorns the stand for Titans matches at the stadium.





NAIDOC EVENT

On Wednesday the 10 July 2019, the Titans hosted their annual NAIDOC event at Firth Park in Mudgeeraba. The event was presented in collaboration with Deadly Choices and Kalwun Health Services with the theme of "Voice, Treaty, Truth". The event by design encompasses and celebrates all aspects of Indigenous culture, hosting arts and crafts stalls, musical and dance performances, traditional food and cooking displays, raffles and competitions, kids activities, as well as the SUPAC Touch Footy Challenge.

More than 1500 people attended on the day, with over 70 stall holders participating in the event.

"WE'RE HERE TO RECOGNISE ALL OF OUR ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE AND TO MAKE SURE WE DON'T FORGET ABOUT OUR ANCESTORS. IT'S ABOUT EMBRACING YOUR CULTURE AND BRINGING EVERYONE TOGETHER."

ASH TAYLOR



NATIONAL RECONCILIATION WEEK MORNING TEA

On Tuesday 28 May, the Gold Coast Titans held an Indigenous and Cultural Awareness lunch at The Dreamworld Corroboree Centre to celebrate National Reconciliation Week. Many of the Gold Coast Titans' staff and invited guests were treated to a morning of training in order to facilitate further understanding of and involvement in reconciliation.

Participants were treated to two modules, one concerning cultural history and stories, and another showing practical uses for Indigenous tools and instruments, as well as face and body painting.

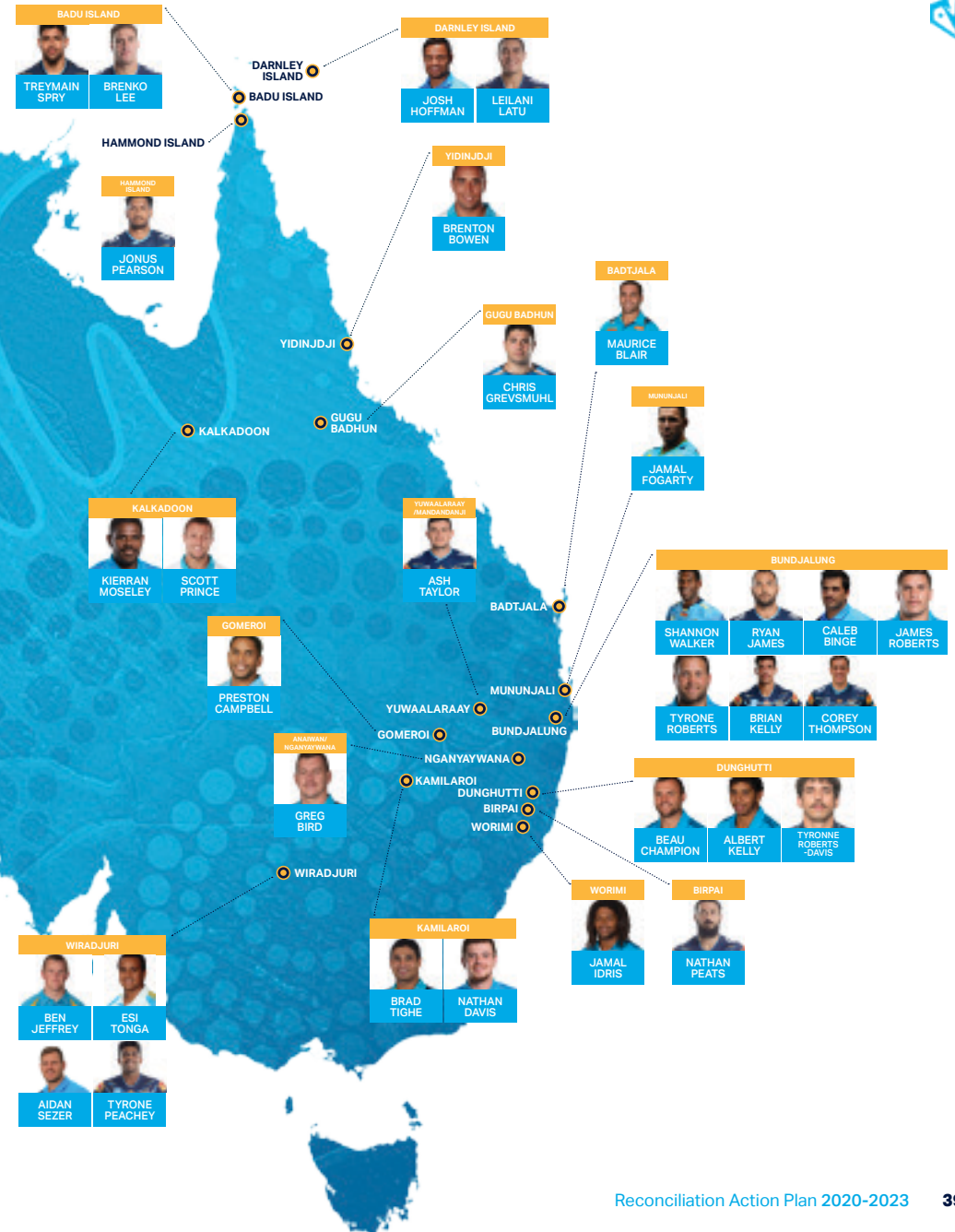




2019 NRL Squad Indigenous Players



PAST & PRESENT INDIGENOUS TITANS PLAYERS





RELATIONSHIPS

The Gold Coast Titans recognise that working in partnership with Aboriginal and Torres Strait Islander peoples is an important step in the process of reconciliation. As a club that plays in the NRL competition which receives vast exposure, we believe it is our obligation to lead best practices in the reconciliation process.

As a club that is very much family and community minded, it is critical that our relationship with Aboriginal and Torres Strait Islander peoples is meaningful and sustainable. Through these relationships, we hope to foster a sense of pride for Aboriginal and/or Torres Strait Islander and non-Indigenous communities involved with the Club.

FOCUS AREA

Relationships directly correlate with our strategic community plan. Meeting the goals set in this RAP will benefit the Club through a continued increase in hours spent operating programs in the community.

This will in turn help to increase positive media exposure for the Club, and other affiliated organisations. The Club hopes that recognition of these positive actions will bolster growth in membership, digital and social media, and annual game attendance.



Narelle Urquhart, Terry-Lee James, Tallisha Harden



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1.1 Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to continuously improve guiding principles for engagement.	September 2020, May 2021, May 2022	<ul style="list-style-type: none">■ Community GM■ Development Manager
	Review, update and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders.	December 2020	<ul style="list-style-type: none">■ Community GM■ Development Manager
	Establish and maintain formal two-way partnerships with Aboriginal and Torres Strait Islander communities or organisations, including: <ul style="list-style-type: none">- Deadly Choices- Preston Campbell Foundation- Kalwun Health Services	November 2020	<ul style="list-style-type: none">■ Community GM■ Events Coordinator
	Maintain current school and club ambassador visits to areas with high Aboriginal and/or Torres Strait Islander populations'	February 2021, 2022, 2023	<ul style="list-style-type: none">■ Development Manager■ Community Officer



1.2 Build relationships with the Club through celebrating National Reconciliation Week (NRW).

Download and circulate Reconciliation Australia's National Reconciliation Week resources and reconciliation materials to all staff.	May 2021, 2022, 2023	<ul style="list-style-type: none">■ Community Coordinator■ Community Officer■ Development Manager
RAP Working Group members to participate in at least two external NRW events.	May 2021, 2022, 2023	<ul style="list-style-type: none">■ Community GM■ Community Officer■ Community Coordinator
Encourage and support staff and senior leaders to participate in three external events to recognise and celebrate NRW, including:	May-June 2021, May - June 2022, May-June 2023	<ul style="list-style-type: none">■ Community Coordinator■ Chairman■ Head of Performance & Culture
Organise two National Reconciliation Week events per year, including one National Reconciliation Week morning tea and cultural awareness training open to all staff, players and external stakeholders.	May-June 2021, 2022, 2023	<ul style="list-style-type: none">■ Community Coordinator■ Events Coordinator
Register all our NRW events on Reconciliation Australia's NRW website.	May 2021, 2022, 2023	<ul style="list-style-type: none">■ Events Coordinator
Advertise NRW Cultural Learning and Morning Tea Event on digital platforms to engage members, supporters, partners and sponsors.	May 2021, 2022, 2023	<ul style="list-style-type: none">■ Community GM■ Community Officer
Engage 10 Titans Sponsors during National Reconciliation Week by providing Aboriginal and/or Torres Strait Islander (player or staff) to speak at sponsors workplace on what National Reconciliation Week means to their club and culture.	May 2021, 2022, 2023	<ul style="list-style-type: none">■ Community GM■ CEO



1.3 Promote reconciliation through the Titans sphere of influence.

Engage at least 50 community organisations and service providers in Titans National Reconciliation Week activities by inviting them to our NRW morning tea and cultural training.

May 2021, 2022, 2023

- Community GM
- Community Officer
- Development Manager

Leading Indigenous players and staff pre – record media on what reconciliation means for them.

May 2021, 2022, 2023

- Chairman
- Brian Kelly
- Ash Taylor

Promote and share our collaboration with Indigenous organisations with our other corporate partners and stakeholders by hosting NAIDOC Day event annually.

June 2021, 2022, 2023

- Community GM
- Development Manager

Expand the Titans High Performance Centre cultural exhibit by increasing the number of Aboriginal and Torres Strait Islander artworks on display and show casing a cultural piece which depicts traditional language.

January 2021, 2022, 2023

- Community GM
- Community Coordinator

Implement strategies to engage all staff to drive reconciliation outcomes

June 2021, 2022, 2023

- Community GM

Communicate our commitment to reconciliation publicly, including communicating our RAP to all stakeholders and providing ease of access to our RAP via our website and distribution of hard copies to all staff, players and external stakeholders.

September 2020

- Community GM
- Community Coordinator
- Player Education Manager

Establish an active relationship with the Gold Coast City Council to engage with Reconciliation programs and initiatives across the Gold Coast.

December 2020

- Community GM,
- Development Manager



Fully engage with, and promote to the broader community, the NRL All-Stars Game and its associated reconciliation objectives and messages.

September 2020

- Community GM

Promote Aboriginal and Torres Strait Islander players' engagement in the Titans Rugby League (PDRL) team and their participation in the Koori Knockout.

September 2020, June 2021, June 2022

- Community Coordinator
- Community Officer

Promote our engagement with Aboriginal and Torres Strait Islander communities by hosting a yearly competition which allows Aboriginal and/or Torres Strait Islander artists the opportunity to create a design that the Club will use for the NRL Indigenous Round Jersey.

November 2020, 2021, 2022

- GM of Community
- Community Coordinator

Continue and expand the Club's work with primary and secondary schools to support positive educational outcomes for Aboriginal and Torres Strait Islander children.

December 2022

- Development Manager
- Community Coordinator
- Community Officer

Collaborate with RAP and other like-minded organisations to implement ways to advance reconciliation, including Kalwun Health Services, Deadly Choices, Preston Campbell Foundation, Dreamworld Corroboree Centre and Richmond Football Club

December 2020

- GM of Community
- Community Coordinator
- Community Officer

Continue to grow the Titans Physical Disability Rugby League initiative and the opportunities it provides for Aboriginal and Torres Strait Islander people with a disability to participate in the sport by working with local stakeholders including Kalwun, Deadly Choices, KARI and Bunjum.

November 2020, July 2021, June 2022

- Community GM
- Community Coordinator



1.4 Promote positive race relations within the rugby league community through anti-discrimination strategies.	Continuously improve HR policies and procedures concerned with anti-discrimination.	October 2020, 2021, 2022	<ul style="list-style-type: none">■ Community GM■ Player Education Manager
	Ensure the Clubs racial vilification policy is reviewed annually and share with all employees	December 2021, 2022	<ul style="list-style-type: none">■ Head of Performance & Culture
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to continuously improve our anti-discrimination policy.	October 2020, 2021, 2022	<ul style="list-style-type: none">■ Head of Performance & Culture■ Player Education Manager
	Implement and communicate an anti-discrimination policy for our organisation.	December 2020	<ul style="list-style-type: none">■ Community GM
	Provide ongoing education opportunities for senior leaders and managers on the effects of racism.	December 2020, July 2021, 2022, 2023	<ul style="list-style-type: none">■ Community GM■ Chairman■ Head of Performance & Culture
	Facilitate mentee groups between senior Indigenous staff and players with junior or non-Indigenous staff and players.	December 2020, 2021, 2022	<ul style="list-style-type: none">■ Community GM■ Player Education Manager
	Senior leaders to publicly support anti-discrimination campaigns, initiatives or stances against racism.	June 2021, 2022, 2023	<ul style="list-style-type: none">■ Head of Performance & Culture■ Chairman



Ball, shoe and jersey artwork by Janelle McQueen



Corey Thompson
Titans Indigenous player



RESPECT

Respect is of utmost importance at the Gold Coast Titans. This is shown through increased respect in all dealings between the Gold Coast Titans and Aboriginal and Torres Strait Islander people.

The Gold Coast Titans acknowledge the importance of learning First Australian Peoples' history, cultures and achievements.

The Gold Coast Titans strongly commit to acknowledging and respecting traditions and continuous connection to Country of Aboriginal and Torres Strait Islander people in order to build a positive culture built on inclusivity.

FOCUS AREA

Respect aligns with the Club's strategic desire for quality Aboriginal and Torres Strait Islander cultural training and education to all staff within the organisation.

Understanding of reconciliation is an essential part of delivering appropriate organisational resources to our workforce, creating a sustainable working environment with an increase in satisfaction and retention.



Tyrone Roberts (Bundjalung) & Luther Cora



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
2.1 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	September 2021	<ul style="list-style-type: none">Community GMCommunity Coordinator
	Ensure new and existing commercial partners and program partners undertake a minimum of two club cultural immersion activities per year.	September 2021, 2022, 2023	<ul style="list-style-type: none">Community GMHead of Performance & Culture
	All Club full-time staff to undertake annual online cultural training and education modules.	December 2021, 2022	<ul style="list-style-type: none">Community GMCEO
	Measure cultural competency in annual staff surveys.	November 2021, 2022	<ul style="list-style-type: none">Head of Performance & Culture
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the implementation of a cultural learning strategy.	September 2021	<ul style="list-style-type: none">Community GMDevelopment Manager
	Implement and communicate a cultural learning strategy for our staff.	September 2021	<ul style="list-style-type: none">Community GM
	Commit all RAP Working Group members, HR managers, senior executive group and all new staff to undertake formal and structured cultural learning.	September 2021	<ul style="list-style-type: none">Community GMEvents Coordinator



2.2 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

All Board Members and Executive Management staff to complete the Banaam Cultural Intelligence Workshop	May 2021, 2022, 2023	<ul style="list-style-type: none">■ CEO■ Community GM
Entire Titans playing group to participate in Cultural Awareness and Taking Care of Yourself training workshops led by Clinton Schultz and Preston Campbell.	January 2021, 2022, 2023	<ul style="list-style-type: none">■ Player Education Manager
All non-playing Titans staff to complete face-to-face cultural learning annually.	October 2020, July 2021, 2022, 2023	<ul style="list-style-type: none">■ Player Education Manager
Conduct an annual social media reconciliation competition to engage and educate all fans across Australia in finding out what Traditional Lands they live on and their history.	May 2021, 2022, 2023	<ul style="list-style-type: none">■ Community GM■ Community Coordinator■ Indigenous Players
Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	September 2020	<ul style="list-style-type: none">■ Community Coordinator■ Community Officer
Implement and communicate a cultural protocol document (tailored for all local communities we operate in), including protocols for Welcome to Country and Acknowledgement of Country.	September 2020	<ul style="list-style-type: none">■ Community Coordinator■ Community Officer



2.3 Engage with Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at three significant events each year, including: <ul style="list-style-type: none">▪ Titans Awards Night▪ Community Awards Night▪ NAIDOC Day – Firth Park	September 2020, July, August, September 2021, 2022	<ul style="list-style-type: none">▪ Events Coordinator▪ Community GM
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	September 2020, 2021, 2022, 2023	<ul style="list-style-type: none">▪ Events Coordinator▪ Community Coordinator
	Staff and senior leaders provide an Acknowledgement of Country or other appropriate protocols at all public events.	September 2020, 2021, 2022, 2023	<ul style="list-style-type: none">▪ Events Coordinator▪ Community Coordinator
	Display one Acknowledgment of Country plaque in our office/s or on our buildings.	September 2020	<ul style="list-style-type: none">▪ Community Officer▪ Events Coordinator
	Provide an Acknowledgement of Country at all Titans home games and events.	January 2021, 2022, 2023	<ul style="list-style-type: none">▪ Events Coordinator▪ Player Education Manager
	Acknowledgment of Country to be included in the Club's corporate email signature block used by all staff.	September 2020	<ul style="list-style-type: none">▪ Community GM▪ CEO
	RAP Working Group to participate in at least two external NAIDOC Week events.	November 2020, July 2021, 2022, 2023	<ul style="list-style-type: none">▪ Community Coordinator▪ Events Coordinator



All staff and players participate in the annual Titans NAIDOC Week Event.	November 2020, July 2021, 2022, 2023	<ul style="list-style-type: none">■ Community GM■ Corporation and Deadly Choices■ Development Manager■ Community Officer
Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	November 2020, July 2021, 2022, 2023	<ul style="list-style-type: none">■ Community GM
Support all staff to participate in NAIDOC Week events in our local area, including: <ul style="list-style-type: none">■ NAIDOC Event – Tweed Heads South Public School■ NAIDOC Event – Ballina High School■ NAIDOC Event – Gold Coast University Hospital■ NAIDOC Event – Lismore■ NAIDOC Day – Firth Park	November 2020, July 2021, 2022, 2023	<ul style="list-style-type: none">■ Events Coordinator■ Development Manager■ Community Officer
In consultation with Aboriginal and Torres Strait Islander stakeholders, support external NAIDOC Week events each year, including: <ul style="list-style-type: none">■ NAIDOC Event – Tweed Heads South Public School■ NAIDOC Event – Ballina High School■ NAIDOC Event – Gold Coast University Hospital■ NAIDOC Event – Lismore■ NAIDOC Day – Firth Park	November 2020, July 2021, 2022, 2023	<ul style="list-style-type: none">■ Community Coordinator■ Events Coordinator■ Community Officer
Advertise Titans' NAIDOC Event on digital platforms in order to reach all of our external stakeholders.	October 2020, July 2021, 2022, 2023	<ul style="list-style-type: none">■ Community GM■ Community Coordinator



2017 Indigenous Painted Items
Artist: Janelle McQueen



OPPORTUNITIES

The Titans are aware that the passion that exists for our Club and our game gives us the ability to set an example and influence the wider community on present issues.

We recognise and respect that this is a unique position and that by increasing opportunities for Aboriginal and Torres Strait Islander people we are able to encourage reconciliation and improve outcomes for Aboriginal and Torres Strait Islander people.

FOCUS AREA

Providing increased opportunities for Aboriginal and Torres Strait Islander staff and organisational involvement with the Club is integral to achieving our strategic financial goals.

As a club, we feel a responsibility to be socially proactive, and the following initiatives help to ensure a high level of social return for the Club's financial investment. This will contribute towards realising our goals of sustainable operational and financial performance.



Ryan James (Bundjalung) & Holly Summers



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
3.1 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development within the Club.	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	January 2021, 2022, 2023	■ Community GM
	Review and update an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	January 2021, 2022, 2023	■ Chairman ■ Community GM
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	January 2021, 2022, 2023	■ Community GM
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	October 2020	■ Chairman ■ Head of Performance & Culture
	Aboriginal and Torres Strait Islander employees to be supported to take on management and senior-level positions.	September 2020	■ CEO ■ Head of Performance and Culture
	Increase opportunities for participation in the game by Aboriginal and Torres Strait Islander players in remote communities by conducting annual recruitment road trips to find talent in western Qld and NSW.	December 2020, 2021, 2022	■ Player Education Manager



3.2 Increase Aboriginal and Torres Strait Islander supplier diversity to the Titans, supporting improved economic and social outcomes.

Ensure that career development plans are established with each Aboriginal and Torres Strait Islander player and are reviewed annually.

October 2020, July 2021, July 2022

- Player Education Manager

Maintain a level of at least 12% Aboriginal and/or Torres Strait Islander employees.

December 2020, 2021, 2022

- Chairman

Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.

November 2020

- Community GM
- Events Coordinator

Investigate Supply Nation membership.

September 2020

- Community Coordinator
- Community GM
- Events Coordinator

Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.

December 2020

- Events Coordinator
- Community Coordinator

Develop practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.

November 2020

- Events Coordinator
- Community GM

Maintain commercial relationships with eight (8) Aboriginal and/or Torres Strait Islander businesses.

December 2020, 2021, 2022

- Community GM



3.3 Promote Aboriginal and Torres Strait Islander activities and achievements conducted by the Club throughout the year on all forms of digital media.	Maintain commercial relationships while actively aiming to bring at least one new Aboriginal and/or Torres Strait Islander business to the fold annually.	December 2020, 2021, 2022	<ul style="list-style-type: none">■ Events Coordinator■ Chairman
	Train all relevant staff in contracting Aboriginal and Torres Strait Islander businesses through Supply Nation or an equivalent organisation.	January 2021	<ul style="list-style-type: none">■ Community GM
	Achieve at least 5% of Titans expenditure on external suppliers awarded to Aboriginal and/or Torres Strait Islander businesses.	July 2023	<ul style="list-style-type: none">■ Chief Executive Officer
	Achieve 30% of Titans Community Programs expenditure awarded to Aboriginal and/or Torres Strait Islander businesses.	July 2023	<ul style="list-style-type: none">■ Community GM■ Development Manager■ Chief Executive Officer
	Use social media to celebrate achievements of Titans Deadly Futures and NRL School To Work participants.	November 2020, 2021, 2022	<ul style="list-style-type: none">■ Community GM■ Development Manager
	Promote attendance for our Aboriginal and Torres Strait Islander events to be held by the Titans in both pre-season and post-season, including: <ul style="list-style-type: none">■ NRW Cultural Learning and Morning Tea Event■ Titans NAIDOC Event■ NRL School To Work Graduation	July 2021, 2022, 2023	<ul style="list-style-type: none">■ Community Officer■ Community Coordinator



3.4 Increase the representation of Aboriginal and Torres Strait Islander players and members of our club.

Use digital media to promote and celebrate NRL Indigenous Round by doing the team announcement in local Yugambeh language.

July 2021, 2022

- Community Officer
- Community Coordinator

Grow Aboriginal and Torres Strait Islander young peoples' access to participate in rugby league through our Junior Club Ambassador mentoring activities and promoting across schools in our region.

March 2021, 2022, 2023

- Development Manager
- Community Officer

Increase Rugby League registration of Aboriginal and/or Torres Strait Islander people by 2% in our catchment region.

April 2023

- Community GM
- Development Manager

Increase the representation of Aboriginal and Torres Strait Islander Members to our club by developing and implementing an Aboriginal and Torres Strait Islander membership strategy.

February 2021

- Development Manager
- Community GM



Clinton Toopi, Preston Campbell (Goreroi), Steve Renouf (Gunggari/ Gubbi Gubbi), Scott Prince (Kalkadoon)



GOVERNANCE

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
4.1 Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	September 2020, 2021, 2022, 2023	<ul style="list-style-type: none">■ Community GM■ Community Coordinator■ Community Officer■ Events Coordinator
	Apply Terms of Reference for the RWG.	November 2020	<ul style="list-style-type: none">■ Community GM■ Community Coordinator■ Community Officer■ Events Coordinator
	Meet at least four times per year to drive and monitor RAP implementation.	December 2020, 2021, 2022	<ul style="list-style-type: none">■ Community GM■ Community Coordinator■ Community Officer■ Events Coordinator
4.2 Provide appropriate support for effective implementation of RAP commitments.	Embed resource needs for RAP implementation.	September 2020	<ul style="list-style-type: none">■ Community GM■ Community Coordinator■ Community Officer■ Events Coordinator
	Use staff and player surveys to aid in measuring RAP impact, by adding in RAP related questions,	December 2020, 2021, 2022, July 2023	<ul style="list-style-type: none">■ Community GM■ Development Manager



4.3 Build accountability and transparency through reporting RAP achievements, challenges and learnings of the Club both internally and externally.	Embed key RAP actions in performance expectations of senior management and all staff.	September 2020	<ul style="list-style-type: none">■ Community GM■ Community Coordinator■ Community Officer■ Events Coordinator
	Maintain an internal RAP Champion from senior management.	September 2020	<ul style="list-style-type: none">■ Community GM
	Include our RAP as a standing agenda item at senior management meetings.	September 2020	<ul style="list-style-type: none">■ Community GM
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September 2020, 2021, 2022, 2023	<ul style="list-style-type: none">■ Community GM■ Community Coordinator■ Events Coordinator
	Report RAP progress to all staff and senior leaders quarterly.	September, December 2020, March, June, September, December 2021, 2022, 2023	<ul style="list-style-type: none">■ Community GM■ Community Coordinator■ Community Officer■ Events Coordinator
	Publicly report against our RAP commitments annually, outlining achievements, challenges and learnings.	December 2020, 2021, 2022	<ul style="list-style-type: none">■ Community GM■ Community Coordinator■ Community Officer■ Events Coordinator
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2022	<ul style="list-style-type: none">■ Community GM■ Community Coordinator■ Events Coordinator



	Provide a progress report to Reconciliation Australia against each deliverable, at the conclusion of this RAP.	September 2023	<ul style="list-style-type: none">■ Community GM■ Community Coordinator
4.4 Continue the Titans' reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	December 2022	<ul style="list-style-type: none">■ Community GM■ Community Coordinator■ Community Officer■ Events Coordinator



2020 Titans Indigenous jersey
Artist: Laura Pitt

Akayla McQuire
Titans Cultural Training 2019





*Tyrone Roberts (Bundjalung)
Indigenous All Stars 2020*



FOR MORE INFORMATION

Renee Cohen

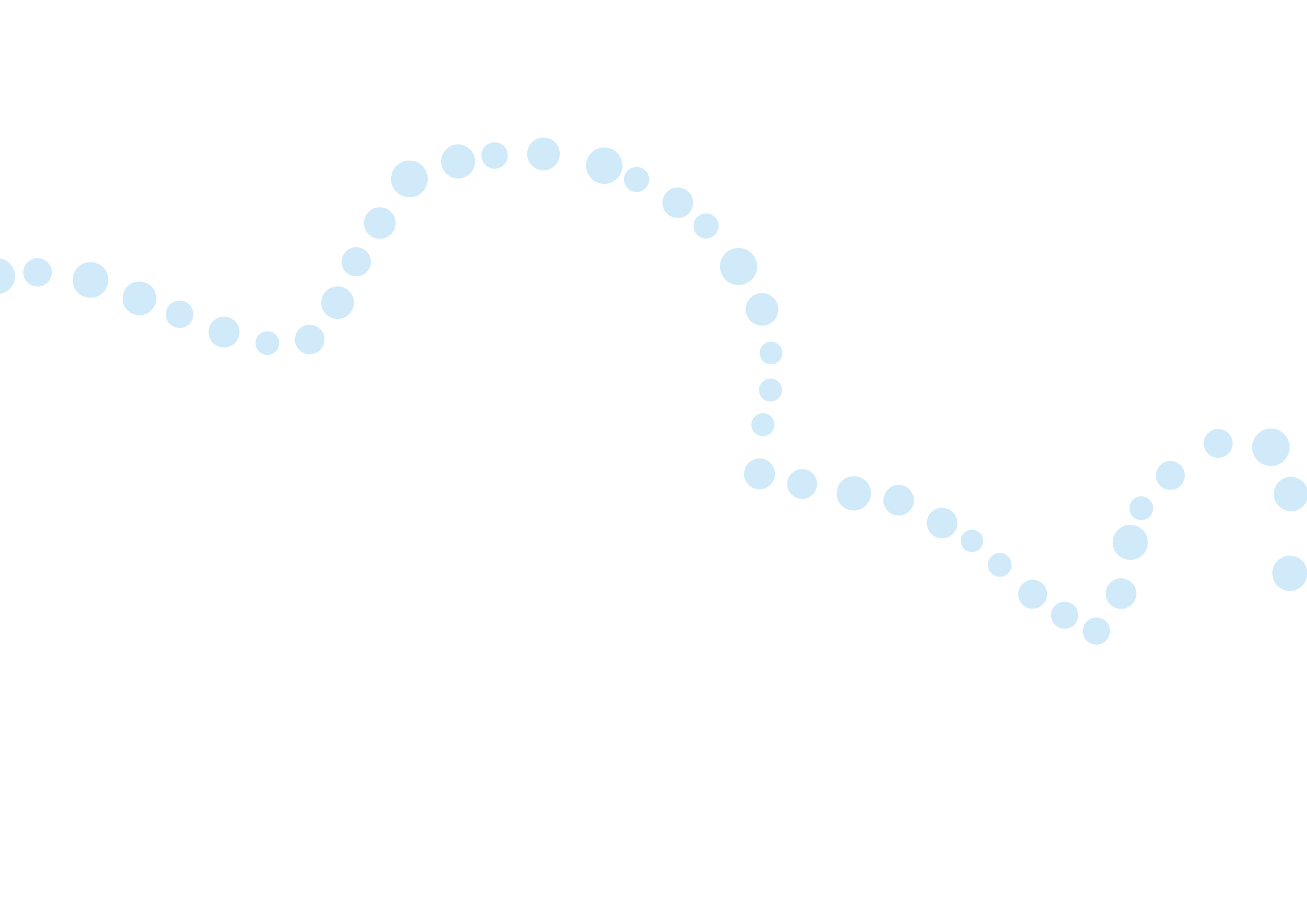
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