

Our RAP

The Wests Tigers has developed this RAP to further its commitment to acknowledging and celebrating the contributions of Aboriginal and Torres Strait Islander peoples to the organisation over the years of the Wests Tigers as well as the Balmain Tigers and Western Suburbs Magpies before that.

By establishing this RAP, the club aims to further engage with the community, and to be able to educate other groups and individuals on reconciliation. In doing so, it is the aim of the club that this will create an open discussion in the wider Australian community to the importance of reconciliation and encourage other organisations to create a RAP as well as engaging in activities and initiatives that will create a reconciled, just and equitable Australia.

The club currently has relationships with Aboriginal and Torres Strait Islander organisations and Traditional Owners within their geographical region in which the club works with in an adhoc manner. The Aboriginal Lands on which the Wests Tigers play and work on are the Eora, Gungdungarra, Tharawal and Dharug lands. It is the intention that as a part of this RAP, that these relationships are formalised so that the interactions with the Traditional Owners and First Australian Organisations are more structured to ensure maximum benefit for everyone involved.

The establishment of this RAP has been led by the club's Chief Executive Officer, Justin Pascoe with the support of club Fan Engagement and Community Manager, Shaun Spence.

This RAP includes the forming of the Wests Tigers RAP Working Group, which is made up of the following internal and external members, one of whom is an Aboriginal man:

- Wests Tigers Chief Executive Officer
- Wests Tigers Chief Operating Officer
- Wests Tigers Fan Engagement and Community Manager
- Wests Tigers Head of Football
- Wests Tigers Executive and Community Assistant
- Wests Tigers Chief Financial Officer
- NRL School To Work Project Officer

In addition to this RAP Working Group, the Wests Tigers will also establish a RAP Advisory Group made up of external stakeholders from the local Aboriginal and Torres Strait Islander communities to ensure that we also have cultural competency support.

The Club's NRL School To Work Project Officer is an important member of the RAP Working Group, and is from the Aboriginal and Torres Strait Islander community.

The networks and connections that this Project Officer has with community groups and leaders from the Aboriginal and Torres Strait Islander communities within our geographical areas makes his participation in the RAP Working group very important.

This is the club's first RAP and a significant step in the club's history. The decision to establish this RAP was made as a result of an increased focus on community, with First Australian Communities being one of the six key pillars of the club's new Community Strategy. One of the key learnings in the forming of this RAP was the lack of Aboriginal and Torres Strait Islander employees that the club has, despite the geographical reach we have and the significant amount of work we are doing with Indigenous communities and programs.

We had originally considered developing a Reflect RAP, however we decided that we would like to challenge ourselves further as we were already performing a lot of the initiatives in the Reflect RAP. By stepping up to an Innovate RAP, we hope to set high benchmarks for our club to achieve in order to make a genuine difference both internally and externally of the organisation.

