

Respect

Respecting Aboriginal and Torres Strait Islander peoples and their cultures, land, water, histories and rights is something that the Wests Tigers views as vital to Australian Society as we strive towards Reconciliation. The club is in a position where it is a community leader and by showing this warranted respect, it hopes that it will encourage and influence other elements of the community to do the same. The Wests Tigers recognises the significant contribution that Aboriginal and Torres Strait Islander peoples have made to not only the club but the country, and believes this must be respected publicly.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1 Engage employees in cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements	• Develop and implement a cultural awareness training strategy for our staff which defines cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (online, face to face workshops or cultural immersion)	November 2017	• Fan Engagement and Community Manager
	• Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural awareness training for all staff	July, September 2017, 2018	• Senior Management
	• Provide opportunities for RWG members, RAP champions, HR managers and other key leadership staff to participate in cultural training	May, August, November 2017, 2018	• RAP Working Group
	• Promote Reconciliation Australia's Share Our Pride online tool to all staff	May 2017	
	• Investigate local cultural experiences and immersion opportunities	May, October 2017, 2018	

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
2 Engage Employees in cultural learning to increase understanding and appreciation of different cultural backgrounds to underpin and inform Reconciliation Action Plan actions and commitments	• Develop Cross Cultural Awareness programs annually to new and existing Wests Tigers staff and players	May 2017	• Human Resources Coordinator
	• Invite Aboriginal and Torres Strait Islander guest speakers including community Elders, past and present players and parents to participate in Cross Cultural Awareness Courses to share their stories and experiences where possible	May 2017	• Fan Engagement and Community Manager
	• Deliver a short cultural orientation course/session with a briefing handbook that includes Aboriginal and Torres Strait Islander players to be delivered to staff and players prior to attending particular Aboriginal and Torres Strait Islander communities, meetings, programs or events	June 2017	
3 Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning	• Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country	June 2017	• Fan Engagement and Community Manager
	• Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships	May 2017	• Senior Management
	• Invite a Traditional Owner to provide a Welcome to Country at least one significant event such as our Indigenous Round Match	June 2017	• RAP Working Group
	• Include Acknowledgement of Country at the commencement of important internal and external meetings	December 2017, 2018	
	• Invite Traditional Owners into our office to explain the significance of Welcome to Country and Acknowledgement of Country	May 2017	
	• Organise and display an Acknowledgment of Country at the entrance to our Office and Training Headquarters	May 2017	