

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
4 Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their culture and communities by celebrating NAIDOC Week	<ul style="list-style-type: none"> Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week Provide opportunities for all staff to participate in NAIDOC Week activities Investigate avenues to support an external NAIDOC Week community event Contact our local NAIDOC Week Committee to discover events in our community 	July 2017, 2018	<ul style="list-style-type: none"> Fan Engagement and Community Manager RAP Working Group
5 Celebrate/recognise Aboriginal and Torres Strait Islander dates of significance	<ul style="list-style-type: none"> Investigate and create a calendar of Aboriginal and Torres Strait Islander dates of significance Explore avenues to celebrate and recognise these significant days both internally and externally 	<p>May 2017</p> <p>May 2017, 2018</p>	<ul style="list-style-type: none"> Fan Engagement and Community Manager Receptionist
6 Promote Aboriginal and Torres Strait Islander artwork within the Reconciliation Action Plan and other areas of the business to build community awareness of the value of such cultural practices.	<ul style="list-style-type: none"> Work with local Aboriginal artist for artwork for the RAP document Continue to create an Aboriginal and Torres Strait Islander jersey to be worn during Indigenous Round each season Encourage players to consider Aboriginal artwork on playing boots for significant celebration games Continue to display Aboriginal artwork created by the students of the School 2 Work program in the administration offices Work with local school students to create Wests Tigers footballs painted in Aboriginal artwork to be presented to the players Host an Aboriginal and Torres Strait Islander art workshop at our Indigenous Round game 	<p>May 2017</p> <p>November 2017, 2018</p> <p>September 2017, 2018</p> <p>December 2017,2018</p> <p>May 2017,2018</p> <p>May 2017,2018</p>	<ul style="list-style-type: none"> Fan Engagement and Community Manager

Opportunities

The Wests Tigers are committed to continuing to provide opportunities for Aboriginal and Torres Strait Islander peoples, organisations and communities to ensure that equal opportunity is given to First Australian peoples at the club. The Wests Tigers vow to continue their equal opportunity employment strategies especially in the procurement and professional development of staff. The Club will also ensure that Aboriginal and Torres Strait Islander staff members have programs and courses to further their personal development.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1 Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander employment and retention strategy Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development Investigate how and where to advertise all vacancies in Aboriginal and Torres Strait Islander media, email networks through RAP Working Group members and appropriate organisations Collect information on our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace Include in all job advertisements, 'Aboriginal and Torres Strait Islander people are encouraged to apply' Engage with external Aboriginal and Torres Strait Islander peoples and/or consultants to advise on recruitment, employment and retention strategies, including professional development 	<p>May 2017</p> <p>March 2017</p> <p>May 2017, 2018</p> <p>May 2017</p> <p>May,October, 2017, February 2018</p> <p>May, 2017</p> <p>July, 2017</p>	<ul style="list-style-type: none"> Fan Engagement and Community Manager Senior Management HR Department Receptionist