



RECONCILIATION
ACTION PLAN

REFLECT

MELBOURNE  OLYMPIC PARKS

RECONCILIATION ACTION PLAN



AUGUST 2022 – JANUARY 2024

The Trust acknowledges the Wurundjeri people as Traditional Owners of the land on which it operates, and pays respect to their Elders, past and present.

SUSTAINABLE DEVELOPMENT GOALS

The Melbourne and Olympic Parks Trust seeks to support the United Nations Sustainable Development Goals through the implementation of clear action plans to improve outcomes in the areas of sustainability, reconciliation, disability access and inclusion, and gender equality.

The front cover depicts a birdseye view of Melbourne Park during the Australian Open, and was created by Wurundjeri, Dja Dja Wurrung, Ngurai illum Wurrung, German and Irish artist, Ky-ya Nicholson Ward. Further information on the artwork and artist can be found on page 7.

This document is available in accessible Word format at mopt.com.au/about/community

OUR BUSINESS

The Melbourne & Olympic Parks (M&OP) precinct is managed by the Melbourne and Olympic Parks Trust for the benefit of all Victorians. The precinct is Melbourne's centre stage for live sports, events and entertainment, and home to iconic venues including Rod Laver Arena, AAMI Park, John Cain Arena and Margaret Court Arena. The newest additions to the precinct are Kia Arena, a multipurpose show-court stadium, and CENTREPIECE at Melbourne Park, a state-of-the-art conference and events centre.

M&OP venues welcome millions of people across hundreds of events annually, including the nation's iconic Grand Slam event, the Australian Open. The precinct's facilities are home to ten national elite men's and women's sporting clubs across the NRL, Super Rugby, A-League, AFL, Super Netball and NBL competitions, and our venues regularly host packed-out matches across these codes, from home fixtures to epic grand final showdowns.

The precinct is also known for showcasing the best established and emerging talent in local and international live music and entertainment. Recent and upcoming performers include The Kid LAROI, Midnight Oil, Foo Fighters, The Wiggles, Billie Eilish and Tyler, the Creator.

Located on the banks of the Yarra River, the precinct provides public, recreational space spanning 40 hectares, and has become an essential link in Melbourne's cultural landscape, and an important part of its social fabric. Over the last ten years, the precinct has grown and matured, with nearly \$1 billion invested by the Victorian Government via the Melbourne Park Redevelopment.

The organisation is headquartered at the heart of the precinct in Tennis HQ, and employs 144 permanent staff in a range of operations, venue management and corporate services roles. This core team is supported by a casual events workforce of up to 700 people. Recent workplace engagement surveys have indicated that none of our current employees identify as Aboriginal and/or Torres Strait Islander people, and M&OP looks forward to addressing this shortcoming as it embarks on its RAP journey.

As a world class, one-of-a-kind sports and entertainment precinct, M&OP has significant scope to contribute to the advancement of reconciliation on the local, national and global scales – from small gatherings in our conference centre meeting rooms, to grand finals with 30,000 cheering fans in attendance, and major international events like the Australian Open. In 2022, millions of people from around the world watched Ngarigo woman Ash Barty take home the coveted trophy without dropping a single set.



The first step in this journey will be to listen, to learn, and to develop meaningful relationships that will help inform a robust and sustainable approach to reconciliation... ”



OUR RAP

The Melbourne & Olympic Parks precinct is a place where people from all walks of life come together to share experiences and make memories.

This Reflect Reconciliation Action Plan – the first step in our RAP journey – aims to ensure that those shared experiences contribute positively towards the advancement of reconciliation. This first step is undertaken with a genuine desire to reach out, understand our shared context, and start building positive relationships towards a shared vision.

Our Trust is responsible for managing venues and facilities located on the lands of the Wurundjeri people of the Kulin Nation, and we recognise them as Traditional Owners. We acknowledge the cultural significance of the land we are privileged to manage on behalf of the Victorian people, and seek to develop relationships and knowledge to help us plan and take action towards the goal of reconciliation.

Artwork created by Gubbi Gubbi artist Maggie Jean Douglas for the 2022 Australian Open. The artwork depicts togetherness, community, and the sights and sensations associated with Melbourne in the summer.

As precinct managers, we anticipate that a significant part of our role in promoting reconciliation will be to ensure that the organisations who hire the precinct's venues and facilities understand and respect the history and cultural significance of the land, and that they embrace opportunities to advance reconciliation when staging events on the precinct. As land managers, we may also have a role to play in educating visitors and guests about the history of the site. We also acknowledge that we have an important role to play as an employer, and as a landmark within the City of Melbourne's rich cultural landscape.

Most importantly, we recognise that the first step in this journey will be to listen, to learn, and to develop meaningful relationships that will help inform a robust and sustainable approach to reconciliation, and we look forward with optimism to establishing our Reconciliation Working Group, engaging with stakeholders, and opening our hearts and minds as we commence this journey founded on the principles of relationships, respect and opportunities.



JOHN HARDEN AM
Chief Executive Officer
Melbourne & Olympic Parks



Reconciliation Australia welcomes Melbourne & Olympic Parks to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Melbourne & Olympic Parks joins a network of more than 1,100 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 close to 3 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 Melbourne & Olympic Parks 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 Melbourne & Olympic Parks, 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





The artwork featured on the cover of this document, and on the adjacent page, depicts a birdseye view of Melbourne Park during the Australian Open. The wedge-tailed eagle is the physical form of Bunjil, the Wurundjeri's creator spirit, while the Bundaban (long-necked turtle) and Dulaiwurrung (platypus) represent two native animals within the Birrarung (Yarra River). The meeting places in the middle of the artwork symbolise the arenas of Melbourne Park. The artwork hangs in TennisHQ, the administrative offices of Melbourne & Olympic Parks and Tennis Australia.

Ky-ya Nicholson Ward was the Artist in Residence at the 2022 Australian Open. A Wurundjeri, Dja Dja Wurrung, Ngurai illum Wurrung, German and Irish woman, Ky-ya is a passionate Victorian Aboriginal artist who tells the stories of her ancestors, family and country, and also uses her art to advocate political issues around the world. Ky-ya has designed jerseys for various sporting teams, including M&OP tenant clubs Melbourne Storm, Melbourne Vixens and Melbourne Football Club.

OUR PARTNERSHIPS



M&OP actively encourages its partners, including sporting organisations, entertainers and promoters, to embrace reconciliation when planning and delivering events across the precinct, and actively supports these initiatives at every opportunity.

One of M&OP's most significant and enduring partnerships is with Tennis Australia, the organisation responsible for staging the Australian Open tournament each year. In 2022, Tennis Australia introduced a 'First Nations Day' to celebrate Aboriginal and Torres Strait Islander cultures across the Melbourne & Olympic Parks precinct during the Australian Open competition.

Beginning with a Welcome to Country and smoking ceremony, this special day saw the precinct immersed in First Nations arts and culture. Wiradjuri woman and Grand Slam champion Evonne Goolagong Cawley joined Wurundjeri Elder Auntie Joy Murphy AO to lead a Koorie Heritage Cultural Walk around the precinct. Wamba Wamba man Uncle Ron Murray performed traditional music, and Yolngu man Danzal James Baker OAM, better known as Baker Boy, gave a spectacular performance at Rod Laver Arena. Renowned artist Stan 'Yarra' Yarramunua created live art, which complemented two significant commissions by Gubbi Gubbi artist Maggie-Jean Douglas.

The Australian Open First Nations Day is just one example of how the goals of reconciliation might be brought to life for people from around the world. M&OP is proud of and inspired by Tennis Australia's efforts to advance reconciliation, and seeks to develop meaningful partnerships with other likeminded organisations to ensure that reconciliation is advanced across the precinct throughout the year.

Mitch Tambo gives an electrifying performance on centre court at the opening night ceremony of the 2021 Australian Open.

Other key partners include the various elite sporting clubs whose home grounds and/or training facilities and operations are based at the Melbourne & Olympic Parks precinct.

Melbourne Storm (NRL)

Melbourne Football Club (AFL/AFLW)

South East Melbourne Phoenix (NBL)

Melbourne Rebels (Super Rugby)

Collingwood Football Club (AFL/AFLW)

Melbourne United (NBL)

Melbourne City Football Club (A-League)

Collingwood Magpies (Super Netball)

Melbourne Victory Football Club (A-League)

Melbourne Vixens (Super Netball)

These teams, many of which include elite Aboriginal and Torres Strait Islander athletes, each have their own approaches to reconciliation, and their own programs and activities to engage with First Nations peoples. M&OP seeks to develop these partnerships, to learn from the experience of others, and to identify opportunities for collaboration in order to see reconciliation advanced across the precinct. As managers of a thriving and busy entertainment destination for Victorians, M&OP aspires to play an active role in coordinating collaboration between its partners to achieve reconciliation outcomes greater than the sums of their parts.



RELATIONSHIPS

ACTION 1

Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations

DELIVERABLE	TIMELINE	ACCOUNTABILITY
<ul style="list-style-type: none">Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	August 2022	Director of Communications & Stakeholder Engagement
<ul style="list-style-type: none">Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	September 2022	Director of Communications & Stakeholder Engagement

ACTION 2

Build relationships through celebrating National Reconciliation Week (NRW).

DELIVERABLE	TIMELINE	ACCOUNTABILITY
<ul style="list-style-type: none">Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023	Director of People & Culture
<ul style="list-style-type: none">RAP Working Group members to participate in an external NRW event.	27 May – 3 June 2023	Director of People & Culture
<ul style="list-style-type: none">Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June 2023	Director of People & Culture

ACTION 3

Promote reconciliation through our sphere of influence.

DELIVERABLE	TIMELINE	ACCOUNTABILITY
<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	September 2022	Director of People & Culture Director of Communications & Stakeholder Engagement
<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	October 2022	Director of Communications & Stakeholder Engagement
<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	October 2022	Director of Communications & Stakeholder Engagement

ACTION 4

Promote positive race relations through anti-discrimination strategies.

DELIVERABLE	TIMELINE	ACCOUNTABILITY
<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	August 2023	Director of People & Culture
<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	September 2023	Director of People & Culture



RESPECT

ACTION 5

Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.

DELIVERABLE	TIMELINE	ACCOUNTABILITY
<ul style="list-style-type: none">Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	August 2023	Director of People & Culture
<ul style="list-style-type: none">Conduct a review of cultural learning needs within our organisation.	September 2023	Director of People & Culture
<ul style="list-style-type: none">Embed AIATSIS training in A0 training program	November 2023	Director of People & Culture

ACTION 6

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

DELIVERABLE	TIMELINE	ACCOUNTABILITY
<ul style="list-style-type: none">Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	December 2022	Director of Communications & Stakeholder Engagement
<ul style="list-style-type: none">Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	November 2022	Director of People & Culture

ACTION 7

Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

DELIVERABLE	TIMELINE	ACCOUNTABILITY
<ul style="list-style-type: none">Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2023	Director of People & Culture Director of Communications & Stakeholder Engagement
<ul style="list-style-type: none">Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2023	Director of People & Culture
<ul style="list-style-type: none">RAP working group to participate in an external NAIDOC Week event.	First week in July 2023	Director of People & Culture



OPPORTUNITIES

ACTION 8

Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.

DELIVERABLE	TIMELINE	ACCOUNTABILITY
<ul style="list-style-type: none">Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	October 2022	Director of People & Culture
<ul style="list-style-type: none">Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	July 2023	Director of People & Culture

ACTION 9

Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

DELIVERABLE	TIMELINE	ACCOUNTABILITY
<ul style="list-style-type: none">Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	June 2023	Chief Finance Officer
<ul style="list-style-type: none">Investigate Supply Nation membership.	December 2022	Chief Finance Officer



GOVERNANCE

ACTION 10

Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.

DELIVERABLE	TIMELINE	ACCOUNTABILITY
<ul style="list-style-type: none">Form a RAP working group (RWG) to govern the RAP implementation, and convene first RWG meeting.	August 2022	Director of People & Culture
<ul style="list-style-type: none">Draft a Terms of Reference for the RWG.	October 2022	Director of People & Culture
<ul style="list-style-type: none">Establish Aboriginal and Torres Strait Islander representation on the RWG.	January 2023	Director of People & Culture

ACTION 11

Provide appropriate support for effective implementation of RAP commitments.

DELIVERABLE	TIMELINE	ACCOUNTABILITY
<ul style="list-style-type: none">Define resource needs for RAP implementation.	August 2022	Director of People & Culture
<ul style="list-style-type: none">Engage senior leaders in the delivery of RAP commitments.	November 2022	Director of People & Culture
<ul style="list-style-type: none">Appoint a senior leader to champion our RAP internally.	August 2022	Director of People & Culture
<ul style="list-style-type: none">Define appropriate systems and capability to track, measure and report on RAP commitments.	September 2022	Director of People & Culture

ACTION 12

Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.

DELIVERABLE	TIMELINE	ACCOUNTABILITY
<ul style="list-style-type: none">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 2023	Director of People & Culture
<ul style="list-style-type: none">Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August 2023	Director of People & Culture
<ul style="list-style-type: none">Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2023	Director of People & Culture

ACTION 13

Continue our reconciliation journey by developing our next RAP.

DELIVERABLE	TIMELINE	ACCOUNTABILITY
<ul style="list-style-type: none">Register via Reconciliation Australia's website to begin developing our next RAP.	April 2023	Director of People & Culture



MELBOURNE  OLYMPIC PARKS

Contact Details

Megan O'Reilly

Director of People & Culture

T. 03 9286 1600

E. enquiries@mopt.vic.gov.au

