



# QUEENSLAND CRICKET INNOVATE RECONCILIATION ACTION PLAN



QUEENSLAND  
CRICKET



RECONCILIATION  
ACTION PLAN  
**INNOVATE**

JUNE 2023  
TO  
MAY 2025



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## ACKNOWLEDGEMENT OF COUNTRY

Queensland Cricket acknowledges and pays respects to the Traditional Custodians of the land and waters encompassing the country where we are privileged to live, work, and play the great game of cricket on the land now known as Queensland.

We recognise and celebrate the spiritual and ongoing connection of the Traditional Owners to culture and Country and acknowledge all Elders past, present and emerging.

We commit ourselves to the ongoing journey of reconciliation, so that together we may bring about equity and equality, fostered by strong and trusting relationships.

We shall cherish shared wisdom and grow with guidance as we walk together towards a reconciled country.

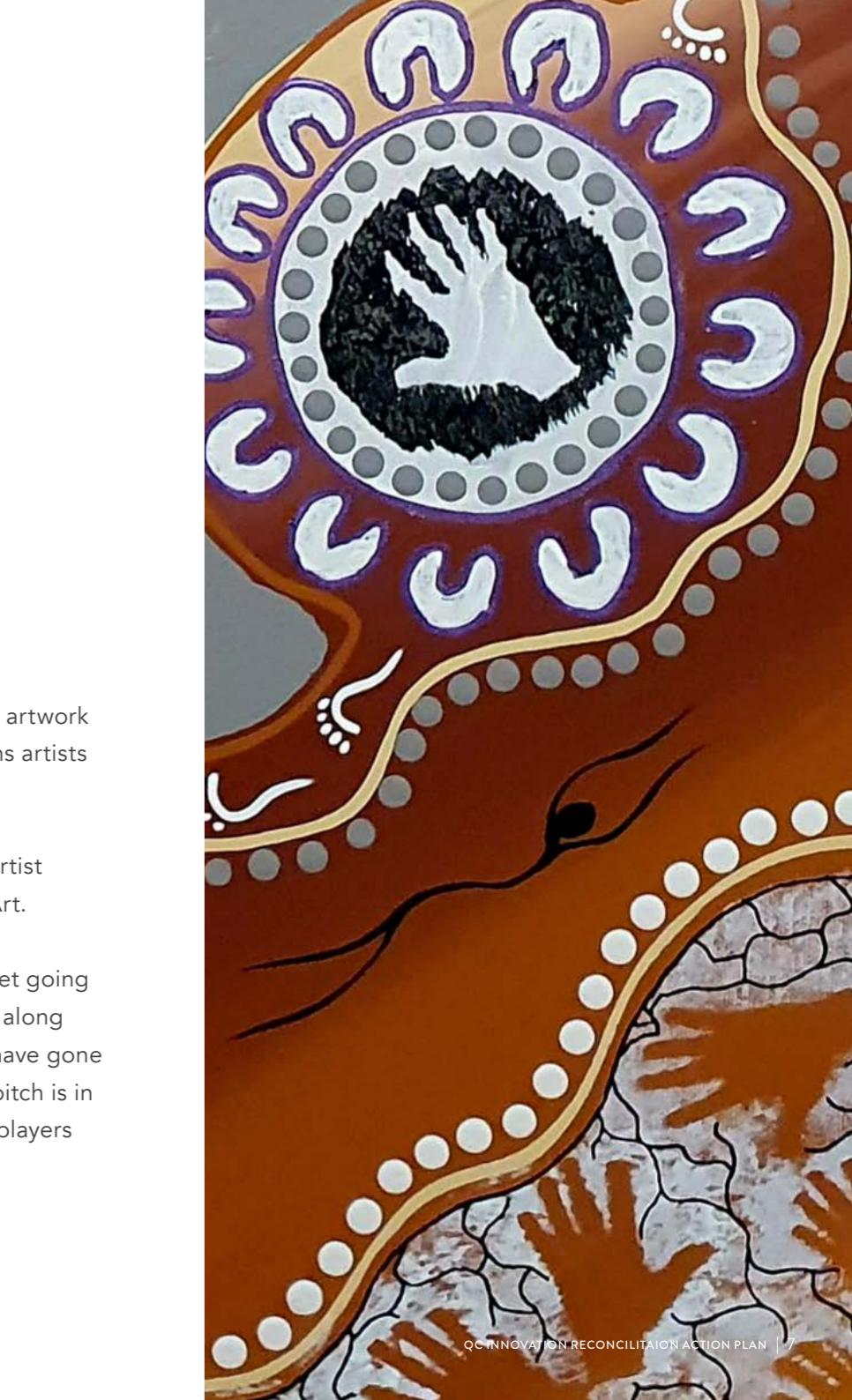


## ABOUT THE ARTWORK AND THE ARTIST, PROUD MANDANDANJI MAN, DANIEL BLADES

Queensland is home to Aboriginal and Torres Strait Islander peoples, and the artwork chosen for the RAP has been produced by two distinctly different First Nations artists to celebrate their respective cultures.

The first piece that accompanies this document was created by professional artist Daniel Blades, a Mandandanji man whose work can be found as Mubragulla Art.

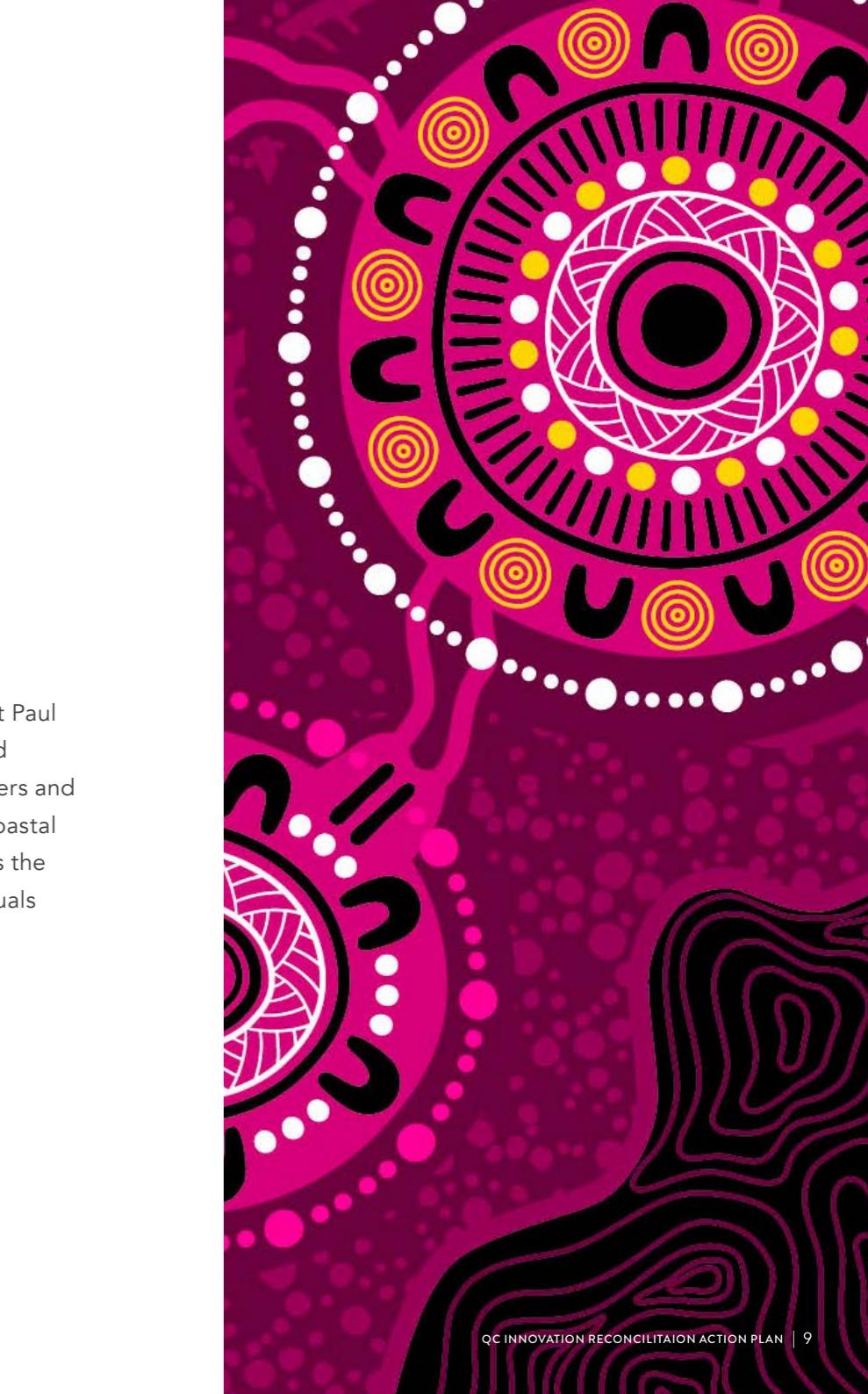
He describes his original work as: "The painting represents Queensland Cricket going to communities, sharing their paths and connections with the community and along the way, educating them on the history of cricket and the fellow players that have gone before them and paved the way. The hands are the connections. The cricket pitch is in the middle and the QC logo is down the bottom. The spirits are some of the players who have passed away and are now watching over."





## ABOUT THE ARTWORK AND THE ARTIST, PROUD JURA DESCENDENT, ROBERT PAUL

The second piece is produced by Townsville-based Indigenous artist Robert Paul who is a Juru descendent of the Bowen region. The artwork is based around Queensland Cricket connecting to communities and inspiring young cricketers and non-cricketers through the sport. The background patterns represent the coastal and inland regions, and the main circle and pathway illustrations encompass the various levels of First Nations and non-Indigenous communities and individuals who interact with and support each other.





## OUR VISION FOR RECONCILIATION

Queensland Cricket's Reconciliation vision statement recognises and respects Aboriginal and Torres Strait Islander peoples and values their diversity.

We acknowledge Aboriginal and Torres Strait Islander peoples as the Traditional Owners and Custodians of the country on which we live and operate, now called Queensland.

We acknowledge the special relationship and connection that Aboriginal and Torres Strait Islander peoples have with lands, places and cultures.

Our vision for Reconciliation is to inspire Aboriginal and Torres Strait Islander people as part of the wider Queensland community to unite and connect with non-Indigenous people through a love of cricket.

## JOINT MESSAGE FROM THE CEO AND CHAIRPERSON

Queensland Cricket's first Reconciliation Action Plan (RAP) is the beginning of a process that aspires to better engage and support Aboriginal and Torres Strait Islander people in cricket while creating meaningful change in our State as part of a national commitment to reconciliation.

Queensland Cricket welcomes the chance to formally launch our Innovate RAP in June 2023.

It builds on earlier work done by Cricket Australia and our cricket peers in NSW and WA and emphasises our commitment to deep and lasting reconciliation with Aboriginal and Torres Strait Islander peoples in the State.

The implementation process that will flow from the RAP will address and take responsibility for past actions, identify, and create opportunities to deliver genuine equity and equality into the future and inspire First Nations peoples to build a lasting connection with cricket.

However, we acknowledge that this can only take place where a strong foundation of mutual trust, respect, and meaningful relationships has been established.

It is our commitment that we will work with and alongside our First Nations brothers and sisters.

We will welcome their guidance and use a shared voice as we reach milestones

and achieve significant steps forward. Playing the game of cricket delivers the many benefits that sport can bring to our communities. It brings the chance to enjoy a healthy lifestyle, make friends, volunteer, have fun, and potentially play at the highest levels by representing their state and nation.

On behalf of the Board and Staff of Queensland Cricket, we want to sincerely thank the members of our First Nations Advisory Committee,

who have provided invaluable support and advice as we have engaged with communities to create this RAP. We would also gratefully acknowledge those who previously gave their time on the Queensland Aboriginal and

Torres Strait Islander Advisory Council. We are indebted to our partners KPMG Indigenous Services for their astute guidance and shared passion in developing this inaugural RAP and Reconciliation Australia for their continued role in shaping the vision of a united and connected country.

We encourage all to join with us as we walk together, work together, and learn together.

Finally, we are proud to provide our first RAP, and acknowledge that it is merely the beginning, as we ensure First Nations people know that they are welcome, and respected, by Queensland Cricket.

Since 2006, RAPs have provided relationships that ensure sustainable, thoughtful, and impactful RAP outcomes into the future. An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that Queensland Cricket Association will continuously draw upon to create RAP commitments rooted in experience and maturity. Gaining experience and reflecting on pertinent learnings will ensure the sustainability of Queensland Cricket Association's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey. The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

*Chris Simpson*

**Chris Simpson**  
Chairperson  
Queensland Cricket

*Terry Svenson*

**Terry Svenson**  
Chief Executive Officer  
Queensland Cricket

## MESSAGE FROM RECONCILIATION AUSTRALIA CEO



**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia

## MESSAGE FROM FIRST NATION'S ADVISORY COMMITTEE CO-CHAIR

I am proud as a First Nations Australian and a passionate cricket enthusiast to be working alongside Queensland Cricket, the peak body for cricket in our state to develop their first RAP.

Queensland Cricket understands the importance of building and maintaining meaningful, respectful relationships with Aboriginal and Torres Strait Islander peoples and their communities and organisations to achieve mutually beneficial outcomes.



**Jason Smith**  
First Nations Advisory  
Committee Co-Chair

It is exciting to see Queensland Cricket develop the respect and understanding for Aboriginal and Torres Strait Islander peoples.

Understanding our histories and cultures has been the key core value in creating the RAP.

I see this exemplified by Queensland Cricket's commitment to provide opportunities for the managers and other key leadership staff to participate in cultural training. As Co-Chair of the Queensland Cricket First Nations Advisory Committee, alongside QC CEO Terry Svenson, I am confident that the Reconciliation Action Plan can reach all levels of our community. Queensland Cricket has displayed a real commitment to improving the way they engage with Aboriginal and Torres Strait Islander peoples. The committee commends them on developing this first RAP and looks forward to working with them on the implementation phase of the project and delivering on the important actions contained within

this document.

Sport has the power to heal and strengthen communities, and our message of reconciliation can reach and resonate with many people. We aspire to create a future for Aboriginal and Torres Strait Islander men and women in Queensland where Queensland Cricket can create binding ties between First Nations people and non-Indigenous peoples and inspire a shared love of the game.

Queensland Cricket exists to promote and grow cricket, ensuring all Queenslanders can play, participate, and enjoy the game.

As of 30th November 2022, Queensland Cricket employed more than 100 employees. It also utilises the services of casuals and contractors during peak periods of activity. There are more than 40 Bulls, Fire, and Heat contracted players. There are two known Aboriginal and/or Torres Strait Islander people employed by Queensland Cricket and others who do not currently self-identify. Queensland Cricket's reach is predominantly the State

of Queensland. However, its

status as one of the member organisations that make up Cricket Australia means it can, and does, have national and global influence. As the peak administrative body for cricket in the State, Queensland Cricket has a strong and established network of partnerships, both in the private and public sectors. We work closely with Local Government and the Queensland Government to assist with the delivery of suitable infrastructure and community engagement. We also partner with individual Local Government bodies to deliver international and domestic cricket games and

events to regional centres.

Queensland Cricket has agreements with national and international businesses in the areas of sponsorship and commercial arrangements, which encompass elite and community cricket. Within Queensland, the organisation has its headquarters in Brisbane and maintains permanent offices on the Gold Coast and Sunshine Coast and in Ipswich, Toowoomba, Bundaberg, Rockhampton, Mackay, Townsville and Cairns. Staff from Brisbane and the regional centres operate throughout Queensland.

## OUR BUSINESS





# QUEENSLAND CRICKET AND FIRST NATIONS TIMELINE

Please note: Aboriginal and Torres Strait Islander readers are warned that the following section may contain images of deceased persons.

## THERE IS A LONG HISTORY OF CRICKET ENGAGEMENT WITH ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES IN QUEENSLAND, ALTHOUGH IT HAS LARGELY BEEN BASED AROUND THE SUCCESS OF INDIVIDUALS.

According to research in the 1990s by the late Professor Colin Tatz for the Oxford Companion to Australian Cricket, among the small number of male players to play first-class cricket in Australia were four First Nations cricketers from Queensland. Initially the four Queenslanders to achieve this were Albert ("Alec") Henry (1901-02 to 1904-05), Eddie Gilbert (1930-31 to 1935-36), Ian King (1969-70) and Michael Mainhardt (1980-81 and 1982-83).

Queenslanders Sean Appoo and Joe Marsh. Marsh, originally from Toowoomba, was judged Player of the Tour and went onto play, coach and manage Queensland teams at the Imparja Cup. He also worked for Queensland Cricket for more than a decade in game development. They were followed by Daniel Payne, who played ten first-class and nine List A matches for Queensland between 2001 and 2003 and played for an Australian Indigenous team in 2004.

In 1988, an Australian Aboriginal and Torres Strait Islander team toured England as part of the 120th anniversary celebrations to acknowledge the famous 1868 Aboriginal tour of England, the first Australian sporting team to represent Australia overseas. Included in the touring team was Mainhardt, and young

The next Aboriginal and Torres Strait Islander player to come onto the radar was Brendan Doggett, who was named the Lord's Taverners Indigenous Cricketer of the Year in 2016. Originally from Toowoomba, his First Peoples heritage links him to the Worimi people from the Port Stephens area of NSW. Doggett made his Sheffield Shield debut against Victoria in October 2017 and was part of the landmark Aboriginal & Torres Strait XI tour of the UK in June 2018. He was a member of the 2018 Australian squad that toured to the UAE to play Pakistan but did not play a match on that tour. He was a stand-by player for the 2022 tour of Pakistan.

Another noteworthy Aboriginal and Torres Strait Islander cricketer is Worrin Williams from the Mununjali clan of the Yugambeh people. In 2007, the pace bowler was awarded a Queensland Bulls rookie contract, a position he held for two seasons. He went on to play overseas as well as having a decorated career at Premier Cricket level and with Queensland and Australian Indigenous teams. He has since moved

into the coaching sphere. Worrin's father Ted has been a leading figure in the Queensland cricket scorers' community. He has held voluntary administrative roles with the Queensland Cricket Scorers' Association and in his chosen area of expertise, has scored at club, domestic and international level.

Queensland also featured several First Nations women's cricket pioneers over the years, with female representation in State teams exceeding that of their male counterparts.

Cousins Edna Crouch (nee Newfong) and Mabel Campbell came from Minjerribah (North Stradbroke Island) and the Quandamooka duo played in the Queensland women's team that took on the touring England women's team in 1934-35. Campbell, who played between 1934 and 1936, was a skillful batter while Crouch, who played between 1934 and 1938, was a spin bowler. Campbell and Crouch were both made members of the Aboriginal and Torres Strait Islander Sports Hall of Fame.

Edna Crouch's niece, Thelma Crouch, represented an Australian Women's Youth team against England in 1940 and played for Queensland between 1948-49 and 1953-54. Another noteworthy female player from

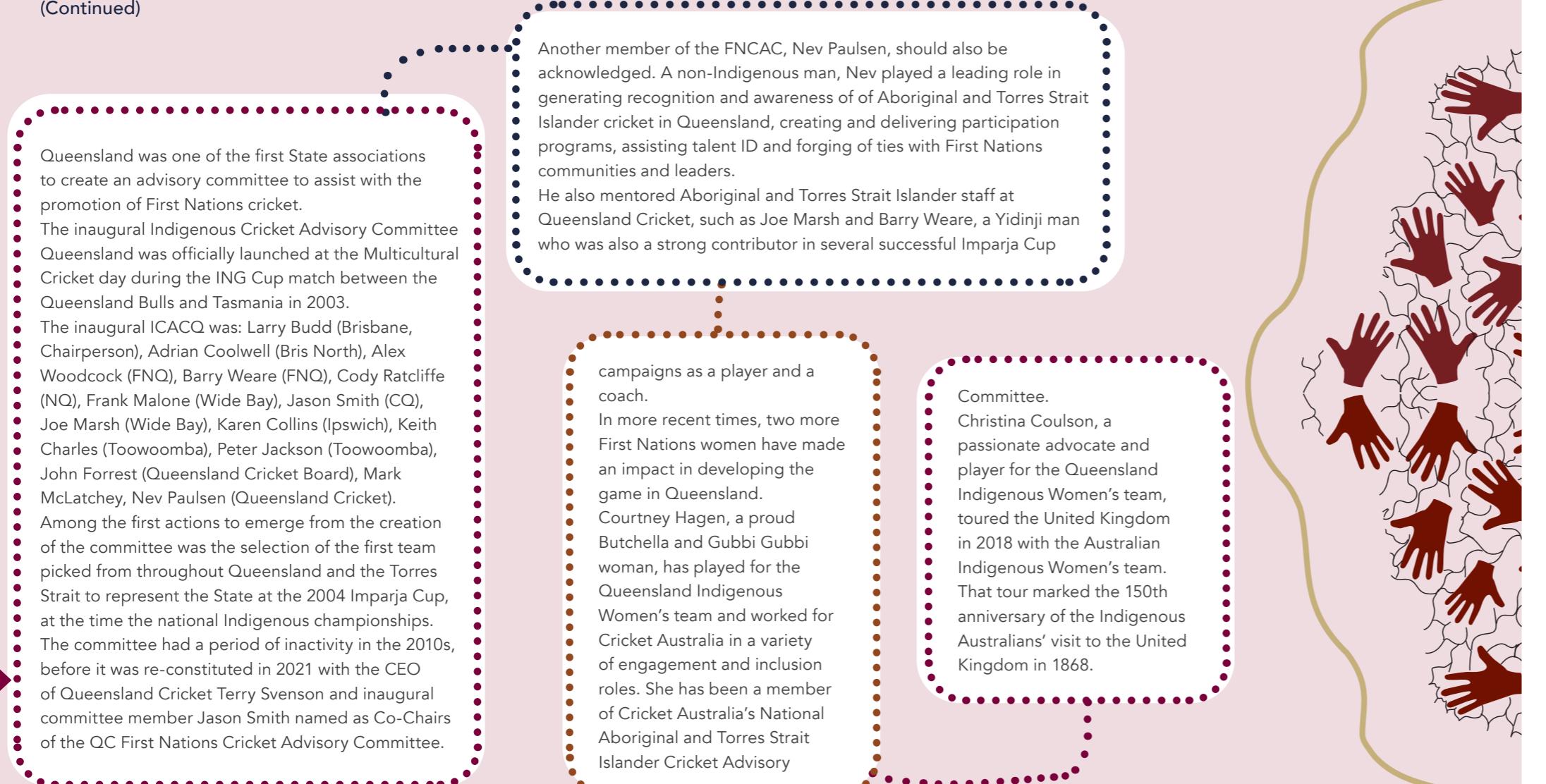
Strait Islander women - Debbie Walford, Denise Marsh (a sister of Joe Marsh), and Pat Fraser - represented Queensland, with Walford also playing for NSW during her career.

More recently, Mikayla Hinkley has become a trailblazer for a new generation. Born and raised in Penrith NSW, her journey of personal discovery saw her embrace her ties through her mother's family to the Kunja people in western Queensland, with their traditional lands centered around Cunnamulla and Charleville. The Queensland Fire Player of the Year in 2021-22, Hinkley was heavily involved in the design of the First Nations playing strip worn by the Brisbane Heat in the WBBL and BBL in 2021-22 for their competition's respective Indigenous rounds. While the focus has been on playing performances, some key individuals have also played a significant role in other areas of cricket in Queensland.

Timeline continued on the following page

## QUEENSLAND CRICKET AND INDIGENOUS AUSTRALIA TIMELINE

(Continued)



## NOTED QUEENSLAND ABORIGINAL AND TORRES STRAIT ISLANDER CRICKETERS

**'Alec' Henry** was a fast bowler who lived on the Deebing Creek Reserve near Ipswich and was the first Aboriginal cricketer to play first class cricket in Australia. The Lowood-born Henry is thought to have been a member of either the Jagera or Yugembah peoples. He played seven games for Queensland, despite a short four or five pace run-up. Gilbert played 23 first class games between 1930-31 and 1935-36 in a career interrupted by injury and a leprosy outbreak at Cherbourg that saw him miss the entire 1933-34 season. Gilbert's most famous moment came when he had Don Bradman caught behind for a fifth-ball duck in 1931, a spell of bowling that 'The Don' later classed as the fastest he had ever faced. Gilbert was no-balled by umpire A.N. Barlow in a match in Melbourne in 1931 for a suspect bowling action and had to battle suspicions about his bowling for the rest of his career, which saw him take 87 wickets at 28.97, including six five-wicket hauls. Sadly, Gilbert faced

many personal struggles in his life after cricket and up until his death in 1978. For more on his history, please see the accompanying case study.

**Michael Mainhardt** was also a fast-medium bowler who enjoyed a distinguished career with Norths in the Brisbane Grade competition between 1978-79 and 1990-91, taking more than 300 wickets. Descended from the Goongari/Kybal people and South Seas Islanders (Kanakas) who were brought to Queensland to work in the cane fields during the 1800s, he played three first class games between 1980-81 and 1982-83 and three domestic one-day games between 1982-83 and 1986-87. He toured England with the 1988 Aboriginal Cricket team. He has continued to be involved with Queensland Premier club Norths District Cricket Club and has taken a leading role in coaching and developing players for the Queensland Aboriginal and Torres

Strait Islander teams that have participated in the Imparja Cup and National Indigenous Championships.

**Brendan Doggett** emerged from Toowoomba where he and his older brother Sam were selected as fast bowlers in Queensland Indigenous playing and training squads from 2014 and 2015. He was selected as a community cricket rookie for the Brisbane Heat in 2014 where he worked alongside another noted Australian First Nations player Dan Christian. Doggett went on to play First Class and List A cricket for Queensland and South Australia and in the BBL for the Brisbane Heat and Sydney Thunder.

**Mikayla Hinkley** moved to Queensland in 2019 and has developed into a key member of the Queensland Fire and WBBL Brisbane Heat, please see accompanying case study.



## QUEENSLAND CRICKET CASE STUDIES

### EDDIE GILBERT

Eddie Gilbert was a right-arm fast bowler who came to the attention of the Queensland Cricket Association while living at the Cherbourg Aboriginal Settlement.

He was born in either 1905 or 1906 at Durundur reserve near Woodford in south-eastern Queensland. His birth was not registered, and his parents are unknown but came from North Queensland.

While still an infant Eddie and his brother were separated from their parents when Durundur was abolished. He was incarcerated in the children's dormitory on Barambah (later Cherbourg) reserve near Murgon, and culturally safe care and learning was replaced by Western primary schooling to grade four.

Gilbert was then contracted out by the reserve superintendent as an unskilled labourer in seasonal occupations.

He is likely to have begun playing cricket during 1917, under the inspiration of Jack Daylight, when the Barambah Aboriginal cricket club was formed.

In 1930 he came to Brisbane for trials, having gained permission to travel from the Aboriginal Protector. He was selected for Queensland Colts and then made his first-class debut against South Australia in Brisbane.

A bowler capable of extreme pace, despite a short four or five pace run-up, Gilbert played 23 games 1930-31 and 1935-36 in a career interrupted by injury and a leprosy outbreak at Cherbourg that saw him miss the entire 1933-34 season.

Gilbert's most famous moment came when he had Don Bradman caught behind for a fifth-ball duck in 1931, a spell of bowling that 'The Don' later classed as the fastest he had ever faced.

Gilbert was also thrust into the periphery of arguably the most divisive Test series in history, the 1932-33 Bodyline Ashes tour. He caused England's captain Douglas Jardine no end of trouble with his pace in Queensland's match against the tourists at the Gabba during the summer.

So much so that he was invited to bowl in the nets with the Australian team before the Bodyline Test at the Gabba and had been listed by the Australian Cricket Board amongst the Test possibilities.

Gilbert had been no-balled by umpire A.N. Barlow in a match in Melbourne in 1931 for a suspect bowling action and had to battle suspicions about his bowling for the rest of his first class career, which saw him take 87 wickets at 28.97, including six five-wicket hauls.

The end of his career highlighted the inequities that existed for him as a player, with the QCA writing to the Protector of Aboriginals and asking for the playing whites that he had received during his playing days to be 'laundered and returned to QCA'. His family recalled that once he had returned to Cherbourg, he would travel through the district to places like Wondai, Bundaberg and Maryborough to work on cattle stations, peanut picking, ringbarking. And yes, to play cricket.

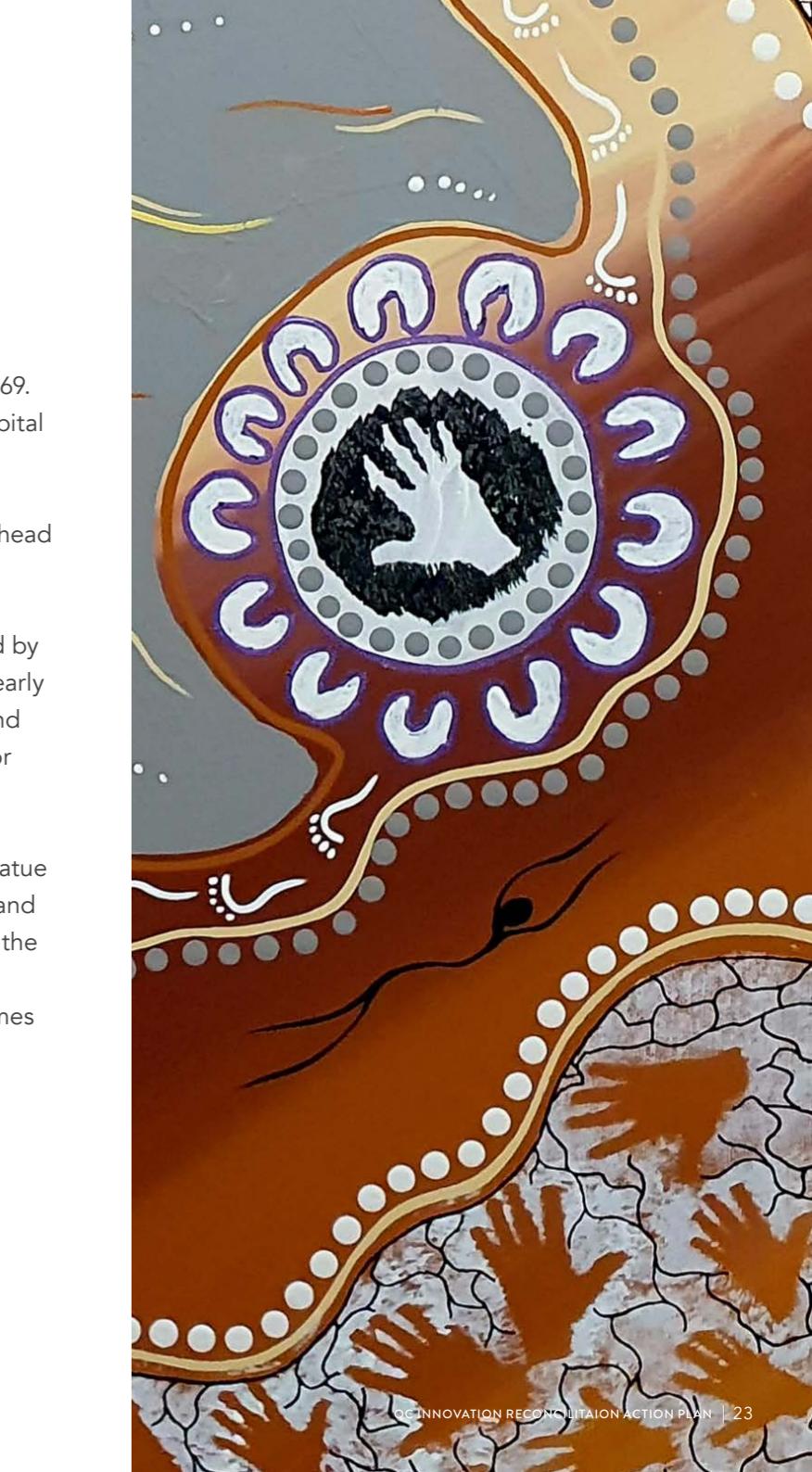
He experienced a difficult time post-cricket and gradually faded from mainstream memory. For a time, it was even assumed by the non-Indigenous community that he had died, before the noted English cricket writer David Frith revealed to the cricketing world that he was alive and in care at the Wolston Park Hospital during the 1970s (where he had been regularly visited by family over the years).

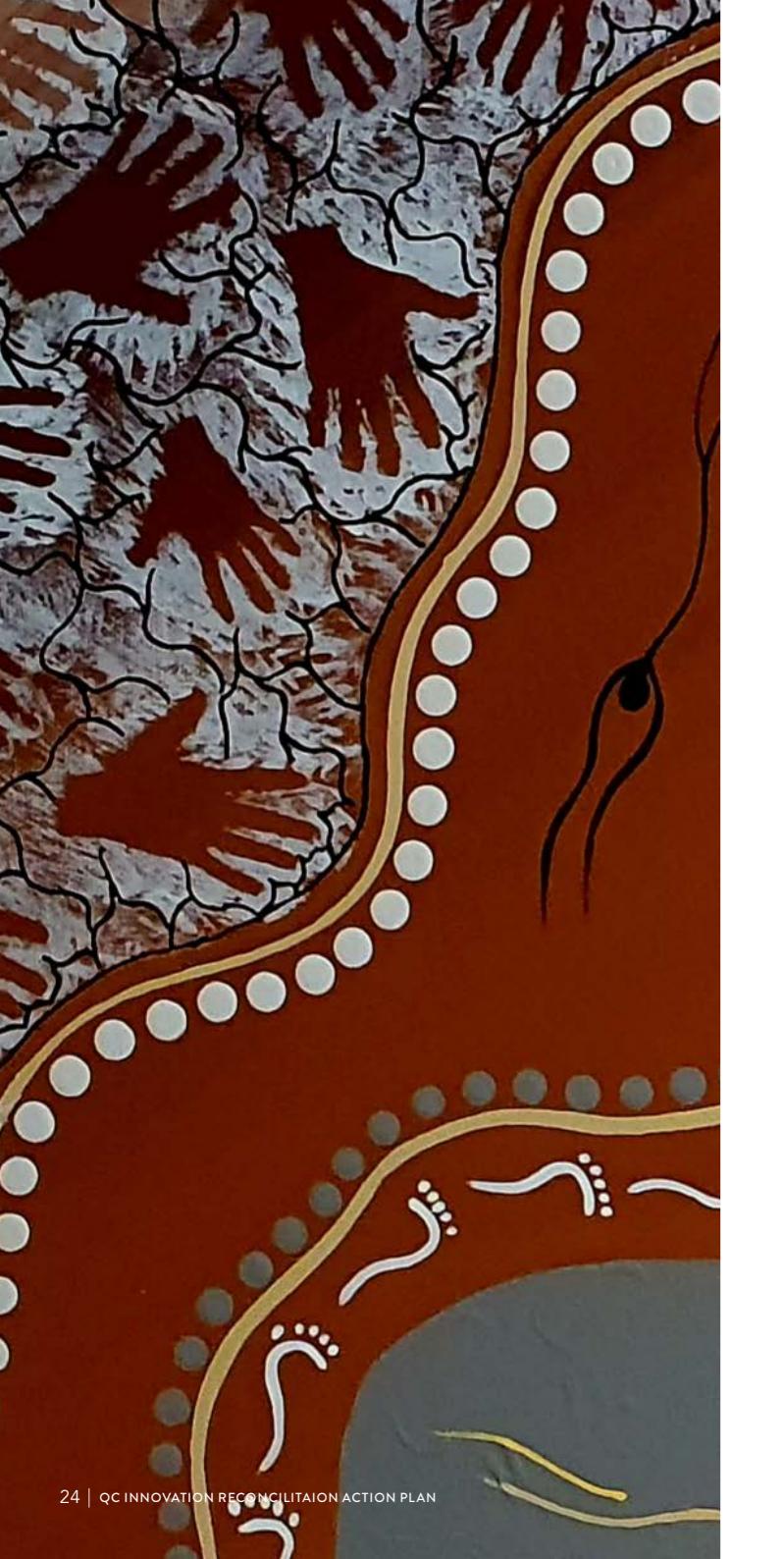
He passed away there on 9 January, 1978, aged 69. The main sporting field at the Wolston Park Hospital complex was named the Eddie Gilbert Memorial Oval in 2014.

The memory of Eddie Gilbert was used to spearhead a campaign to develop other cricketers in First Nations communities throughout Queensland. The Eddie Gilbert Cricket Program was launched by Queensland Cricket and the State Government early in 1998 at Woorabinda in Central Queensland and included coaching and development activities for adults and children.

It continues to the present day. In 2007, Queensland Cricket erected a bronze statue of Eddie Gilbert overlooking Allan Border Field and members of his family and community attended the dedication ceremony.

His son Eddie Barney was a Commonwealth Games representative in boxing while current Brisbane Broncos and Queensland State of Origin player Selwyn Cobbo is his great, great grandson.





## QUEENSLAND CRICKET CASE STUDIES MIKAYLA HINKLEY

When Mikayla Hinkley was named the 2021-22 Queensland Fire Player of the Year in April 2022, it capped off a high-profile season that included outstanding highlights on and off the field, as well as completing an important personal journey. As the first Aboriginal and Torres Strait Islander player to win this award, it highlighted the value of her cricketing skills to the teams for which she plays.

The Penrith-born and raised athlete had relocated to Queensland in May 2019, seeking cricketing opportunities and to learn more about the First Peoples heritage she first learned of as a teenager. It has seen her embrace her ties through her mother's family and the Kunja people in western Queensland, with their traditional lands centred around Cunnamulla and Charleville.

As a contracted player with the Queensland Fire and WBBL Brisbane Heat, she has taken on responsibility to educate her fellow players, as well as Queensland Cricket staff, about inclusivity and cricket's commitment to reconciliation through her culture and the sport she loves.

She played a significant role in developing the inaugural Indigenous playing shirt worn in the respective First Nations Rounds in the WBBL and BBL competitions in 2021-22. Along with local First Peoples artist and Mandandanji woman 'Auntie' Delly McDonald, the Heat playing shirts were visible, insightful, and highly praised for their meaningful story-telling and vivid imagery.

Playing shirts from each team were auctioned off during the season, with funds raised going to the Queensland Cricket Foundation, which has a focus on supporting Aboriginal and Torres Strait Islander health and well-being as one of its key pillars. Hinkley's efforts on field have risen sharply since moving to Queensland. She produced a key innings in the Final of the 2019-20 Women's National Cricket League to help the Fire win their first-ever Ruth Preddy Cup as national champions.

In the WBBL, she continues to develop as a reliable and effective finisher for the Heat, as well as one of their best fielders.

In the 2021-22 summer, her one-day batting reached new heights and she was the Fire's leading

runs-scorer with 319 runs at 53.16. That return included her maiden WNCL century, a superb 121 not out against WA where she was the only Fire batter to go past 20 runs, as Queensland chased down 208.

She has been an active contributor in the development of the RAP and will continue to provide advice and counsel as a playing representative on the First Nations Advisory Committee.





# OUR RECONCILIATION ACTION PLAN



## OUR RECONCILIATION ACTION PLAN

Queensland Cricket (QC) is actively working to increase the participation of Aboriginal and Torres Strait Islander people at all levels of the sport as well as the cultural competency of its staff to create an environment where First Nations people are welcome and supported to be in.

This is aided by QC having been and currently being represented by Aboriginal and Torres Strait Islander people in the elite levels of cricket.

On the ground, QC is delivering a range of Eddie Gilbert Talent ID and Woolworths Cricket Blast sessions targeting Aboriginal and Torres Strait Islander communities.

Now the organisation is working to identify opportunities to engage further with Aboriginal and Torres Strait Islander people and players to achieve their goal of 4.8% participation in Entry Level Programs. This is higher than the population demographic and affirms QC's desire to welcome Aboriginal and Torres Strait Islander people into the sport.

In recognition of QC's existing Reconciliation initiatives, we would like to strengthen our commitment through the implementation of an Innovate RAP. This has received widespread support through our First Nations people player group, employees and endorsement from our CEO and Chair.

### Alignment to Strategic Plan 2022 - 2025

Queensland Cricket's strategic plan is a comprehensive document outlining the future of the organisation. Key to this are the vision, purpose and values outlined above. Improved engagement with Aboriginal and Torres Strait Islander communities aligns with our pillars and will assist in meeting these aspirations.

Key strategic goals under these areas involve: Sustainable Participation growth, Better Teams, Players and Coaches, Entertainment, Organisational Capability, and Infrastructure & Facilities.

Genuine and positive engagement with Queensland's Aboriginal and Torres Strait Islander communities should feature within each of the outlined goals, they align with Reconciliation Action Plan targets and Queensland Cricket will be well placed to build on this into the First Nations community space.



GROW  
PARTICIPATION



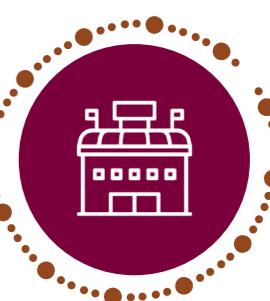
BETTER TEAMS,  
PLAYERS & COACHES



ENTERTAINMENT



ORGANISATIONAL  
CAPABILITY



INFRASTRUCTURE  
& FACILITIES





## RAP INVOLVEMENT OUR RAP WORKING GROUP (2023)

Chris Simpson  
Chair – Queensland Cricket Board  
  
Terry Svenson  
Chief Executive Officer  
  
Jason Smith  
First Nation's Cricket Advisory Committee Co-Chair  
  
Adrian Coolwell  
First Nation's Cricket Advisory Committee Member  
  
Liam Hibbert  
Chief Operating Officer

Jon Stimpson  
Head of Community Cricket  
  
Tylar Leask  
People & Culture Manager  
  
Kieren Gibbs  
Project Officer – First Nation's  
  
Stephen Gray  
Communications & Media Manager  
  
Bennett King  
General Manager – Elite Teams, Performance & Pathways  
  
John Butterworth  
Community Cricket Operations Manager

Geoff Teys  
General Manager – Government Relations, Infrastructure & Community Cricket  
  
Pete Lock  
General Manager – Marketing & Corporate Affairs  
  
Mikayla Hinkley  
Professional Cricketer & FNCAC Member  
  
John Butterworth  
Community Cricket Operations Manager

## INTERNAL RAP CHAMPIONS

Liam Hibbert  
Chief Operating Officer  
  
Geoff Teys  
General Manager – Government Relations, Infrastructure & Community Cricket

## ABORIGINAL AND TORRES STRAIT ISLANDER REPRESENTATION

Jason Smith      Adrian Coolwell      Mikayla Hinkley      Kieren Gibbs





## RELATIONSHIPS

Beginning QLD Cricket's RAP journey is a massive step in the right direction for our organisation. But with this, comes the opportunity to learn from our Aboriginal and Torres Strait Islander staff, players, participants, and stakeholders, and to develop meaningful relationships with them based on mutual respect.

It is a non-negotiable for QC to connect and develop our internal

capability through partnerships to progress our RAP year on year. Success in this space, would look like every QC staff member having the tools & awareness to drive participation & opportunities for Aboriginal & Torres Strait Islander participants, wherever they are in the state. Key relationships will include Deadly Choices, Southwest Indigenous Network, Murri School, and other associated agencies.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
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 develop guiding principles for future engagement.	June 2024	Lead Project Officer - First Nations Support Area Manager(s)
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2023	Lead First Nations Cricket Advisory Committee Support PAC Manager
	Facilitate quarterly First Nations Cricket Advisory Committee meetings (November, February, May & August	August & November 2023 February, May, August & November 2024 Feb & May 2025	Project Officer - First Nations
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's National Reconciliation Week (NRW) resources and reconciliation materials to our staff.	May 2024, May 2025	PAC Manager
	RAP Working Group members to participate in an external NRW event.	June 2023, June 2024	COO
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	June 2023, June 2024	COO
	Organise at least one NRW event each year.	May 2024, May 2025	Lead PAC Manager Support Project Officer – First Nations
	Register all our NRW events on Reconciliation Australia's NRW website.	May 2024, May 2025	PAC Manager

## FOCUS AREA

Having quality relationships with First Nations communities and partners will allow QLD Cricket to achieve more of our strategic objectives and encourage more Aboriginal and Torres Strait Islander Queenslanders to play cricket. Better relationships will lead to high quality staff from all backgrounds to be employees at QLD Cricket.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
3. Promote reconciliation through our sphere of influence.	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	December, 2023	PAC Manager & Project Officer - First Nations
	Communicate our commitment to reconciliation publicly.	May 2024, May 2025	GM – Marketing & Corporate Affairs
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	June 2023, June 2024	GM – Marketing & Corporate Affairs
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	December, 2024	COO
4. Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	December 2024	PAC Manager
	Develop, implement and communicate an anti-discrimination policy for our organisation.	December 2024	PAC Manager
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	December 2024	PAC Manager
	Educate senior leaders on the effects of racism.	December 2024	COO

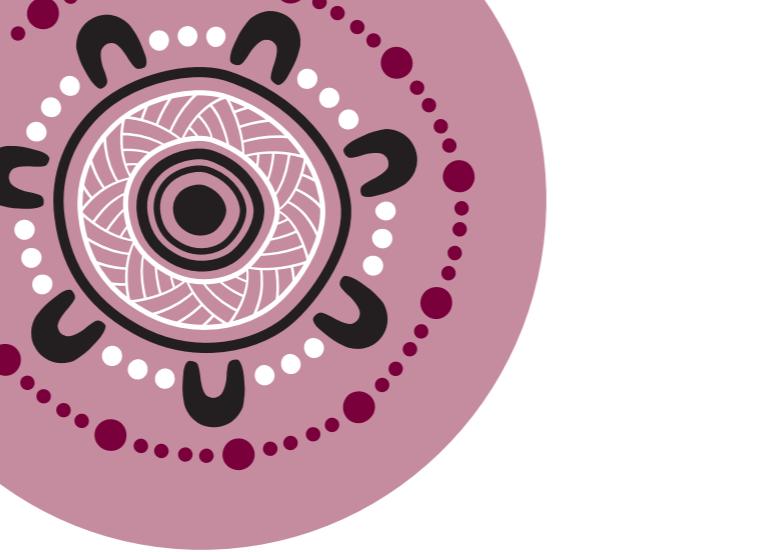


## RESPECT

Queensland Cricket has a rich history and connection to Aboriginal and Torres Strait Islander culture. With many players coming through the cricket pathway, it is a necessity to build more cultural awareness in our organisation, to ensure a stronger understanding, better appreciation and the opportunity

to celebrate Aboriginal & Torres Strait Islander culture. We should learn from our past and own our history in this space, to allow our organisation to begin the Reconciliation process. By doing this, our actions will be meaningful, purpose driven, and long-lasting. It will not be tokenistic.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5. 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.	December 2024	PAC Manager
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	June 2024	Project Officer - First Nations
	Develop, implement and communicate a cultural learning strategy for our staff.	December 2024	PAC Manager
	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	December 2024	PAC Manager
	Embed Aboriginal and Torres Strait Islander cultural awareness into onboarding training for all new staff.	December 2023	PAC Manager
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	June 2024	Project Officer - First Nations
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	June 2024	PAC Manager
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	January 2024	GM - Marketing
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	June 2023	COO
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	June 2023	COO



## FOCUS AREA

Showing Respect in First Nations communities will allow QC to achieve our strategic pillar of Organisational Capability through a better-connected workforce.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in an external NAIDOC Week event.	July 2023	Project Officer - First Nations
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	December 2023	PAC Manager
	Promote and encourage participation in external NAIDOC events to all staff.	July 2023	COO
8. Communicate internal activities through QC member base	Ensure QLD Premier Cricket competitions has each club participating in Reconciliation Round	April 2024	Head of Premier Cricket, Integrity & Projects
	Communicate Reconciliation Round to communities prior, to allow the opportunity for clubs & associations to also partake	April 2024	Project Officer - First Nations
9. Increase visibility and respect for Aboriginal and Torres Strait Islander cultures and histories at QC.	Engage with an Aboriginal and/or Torres Strait Islander artist to create an artwork mural piece to be displayed in the café courtyard to foster cultural awareness, community and acknowledgement.	November 2023	COO
	Engage local artists to create artwork to align with QLD's full scope of Aboriginal and Torres Strait Islander artwork	December 2023	Lead Project Officer - First Nations Support Brand & Content Manager
	Investigate and implement opportunities to incorporate cultural elements into QC everyday business initiatives and/or projects. This may look like First Nations artwork in QC uniforms, or training initiatives.	December 2023	COO

## OPPORTUNITIES

Cricket is historically a game that brings communities from different backgrounds together. It is our vehicle to drive reconciliation. In this light, it is vital that we use the game of cricket to create more opportunities for Aboriginal and Torres Strait Islander peoples. This will be through playing,

officiation, educating & opportunities for a meaningful career in cricket. It is QLD Cricket's challenge, to ensure opportunities all over QLD, regardless of the barrier that may be faced. This could include travel, infrastructure and resources.

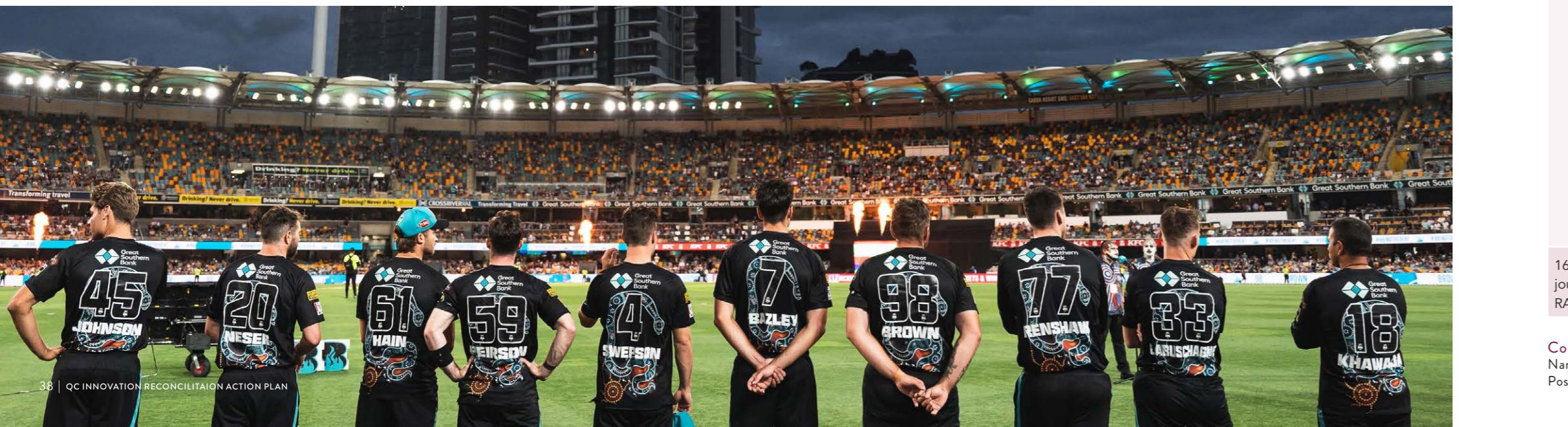
## FOCUS AREA

Creating more opportunities for First Nations communities will allow QC to grow participation in the communities while also engage more First Nations people with employment opportunities at QLD Cricket. This will allow QC to achieve our strategic objectives in all communities.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	December 2023	PAC Manager
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	December 2023	PAC Manager
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	June 2024	PAC Manager
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	July 2023	PAC Manager
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	June 2024	PAC Manager
	Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	December 2024	PAC Manager

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	June 2024	COO
	Investigate Supply Nation membership.	June 2024	COO
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	June 2024	COO
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	June 2024	COO
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	June 2024	GM – Sales & Partnerships
	Deliver 20 x First Nations Woolworths Cricket Blast (WWCB) programs across the state.	June 2024	GM – Community Cricket
12. Increase opportunities for Aboriginal and Torres Strait Islanders to participate in cricket.	Develop a formal mentoring program designed to support young Aboriginal and Torres Strait Islander peoples in the talent pathway.	June 2024	Project Officer – First Nations
	Deliver a minimum of 1 x Eddie Gilbert Talent Identification (TID) session per cricket region.	June 2024	GM – Community Cricket
	Create and communicate a QLD Aboriginal and Torres Strait Islander cricket pathways document.	December 2023	Project Officer - First Nations
	Ensure the Mens & Women's Aboriginal & Torres Strait Islander coaches are both from a First Nation's background and provide relevant accreditation training to these coaches.	June 2024	Project Officer - First Nations
	Allocate QC Foundation funds raised through specific initiatives or donated through the Australian Sports Foundation (ASF) towards the Indigenous Health & Well-being pillar.	July 2024	Project Officer - First Nations
	Develop a QLD Aboriginal and Torres Strait Islander cricket scholarship program to be awarded to one male and one female athlete.	June 2024	General Manager – High Performance
13. Support the delivery of Indigenous competitions and national representation.	Support the delivery of 4 senior Indigenous competitions across the state	April 2024, October 2025	Lead Project Officer - First Nations Support Area Managers
	Support the delivery of a men's & women's QLD team to participate in the National Indigenous Cricket Championships	June 2024	Lead Project Officer - First Nations, Support Pathways Coordinator

# GOVERNANCE



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
13. Maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	December 2024	COO
	Establish and apply a Terms of Reference for the RWG.	December 2023	Chair & Secretary RWG
	Meet at least four times per year to drive and monitor RAP implementation.	July & October 2023, January, April, July & October 2024, January & April 2025	Chair & Secretary RWG
14. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	October 2023	CEO
	Engage QC senior leaders and staff from all Departments in the delivery of RAP commitments.	June 2023	CEO & Chair RWG
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	June 2023	Chair & Secretary RWG
	Appoint and maintain an internal RAP Champion from senior management.	June 2023	CEO

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
	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, annually	Chair & Secretary RWG
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August, annually	Chair & Secretary RWG
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, annually	Chair & Secretary RWG
	Complete quarterly reviews of RAP actions / deliverables & report to RWG.	September & December 2023, March, June, September & December 2024, March & June 2025	PAC Manager & Project Officer - First Nations
	Create a review process around current participation offerings, to educate program delivery in year 2 of our RAP.	June 2024	Project Officer - First Nations
	Report RAP progress to all staff and senior leaders quarterly.	August 2023, February, May, August & November 2024, February & May 2025	Chair & Secretary RWG
	Publicly report our RAP achievements, challenges and learnings, annually.	December 2023, December 2024	GM - Marketing
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	March 2024	COO
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	December 2024	Chair & Secretary RWG
16. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP	January 2024	PAC Manager

## Contact Details

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