

# First Nations Strategic Plan

2023-2026



# TABLE OF CONTENTS

<b>CEO Statement .....</b>	<b>3</b>
<b>Our Location .....</b>	<b>4</b>
<b>Our First Nations Plan.....</b>	<b>4</b>
<b>The VIS Motto .....</b>	<b>5</b>
<b>Our Vision and Mission .....</b>	<b>5</b>
<b>Our Working Group .....</b>	<b>5</b>
<b>VIS First Nations History .....</b>	<b>6</b>
<b>Our Guiding Principles.....</b>	<b>6</b>
Relationships .....	7
Respect .....	9
Opportunities .....	11
Governance.....	12

# CEO STATEMENT

The Victorian Institute of Sport (VIS) has taken an important step in its journey of Reconciliation, with the creation of this First Nations Strategic Plan.

The VIS acknowledges the unique and powerful contribution First Nations people have made to the high-performance sport environment and we are committed to creating change and ensuring that Aboriginal and Torres Strait Islander athletes and staff are recognised, respected and celebrated throughout the whole Institute.

By accurately reflecting and implementing our principles of reconciliation we commit to continually learning and understanding the incredible depths of knowledge, cultural and connection to Country that First Nations people have as the oldest continuous living culture on Earth.

Through our working group, the VIS will continue to ensure the organisation is a

safe, inclusive and nurturing environment where athletes and staff continue to thrive, now and into the future. We are taking the whole organisation on the journey to understand and value the importance of reconciliation and embed respect for First Nations peoples and their traditions in our operations.

The VIS is committed to playing our role as leaders in high performance sport in Victoria in supporting reconciliation and the Uluru Statement of the Heart. We look forward to learning through the process and experience and implementing the actions.

Nicole Livingstone OAM

*Nicole Livingstone*





# OUR LOCATION

Lakeside Stadium sits on the lands of the Bunurong People of the Kulin nation.

The Bunurong People are the Indigenous People from south-eastern Victoria. Their traditional land extends from the Werribee River in the northwest, down to Wilson's Promontory in the southeast, taking the catchments of the old Carrum swamp, Westernport Bay and the Tarwin River, and including the Mornington Peninsula, Phillip Island and French Island.

Bunurong People are part of a language group or nation known as Kulin. Their cultural, ceremonial and spiritual life was shaped by the seasons through the availability of their natural resources. Through thousands of years of observation, Bunurong People were able to predict the availability of their season's resources by certain change in plant growth and animal behaviour. Bunurong People played an active and important role in the protection and preservation of the land and environment surrounding Lakeside Stadium and on which we enjoy today.

We also acknowledge that our sport and athlete daily training environments take place on lands throughout wider Melbourne and Victoria.

# OUR FIRST NATIONS PLAN

The Victorian Institute of Sport First Nations Plan vision is to create an environment where Aboriginal and Torres Strait Islander athletes and staff will continue to thrive. We are committed to ensuring that Aboriginal and Torres Strait Islander athletes are recognised, respected and celebrated throughout the VIS to inspire other athletes to achieve national and international sporting success.

The VIS recognises the role that sport plays in connecting people in the field of play and outside it and aims to inspire the whole Victorian community to be proud of our success. Sport is a shared passion of many Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians.

The VIS are committed to creating change in our lives through the benefits of sport and we believe that for Aboriginal and Torres Strait Islander athletes, staff, Board and partners this can lead to an impactful change within communities.





## ***Success in sport and life***

### THE VIS MOTTO

The VIS strives to support and celebrate the achievements and triumphs of Aboriginal and Torres Strait Islander peoples in sport and life.

## OUR VISION AND MISSION

The VIS mission is to provide leadership to enable talented Victorian athletes to excel in sport and life.

To provide positive leadership, we must aim to create an inclusive and nurturing environment that is socially and culturally safe and accessible for Aboriginal and Torres Strait Islander and non-Indigenous Australians, now and into the future.

## OUR WORKING GROUP

The VIS is proud to have Aboriginal and Torres Strait Islander peoples leading the organisation, as part of our First Nations Strategic Plan and historically within our high achieving athlete cohort.

# VIS FIRST NATIONS HISTORY

We are proud of the history of Aboriginal and Torres Strait Islander athletes who have achieved great success and represented Australia at several Olympic Games. These athletes include Catherine Freeman OAM, of Kuku Yalanji heritage, who competed at the 1992, 1996 (silver medal) and 2000 Olympic Games (gold medal) in her main event in the 400m; Kyle Vander Kuyp, of the Worimi and Yuin tribe, competed in the 1996 and 2000 Olympic Games in the 110m hurdles; Benn Harradine, of the Wotjobaluk tribe in the Wimmera district of Victoria and competed at three consecutive Olympic Games (2008, 2012, 2016) in discus. and more recently Marissa Williamson Pohlman, of the Ngarrindjeri tribe raised on Wadawurrung Country in Victoria, became the first indigenous Australian female boxer to fight at the Olympics (2024).

There are likely to be more Aboriginal and Torres Strait Islander VIS athletes, however, detailed records have not previously been kept. The VIS will undertake to record this information in the future as part of our First Nations Strategic Plan.

## OUR GUIDING PRINCIPLES



### Relationships

The Victorian Institute of Sport are committed to strengthening our relationships within Aboriginal and Torres Strait Islander communities throughout Victoria. We will use this First Nations Plan to investigate and commit to a fulfilling relationship.



### Respect

The Victorian Institute of Sport will continue to respect Traditional Owners throughout the whole of Victoria and through this First Nations plan are committing to pay respects to each of these regions on which we work and play sport.



### Opportunities

The Victorian Institute of Sport are committed to providing positive leadership, we will aim to create an inclusive and nurturing environment that is socially and culturally safe and accessible for Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians, now and into the future.



### Governance

The Victorian Institute of Sport are committed to providing oversight of the importance of the implementation of our First Nations plan through leadership and governance at all levels of the organisation.

# RELATIONSHIPS

The Victorian Institute of Sport are committed to strengthening our relationships within Aboriginal and Torres Strait Islander communities throughout Victoria. We will use this First Nations Plan to investigate and commit to a fulfilling relationship.



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within Melbourne (Naarm) and the great regions of Victoria of our program areas or sphere of influence.	January 2024	General Manager, Physical Preparation
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	December 2023	Our Connection to Country Officer
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate and promote NRW resources and reconciliation materials to our staff.	May 2024	Public Affairs & Marketing Manager
	First Nations Working Group members to participate in an external NRW event.	27 May- 3 June, 2024	Public Affairs & Marketing Manager
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June, 2024	CEO

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
3. Promote reconciliation commitment through our sphere of influence.	Recommunicate our commitment to reconciliation to all staff and publicly.	January 2024	CEO
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	February 2024	Commercial & Partnerships Manager
	Identify other First Nations Strategic Plans and other like-minded organisation that we could approach to collaborate with on our reconciliation journey.	February 2024	Commerical & Partnerships Manager
	Develop and implement strategies to engage our staff in First Nations Plans.	February 2024	Director People & Community
4. Educate and promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination including consultation with Aboriginal and Torres Strait Islander advisors.	March 2024	Director People & Community / Our Connection to Country Officer
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	December 2023	Director People & Community
	Educate VIS leaders on the effects of racism.	July 2024	Director People & Community, VIS Athlete



# RESPECT

The Victorian Institute of Sport will continue to respect Traditional Owners throughout the whole of Victoria and through this First Nations Strategic Plan are committing to pay respects to each of these regions on which we work and play sport.



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case and Cultural Awareness tool kit for increasing the understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights, including the lands and waters within our operational areas for use within the VIS.	April 2024	Director People & Community
	Conduct a review of cultural learning needs within our organisation.	December 2023	Director People & Community
	Allocate budget for each FY dedicated to whole organisation learning that support First Nations history and recognition of culturally significant days and occasions.	December 2023	Director People & Community
	Review our community programs through a cultural lens that ensures that all Aboriginal and Torres Strait Islander peoples that participate in the programs, either as activity providers (e.g., speakers) or participants, feel culturally and socially safe.	March 2024	Public Affairs & Marketing Manager
	Brainstorm ideas to include activities in our community programs that respect and celebrate Aboriginal and Torres Strait Islander peoples. Such as, the potential to implement 'Walking on Country' at the next VIS Open Day.	June 2024	Public Affairs & Marketing Manager

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
2. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	February 2024	VIS Athlete
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	February 2024	VIS Athlete
	Introduce a scripted Acknowledgement of Country for use in all VIS activities, whilst enabling flexibility for personal insights and commitment.	December 2023	CEO/Board Member
	Display a statement of Acknowledgement of Traditional Owners at the entrance to our facility, on our website and email signatures.	April 2024	Director People & Community
	Invite Traditional Owners to do a Welcome to Country at the commencement of the year or at significant events.	November 2023	Director People & Community
3. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information across all staff and athletes about the meaning of NAIDOC Week.	June 2024	Our Connection to Country Officer
	Introduce staff to NAIDOC Week by promoting external events in our local area.	First week in July 2024	Our Connection to Country Officer
	First Nations Working Group to participate in an external NAIDOC Week event.	First week in July 2024	General Manager Performance Services

# OPPORTUNITIES

The Victorian Institute of Sport are committed to providing positive leadership, we will aim to create an inclusive and nurturing environment that is socially and culturally safe and accessible for Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians, now and into the future.



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	March 2024	Director Corporate Services
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	October 2023	Director People & Community
	Actively promote through our advertising and recruitment our welcome of Aboriginal and Torres Strait Islander candidates.	December 2023	CEO/ Director People & Community
2. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	April 2024	Director Corporate Services
	Investigate Supply Nation member and Kinaway Victorian Chamber of Commerce membership.	October 2024	Director Corporate Services

# GOVERNANCE

The Victorian Institute of Sport are committed to providing oversight of the importance of the implementation of our First Nations Strategic Plan through leadership and governance at all levels of the organisation.



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Maintain an effective First Nations Strategic Plan Group to drive governance of the plan.	Retain our Working Group to govern our First Nations Strategic Plan implementation.	December 2023	CEO
	Retain Aboriginal and Torres Strait Islander representation on the First Nations Strategic Plan Working Group.	December 2023	CEO
	Review Terms of Reference for the Working Group.	November 2023	CEO, Director People & Community
	Establish cadence of working group meeting, documentation and action.	January 2024	Director People & Community

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
2. Provide appropriate support for effective implementation of RAP commitments.	Allocate staff time in workplans to enable First Nations Strategic Plan implementation.	February 2024	Director People & Community, all Working Group members
	Confirm CEO as the senior executive to champion our First Nations Strategic Plan internally.	December 2023	CEO
	Engage senior leaders in the delivery of First Nations Strategic commitments.	December 2023	CEO/Board
	Define appropriate resources, systems and capability to track, measure and report on First Nations Strategic Plan implementation and commitments.	December 2023	Director People & Community, Director Corporate Services
3. Build accountability and transparency through reporting First Nations Strategic Plan achievements, challenges and learnings both internally and externally.	Actively promote success stories of the First Nations Strategic Plan externally.	August 2024	Director People & Community
	Monitor implementation progress and report to Board and staff quarterly.	December 2023	CEO, Director People & Community / Our Connection to Country Officer