



# **MUWFC First Nations Education, Celebration and Action Plan**

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**JULY 2022**



## RESOURCES

MUWFC cannot have an officially registered Reconciliation Action Plan as we are a volunteer organisation. However the components of an action plan should be developed and integrated into our policies, processes and governance. Suggestions from the VIC Sport Action Plan and [Reconciliation.com.au](https://www.reconciliation.com.au) have been included for guidance.

Photo by Steven Mallia

Pictured Left to Right: Lorraine Jaffer, Aunty Katrina Amon, Madena Jaffer, Maurice Rioli



# STATEMENT

Melbourne University Women's Football Club acknowledges the Aboriginal and Torres Strait Islander peoples of this nation. We acknowledge the Traditional Custodians of the lands on which our club is located, The Wurundjeri people of the Kulin Nation, and where we play our game. We pay our respects to ancestors and Elders, past, present and emerging.

MUWFC is committed to honouring Australian Aboriginal and Torres Strait Islander peoples' unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to society.

# OUR VISION

In 2022 MUWFC will participate in its inaugural First Nation's Round. This will be the first year deliverable actions and commitments specific to Reconciliation are implemented into our club's policies.

We will engage First Nations peoples and organisations to provide the people in our communities with education and opportunities to understand and acknowledge the history, and celebrate the contributions of First Nations people to our club, our sport and our community.

This framework is a guide from 2022-2025 and we will review and build on our reconciliation strategies each year.



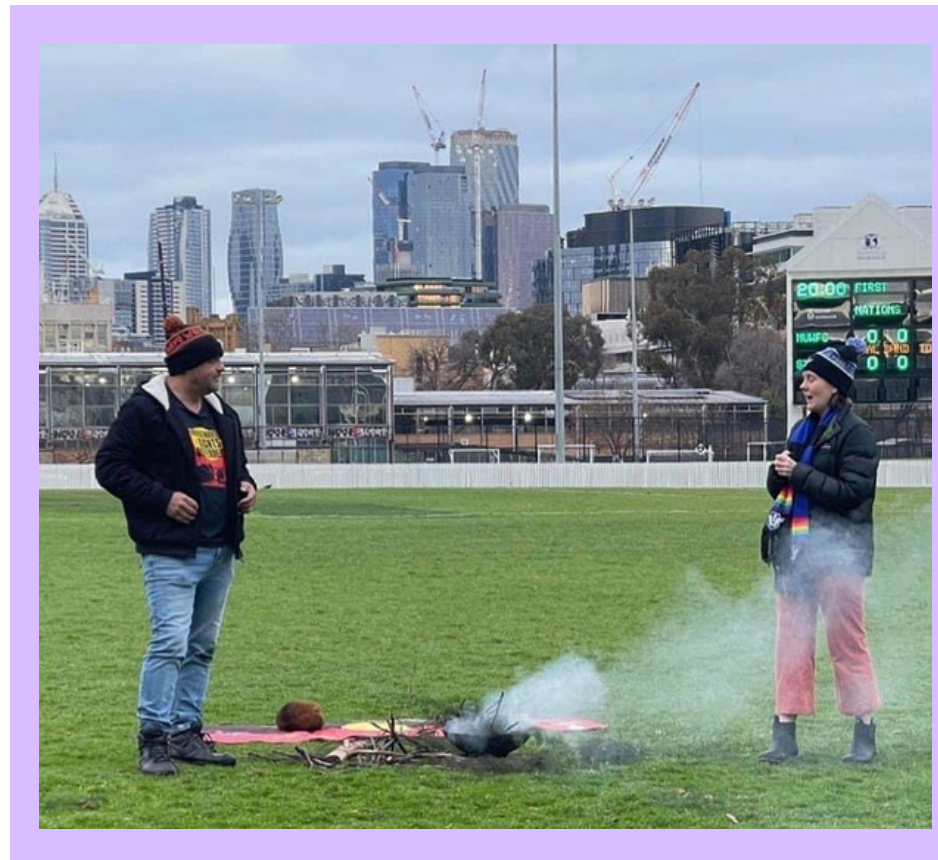
# MUWFC ACTION PLAN

1. A commitment to developing and maintaining strong relationships and partnerships with Aboriginal and Torres Strait Islander organisations and communities.
2. We acknowledge and understand the barriers for Aboriginal and Torres Strait Islander peoples participating in sport and recreation and commit to improving this for Aboriginal and Torres Strait Islander peoples.
3. Recognition of the impacts of colonisation on Aboriginal and Torres Strait Islander peoples.
4. Ensuring sport and recreation contributes to the healing and wellbeing of Aboriginal and Torres Strait Islander peoples.
5. Promoting the achievements of Aboriginal and Torres Strait Islander peoples in sport and recreation.

# WE WILL DO THIS THROUGH:



**RESPECT**



**RELATIONSHIPS**



**GOVERNANCE/  
REPORTING**

# RELATIONSHIPS

ACTION	DELIVERABLE
Establish Advisory Committee	<ul style="list-style-type: none"><li>- Establish advisory committee to ensure people with lived experience and professional insight are involved in the decision making process at the club</li></ul>
Promote reconciliation through our sphere of influence	<ul style="list-style-type: none"><li>- Implement strategies to engage our volunteers and staff in reconciliation</li><li>- Communicate our commitment to reconciliation publicly</li><li>- Develop a list of Aboriginal and/or Torres Strait Islander peoples, communities and organisations within our local area or sphere of influence that we could approach to connect with on our reconciliation journey</li></ul>



# RELATIONSHIPS

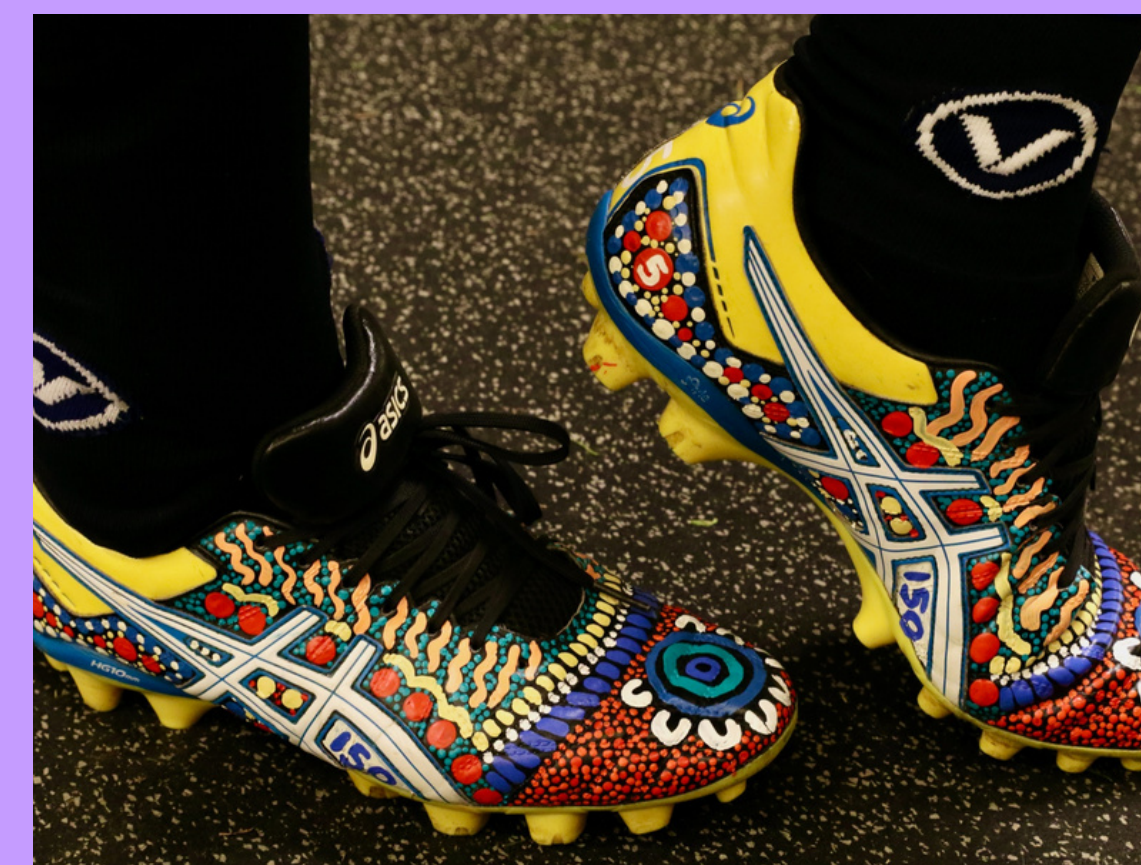
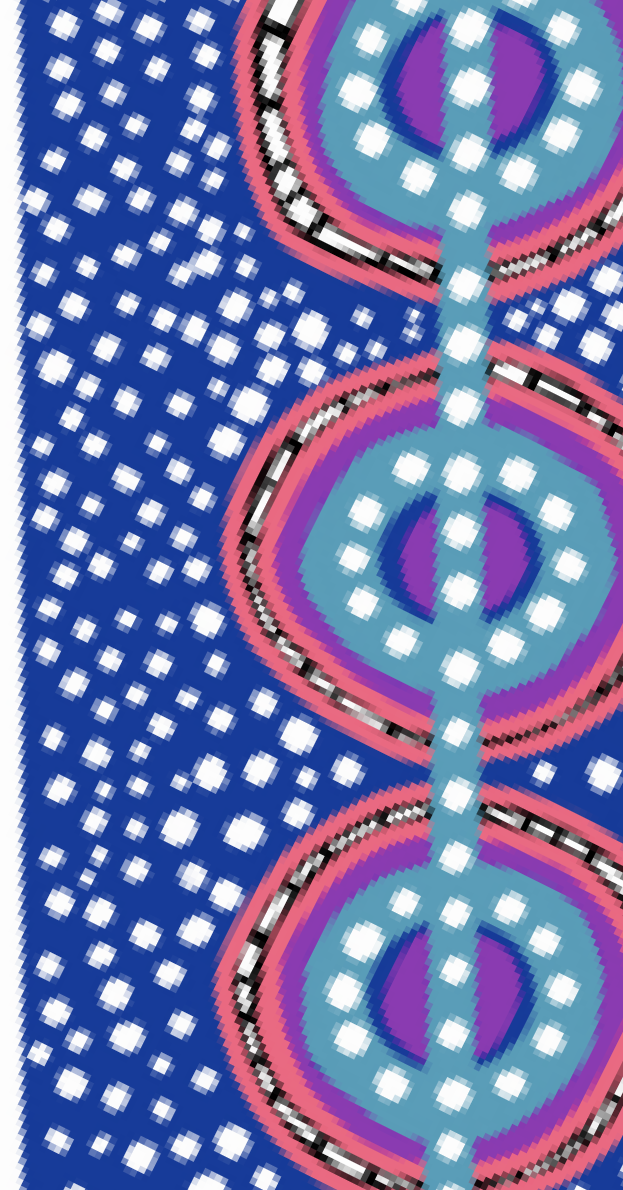
ACTION	DELIVERABLE
<p data-bbox="136 607 856 817">Celebrate and participate in National Reconciliation Week (NRW)</p>	<ul data-bbox="952 570 2345 780" style="list-style-type: none"><li>- Circulate Reconciliation Australia's NRW resources and reconciliation materials to our Club members and community</li></ul>
<p data-bbox="159 1033 839 1647">Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes</p>	<ul data-bbox="952 1033 2302 1647" style="list-style-type: none"><li>- Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement</li><li>- Commission a Club Member/s to design a jumper for our First Nation's Round</li><li>- Establish and build on relationship with Murrup Barak, the Melbourne Institute for Indigenous Development at the University of Melbourne</li></ul>





# RELATIONSHIPS

ACTION	DELIVERABLE
<p>Promote positive race relations through anti-discrimination strategies.</p>	<ul style="list-style-type: none"><li>- Conduct a review of our policies and procedures to identify existing anti-discrimination provisions, and future needs both within the club and VAFA</li><li>- Develop, implement and communicate an anti-discrimination policy for our club</li><li>- Establish an education platform/s, and/or session to educate club members on the effects of racism such as the “Racism. It stops with me campaign.”</li></ul>

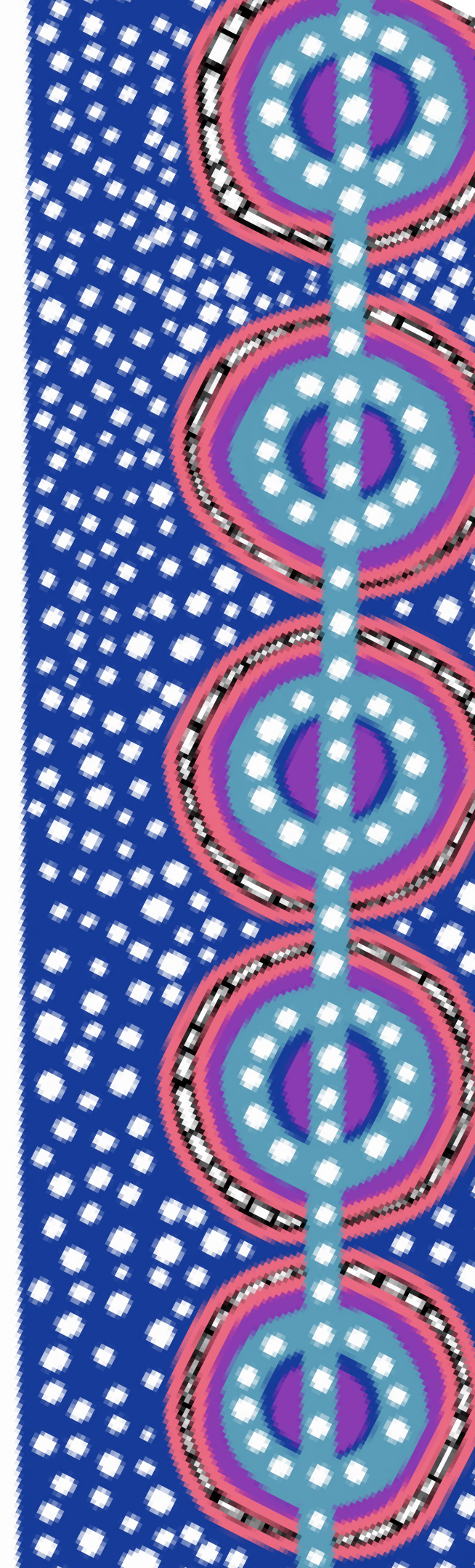


# RESPECT

ACTION	DELIVERABLE
<p>Engage club members in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country</p>	<ul style="list-style-type: none"><li>-Investigate opportunities to work with local Traditional Owners and/ or Aboriginal and Torres Strait Islander consultants to develop Aboriginal cultural awareness training</li><li>-Increase the club's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols</li><li>-Develop a key list of contacts for organising a Welcome to Country and maintaining respectful partnerships</li><li>-Leaders in MUWFC Community are encouraged to meaningfully Acknowledge Country when they feel called to, and specifically at large gatherings and community events</li><li>-Invite Traditional Owners to do a Welcome to Country at significant events</li><li>-Promote the importance of the display of the Aboriginal flag and Torres Strait Islander flag to the sport and recreation community</li></ul>

# RESPECT

ACTION	DELIVERABLE
<p>Engage club members in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country</p>	<ul style="list-style-type: none"><li>- To include information about cultural sensitivity and protocols in the governance tool kit</li><li>- Display a statement of Acknowledgement of Traditional Owners on our website</li><li>- Investigate engaging Aboriginal and/or Torres Strait Islander cultural educators, artists and presenters for cultural training, projects, events</li></ul>
<p>Ensure internal and external policies and procedures with a no tolerance for racism approach</p>	<ul style="list-style-type: none"><li>- Ensure there is a process in place for reporting instances of racism within the club and that this process is bound by our club policies</li><li>- Ensure the VAFA has a process in place for reporting these issues and takes necessary steps to prosecute offenders</li></ul>



# GOVERNANCE/REPORTING

ACTION	DELIVERABLE
<p>Report RAP achievements, challenges and learnings internally and externally</p>	<ul style="list-style-type: none"><li>- Publicly report our Reconciliation, Celebration and Education achievements, challenges and learnings in our Annual report</li></ul>
<p>Provide appropriate support for effective implementation of RAP commitments</p>	<ul style="list-style-type: none"><li>- Define resource needs for implementation.</li><li>- Engage our senior leaders and other staff in the delivery of our commitments</li><li>- Define and maintain appropriate systems to track, measure and report on our commitments</li></ul>





Photos provided by Steven Mallia @malliashots