

Melbourne Storm Rugby League Club

Innovate Reconciliation Action Plan

May 2018 – May 2020



RECONCILIATION
ACTION PLAN

INNOVATE





Acknowledgements

The Melbourne Storm Rugby League Club acknowledge the Wurundjeri people of the Kulin Nation, the Traditional Owners of the land we dwell. We pay our respects to theirs Elders both past and present and extend that respect to all Aboriginal and Torres Strait Islander Peoples.

The Melbourne Storm Rugby League Club acknowledges and thanks Dixon Patten from Bayila Creative for the use of his artwork and design of the RAP document. www.bayila.com.au

Also Lenny Briggs for creating our RAP Working Group Logo.



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About the Logo



The meaning of the logo is about opportunity, relationships and respect. It's about a world that has three hands and three lightning bolts. The hands represent respect for one another and the opportunities we are handed in our lives. The storm bolts represent our relationships and the strong links to our community and cultural respect. The image represents power and determination to push through to reach our goals, to trust, to feel safe and fulfilled with positive connections.

- Lenny Briggs, Yorta Yorta and Gunditjmara Tribes



About the Artwork

The logo (that Lenny Briggs created) in the middle; represents the Melbourne Storm Rugby League Club's RAP Group. The crescent shapes around the circles represent the working group gathering to implement the Reconciliation Action Plan through its various programs.

The pathways with footprints represent individuals journey either within the Rugby League Club or people who have been positively affected by the RAP.

The Yarra River flows past AAMI Park, home of the Storm, the 'Birrarung' has been a meeting point and lifeline for local Aboriginal people for millenia. Water represents life and as it flows through the 'Melbourne Storm Community'. The black crescent shapes, represent our elders guiding on our journey.

The smaller circles represent the diverse communities of Storm fans supporting their beloved team. The hands represent Aboriginal people and culture and sharing that with the broader community.

The leaves embodies reconciliation between Indigenous and non-Indigenous people, traditionally they are extended to visitors a symbol of 'welcome'.

- Dixon Patten, Yorta Yorta and Gunnai Tribes

**Birrarung is the local Kulin name for the Yarra River, which means 'River of Mists'.*

CEO'S Foreword

Melbourne Storm is incredibly proud to launch its latest Reconciliation Action Plan for 2018. RAP will serve as a wholehearted commitment by our Club to ensure our actions serve as a source of inspiration and encouragement for Aboriginal and Torres Strait Islander people to flourish in the sports and entertainment industry.

Whilst we are a professional sports organisation, we understand our role in society extends well beyond the field of play. At Melbourne Storm we have a responsibility and obligation to use our profile to provide opportunity to those willing to further their development in both a professional and personal sense. Our RAP will be an ever-present reminder that the door of opportunity is always open at Storm.

This will be our second RAP after our inaugural RAP was launched in 2011 and over that time we have come a long way and made some terrific progress. In particular we have strengthened our relationships with many community-focused organisations, such as Dardi Munwurro.

The Indigenous community places the value of culture as of upmost importance, a mindset that resonates profoundly at Melbourne Storm. A strong connection to culture is something that has helped to shape our Club over the last 20 years and we feel that such a mutual understanding of cultural importance will help to be a key driver of our RAP both now and into the future.



Dave Donaghy
CEO - Melbourne Storm



Our Vision for Reconciliation

Our vision for reconciliation is for an Australia where there is no gap between the life opportunities for Aboriginal and Torres Strait Islander and other Australians.

Our vision is that we are a Club where the actions and activities of our players and employees demonstrate an authentic respect for Aboriginal and Torres Strait Islander cultures through demonstrating tangible support for Aboriginal and Torres Strait Islander youth and their communities.

The longstanding and passionate engagement of Aboriginal and Torres Strait Islander Australians within the NRL provides a significant opportunity for our Club to play a part in achieving this vision and to make a positive difference amongst our Aboriginal and Torres Strait Islander players, followers and communities.

We will support the key messages of reconciliation through actions which include: Developing a mutually beneficial relationship and mutual respect between our club and Aboriginal and Torres Strait Islander members, supporters and community via community engagement programs

- Involving players from our club in events and activities which make a difference to Aboriginal and Torres Strait Islander youth and their communities through external linkages e.g. (Ngarra Jarranounith Place)
- Providing mentoring and role models from within the club to Aboriginal and Torres Strait Islander youth
- Developing authentic relationships with Aboriginal and Torres Strait Islander communities where we work and play
- Providing our Aboriginal and Torres Strait Islander players with opportunities to succeed and achieve personal aspirations both on and off the field
- Continuing to provide learning opportunities to those within our club (both players and employees) to increase knowledge and cultural awareness to ensure respect and understanding is demonstrated in all interactions
- Reinforcing our Club Value of Respect.

The Melbourne Storm Board, employees and players view acknowledgement and respect of Aboriginal and Torres Strait Islander peoples and their cultures, as well as enhancing ties within these communities, as integral to the achievement of our club's vision for reconciliation.





Our Business

Melbourne Storm is a professional rugby league club based in Melbourne, Victoria. The club was established in 1998 and is currently the only professional rugby league club in the state. We hold a licence to compete in the National Rugby League (NRL) competition. The club has continued to experience outstanding success, rarely missing the finals since its inception.

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With 135 employees (including players) we are no ordinary team, both on and off the field. Our head office is located in Melbourne, but we also have a satellite office on the Sunshine Coast with staff and the club's most recent acquisition - Sunshine Coast Lightning Netball Team – part of the National Netball League. The Melbourne Storm currently employs 6 Aboriginal and/or Torres Strait Islander people.

We strive for high performance in all our football and commercial endeavours. Our game day experience is second to none and our focus on corporate governance, professional commercial dealings and internal club culture ensures we remain connected to our core values of Accountability, Hard Work, Passion, Family and Respect.

Our sphere of influence extends not only to our members and fans, but also to our sponsors, their partners and commercial agents. Given the nature of our business and the unique market in which we operate we have a very wide reach through a diverse range of channels.

The club has a deep association with Aboriginal and Torres Strait Islander players and employees whose positive influence on, and strong contribution to, our Club is widely recognised and acknowledged. Since 1998 we have had 12 Aboriginal or Torres Strait Islander players and employees at the club. These players and staff have assisted enormously in the creation of our club's rich and proud culture as well as contributing significantly to our success, both on and off the field. We view our club as one which acknowledges, respects and values the culture which our Aboriginal and Torres Strait Islander players bring to Melbourne Storm, and we will work to continue to enhance the sense of belonging that the Club provides for our Aboriginal and Torres Strait Islander players.

This RAP is developed alongside the NRL RAP framework, and the club will continue to strive to ensure it plays its part in making a difference to help closing the divide between Aboriginal and Torres Strait Islander people and other Australians through our educational programs and profile.

Our previous RAP installed in us the need for cultural awareness throughout our organisation through internal stake holders and also promoting to our external stakeholder. Through these key leanings we now have strong Indigenous round activities and greater internal understanding and appreciation of our Aboriginal and Torres Strait Islander players and staff.



Our RAP

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Melbourne Storm launched its first Reconciliation Action Plan in 2011, after a RAP Working Group was established by the club in 2010. The objective of this RAP was to provide a structured and measurable approach in implementing a number of initiatives which aimed to address challenges and disadvantages faced by Aboriginal and Torres Strait Islander peoples.

Since this time, Melbourne Storm has demonstrated a strong commitment to the objectives of our 2011 Reconciliation Action Plan (RAP) through its partnership activities and implementation of a number of initiatives, including the following:

Since 2011 the Melbourne Storm NRL team has proudly worn an Indigenous jersey every year during Indigenous round of the NRL competition. The original design of this jersey was born from a club run mentoring session which involved our Aboriginal and Torres Strait Islander playing group leaders, with all players participating in providing meaningful input into the jersey creation.

Melbourne Storm has been heavily involved in the NRL's School 2 Work Program which supports Aboriginal and Torres Strait Island students whilst at school and continues mentoring six months post school. The program targets and links the student with their aspirational pathway, while supporting and encouraging the students on their educational and life journey. Feedback provided to date by participant schools and students have clearly indicated involvement in the program has led to making a profound and positive impact on the student's life.

This program was introduced to Melbourne Storm and broader community in 2015. A Melbourne Storm employee of Aboriginal background was seconded for 22 months into the Schools 2 Work Coordinator role to launch and embed the program in Victoria. In August 2017 an NRL employee took over the coordinator role and the former Melbourne Storm employee continues to support and work closely with the newly appointed Schools 2 Work Coordinator to ensure the program continues to flourish and have a positive impact on the lives of young Aboriginal and Torres Strait Islander peoples in the state.

Over the last few years Melbourne Storm, in close partnership with Dardi Munwurro, (meaning strong spirit in Gurnai language) has held an annual Victorian Indigenous men's gathering. The vision for this event was created between both parties in 2015 with the purpose being to help better supporting men within the Victorian Aboriginal and Torres Strait Islander community but not excluding those from outside. Now an annual event, the Gathering, aims to promote a holistic approach to men's wellbeing - to empowering them to lead healthier and more stable lives, and to provide strategies to help prevent, and respond to, mental illness, family violence and alcohol and drug abuses.

The overarching theme of this event is how Aboriginal and Torres Strait Islander men can become an important part of the solution to the problems faced by community. Around 300 people attended the Men's Gathering on May 11, 2017, up from around 200 at the 2016 event and 160 in 2015. Attendees come from across metropolitan and regional Victoria, with some event travelling from interstate and overseas. A wide range of age groups were represented, from teenagers to over-sixties. This innovative and important program is fully endorsed and supported by the Melbourne Storm Rugby League club, who are integral in its coordination, promotion and facilitation. These activities cited above, among others in which the club has been involved, have focused on developing positive and meaningful relationships between Aboriginal and Torres Strait Islander and other Australians, the fostering of respect, sharing of stories and culture, mentoring Aboriginal and Torres Strait Islander youth and community and supporting the personal and professional development of our Aboriginal and Torres Strait Islander players.

The commitment by Melbourne Storm to revisit and refresh our RAP in 2017 reinforces our ongoing desire to engage with, and improve outcomes for people within Aboriginal and Torres Strait Islander communities in line with our vision for reconciliation.

Our 2018 to 2020 RAP will be developed, implemented and reviewed by our RAP working group (RWG) consisting of:

- Our CEO
- Player Welfare Coordinator
- School to Work Program Coordinator
- Player Welfare Manager
- Head of Consumer Business
- Head of Media and Corporate Affairs
- People and Culture Manager
- NRL Development Officer
- Current NRL Players
- 1 Player partner
- School 2 Work Coordinator

4 members of this group are Aboriginal or Torres Strait Islander people.

This working group will initially meet bi monthly to develop and implement the RAP and then twice per year thereafter to monitor and evaluate the RAP. The RWG will also be accountable for continually promoting and advocating for the RAP internally.





Relationships

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Melbourne Storm acknowledges the importance of and commits to build and maintain strong and respectful relationships with Aboriginal and Torres Strait Islander people, communities and organisations.

We value the cultural influence and contribution to the club made by Aboriginal and Torres Strait Islander players, staff and members. We continue to strive to ensure that our relationships are authentic and provide a mutual benefit. Melbourne Storm demonstrates a strong commitment to the objectives of reconciliation through its many partnership activities with Aboriginal and Torres Strait communities. We recognise that building and maintaining relationships with Aboriginal and Torres Strait Islander Peoples is vital in working towards the goal of reconciliation.

We are in a unique position to provide significant leverage through initiatives within a sporting context that address the challenges and disadvantages faced by many Aboriginal and Torres Strait Islander Australians. In addition, we understand that increasing knowledge across our organisation with regards to the culture, needs and aspirations of Aboriginal and Torres Strait Islander people is an important component in building and maintaining relationships.

Key Focus Areas: Community involvement and partnerships, educating and connecting people, building and maintaining relationships, growing engagement.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1.1 RAP Working Group (RWG) actively monitors RAP development and implementation of actions, tracking progress and reporting	• RWG oversees the development, endorsement and launch of the RAP	May 2018	Player Welfare Coordinator / CEO
	• Ensure the RAP working group consists of a minimum of four Aboriginal and/or Torres Strait islander members	May 2018, March 2019 and March 2020	Player Welfare Coordinator
	• RWG will meet twice a year to discuss and evaluate the implementation of the RAP, including identification of areas of strength and opportunity	May 2018, Nov 2018, May 2019 Nov 2019	Player Welfare Coordinator / CEO
	• Each meeting will commence with an acknowledgement of the Wurundjeri people of the Kulin Nation	May 2018, Nov 2018, May 2019 Nov 2019	Player Welfare Coordinator / CEO
	• Review and update terms of reference document.	May 2018	Player Welfare Coordinator

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1.2 Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians	• Organise at least one internal event each year in order to promote and celebrate NRW internally	May - June 2018, May - June 2019	Player Welfare Department
	• Encourage and support our staff to attend an external NRW event	May 2018, May 2019	People and Culture Manager
	• Ensure members of our RWG participate in an externally organised event to recognise and celebrate NRW	May 2018, May 2019	People and Culture Manager
	• Publish NRW dates on the Melbourne Storm Website and include a link to the Reconciliation Australia website	May 2018, May 2019	People and Culture Manager
	• Utilise Melbourne Storm's influence within community to engage and promote NRW across wider groups.	May 2018, May 2019	People and Culture Manager
	• Register all NRW events via Reconciliation Australia's NRW website.	May 2018, May 2019	People and Culture Manager

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1.3 Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes	Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement	May 2018, Nov 2018, May 2019, Nov 2019	Player Welfare Coordinator / People and Culture Manager
	Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders, including Elders, the Wurundjeri people of the Kulin Nation and Aboriginal and Torres Strait Islander organisations	May 2019	CEO / Player Welfare Coordinator
	Continue to connect with local Elders to create and maintain positive and mutually beneficial relationships	August 2018	Player Welfare Coordinator
	Invite Aboriginal and Torres Strait Islander past players and staff to significant events to ensure ongoing beneficial relationships are maintained	May 2018, May 2019	Player Welfare Coordinator
	Continue to strengthen our current relationships with Dardi Munwurro, Wadja unit of the Royal Children's Hospital, , Wulgunngo Ngalu Learning Place, RMIT Koorie Unit, Clontarf Academies and Wurundjeri people of the Kulin Nation	May 2018, Nov 2018, May 2019, Nov 2019	Player Welfare Coordinator
	Support and promote the School 2 Work Program run by the NRL	August 2019	Player Welfare Coordinator
	Identify ways to continually enhance our relationship with the Traditional Owners - the Wurundjeri people of the Kulin Nation.	August 2019	Player Welfare Coordinator

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1.4 Raise internal and external awareness of our RAP to promote reconciliation across our club and sector	Develop and implement a strategy to communicate Melbourne Storm's RAP commitment across the club to ensure an understanding by all employees about the RAP and how they can contribute to its goals	June 2018	Head of Media and Corporate Affairs
	Post our RAP on the club's website and make it available for all staff, members, supporters and community	May 2018	People and Culture Manager, Digital Media Manager
	Promote and communicate Melbourne Storm's RAP to internal and external stakeholders to ensure an understanding of the club's commitment	May 2018, Nov 2018, May 2019, Nov 2019	Chief Commercial Officer
	Club CEO to announce our commitment to our 2018-2020 RAP at nominated club function	August 2018	CEO
	Explore the prospect of displaying Kevin Rudd's sorry letter in our front office	October 2018	Player Welfare Coordinator
	Organise to display a message stick in our reception as sign of reconciliation and respect.	September 2018	Player Welfare Coordinator



Respect

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Respect is one of Melbourne Storm's five core values, which underpin what we deem as acceptable behaviour at our club. We acknowledge that respect is also a fundamental principle in achieving reconciliation. We believe that respectful relationships support the development of opportunities, which are mutually beneficial to all parties. We respect and value the culture which all employees bring to the club. We will continue to work towards strengthening a culture of respect and understanding both on and off the field amongst our players, staff and members, particularly in regard to the history and cultures of our nation's First People.

"Respect: We are all in this together. Treat everyone as an equal, be humble, be gracious and fair"

Key Focus Areas: Increasing cultural understanding and recognition, Reinforcing our club value of Respect.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
2.1 Engage employees in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements	Develop and implement a cultural awareness training strategy for our players and staff which identifies and addresses cultural learning needs and considers various ways cultural learning can be effectively delivered (i.e. online, face to face workshops or cultural immersion)	May 2019	Player Welfare Department, People and Culture Manager
	Utilise any cultural awareness training programs provided by the NRL for all players and staff	May 2019	Player Welfare Department, People and Culture Manager
	Provide opportunities for RWG members, RAP champions, People and Culture Manager and other key leadership staff to participate in relevant cultural training	May 2019	Player Welfare Department, People and Culture Manager
	Investigate opportunities to continue to work with local Traditional Owners – the Wurundjeri people of the Kulin Nation and/or Aboriginal and Torres Strait Islander consultants to develop cultural awareness training	May 2019	Player Welfare Department, People and Culture Manager
	Continue to Acknowledge the Wurundjeri people of the Kulin Nation - the Traditional Owners on all our signature emails	May 2019	Head of Marketing and Content
	Educate players and staff about Reconciliation Australia's "Share Our Pride" website	November 2018	Player Welfare Coordinator
	Display both the Aboriginal and Torres Strait Islander flag in our reception.	December 2018	Player Welfare Coordinator





ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
2.2 Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning	• Place an Acknowledgement of Country plaque in the front office honouring the Traditional Owners	September 2018	Player Welfare Coordinator, RWG
	• Develop and implement a cultural protocol document for Welcome to Country and Acknowledgement of Country, and circulate to staff on intranet	May 2018	Fan Engagement Manager, Player Welfare Coordinator
	• Develop/Review a list of key contacts for organising a Welcome to Country to ensure we maintain respectful partnerships	May 2018	Fan Engagement Manager
	• Continue to ensure a Welcome to Country by a Traditional Land Owners – the Wurundjeri people of the Kulin Nation is included at significant events and games, including Indigenous Round and ANZAC Day match	April & May 2018, 2019, 2020	CEO
	• Include an Acknowledgement of Country at the commencement of all important internal and external meetings	May 2018	Fan Engagement Manager
	• Acknowledge the Traditional Owners – the Wurundjeri people of the Kulin Nation on the score board of every home game	May 2018	Fan Engagement Manager
	• Encourage staff to include an Acknowledgement of Country as the commencement of all meetings.	August 2018	Player Welfare Coordinator

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
2.3 Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their culture and communities by celebrating NAIDOC Week	• Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week	July 2018, July 2019	HR
	• Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week	July 2018, July 2019	Player Welfare Coordinator
	• Invite an Aboriginal and/or Torres Strait Islander community member to address players and staff during NAIDOC Week	July 2018, July 2019	Player Welfare Coordinator
	• Ensure all players and staff understand the significance of NAIDOC Week.	July 2018, July 2019	Player Welfare Coordinator

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
2.4 Establish the NRL's Indigenous round as a focal strategy	• Continue to wear the club's Indigenous jumper during Indigenous round of the NRL every year	June 2018, June 2019	Player Welfare Coordinator, Commercial Operating Officer, NRL Players
	• Continue to award a cultural specific award to the man of the Indigenous game	May 2018, May 2019	Player Welfare Coordinator and Head Coach
	• Implement a cultural gift exchange that reflects our Aboriginal and Torres Strait Islander community linkages	May 2018, May 2019	Player Welfare Coordinator
	• Ensure players and staff are aware of the meaning and purpose behind our culture gift that is exchanged on game day.	May 2018, May 2019	Player Welfare Coordinator

Opportunities

Melbourne Storm recognises the unique position it holds to support and influence the development of Aboriginal and Torres Strait Islander communities via engagement with our game and our ability to provide role modelling to Aboriginal and Torres Strait Islander peoples.

We will continue to engage and involve the players and staff at our club in initiatives that grow their understanding and acknowledgement of Aboriginal and Torres Strait Islander cultures, and will ensure that our Aboriginal and Torres Strait Islander players are mentored and supported to achieve excellence both on and off the field.

We understand how our club can assist with making a positive difference amongst Aboriginal and Torres Strait Islander peoples and how we can be involved in making a positive difference amongst our players, staff, members and the wider community on the journey towards reconciliation.

Key Focus Areas: Increasing cultural recognition, player welfare, game and community development.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
3.1 Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace	• Collect information on our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities	September 2018, September 2019	People and Culture Manager, Head of Consumer Business
	• Develop and implement an Aboriginal and Torres Strait Islander Employment and Retention strategy	September 2018, September 2019	People and Culture Manager, Head of Consumer Business
	• Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development	September 2018, September 2019	People and Culture Manager
	• Advertise employment opportunities within the club in Aboriginal and Torres Strait Islander media	August 2018, August 2019	People and Culture Manager
	• 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.	August 2018, August 2019	People and Culture Manager

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
3.2 Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation	• Review and update procurement policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses	August 2018, August 2019	Legal Coordinator, CFO
	• Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services	August 2018, August 2019	Player Welfare Coordinator
	• Develop at least one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business	May 2018	Player Welfare Coordinator
	• Investigate Supply Nation membership.	August 2018	Player Welfare Coordinator, People and Culture Manager

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
3.3 Investigate opportunities to enhance community engagement through pursuit and identification of activities that promote reconciliation	Review our annual Men's Gathering's to ensure continual improvement and continue to look at innovative ways to build support for Aboriginal and Torres Strait Islander men in our community	May 2018	Player Welfare Department
	Ensure the Victorian Development Officers are delivering an Acknowledgement of Country at every program they run and to also educate the participants on the differences and meanings	May 2018, May 2020	Rugby League Development Manager
	Encourage our Aboriginal and Torres Strait Islander players and staff to support and attend the NRL Indigenous players annual leadership camp	February 2019, February 2020	Player Welfare Department

Governance, Tracking and Reporting

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
4.1 Report RAP achievements, challenges and learnings to Reconciliation Australia	Define resources needs for RAP development and implementation	July 2018	Player Welfare Coordinator, People and Culture Manager
	Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually	September 2018, 2019, 2020	Player Welfare Coordinator
	Investigate participating in the RAP Barometer.	May 2018, May 2020	Player Welfare Coordinator, People and Culture Manager
4.2 Report RAP achievements, challenges and learnings internally and externally	Publically report our RAP achievements on club website, available for public viewing	May 2018, May 2019, May 2020	Player Welfare Coordinator, Digital Media Manager
	Report challenges and learnings back to internal stakeholders.	September 2018, September 2019, September 2020	Player Welfare Coordinator, People and Culture Manager
4.3 Review, refresh and update RAP	Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements	November 2019	Player Welfare Coordinator
	Send draft RAP to Reconciliation Australia for review and feedback	December 2019	Player Welfare Coordinator
	Submit draft RAP to Reconciliation Australia for formal endorsement.	January 2020	Player Welfare Coordinator



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Rap Report and Logo © Melbourne Storm Rugby League Club

Logo Design: Lenny Briggs

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