

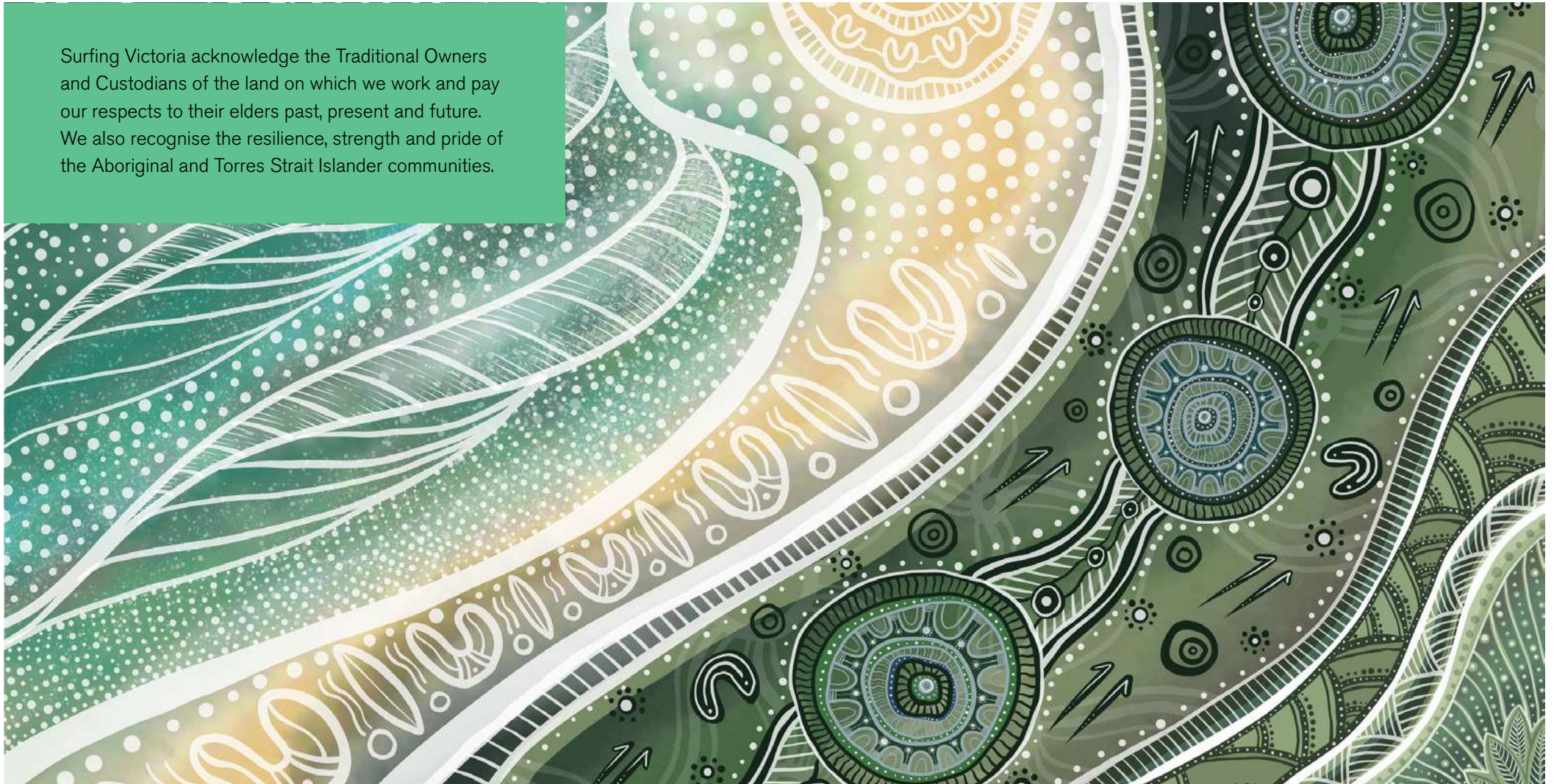


INNOVATE RECONCILIATION ACTION PLAN

OCTOBER 2024 - DECEMBER 2026



Surfing Victoria acknowledge the Traditional Owners and Custodians of the land on which we work and pay our respects to their elders past, present and future. We also recognise the resilience, strength and pride of the Aboriginal and Torres Strait Islander communities.





**ARTIST
ACKNOWLEDGEMENT**
GERARD BLACK

Gerard Black is a proud Worimi Man. After a 10-year career as a tattoo artist, Gerard is now focusing on his painting, drawing and digital art. His work reflects his Indigenous background, storytelling and love of nature and draws on his strong design background from tattooing to produce a unique style of art. This together connects ancient Indigenous art with modern design and medium, bringing them into the future, and creating a new modern style promoting reconciliation and connection.

Gerard's work establishes a link between landscapes, reality and the spirit within, as Gerard often uses actual topographic maps as the basis for his artwork. He uses the physical colours, shapes and landmarks as a jumping-off point. He then uses ancient designs and patterns to symbolise the different aspects of his art, tapping into his indigenous heritage with designs, shapes, colours and themes.

Every single work of art that Gerard produces has a story connecting the art to a specific place, area or theme, every stroke has meaning, and nothing is random. Gerard's highly detailed and meaningful tattoos and this award-winning skill have now translated into the incredibly intricate artwork he does today.



MESSAGE FROM RECONCILIATION AUSTRALIA

KAREN MUNDINE

Reconciliation Australia CEO

Reconciliation Australia commends Surfing Victoria on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Surfing Victoria to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Surfing Victoria will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Surfing Victoria is part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Surfing Victoria's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Surfing Victoria on your Innovate RAP and I look forward to following your ongoing reconciliation journey.





**MESSAGE FROM
SURFING VICTORIA
CHAIRPERSON**

ASHLEIGH WALL

Surfing Victoria Chairperson

Surfing Victoria is extremely proud to launch our Innovate Reconciliation Action Plan (RAP) for October 2024 – December 2026.

This Innovate RAP formalises our longstanding commitment to support and create meaningful opportunities for Aboriginal and Torres Strait Islander people through surfing.

The development of Surfing Victoria's RAP is a natural step forward from our work with Aboriginal and Torres Strait Islander communities over the past 25 years as part of our Indigenous Surfing Program which has over 800 participants annually. We are committed to working closely with communities to ensure that we acknowledge and understand the barriers for Aboriginal and Torres Strait Islander people participating in sport and recreation and to reduce these barriers.

We are dedicated to making a genuine impact in our community and playing a meaningful role in the reconciliation process. We look forward to continuing our journey and strengthening our commitment toward reconciliation and inclusion, and building stronger links with Aboriginal and Torres Strait Islander communities.





MESSAGE FROM CEO

ADAM ROBERTSON

Surfing Victoria CEO

As the CEO of Surfing Victoria, I'm deeply honored to announce the launch of our new Reconciliation Action Plan (RAP). This milestone marks a significant step in our journey towards a more just and equitable society, one that truly values and respects Aboriginal and Torres Strait Islander cultures and communities.

Growing up in South Western Victoria, I witnessed firsthand the profound impact that surfing can have on individuals and communities. I watched my father provide surf lessons to local Aboriginal communities in the Portland/Heywood and surrounding areas each summer. Today, as a leader of Surfing Victoria, I'm proud to play a part in this legacy and build upon the incredible work of our 25-year Indigenous Surfing Program.

This program empowers over 800 First Nations participants per year to experience the joy and freedom of surfing, fostering a sense of belonging and connection to the ocean. Surfing has proven to be a powerful tool for promoting health, wellbeing, and cultural identity within Victorian First Nations communities.

The Surfing Victoria Reconciliation Action Plan is a testament to our ongoing commitment to reconciliation and our belief in the positive power of surfing.

Thank you for your support and dedication to this important initiative.

OUR VISION FOR RECONCILIATION

Our vision is that the Victorian surfing community will be a place that Aboriginal and Torres Strait Islander people are respected and celebrated with pathways to participate equitably at all levels of our sport and active recreation.

Surfing Victoria strive to be a leader in Aboriginal and Torres Strait Islander sport participation and understand that working in this space comes with a responsibility to be accountable to all Aboriginal and Torres Strait Islander People, to build meaningful relationships, listen deeply and advocate for a reconciled Australia.





We will support reconciliation by:

- Creating opportunities for participation in the sport and or active recreation of Surfing and Stand Up Paddleboarding.
- Providing leadership and guidance to the Victorian sport and recreation community on reconciliation and inclusion.
- Promoting cultural awareness, understanding and respect among our staff, Board, affiliates, and stakeholders by encouraging participation through Aboriginal and Torres Strait Islander community events, programs, cultural ceremonies, and opportunities to engage with Aboriginal and Torres Strait Islander people.
- Maintaining strong relationships and partnerships with Aboriginal and Torres Strait Islander communities and community organisations and community leaders.
- Supporting Aboriginal and Torres Strait Islander people in employment pathways within the sport and broader surfing industry.
- Foster future Aboriginal and Torres Strait Islander leaders and role models to inspire participation and increase cultural safety within the programs.
- Acknowledging and understanding the barriers for Aboriginal and Torres Strait Islander peoples participating in sport and recreation and commit to reducing these barriers.



OUR BUSINESS

Surfing Victoria is recognised by the State Government of Victoria and the Victorian surf industry as the governing and organising body for surfing in Victoria. Conducting a range of age and discipline events from the grass roots to professional, as well as educational programs across 2500km of Victorian coastline and at inland waterways. Surfing delivers health, well-being and social inclusion benefits to the broader community.

Torquay, Victoria is the historical and spiritual home of Surfing in Australia. Bells Beach, Rip Curl, Quiksilver and the longest running professional surfing event in the world – the Rip Curl Pro, Bells Beach – were all born in Torquay, Victoria. Surfing is ingrained into the fabric of coastal communities throughout Victoria.

Surfing has over 90,000 participants annually in Victoria (Ausplay). With an established network of 19 surf schools and 23 board rider clubs, regular surfers are known to care more for the natural environment, connect with others socially and make surfing part of their lifestyle for decades. Surfing delivers health, well-being and social inclusion benefits to the broader community.

For 60 years, Surfing Victoria's headquarters have been located on Wadawurrung Country in Torquay. Employing 9 fulltime staff, one of whom at the time of writing this plan is Aboriginal, along with 20 contractors who work on our varied events and programs state-wide, 3 of whom are Aboriginal and Torres Strait Islander people.

Surfing Victoria's geographic reach is state-wide with programs and events delivered along the Victorian coastline, and at inland waterways including rivers and lakes within regional Victoria. Our sphere of influence however is much broader than the state of Victoria, working with not only sporting bodies, Shire Councils, surf schools and boardrider's clubs, we also work with peak body Surfing Australia and International body World Surf League.

OUR PURPOSE

**TO ENRICH
VICTORIAN
COMMUNITIES
THROUGH
SURFING.**





OUR VALUES:

1. Inclusive
2. Respectful
3. Innovative
4. Real



STRATEGIC PILLARS:

1. Indigenous
2. Events
3. Sport Development
4. High Performance
5. Women & Girls
6. Participation And Community



OUR PROGRAMS

Surfing Victoria Indigenous Surfing Program has been in existence since 1998 and provides participation opportunities to more than 700 Aboriginal and Torres Strait Islander peoples annually. Fostering a love and understanding of waterways, utilising surfing and stand up paddleboarding as a vehicle to connect Aboriginal and Torres Strait Islander peoples with the ocean and their community and nature. Activities that contribute to the Indigenous Surfing Program include;

Woorangalook Victorian Koori Surfing Titles annual gathering held at Urqharts Bluff on Victoria's Great Ocean Road, with 160 participants aged 5 to 65 years. Wadawurrung Traditional Owners Corporation conduct a Welcome to Country, Smoking Ceremony and Mixing of the Waters to welcome Aboriginal and Torres Strait Islander people and communities from across the state. This relationship with Wadawurrung Traditional Owners has been nurtured to ensure the event is not only a celebration of surfing, but of cultures and communities.

Australian Indigenous Surfing Titles held at Djarrk/Bells Beach since 2012, showcases Australia's best Aboriginal and Torres Strait Islander surfers from around the country. The event has grown from a smaller gathering into a far larger event with representation of Aboriginal and Torres Strait Islander surfers from across Australia. Djarrk/Bells Beach is a place of cultural significance with Wadawurrung Traditional Owners welcoming athletes from across the country with a Welcome to Country and Smoking Ceremony.





REGIONAL SURF PROGRAMS

Co designed with Indigenous communities and community organisations, and delivered along the Victorian Coastline including Portland, Warrnambool, Torquay, Inverloch, Lakes Entrance and Cape Conran. Programs provide the opportunity to participate in the sport and active recreation of surfing, in a fun, culturally safe environment while linking lifelong imperative skills of water safety knowledge and physical activity with opportunities for young people to connect with their peers.

INLAND STAND UP PADDLEBOARD (SUP) PROGRAMS

The introduction of Stand Up Paddleboarding (SUP) programs has allowed for a wider engagement with community, with programs recreated on inland waterways including lakes and rivers. SUP is a low impact activity and inclusive to people of all ages, and abilities and programs have a strong focus on water safety and connecting people to their local waterways. Key inland locations include Ballarat, Horsham, Shepparton and Lilydale.



MAJOR EVENTS

Surfing Victoria lead the way in inclusion of Aboriginal cultural inclusion into major events like the Rip Curl Pro World Tour event at Djarrk/Bells Beach. For two decades we have facilitated representation including an opportunity for an Aboriginal Victorian to compete in the event through a dedicated wildcard in the Rip Curl Pro Trials. The wildcard is awarded to the Open Men and Open Women champions of the Woorrangalook Victorian Koori Surfing Titles, creating a pathway for participation at the highest level surfing, in the longest running an most prestigious event on the World Tour. Wadawurrung Traditional Owners have been engaged with the Rip Curl Pro since 2007, through Welcome to Country and Smoking Ceremony, cultural education to staff, athletes, and the broader surfing community, educating and celebrating the cultural significance of Djarrk/Bells Beach. The event is closed with a presentation ceremony including Traditional Dancers, with the winners being painted in ochre prior to the ringing of the “Bell” trophy.



“SURFING IN THE TRIALS FOR THE RIP CURL PRO WAS AN EXPERIENCE I NEVER THOUGHT I WOULD GET; I WAS INCREDIBLY NERVOUS BUT THE SUPPORT FROM ALL THE SURFING VICTORIA STAFF HELPED ME TO ENJOY THE EXPERIENCE TO THE FULLEST.”

– Bel Gee,
Open Womens Champion



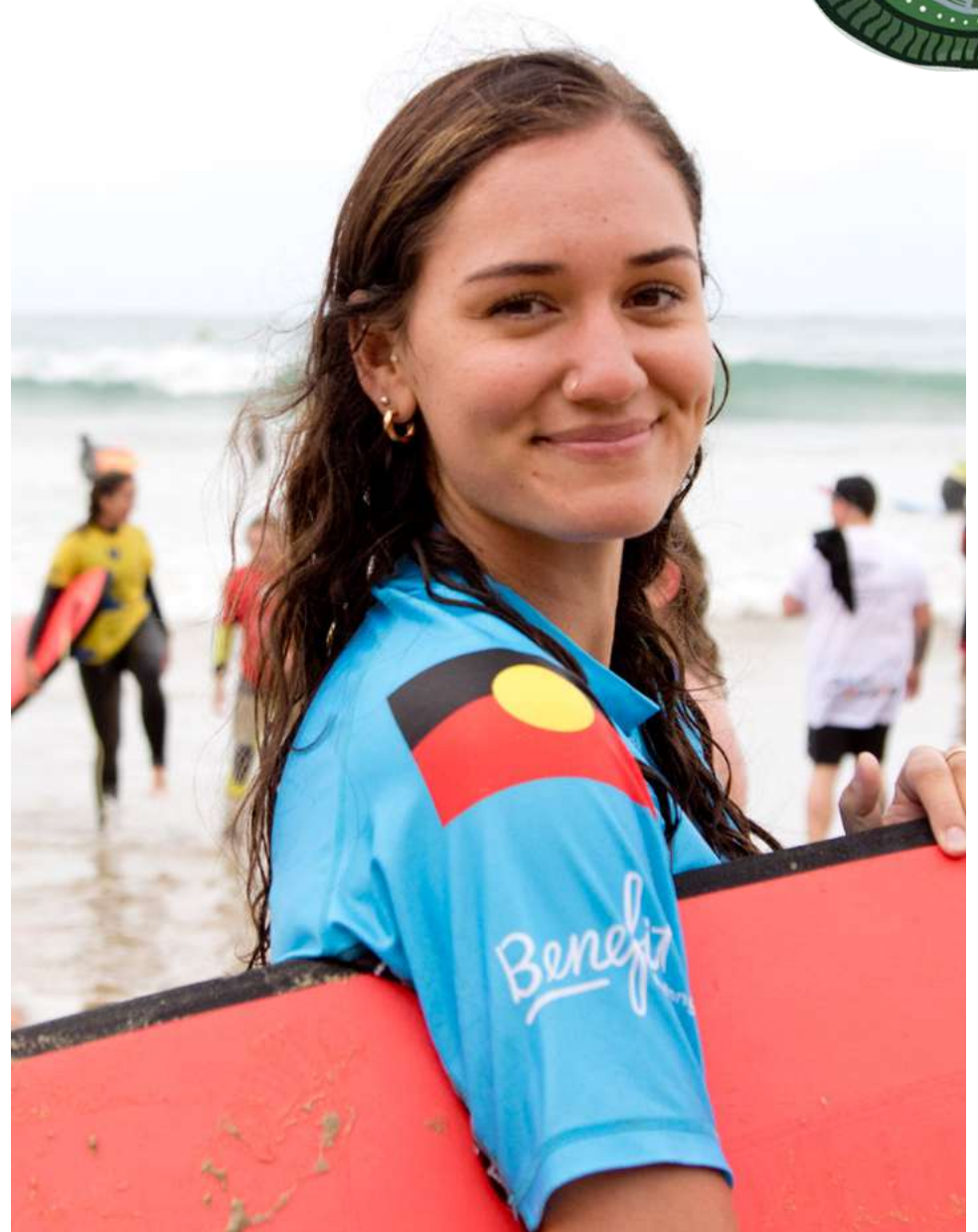


OUR RAP

The development of Surfing Victoria's Reconciliation Action Plan was a Natural progression from the work we have been doing with the Aboriginal and Torres Strait Islander community for past 25 years. Formalises the work that is in place within our organisation, and creates guidelines for staff and board, and extended stakeholders of how Surfing Victoria, as the Governing body for surfing in Victoria intends to grow and solidify our commitment to reconciliation, and the work we do in the broader community.

Our Reconciliation Action Plan is being led by members of the Surfing Victoria senior management team, along with representatives from the Board of Management. Representatives of the RAP Working Group are committed to working towards positive reconciliation outcomes for Aboriginal and Torres Strait Inlander peoples, families, young people, community organisations and businesses.

The RAP Working Group actively participate in and guide the development and implementation of actions in our Innovate Reconciliation Action Plan 2024 – 2026. The RAP Working Group is Represented by the following staff and external community leaders, the group has two (2) Aboriginal members.



RAP WORKING GROUP



ASHLEIGH WALL
CHAIR OF SURFING VICTORIA
& PARTNER AT MAST LAWYERS

Raised and resides on Wadawurrung Country



ADAM ROBERTSON
CEO SURFING VICTORIA

Raised on Gunditjmara Country,
resides on Wadawurrung Country



ELLEY HARRISON
GENERAL MANAGER
SURFING VICTORIA

Raised on Bururong Country,
resides on Wadawurrung Country



JORDIE CAMPBELL
HEAD OF PROGRAMS
SURFING VICTORIA & RAP
CHAMPION

Proud Munna Munna man,
resides on Wadawurrung Country



RHYS COLLINS
TRADITIONAL OWNER AND
RELATIONSHIPS MANAGER AT
MELBOURNE WATER

Proud Worimi man,
resides on Bunurong Country



KATE SULLIVAN
MANAGER INTEGRATED
PLANNING AT SURF COAST
SHIRE COUNCIL

Raised on Wurrundjeri Country,
resides on Wadawurrung Country



CAL VINEY
BARRISTER AT THE
VICTORIAN BAR

Raised on Bunurong Country,
resides on Wurundjeri Country



OUR RECONCILIATION JOURNEY

Our journey so far has seen our Indigenous Surfing Program grow over a 25-year period from a small one-off event with 30 participants, to a statewide program that sees 700+ annual participation, 53% being female. The program spans the coast of Victoria and a selection of inland locations.



When first established, the primary aim was to increase the number of young Aboriginal and Torres Strait Islander Victorians participating in the sport of surfing. The program has developed over time to focus on providing young Aboriginal men and women with access to education, training and employment opportunities relating to the surfing industry. Surfing has become the vehicle for engagement of community members in a broad range of activities, including learn to surf, learn to stand up paddleboard, amateur and professional surfing contests, professional development opportunities and employment pathways for Aboriginal and Torres Strait Islander Victorians.

We have relationships in place with 36 Indigenous Community organisations covering Portland, Heywood and Hamilton in the South West, Greater Geelong and the Surf Coast, Gippsland from Phillip Island to Cape Conran, Metropolitan Melbourne and Mornington Peninsula, Ballarat, Horsham, Shepparton and Bendigo.



Our program is based on the following Pillars of Success.



COMMITMENT

Surfing Victoria's commitment over a long period of time has built trust and respect within community.

INCLUSION

We encourage multi-generational participation as a family and community with no age limits or gender exclusion.

COMMUNITY ENGAGEMENT

Ongoing consultation and working with community to ensure programs meet their needs and reduction of barriers to participate.

FLEXIBILITY

Programs tailored to the community need and without rigid rules and guidelines.

CONNECTION TO CULTURE

Engaging participants who are culturally disconnected and introducing elements of ceremony, celebration, dance and education.



We have worked with National and International sporting bodies and surfing brands, to guide and help support their respective engagement with Aboriginal and Torres Strait Islander people.

Surfing Victoria commit to creating positive and lasting change to reduce inequality between Aboriginal and Torres Strait Islander peoples and non-indigenous Australians and providing opportunities for participation in active sport and recreation to improve overall health and well-being. We acknowledge that sport and active recreation plays an important role in achieving this goal.

KEY FOCUS AREA

Our Reconciliation Action Plan outlines the ways in which we can foster relationships, demonstrate respect, identify opportunities and ensure strong governance and progress tracking. Together we will work towards the actions and deliverables outlines withing the following four key focus areas and allow us to continue to grow on the on strong foundations and build on our commitment of reconciliation into the future.

1. Relationships
2. Respect
3. Opportunities
4. Governance



RELATIONSHIPS

Strong, trusting and respectful relationships with Aboriginal and Torres Strait Islander stakeholders, community organisations, community leaders and role models, is essential for Surfing Victoria to achieve the goals in our RAP and be a leader within Victorian sport and recreation. We recognise that our programs are only as strong as our relationships with community, and it is essential we engage in a sustainable and meaningful way.



ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement 	April 2025	<ul style="list-style-type: none"> Chair of Surfing Victoria CEO RAP Champion
	<ul style="list-style-type: none"> Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations. 	December 2025	<ul style="list-style-type: none"> RAP Champion General Manager
	<ul style="list-style-type: none"> Foster positive relationships with Aboriginal and Torres Strait Islander people, organisations, role models and community leaders. 	April and October annually	<ul style="list-style-type: none"> CEO All staff
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	May annually	<ul style="list-style-type: none"> CEO
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May 3 June, 2025-2026	<ul style="list-style-type: none"> RAP Champion
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	27 May- 3 June, 2025-2-26	<ul style="list-style-type: none"> CEO
	<ul style="list-style-type: none"> Organise at least one NRW event each year to be held in conjunction with the Australian Indigenous Titles at Bells Beach. 	27 May- 3 June, 2025-2025	<ul style="list-style-type: none"> CEO RAP Champion
	<ul style="list-style-type: none"> Register all our NRW events on Reconciliation Australia's NRW website 	May 2025	<ul style="list-style-type: none"> Program Coordinator
	<ul style="list-style-type: none"> Develop and promote dedicated social media content promoting NRW events and initiatives. 	May 2025	<ul style="list-style-type: none"> Marketing & Communications

RELATIONSHIPS



ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce. 	June 2025, 2026	<ul style="list-style-type: none"> CEO
	<ul style="list-style-type: none"> Communicate our commitment to reconciliation publicly through our social media channels, EDM's and website. 	May annually	<ul style="list-style-type: none"> Marketing & Communications
	<ul style="list-style-type: none"> Leverage our digital platforms to promote reconciliation initiatives 	May annually	<ul style="list-style-type: none"> Marketing & Communications
	<ul style="list-style-type: none"> Produce a digital highlight piece of our RAP journey 	October 2026	<ul style="list-style-type: none"> RAP Champion Marketing & Communications
	<ul style="list-style-type: none"> Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes. 	April 2025, 2026	<ul style="list-style-type: none"> CEO
	<ul style="list-style-type: none"> Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation. 	October 2026	<ul style="list-style-type: none"> Chair of Surfing Victoria
	<ul style="list-style-type: none"> Provide the option for staff to work on Australia Day and take a day of in lieu. 	January annually	<ul style="list-style-type: none"> CEO
	<ul style="list-style-type: none"> Develop and implement a strategy to communicate our RAP to all internal and external stakeholders. 	December 2024	<ul style="list-style-type: none"> CEO
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	July 2025, 2026	<ul style="list-style-type: none"> CEO General Manager
	<ul style="list-style-type: none"> Develop, implement, and communicate an anti-discrimination policy for our organisation. 	August 2025	<ul style="list-style-type: none"> CEO
	<ul style="list-style-type: none"> Ensure all staff have read anti-discrimination provisions within HR policies and anti-discrimination policies are included as part of the induction process. 	August 2025	<ul style="list-style-type: none"> CEO
	<ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy. 	August 2025	<ul style="list-style-type: none"> CEO
	<ul style="list-style-type: none"> Educate senior leaders on the effects of racism. 	September 2025, 2026	<ul style="list-style-type: none"> CEO

RESPECT

Surfing Victoria recognises that respect and understanding of history, culture and traditions of Aboriginal and Torres Strait Islanders peoples is imperative when working towards reconciliation. Surfing Victoria will foster an inclusive culture of respect and encourage continual learnings and awareness of the diverse culture of Aboriginal and Torres Strait Islander peoples.



ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	November 2024	<ul style="list-style-type: none"> CEO General Manager RAP Champion
	<ul style="list-style-type: none"> Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy. 	January 2025	<ul style="list-style-type: none"> CEO RAP Champion
	<ul style="list-style-type: none"> Develop, implement, and communicate a cultural learning strategy document for our staff. 	March 2025	<ul style="list-style-type: none"> CEO RAP Champion
	<ul style="list-style-type: none"> Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning. 	September 2025	<ul style="list-style-type: none"> CEO
	<ul style="list-style-type: none"> Provide opportunities for staff, Board and contract staff to participate in cultural training session. 	September 2026	<ul style="list-style-type: none"> CEO

RESPECT



ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
<p>6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</p>	<ul style="list-style-type: none"> • Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. • Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country. • Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year • Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings. • Staff are supported to include Acknowledgement of Traditional Owners on staff email signatures. • Provide parameters and examples for staff to include an Acknowledgement of Country or other appropriate protocols at the start of important meetings. • Display a Statement of Acknowledgement of Traditional Owners on the Surfing Victoria website. 	<p>October 2025</p> <p>October 2025</p> <p>March, June, September, December annually</p> <p>October 2024</p> <p>September 2024</p> <p>September 2024</p> <p>October 2024</p>	<ul style="list-style-type: none"> • General Manager • General Manager • Head of Events • Chair of Surfing Victoria • CEO • CEO • CEO • Marketing & Communications
<p>7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</p>	<ul style="list-style-type: none"> • RAP Working Group to participate in an external NAIDOC Week event. • Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week. • Utilise Surfing Victoria's digital platforms to promote NAIDOC week. • Promote and encourage participation in external NAIDOC events to all staff by sharing the calendar of events and highlighting those in our local community. 	<p>First week in July 2025, 2026</p> <p>July 2025</p> <p>June Annually</p> <p>First week in July 2025, 2026</p>	<ul style="list-style-type: none"> • RAP Working Group • General Manager • Marketing & Communications • CEO

OPPORTUNITIES

Surfing Victoria are committed to create opportunities for Aboriginal and Torres Strait Islander peoples and communities in the state of Victoria. We will continue to work with local Aboriginal and Torres Strait Islander organisations to create participation opportunities from the grassroots through to the elite level of our sport. Leverage our partnerships within the sport and surfing industries to create employment pathways and continue to advocate for more, and better opportunities to engage within our sphere of influence.



ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	September 2026	<ul style="list-style-type: none"> CEO Head of Programs
	<ul style="list-style-type: none"> Provide and promote employment pathway opportunities for Aboriginal and Torres Strait Islander people within organisation and broader surfing industry. 	September 2025	<ul style="list-style-type: none"> CEO Head of Programs
	<ul style="list-style-type: none"> Provide Professional Development opportunities for Aboriginal and Torres Strait Islander staff and identified program participants to gain qualifications to work within the surfing industry. 	September 2025	<ul style="list-style-type: none"> CEO
	<ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy. 	September 2026	<ul style="list-style-type: none"> CEO
	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy. 	September 2026	<ul style="list-style-type: none"> CEO
	<ul style="list-style-type: none"> Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders. 	October 2024	<ul style="list-style-type: none"> CEO
	<ul style="list-style-type: none"> Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace. 	October 2025	<ul style="list-style-type: none"> CEO

OPPORTUNITIES



ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
<p>9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</p>	<ul style="list-style-type: none"> • Develop and implement an Aboriginal and Torres Strait Islander procurement strategy. • Investigate Supply Nation membership. • Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff. • Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses. • Support Aboriginal and/or Torres Strait Islander businesses through procurement of services and products. 	<p>September 2025</p> <p>August 2025</p> <p>November 2025</p> <p>October 2025</p>	<ul style="list-style-type: none"> • CEO • CEO • Head of Events • Head of Events • Head of Events
<p>10. Provide participation opportunities for Aboriginal and Torres Strait Islander communities to be physically active and improve mental health and wellbeing in aquatic environments.</p>	<ul style="list-style-type: none"> • Develop strategic partnerships with community organisations and local Government to support the delivery of Surfing and SUP programs across Victoria. • Support the engagement of Aboriginal and Torres Strait Islander communities through the annual Woorangalook Victorian Koori Titles. 	<p>June Annually</p> <p>September Annually</p>	<ul style="list-style-type: none"> • Head of Programs • Head of Programs

OPPORTUNITIES



ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
<p>11. Facilitate representation of Aboriginal and Torres Strait Islander people at World Surf League events within Victoria.</p>	<ul style="list-style-type: none"> Continue to provide opportunities for Indigenous representation and participation pathway into the World Surf League (WSL) Rip Curl Pro at Bells Beach, through Indigenous wildcards into the Victorian Trials. 	April Annually	<ul style="list-style-type: none"> Head of Events
	<ul style="list-style-type: none"> Facilitate Indigenous Expression Session for Victorian Indigenous athletes and future leaders at the Rip Curl Pro. 	April Annually	<ul style="list-style-type: none"> Head of Programs
	<ul style="list-style-type: none"> Invite a Wadawurrung Elder to provide a Welcome to Country and Smoking Ceremony to officially commence the Rip Curl Pro event. 	April Annually	<ul style="list-style-type: none"> CEO
	<ul style="list-style-type: none"> Provide opportunities for exclusive behind-the-scenes tours of the Rip Curl Pro event site, for our Aboriginal and Torres Strait Islander community organisations and partners. 	April Annually	<ul style="list-style-type: none"> Head of Programs
	<ul style="list-style-type: none"> Work with Wadawurrung Traditional Owners to provide Cultural Education Sessions for Rip Curl Pro event staff specific to Djarrk/Bells Beach. 	April Annually	<ul style="list-style-type: none"> CEO
	<ul style="list-style-type: none"> Invite Traditional dancers to be involved in the Presentation Ceremony, including traditional painting of both male and female Rip Curl Pro Champions. 	April Annually	<ul style="list-style-type: none"> CEO
	<ul style="list-style-type: none"> Invite Bunurong Elder to provide a Welcome to Country and Smoking Ceremony at Phillip Island Junior Pro event. 	September Annually	<ul style="list-style-type: none"> Head of Events
	<ul style="list-style-type: none"> Invite Wadawurrung Elder to provide a Welcome to Country and Smoking Ceremony to officially open the WSL World Longboard Tour event at Bells Beach. 	May Annually	<ul style="list-style-type: none"> Head of Events
	<ul style="list-style-type: none"> Provide a pathway to participate in the World Longboard Tour event with an Indigenous wildcard into the Australian Trials. 	May Annually	<ul style="list-style-type: none"> CEO
	<ul style="list-style-type: none"> Support opportunities for Aboriginal businesses and or artists, to create trophies for the World Longboard Tour event. 	May Annually	<ul style="list-style-type: none"> Head of Events

GOVERNANCE



ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
12. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Maintain Aboriginal and Torres Strait Islander representation on the RWG. 	December 2025	<ul style="list-style-type: none"> CEO
	<ul style="list-style-type: none"> Establish and apply a Terms of Reference for the RWG. 	November 2024	<ul style="list-style-type: none"> Chair of Surfing Victoria CEO
	<ul style="list-style-type: none"> Meet quarterly to drive and monitor RAP implementation. 	March, June, September, December Annually	<ul style="list-style-type: none"> RAP Working Group
13. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	December 2024	<ul style="list-style-type: none"> CEO
	<ul style="list-style-type: none"> Engage our senior leaders and other staff in the delivery of RAP commitments. 	December 2024	<ul style="list-style-type: none"> CEO
	<ul style="list-style-type: none"> Define and maintain appropriate systems to track, measure and report on RAP commitments. 	June 2024	<ul style="list-style-type: none"> CEO
	<ul style="list-style-type: none"> Appoint and maintain an internal RAP Champion from senior management. 	December 2024	<ul style="list-style-type: none"> CEO
	<ul style="list-style-type: none"> Ensure representation of Aboriginal and Torres Strait Islanders on the Surfing Victoria Board of Management 	November 2025	<ul style="list-style-type: none"> Chair of Surfing Victoria

GOVERNANCE



ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
<p>14. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</p>	<ul style="list-style-type: none"> • Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence. • Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire. • Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. • Report RAP progress to all staff and senior leaders quarterly. • Publicly report our RAP achievements, challenges and learnings, annually. • Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer. • Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP. • Embed key RAP Actions as KPI's in the annual 12-month Action Plan. 	<p>June Annually</p> <p>1 August Annually</p> <p>30 September Annually</p> <p>March, June, September, December Annually</p> <p>July Annually</p> <p>July 2026</p> <p>December 2026</p> <p>September Annually</p>	<ul style="list-style-type: none"> • RAP Champion • RAP Champion • CEO • RAP Champion • CEO • CEO • Marketing & Communications • CEO • CEO • CEO
<p>15. Continue our reconciliation journey by developing our next RAP.</p>	<ul style="list-style-type: none"> • Register via Reconciliation Australia's website to begin developing our next RAP. 	<p>June 2026</p>	<ul style="list-style-type: none"> • CEO • RAP Champion



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