



# National Basketball League

## Innovate Reconciliation Action Plan

**Oct 2024 - Oct 2026**



# Acknowledgment of country

The National Basketball League (NBL) respectfully acknowledges the Bunurong Boon Wurrung and Wurundjeri Woi Wurrung peoples of the Eastern Kulin Nation as the Traditional Owners of the land and waterways on which our headquarters are located.

We pay our respects to past, present, and emerging Elders and we commit to caring for these ancient lands to which they have had a connection for thousands of years. We acknowledge their continuous connection to Country and their cultural authority.

We extend our respect to all Aboriginal and Torres Strait Islander people and communities of other nations across Australia and the Torres Strait Islands.

We are honoured to be able to establish and maintain our own connection with this history and cultures and will strive to operate in the spirit of those who came before us.



Photo captured at an NBL game

# Contents

|  |    |
|--|----|
| Opening address  | 4  |
| Statement from Karen Mundine,<br>CEO, Reconciliation Australia | 5  |
| About the NBL Group  | 6  |
| About the National Basketball League                           | 7  |
| NBL and NBL Club Locations                                     | 8  |
| About Luke Penrith   | 9  |
| About Luke's artwork   | 10 |
| 2024 NBL Indigenous Round jerseys                              | 11 |
| Our Innovate RAP   | 17 |
| Relationships  | 19 |
| Respect  | 21 |
| Opportunities  | 24 |
| Governance   | 26 |
| NBL RAP Working Group Members                                  | 27 |



Designed by **Luke Penrith**



# Opening address



**The National Basketball League is delighted to have worked alongside Reconciliation Australia to develop its Innovate Reconciliation Action Plan (RAP).**

Building on the success of the NBL's Reflect RAP, which was our inaugural plan for reconciliation, we now have the framework and systems in place to be in a position to advance to an Innovate RAP.

Basketball is one of the most culturally diverse and inclusive sports in Australia and the second most participated team sport. As a sport we have been enriched by the contribution of Aboriginal and Torres Strait Islander players, referees, coaches, administrators and volunteers and we want to support and develop pathways in the game for Aboriginal and Torres Strait Islander people.

The NBL is so much more than just one of Australia's leading professional sporting leagues - we are a community of cultures, talents, beliefs, and diverse interests brought together by our shared love for the sport of basketball. The NBL remains committed to using our reach, influence, and resources to further advance reconciliation and national unity. We recognise the

specific contribution that Aboriginal & Torres Strait Islander peoples have made to the development and success of Australian basketball, and we reflect on this every year, not only during moments of national significance such as National Reconciliation Week and NAIDOC week, but also our own moment of celebration during Indigenous Round. Indigenous Round remains one of the most important moments in the NBL season, we look forward to it every year as we shine a spotlight on the incredible players, artists and community organisations in our network.

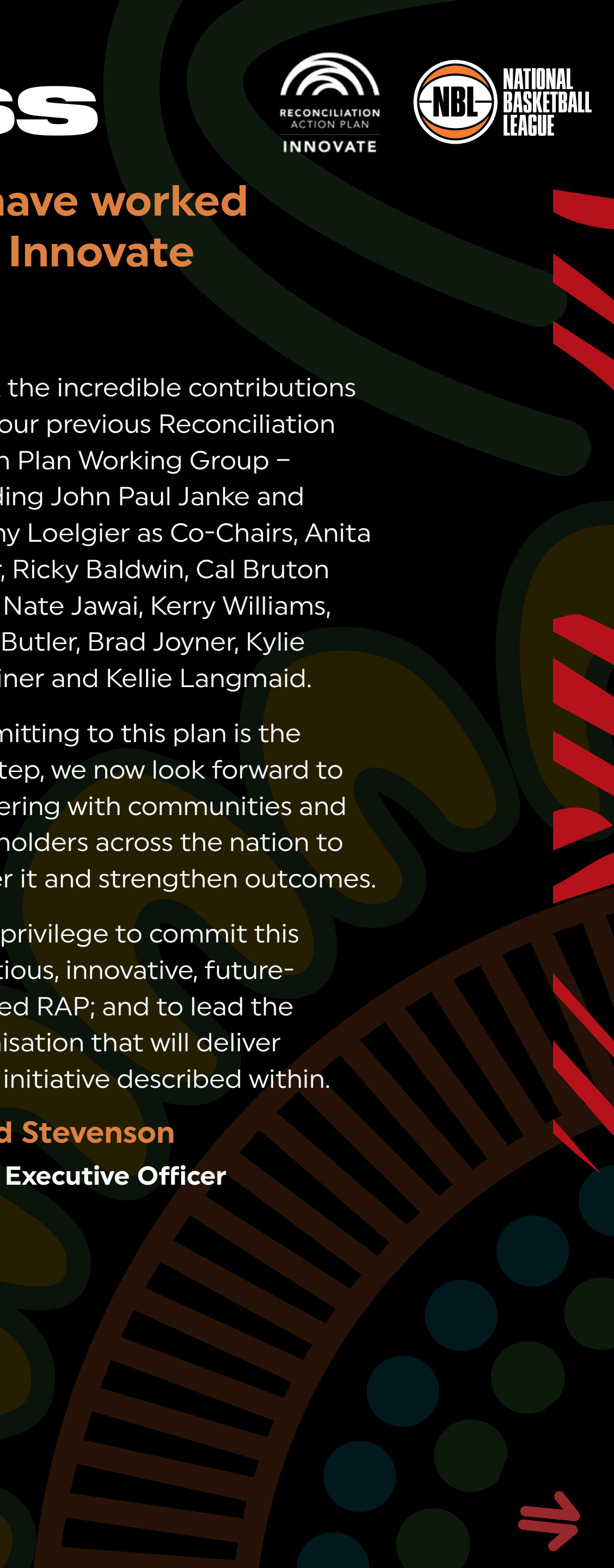
A key theme of this Innovate RAP is identifying and fostering talent into the future. We have done this deliberately as we believe that Australian basketball would not be where it is today without the trailblazing pioneers of the past, so it is incumbent on us to create the pathways and support systems that will identify and empower the next generation First Nations talent. As we commit to this plan, I want to

thank the incredible contributions from our previous Reconciliation Action Plan Working Group - including John Paul Janke and Jeremy Loelgier as Co-Chairs, Anita Pahor, Ricky Baldwin, Cal Bruton OAM, Nate Jawai, Kerry Williams, Scott Butler, Brad Joyner, Kylie Hitchiner and Kellie Langmaid.

Committing to this plan is the first step, we now look forward to partnering with communities and stakeholders across the nation to deliver it and strengthen outcomes.

It is a privilege to commit this ambitious, innovative, future-focused RAP; and to lead the organisation that will deliver every initiative described within.

**David Stevenson**  
**Chief Executive Officer**



# Statement from Karen Mundine, CEO, Reconciliation Australia



Reconciliation Australia commends National Basketball League 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 National Basketball League 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, National

Basketball League 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. National Basketball League 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 National Basketball League'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 National Basketball League on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

**Karen Mundine**  
**Chief Executive Officer,**  
**Reconciliation Australia**



# About the NBL Group



**10 NBL CLUBS, LOCATED IN ALL STATES OF AUSTRALIA & NEW ZEALAND.**



**PRE-EMINENT NATIONAL DEVELOPMENT LEAGUE - 76 CLUBS**

**149 TEAMS (MEN AND WOMEN) 1600+ GAMES PER SEASON**



**AN NBL OWNED ESPORTS FRANCHISE COMPETING IN THE NBA 2K LEAGUE, ENGAGING WITH THE NEXT GENERATION BASKETBALL FAN.**



**WNBL - 8 CLUBS LOCATED ACROSS AUSTRALIA**



**AN INNOVATIVE PATHWAY FOR THE WORLD'S BEST YOUNG BASKETBALLERS TO REACH THE NBA.**



**PRE-SEASON USA TOURS**

with official matches played between NBL and NBA Clubs, along with a Schools Program giving the next generation a greater understanding of the NBA.



**AUSTRALIA'S FASTEST GROWING TEAM SPORT.**

3 on 3 Basketball that's simple and fun to play, and provides a pathway from local programs, all the way to the World Championships & Olympics.



# About the National Basketball League

Operating since 1979, Australia's NBL is the pre-eminent men's competition for elite basketball in Australia.

The NBL has always offered Australia's emerging basketball talent with a platform to reach the highest levels of the game, including the Olympics and international leagues, such as the United States' based NBA. In recent years, the NBL has become widely reported as the second-best domestic basketball league in the world outside of the NBA.

Since new ownership took in 2015, the NBL has seen a rapid resurgence in commercial value, sponsorship, attendance, broadcast viewership,

digital engagement, media coverage and government relations.

The NBL now employs more than 70 staff across key divisions including Basketball Operations, Commercial, Marketing, Communications and Content, Government Relations, and Inclusion. The league and network of clubs employ hundreds more people, especially during the NBL season which runs from September – March annually. The league estimates that approximately ten staff are Aboriginal and Torres Strait Islander people across the NBL headquarters and also clubs, however does not have a current approach to recording this.





# NBL and NBL Club Locations

The National Basketball League's headquarters are situated in Melbourne on Kulin Nation Country.

Additionally each of the Australian Clubs also have offices based in their respective home cities; Adelaide, Brisbane, Cairns, Illawarra (Wollongong), Hobart, Melbourne, Perth, South East Melbourne and Sydney.



# About Luke Penrith

## – the NBL's Indigenous Artist

**Luke Penrith** as the proud owner of Luke Penrith Arts and Designs, his Aboriginal-owned business dedicated to sharing the rich and vibrant heritage of Aboriginal arts and culture through his exclusive and unique product range.

Luke Penrith's ancestry is connected through the Wiradjuri, Wotjobaluk, the Yuin, and the Gumbaynggirr Nations.

Luke is driven by supporting and nurturing First Nations businesses and job-seekers. Lore, culture & heritage are paramount to Luke.

His art and design, including custom Aboriginal artwork inspiration comes from a family full of leaders, customs and art styles passed down by family members.

Luke has been deeply involved in youth leadership, sports life skills, community development, employment, environmental initiatives, and business.

His personal and professional journey underscores his dedication to these causes, which are intricately woven into the fabric of his company.



# About Luke's artwork,

## Flowing Unity: The Heartbeat of basketball

### Flowing Unity:

The Heartbeat of Basketball' is not merely a static piece of art; it is a dynamic reflection of the cultural mosaic that defines Australia. Rooted deeply within its layers are the echoes of Indigenous wisdom and heritage, intertwining seamlessly with the spirit of the game.

The river, coursing through the canvas, serves as a silent witness to the enduring connection First Nations peoples have with the land. Its flow mirrors the resilience and adaptability inherent in Indigenous cultures, which have sustained themselves alongside these life-giving waters for generations. Embedded within its currents are whispers of ancient stories and traditions, reminding us of the rich tapestry of First Nations heritage that underpins Australian identity.

Central to the artwork, the basketball symbolises more than just a sport; it embodies the resilience and aspirations of Indigenous communities. It serves as a beacon of hope, uniting individuals from diverse backgrounds in a shared pursuit of excellence. The figures surrounding the basketball represent the inclusivity inherent in Australian culture, where differences are celebrated and embraced as strengths.

Woven into the fabric of the composition are subtle nods to First Nations artistry, with traditional symbols and motifs paying homage to the timeless wisdom of Australia's First Peoples. These elements serve as a bridge between past and present, reminding us of the importance of honoring and preserving Indigenous heritage in a rapidly changing world.

As viewers engage with the artwork, they are invited to delve deeper into the complexities of First Nations culture and its profound impact on Australian society. "Flowing Unity: The Heartbeat of Basketball" is a testament to the enduring legacy of First Nations peoples, whose wisdom and resilience continue to shape the cultural landscape of Australia.

In essence, the artwork is a celebration of unity, resilience, and cultural diversity—a reminder of the intrinsic connection between sport and First Nations heritage. It serves as a tribute to the enduring spirit of community that lies at the heart of Australian culture, where the bonds forged on the basketball court echo the timeless rhythms of the land and carry with them the hopes and dreams of generations yet to come.



# 2024 NBL Indigenous Round jerseys



Photo captured at an NBL game

# Adelaide 36ers



ARTIST:

**Mali Isabel,**

a proud Arabana and Kokatha woman, living and practising on Kurna land

## Jersey design story:

### Tultyurrintheta (Come together)

The Tultyurrintheta artwork (come together) is inspired by the Adelaide 36ers community and the land the team represents.

The jersey pays homage to beautiful Kurna Yerta and the diverse history and culture that we get to share alongside the Kurna miyurna (people).

Using the colours kaarukaaru (red), kardalta (blue) and wirranirana (yellow), Isabel has created an artwork that represents the Adelaide 36ers community that embraces and welcomes all the people regardless of their differences.

The jersey features the shape of Kurna Yerta which is covered by the Aboriginal flag to show pride of our Aboriginal culture and land.

There is a man sitting beside the land to represent each male who has played for the team past and present. There are 15 stars to represent the current players on the team.

Kangaroo, emu and human tracks are all travelling to the same location to support each other and come together as one.

The sides of the jersey features four meeting places to acknowledge the four championships the club has won. The NBL25 Indigenous uniform features seven meeting places, the meanings of these meeting places shift in the eye of the beholder so people have the opportunity create personal meaning of the places that feel like wardli-ana (home) to them.

Isabel collaborated and gained inspiration from traditional owner Drew Kilner, who is a young Kurna and Ngarrindjeri man from south of Adelaide.

# Brisbane Bullets



ARTIST:

**Cassie Dover**

from Deadly Creations by CD – Mob, Kombumerri with connections to Kunja people

## Jersey design story:

The artwork represents the city of Brisbane and the location where the Bullets play.

The river is a big part of Brisbane with all the blue spaces and connecting pieces representing the community and land surrounding the organisation.

The support circles represent each individual player, (in the centre) and the surrounding people sitting represent all those who support the players to be on court, the key stakeholders - their families, the coaches, staff, members, fans, sponsors, volunteers and all others who contribute to the team.



# Cairns Taipans



**ARTIST:**  
**Kevin Edmondstone**

- Yidinji Clan in Far North Queensland, Australia, having connections to Palm Island and Varrabah

### Jersey design story:

This design is about Far North Queensland – Kevin's home, his culture, where he's from.

The animals in the design are traditional food we hunt for, to eat at weddings, gatherings and funerals - they represent the sea.

Representing the land, are the feet we stand on and live. Kevin worked with the Taipans on the beautiful gradient, selecting yellow and oranges hue to represent the primary colour of the team complemented by his personal artistic style.

# Illawarra Hawks



**ARTIST:**  
**Aunty Trish Levett**

- proud Gundungurra woman from the mountains in the Southern Highlands of NSW

### Jersey design story:

This painting tells the story of connection to mother earth and farther sky. Down the bottom is the ocean, above the ocean is the river, the circles in the river represent sacred medicine water holes where we wash our medicines or mix them with water.

The landscape mother earth is above the river. The Hawk in the centre represents the Illawarra Hawks, on the hawk chest is a meeting where we all come together as one. Either side of the Hawk are the Sacred mountains.

The Hawk teaches us strength and connection. The Hawk will show up to remind us all of our own strength, wisdom and to take notice of what is going on guide us. The Hawk reminds us to keep looking forward.

The Sky (father sky) shows the Stars. Since the beginning of time our people have used the stars as a guide to navigate our way across mother earth. The stars hold many of our stories, and our ancestors spirits.



# Melbourne United



ARTIST:

**Alex Kerr**

- A proud Wurundjeri man

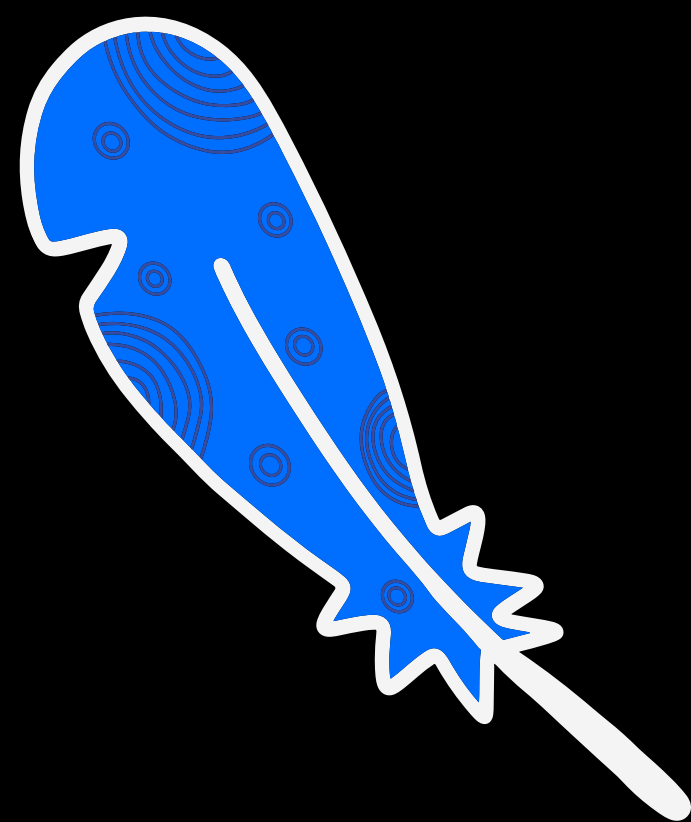
### Jersey design story:

#### Bunjil - Our Creator:

The design of this uniform is all about the importance of Bunjil and what it means for the Wurundjeri people. This is why Bunjil is the prominent in the design.

The uniform also tells the story of William Barak who is the last "ngurungaeta" (Chief) of the Wurundjeri people. Alex did this by using William's style of artwork together with Alex's and created the meeting place design you can see on the side of the jersey.

This meeting place also represents all the community of Melbourne/Narrm United along with the Wurundjeri people and strong connections we have today. The design then has Waa (crow) - our protector and his feathers on the designs watching over the community and ensuring their safety while conducting business on Wurundjeri country.



# Perth Wildcats



ARTIST:

**Jarnda Bina  
Councillor-Barns,**

a proud Karrajarri, Nuggaja, Noongar (Binjarup), Maori woman from Boorloo mountains in the Southern Highlands of NSW



### Jersey design story:

At its core, the design captures the essence of overcoming barriers, whether it be financial, locational, accessibility ect. These paths represent the winding roads of struggle, each twist and turn a testament to the resilience required to navigate through those barriers..

Interwoven with the paths are patterns drawn from the fabric of cultural identity. The opaque entities in the back represents the rich connections of our elders and their presence with us on our journey giving us strength to push through our challenges.. Through the design, those barriers that are depicted as obstacles to be overcome, their presence acknowledged but ultimately transcended in the pursuit of unity and strength.

Amidst the vibrant tapestry of cultural symbolism, the design is anchored by the steady presence of natural elements. The flowing waters speak to the locational challenges faced along the way, reminding us of the importance of stewardship and harmony with the land and our people. Through the design, the individual's connection to the earth is honoured, highlighting the resilience forged through a deep reverence for our traditional lands.

As the emblem comes to life, it serves not only as a representation of the basketball team but as a powerful reflection of the journey that brought them to this moment. Each line, curve, and color speaks to the triumphs and tribulations faced along the way, weaving together a narrative of strength, unity, and unwavering determination.

In its entirety, the indigenous design for the basketball team emblem stands as a testament to the human spirit's capacity to overcome barriers, embracing the challenges of the past while forging boldly into the future.



# S.E. Melbourne Phoenix

S.E. MELBOURNE  
**PHOENIX**



ARTIST:

**Dixon Patten,**

a proud Gunnai, Yorta Yorta, Gunditjmara, Dhudhuroa man with bloodlines from Wemba Wemba, Barapa Barapa, Djab Wurrung, Wiradjuri, Yuin, Wodi Wodi, Wolgal, Monaro

## Jersey design story:

### Orange Bellied-Parrot

Dixon chose to honour this bird in his design as there is symbology that aligns with the Phoenix.

Unfortunately, since settlement; Australia has one the highest extinction and endangered species rates in the world. There are fewer than 100 remaining Orange-Bellied Parrots in the wild.

The Orange-Bellied Parrot is only 1 of 3 parrots that migrate, it is a symbol that South East Melbourne is home to people from all walks of life, that migrated here as a means for survival, opportunity and abundance.

Dixon's hope is to encourage people to see beyond modern LED's, concrete footpaths, roads and buildings and truly see the landscape and understand how we collectively contribute to Country's wellbeing. The Orange-Bellied Parrot and many other species deserve survival, opportunity and abundance.

Dixon's hope is that like the Phoenix, the Orange-Bellied Parrot rises up strong, yet unlike the Phoenix, hopes it does not become a symbol of death for us to acknowledge its significance.

The patterns in the bird honour our carving culture(s) in modern Victoria, we traditionally used diamond shaped patterns and geometric shapes. These patterns can be found on our Possum Skin Cloaks, artefacts, scar trees, rock art and painted on our bodies during ceremony.

# Sydney Kings

ARTIST:

**Stewart James,**

from Narrandera, Wiradjuri Country

## Jersey design story:

This design is all about identity! To go forward in life, you must know who you are and where you come from.

The design embraces the stories that have built the foundations of who the Sydney Kings are as a club. They represent the people, the areas across Sydney, and the proud history of all that has come before them.

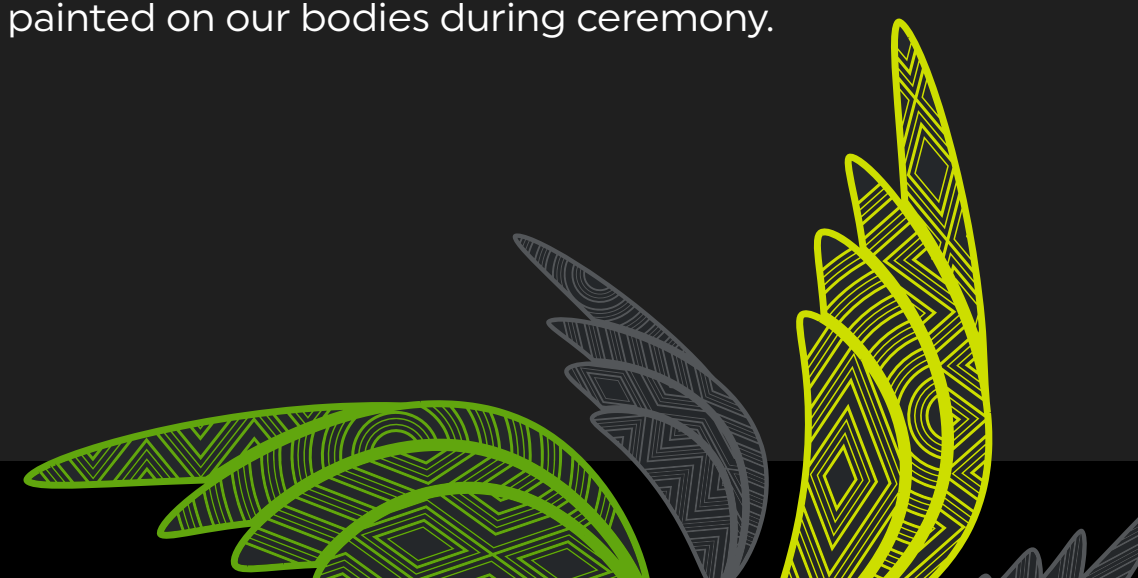
Throughout the design there are symbols that hold important meaning and is intentionally designed in a way that explains the geographical connection between all the areas across Sydney.

There are 5 meeting place symbols that acknowledges the ancestral lands and waters of all the First Nations Clan Groups that cover the entire footprint of the Sydney area. Leading outwards from these symbols are swirling lines that connect to the entire design, which demonstrates the link to the old stories and the new stories. Still to this day, those areas carry a proud history and connection to those places and those peoples.

The same 5 symbols, acknowledges the success of the Sydney Kings by including the 5 championships they have previously won, which embraces another level of identity to who they are.

The diamond patterns represent a protective armour like feature of the design. This pattern was often used on traditional weaponry in various regions throughout First Nations Groups, particularly seen on traditional shields used for combat.

The continuous circular patterns reflect the diverse cultures that Sydney as a place embraces. This again influences the identity of the Sydney Kings. These same circular patterns recognise all the knowledge and history that is included within this design and allows people from all walks of life, from all areas of Sydney, to stand united when the Sydney Kings take the court.



# New Zealand Breakers



ARTIST:

**Anthony Wilson**

representing the Awatere Marae nation

### Jersey design story:

This season's jersey design is built on the powerful theme of Kowhaiwhai—those intricate, traditional Māori patterns used to tell stories. It draws inspiration from the sacred symbols found in our meeting houses, representing Whakapapa (our genealogy). These patterns remind us of our deep connection to our ancestors, tracing our lineage back to the very moment of creation. It speaks to something universal: we are all a part of this larger creation, bound by a history that shapes who we are. No matter where someone comes from, if they take the time to understand this connection, they too can find themselves woven into the fabric of our story.

Our design team has chosen the vibrant, iridescent colors of the Pāua shellfish to symbolize our connection to the sea. For so many of the Pacific cultures, the ocean is life—it's our origin, our path, and our sustenance. These colors, combined with the themes of speed agility and tenacious spirit echo the strength of our Pacific identity, which flows through the veins of all the islands that share this mighty Pacific ocean.

From a design perspective, New Zealand's diversity is one of our greatest strengths. This jersey is more than just a uniform—it's a bridge, connecting our indigenous heritage with cultures from around the world. Through this design, we've strived to create something truly unique—modern, inclusive, and reflective of the vibrant tapestry that is New Zealand today.



# Tasmania JackJumpers



ARTIST:

**Caleb Nichols-Mansell**

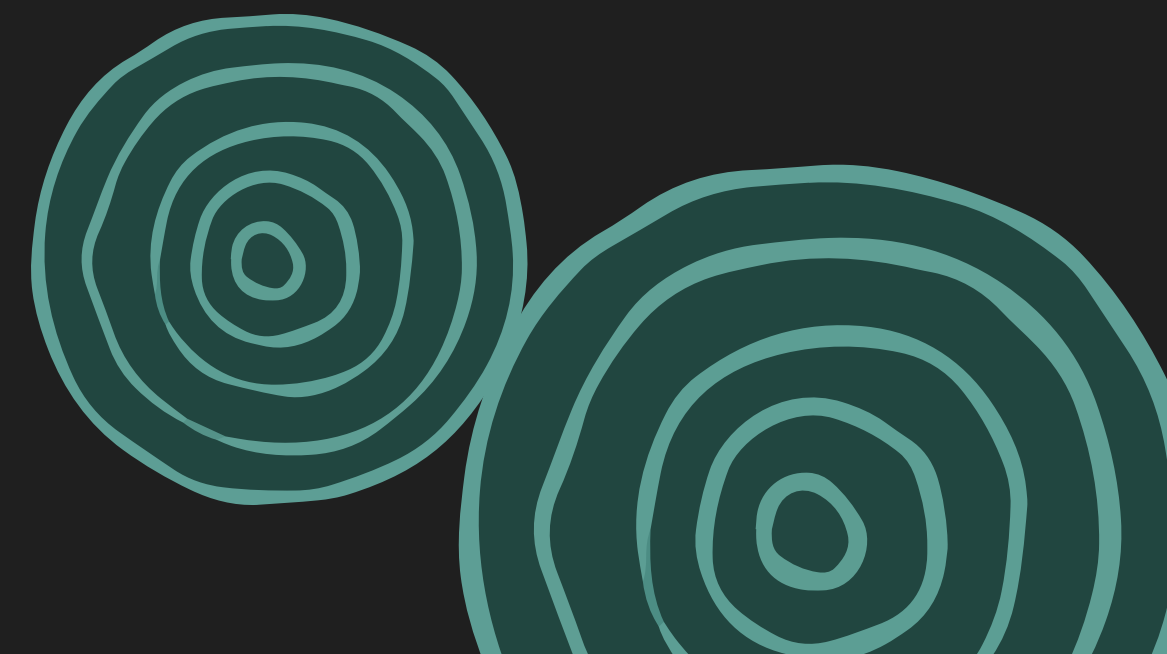
– proud Tasmanian Aboriginal man with deep connections to country, community, culture and spirit which all inform his practice and process as an artist and leader.

### Jersey design story:

The design is about the Tasmanian Aboriginal community and the connection to the island.

The centre of the design and present on all panels of the jersey, are nine circular motifs which represent the nine nations that made up Lutruwita/Tasmania. The nine nations lived on, cared for and practiced culture on these lands and the Palawa community continue this today.

The JackJumpers will wear these nine nations on their front as a reminder of the leaders we were, and still are, on their backs as a reminder of the past and deep time connection we hold, and on their sides as a reminder we walk side by side. The salt water wraps around their bodies just as it does in the ocean.





# Our Innovate RAP

The NBL's vision for reconciliation is to create connections, opportunities, and relationships between the NBL and Aboriginal and Torres Strait Islander communities to foster more opportunities for First Nations players to be represented at the highest levels of the sport of basketball.



# Our Innovate RAP



The NBL is proud to have completed implementation of its Reflect Reconciliation Action Plan (RAP), and to be moving into delivery of this Innovate RAP.

Basketball is one of the most culturally diverse and inclusive sports in Australia and the second most participated team sport. As Australia's premier basketball league, the NBL's aim is to unite our varied and vast basketball communities. As a sport we have been enriched by the contribution of Aboriginal and Torres Strait Islander players, referees and administrators and we want to support and develop pathways in the game for Aboriginal and Torres Strait Islander people.

Basketball is thriving, and is now in the top 3 most popular sports to play or view globally. Over 1.2 million people played basketball in Australia last year, and the NBL now has a fanbase in excess of 3.55 million Australians.

That enthusiasm for basketball gives the NBL a genuine ability to set examples and create opportunities by influencing vast numbers of Australians. Utilising our scope of

influence to encourage reconciliation and improve outcomes for Aboriginal and Torres Strait Islander people is a responsibility that we take very seriously. The development of the League's Cultural Safety Framework, which includes (but is not limited to) new rules codified into the Rules and Regulations pursuant to which the competition is operated constitute some of our significant measures, but we aim to foster support and respect for Aboriginal and Torres Strait Islander histories and cultures in everything that we do as a professional sporting code. This principle runs through our organisation, right down to the day-to-day initiatives include such things as a 'Welcome to Country' as part of the requirements before every NBL game, showcasing Aboriginal and Torres Strait Islander flags at all venues, producing and showing respect with Indigenous Round specific apparel for players and officials, and incorporating the telling of stories and connections to country are highlights of our ongoing organisational commitment.

Since implementing our Reflect RAP, the NBL has achieved significant success with the initiatives directly referenced within it, and broader, related initiatives. Two of our most powerful initiatives include the commencement of a First Nations talent identification program in Queensland, and our inaugural NAIDOC week partnership with Indigenous Basketball Australia where we shine a spotlight on the emerging First Nations talent in Australia.

Furthermore, for the first time ever the NBL celebrated Indigenous Round in 2023 alongside Australia's professional women's league, the WNBL. This event was an enormous success which provided another platform for NBL and WNBL players to tell their stories of success. The Reflect RAP also taught us a lot about attracting First Nations administrators into senior roles within the organisation and also our network of clubs, and the NBL is currently incorporating best practice processes to ensure First Nations administrators are represented in expansion teams.

A key learning taken from the implementation of our Reflect RAP is the importance of all Clubs establishing meaningful community partnerships – which has necessitated support being offered by the League and its stakeholders to develop and maintain those community partnerships. These community partnerships have proven to be invaluable in assisting Clubs to develop considered and appropriate ways to implement Aboriginal and Torres Strait Islander Cultural Journeys for their players and staff.

We are now also of a scale as a business that our decisions will have a meaningful impact on the lives and businesses of many others, which also represents an opportunity to make those decisions in a manner which is consistent with our commitment to reconciliation.

The NBL welcomes all players, fans and stakeholders to come with us on our reconciliation journey, as guided by this Plan.



# Relationships



The National Basketball League values its association with Aboriginal and Torres Strait Islander players since the competition's inception in 1979. The NBL acknowledges that considerably more can and must be done to form mutually beneficial relationships, encourage and strengthen greater involvement, recruitment, retention and professional development of Aboriginal and Torres Strait Islander people at all levels of the game, as players, coaches, trainers, administrators and volunteers. This is especially important to the NBL as we seek to strengthen the representation of First Nations players in Australia's professional basketball economy. We speak to a fan base of over 3.5 million Australians and as such we are strategically positioned to continue to amplify and influence the national dialogue of reconciliation.

| ACTION  | DELIVERABLE   | TIMELINE                            | RESPONSIBILITY   |
|---|---|-------------------------------------|--|
| <b>1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</b>   | <ul style="list-style-type: none"> <li>Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement between those stakeholders and organisations, the NBL and the Australian NBL Clubs.</li> </ul>  | November 2025, 2026                 | First Nations and Inclusion Manager / Club Community Manager |
|   | <ul style="list-style-type: none"> <li>Implement and review the NBL's engagement plan for working with Aboriginal and Torres Strait Islander stakeholders and organisations.</li> </ul>   | March 2025, 2026                    | First Nations and Inclusion Manager                          |
|   | <ul style="list-style-type: none"> <li>Support Clubs to invite and acknowledge Aboriginal and Torres Strait Islander community and leaders when conducting events with stakeholders and organisations at key moments in the NBL's annual calendar (during season and off-season), and wherever appropriate, such as wherever the NBL is able to have such influence.</li> </ul> | February 2025, 2026                 | First Nations and Inclusion Manager / Club Community Manager |
| <b>2. Build relationships through celebrating National Reconciliation Week to provide strengthened relationships, understanding and sharing of knowledge between Aboriginal and Torres Strait Islander and staff, players and the wider community.</b>                              | <ul style="list-style-type: none"> <li>Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff, players, and fans annually.</li> </ul>   | May 2025, 2026                      | First Nations and Inclusion Manager                          |
|   | <ul style="list-style-type: none"> <li>RAP Working Group members to participate in an external NRW event in their State.</li> </ul>   | 27 May – 3 June annually            | First Nations and Inclusion Manager                          |
|   | <ul style="list-style-type: none"> <li>Encourage and support NBL staff and leaders to participate in at least one external event to recognise and celebrate NRW.</li> </ul>   | 27 May – 3 June annually            | First Nations and Inclusion Manager                          |
|   | <ul style="list-style-type: none"> <li>Host an NBL NRW event each year and invite staff and stakeholders to attend and participate in those events.</li> </ul>  | May annually                        | First Nations and Inclusion Manager                          |
|   | <ul style="list-style-type: none"> <li>Register the NBL's NRW events with Reconciliation Australia.</li> </ul>  | May annually                        | First Nations and Inclusion Manager                          |
| <ul style="list-style-type: none"> <li>Upon request, assist Australian NBL Clubs to develop their Cultural Journey Framework for participating in NRW in ways that are relevant and appropriate to their organisation and in consultation with local Traditional Owners.</li> </ul> | May 2025, 2026  | First Nations and Inclusion Manager |  |





# Relationships



| ACTION  | DELIVERABLE  | TIMELINE   | RESPONSIBILITY  |
|---|--|--|---|
| <b>3. Promote reconciliation through our sphere of influence.</b>   | <ul style="list-style-type: none"> <li>Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.</li> </ul>   | March 2025, 2026   | Human Resources Manager / First Nations and Inclusion               |
|   | <ul style="list-style-type: none"> <li>Publicly communicate the NBL's commitment to reconciliation by sending key media releases to Aboriginal and Torres Strait Islander media outlets such as:               <ul style="list-style-type: none"> <li>- Koori Mail</li> <li>- NITV</li> <li>- NIRS Radio</li> <li>- National Indigenous Times</li> </ul> </li> </ul> | November 2024, 2025  | First Nations and Inclusion Manager / Chief Content & Media Officer |
|   | <ul style="list-style-type: none"> <li>Engage in opportunities to positively influence our external stakeholders to drive reconciliation programs and outcomes.</li> </ul>   | May 2025   | CEO / First Nations and Inclusion Manager                           |
|   | <ul style="list-style-type: none"> <li>Collaborate with RAP organisations and stakeholders, Australian NBL Clubs and external stakeholders to develop initiatives to advance reconciliation whether internally and/or externally.</li> </ul>   | Pre-planning to our Indigenous Round September 2024 and September 2025 | First Nations and Inclusion Manager                                 |
|   | <ul style="list-style-type: none"> <li>Provide advice and support to Australian NBL Clubs, as well as the NBL's corporate and community partners, if they wish to develop their own RAP.</li> </ul>  | Ongoing – review in July 2025 and 2026                                 | First Nations and Inclusion Manager                                 |
| <b>4. Promote positive race relations through anti-discrimination strategies with our Aboriginal and Torres Strait Islander partners and community.</b> | <ul style="list-style-type: none"> <li>Conduct a yearly review of NBL's policies and procedures to consider whether existing anti-discrimination provisions provide adequately for future needs, considering any changes in law, policy, and best practice from time to time.</li> </ul>   | Progress Review September 2024, 2025                                   | Human Resources Manager / First Nations and Inclusion Manager       |
|   | <ul style="list-style-type: none"> <li>Develop, implement, and communicate an anti-discrimination policy for our organisation.</li> </ul>  | November 2024  | Human Resources Manager / First Nations and Inclusion Manager       |
|   | <ul style="list-style-type: none"> <li>Educate senior leaders on the effects of racism.</li> </ul>   | October 2024   | Human Resources Manager / First Nations and Inclusion Manager       |
|   | <ul style="list-style-type: none"> <li>Engage with Aboriginal and Torres Strait Islander staff and/or advisors with regard to our anti-discrimination policy considering that this may need to be conducted on a regional basis to ensure that we respect traditional lore where relevant.</li> </ul>  | October 2024, 2025   | Human Resources Manager / First Nations and Inclusion Manager       |





# Respect



Our commitment to being respectful of Aboriginal and Torres Strait Islander history and cultures is an essential component of our understanding and appreciation of the importance of reconciliation as an essential part of working towards the elimination of disparities between Aboriginal and Torres Strait Islander peoples and other Australians.

We demonstrate that commitment by supporting our Clubs to establish and maintain partnerships with the Traditional Owners and Aboriginal and Torres Strait Islander communities in their area with a view to learning and understanding local lore and connection to Country. That understanding, and these relationships, are fundamental to creating constructive and culturally appropriate environments in our workplaces so that First Nations Peoples can thrive as players, coaches, support staff, administrators, or volunteers.

| ACTION  | DELIVERABLE   | TIMELINE            | RESPONSIBILITY  |
|---|---|---------------------|---|
| <b>5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</b> | <ul style="list-style-type: none"> <li>Conduct an annual review of cultural learning needs within the organisation and the Board of Directors.</li> </ul>   | January 2025, 2026  | Human Resources Manager/First Nations and Inclusion Manager |
|   | <ul style="list-style-type: none"> <li>Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of our cultural learning strategy for NBL staff.</li> </ul>   | October 2025        | First Nations and Inclusion Manager                         |
|   | <ul style="list-style-type: none"> <li>Develop, implement and communicate a cultural learning strategy for NBL staff to continue their learning and development.</li> </ul>   | October 2024, 2025  | Human Resources Manager/First Nations and Inclusion Manager |
|   | <ul style="list-style-type: none"> <li>Provide opportunities for key leadership staff to participate in the development and delivery of our cultural learning strategy.</li> </ul>  | October 2024        | First Nations and Inclusion Manager                         |
|   | <ul style="list-style-type: none"> <li>Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.</li> </ul>  | January 2025        | First Nations and Inclusion Manager                         |
|   | <ul style="list-style-type: none"> <li>Provide support to Australian NBL Clubs to create their own cultural learning strategy, in consultation with local Aboriginal and/or Torres Strait Islander communities and stakeholders from different club locations.</li> </ul>     | November 2024, 2025 | First Nations and Inclusion Manager                         |
|   | <ul style="list-style-type: none"> <li>Develop and implement staff questionnaire to determine baseline knowledge, understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.</li> </ul> | November 2024, 2025 | First Nations and Inclusion Manager                         |





# Respect



| ACTION  | DELIVERABLE   | TIMELINE   | RESPONSIBILITY  |
|---|---|--|---|
| <b>6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols and local lore</b>                     | <ul style="list-style-type: none"> <li>Encourage and support all Australian NBL Clubs to conduct either a Welcome to Country or an Acknowledgement of Country (or display a recording) in venue before each home game.</li> </ul>   | Review October 2024, 2025                                      | First Nations and Inclusion Manager/<br>Club Community Manager  |
|   | <ul style="list-style-type: none"> <li>Review the NBL's community programs to consider how to appropriately incorporate Aboriginal and Torres Strait Islander content.</li> </ul>   | June 2025  | First Nations and Inclusion Manager                             |
|   | <ul style="list-style-type: none"> <li>Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.</li> </ul>   | July 2025, 2026  | First Nations and Inclusion Manager                             |
|   | <ul style="list-style-type: none"> <li>Develop, implement, and communicate a cultural protocol document, including but not limited to protocols for Welcome to Country and Acknowledgement of Country.</li> </ul>   | Review November 2024, 2025                                     | First Nations and Inclusion Manager                             |
|   | <ul style="list-style-type: none"> <li>Ensure that all Australian NBL Clubs display the Aboriginal and Torres Strait Islander flags at all NBL home games in Australia</li> </ul>   | October 2024, 2025, 2026                                       | First Nations and Inclusion Manager/<br>Club Head of Operations |
|   | <ul style="list-style-type: none"> <li>Increase NBL staff's understanding of the purpose and significance behind cultural protocols and local lore, including Acknowledgement of Country and Welcome to Country.</li> </ul>   | October 2024, 2025   | First Nations and Inclusion Manager                             |
|   | <ul style="list-style-type: none"> <li>Encourage and support that during each Indigenous Round, all Australian NBL Clubs engage and consult with the Traditional Owners from their local communities regarding how to best represent and engage with their community and their lore and how that is to be celebrated or publicly demonstrated during Indigenous Round.</li> </ul> | November 2024, 2025  | First Nations and Inclusion Manager/<br>Club Community Manager  |
|   | <ul style="list-style-type: none"> <li>Invite a local Traditional Owner to provide a Welcome to Country or other appropriate cultural protocol at certain significant events or important meetings each year.</li> </ul>  | Ongoing – review in June 2025 and 2026                         | First Nations and Inclusion Manager/<br>Club Community Manager  |
| <ul style="list-style-type: none"> <li>Review protocols for the use of a recorded Welcome to Country by a Traditional Owner at events.</li> </ul> | January 2025, 2026  | First Nations and Inclusion Manager/<br>Club Community Manager |   |





| ACTION   | DELIVERABLE   | TIMELINE                       | RESPONSIBILITY   |
|--|---|--------------------------------|--|
| <b>7. Recognise and celebrate cultures during the NBL's annual Indigenous Round.</b>                                 | <ul style="list-style-type: none"> <li>Encourage Clubs to provide at least one opportunity for staff and players to engage in cultural learning as part of the Indigenous Round (if the season does not coincide with NAIDOC Week).</li> </ul>  | July, November 2025            | First Nations and Inclusion Manager                                |
|  | <ul style="list-style-type: none"> <li>Review the Aboriginal and Torres Strait Islander Indigenous Round Jersey artist contract yearly to ensure that it remains relevant and inclusive.</li> </ul>   | July 2025                      | General Manager, Licensing and First Nations and Inclusion Manager |
|  | <ul style="list-style-type: none"> <li>Distribute some or all off the net proceeds from the sale of Indigenous Round uniforms to NBL Aboriginal and Torres Strait Islander programs.</li> </ul>   | July 2025                      | First Nations and Inclusion Manager                                |
|  | <ul style="list-style-type: none"> <li>Encourage Australian NBL Clubs to invite an Elder from their local community to conduct the Welcome to Country at its home game(s) (if any) during each Indigenous Round.</li> </ul>   | October 2024, 2025             | First Nations and Inclusion Manager / Club Community Manager       |
|  | <ul style="list-style-type: none"> <li>Engage with the Australian NBL Clubs to create a unique uniform design for each Indigenous Round, commissioned by agreement with an Aboriginal and/or Torres Strait Islander artist who has a connection to the Club, country or within local Aboriginal and/or Torres Strait Islander community.</li> </ul> | October 2024, 2025             | First Nations and Inclusion Manager / Club Community Manager       |
|  | <ul style="list-style-type: none"> <li>Encourage Australian NBL Clubs to hire Aboriginal and/or Torres Strait Islander performers, who represent local cultures, to assist in the celebrations of each Indigenous Round.</li> </ul>   | October 2024, 2025             | First Nations and Inclusion Manager / Club Community Manager       |
|  | <ul style="list-style-type: none"> <li>Conduct a review after each Indigenous Round to evaluate Club participation and any feedback.</li> </ul>   | December 2024, 2025            | First Nations and Inclusion Manager                                |
| <b>8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b> | <ul style="list-style-type: none"> <li>Encourage NBL staff to participate in an external NAIDOC Week event annually.</li> </ul>   | First week in July 2025, 2026  | First Nations and Inclusion Manager                                |
|  | <ul style="list-style-type: none"> <li>RAP Working Group members to participate in an external NAIDOC Week event annually.</li> </ul>   | First week in July, 2025, 2026 | First Nations and Inclusion Manager                                |
|  | <ul style="list-style-type: none"> <li>Review HR policies and procedures to identify and remove any barriers to staff participating in at least one NAIDOC Week event annually.</li> </ul>  | July 2025 May 2025             | CEO / First Nations and Inclusion Manager                          |
|  | <ul style="list-style-type: none"> <li>Promote NAIDOC Week to NBL staff and players.</li> </ul>   | July 2025, 2026                | First Nations and Inclusion Manager                                |
| <b>9. Promote Aboriginal and Torres Strait Islander art, languages and cultures in the NBL offices and Clubs.</b>    | <ul style="list-style-type: none"> <li>Conduct an art competition to create opportunities for Aboriginal and Torres Strait Islander artists to engage with the NBL and its corporate partners – form a panel of suitably qualified judges to determine winning artwork.</li> </ul>  | June 2025                      | First Nations and Inclusion Manager                                |
|  | <ul style="list-style-type: none"> <li>Promote the winning artwork on NBL social media channels and email distribution list.</li> </ul>   | June 2025                      | First Nations and Inclusion Manager                                |
|  | <ul style="list-style-type: none"> <li>NBL to contemplate alignment with club Indigenous Round jerseys.</li> </ul>  | June 2025                      | First Nations and Inclusion Manager                                |





# Opportunities



NBL has an opportunity, through its employment and procurement practices, to have a meaningful and positive impact on Aboriginal and Torres Strait Islander people and businesses. Opportunities relating to our organisation and the wider league to effect change are as diverse as recruitment, high-performance opportunities, supply chain management, community sports participation, education, knowledge sharing and cultural awareness.

Whilst our opportunity is derived from the scale of our fan base, the public nature of our business, and the fact that we are often perceived as a custodian of a public venture, those same factors may also complicate our ability to enact change from time to time. This is a challenge that we must be willing to accept and to overcome if we are to be proponents of the change that we believe in.

During the forthcoming two-year period of implementation for this Innovate RAP, the NBL wants to focus on opportunities for First Nations players, staff and stakeholders. This Innovate RAP is focussed heavily on people-orientated outcomes including across organisational initiatives, player pathways, and storytelling. We are proud that these form the key objectives of our Innovate RAP.

| ACTION   | DELIVERABLE   | TIMELINE  | RESPONSIBILITY   |
|--|---|---|--|
| <b>10. Strengthen pathways for Aboriginal and Torres Strait Islander youth</b>   | <ul style="list-style-type: none"> <li>Develop and run an Aboriginal and Torres Strait Islander program for youths in and surrounding Cairns, providing more opportunities for young people to play basketball and identify emerging First Nations talent</li> </ul>  | Develop: Dec 2024<br>Implement: March 2025                              | EGM, Government Relations / First Nations and Inclusion Manager                      |
|  | <ul style="list-style-type: none"> <li>Explore funding opportunities for a new role of "First Nations Talent Identification Coordinator" (2 days FTE) who would have responsibility for convening an annual first Nations High Performance Camp (FNHPC) and working with First Nations organisations around Australia who have local basketball connections to identify the best U18 talent to participate in those Camps.</li> </ul>                                 | November 2024, 2025   | EGM, Government Relations / First Nations and Inclusion Manager                      |
| <b>11. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.</b> | <ul style="list-style-type: none"> <li>Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</li> </ul>   | September 2025  | Human Resources Manager / First Nations and Inclusion Manager                        |
|  | <ul style="list-style-type: none"> <li>Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention, and professional development strategy</li> </ul>  | September 2025  | Human Resources Manager / First Nations and Inclusion Manager                        |
|  | <ul style="list-style-type: none"> <li>Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.</li> </ul>   | October 2024, October 2025  | Human Resources Manager / First Nations and Inclusion Manager                        |
|  | <ul style="list-style-type: none"> <li>Advertise job vacancies in a manner and in places that will effectively reach Aboriginal and Torres Strait Islander candidates and stakeholders.</li> </ul>  | Ongoing at every opportunity. Review in August, 2025.                   | Human Resources Manager / First Nations and Inclusion Manager                        |
|  | <ul style="list-style-type: none"> <li>Review HR and recruitment procedures and policies to identify and remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.</li> </ul>  | January 2025, 2026  | Human Resources Manager / First Nations and Inclusion Manager                        |
|  | <ul style="list-style-type: none"> <li>Use reasonable endeavours, including through direct consultation with senior leaders and hiring Managers, to increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.</li> <li>Continue to develop pathways for Aboriginal and Torres Strait Islander players into the NBL by directly providing financial incentives to Clubs identify and recruit First Nations players.</li> </ul> | December 2024, 2025<br><br>Ongoing review - October 2024, 2025 and 2026 | CEO / First Nations and Inclusion Manager<br><br>First Nations and Inclusion Manager |







# Opportunities



| ACTION   | DELIVERABLE  | TIMELINE            | RESPONSIBILITY   |
|--|--|---------------------|--|
| <b>12. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b> | <ul style="list-style-type: none"> <li>Evaluate the merits of Supply Nation membership</li> </ul>  | December 2024       | Chief Commercial Officer / First Nations and Inclusion Manager |
|  | <ul style="list-style-type: none"> <li>Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff (as relevant) for further consideration and dialogue.</li> </ul>   | September 2025      | Chief Commercial Officer / First Nations and Inclusion Manager |
|  | <ul style="list-style-type: none"> <li>Review and update procurement practices to identify and remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.</li> </ul>   | October 2024        | Chief Commercial Officer / First Nations and Inclusion Manager |
|  | <ul style="list-style-type: none"> <li>Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.</li> </ul>   | November 2024, 2025 | Chief Commercial Officer / First Nations and Inclusion Manager |
|  | <ul style="list-style-type: none"> <li>Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.</li> </ul>   | November 2024       | Chief Commercial Officer / First Nations and Inclusion Manager |
| <b>13. Support emerging First Nations players who enter the NBL system.</b>  | <ul style="list-style-type: none"> <li>Develop a mentorship programme for First Nations players, which provides each player a principal point of contact who is:               <ul style="list-style-type: none"> <li>- a First Nations male with experience and cultural understanding of relevant lore, strength, and men's business.</li> <li>- not a current employee of the NBL or an NBL Club; and</li> <li>- has a strong working knowledge of professional basketball in Australia.</li> </ul> </li> </ul> | March 2025          | Chief Commercial Officer / First Nations and Inclusion Manager |





# Governance



| ACTION  | DELIVERABLE   | TIMELINE   | RESPONSIBILITY                                     |
|---|---|--|--|
| <b>14. Maintain an effective RAP Working Group (RWG) to oversee governance and implementation of the RAP.</b>                                 | <ul style="list-style-type: none"> <li>• Maintain Aboriginal and Torres Strait Islander representation on the RWG.</li> </ul>   | Ongoing – review November 2024 and 2025                  | Chairpersons / First Nations and Inclusion Manager |
|   | <ul style="list-style-type: none"> <li>• Review and update as necessary the Terms of Reference for the RWG.</li> </ul>  | June 2025, 2026  | Chairpersons / First Nations and Inclusion Manager |
|   | <ul style="list-style-type: none"> <li>• Hold meetings of the RWG at least four times per year to progress and monitor RAP implementation.</li> </ul>   | February, April, July and October in 2024, 2025 and 2026 | Chairpersons / First Nations and Inclusion Manager |
| <b>15. Provide appropriate support for effective implementation of RAP commitments.</b>   | <ul style="list-style-type: none"> <li>• Define resource needs for RAP implementation.</li> </ul>   | October 2024, 2025                                       | First Nations and Inclusion Manager                |
|   | <ul style="list-style-type: none"> <li>• Appoint and maintain an internal RAP Champion from senior management.</li> </ul>   | October 2024, 2025                                       | CEO  |
|   | <ul style="list-style-type: none"> <li>• Engage our senior leaders and other staff in the delivery of RAP commitments.</li> </ul>   | July 2025  | CEO / First Nations and Inclusion Manager          |
|   | <ul style="list-style-type: none"> <li>• Define and maintain appropriate systems to track, measure and report on RAP commitments.</li> </ul>  | October 2024, 2025                                       | First Nations and Inclusion Manager                |
| <b>16. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</b> | <ul style="list-style-type: none"> <li>• 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.</li> </ul> | June 2025, 2026  | First Nations and Inclusion Manager                |
|   | <ul style="list-style-type: none"> <li>• Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.</li> </ul>   | August 2025, 2026  | First Nations and Inclusion Manager                |
|   | <ul style="list-style-type: none"> <li>• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.</li> </ul>  | September 2025, 2026                                     | First Nations and Inclusion Manager                |
|   | <ul style="list-style-type: none"> <li>• Report RAP progress to all staff and senior leaders at least twice per year.</li> </ul>  | July and December, 2025                                  | First Nations and Inclusion Manager                |
|   | <ul style="list-style-type: none"> <li>• Publicly report our RAP achievements, challenges, and learnings, annually.</li> </ul>  | November 2024, 2025                                      | First Nations and Inclusion Manager                |
|   | <ul style="list-style-type: none"> <li>• Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.</li> </ul>   | May 2026   | First Nations and Inclusion Manager                |
|   | <ul style="list-style-type: none"> <li>• Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.</li> </ul>  | June 2026  | First Nations and Inclusion Manager                |
| <b>17. Continue our reconciliation journey by developing our next RAP.</b>  | <ul style="list-style-type: none"> <li>• Register via Reconciliation Australia's website to begin developing our next RAP.</li> </ul>   | January 2026   | First Nations and Inclusion Manager                |



# NBL RAP Working Group Members



This plan was developed by the NBL's previous RAP Working Group members. This Working Group has since been replaced with a broader, wider scope First Nations advisory committee, which will oversee the implementation of this Plan among other matters.



**JOHN PAUL JANKE**

**Co-Chair National Indigenous Affairs Editor and Presenter at NITV and SBS**

For over three decades he has worked as a media specialist in Indigenous Affairs. John Paul was the Co-Chair of the National NAIDOC Committee and has previously sat on the Diversity Council of Australia's Expert Advisory Panel and been the Deputy Chair of the Australian Indigenous Leadership Centre. He is currently the Acting Chair of the National Museum of Australia's Indigenous Reference Group.



**JEREMY LOELIGER,**

**Co-Chair**

Jeremy Loeliger was the Commissioner of the National Basketball League from 2019-2024, and prior to that CEO from 2015-2019. Jeremy oversaw the establishment of the NBL's first Reconciliation Action Plan (RAP) Working Group, implementation of the Reflect RAP and development of Rule 10 – which enables salary subsidies for eligible Indigenous players, and is designed to encourage the clubs to identify and recruit First Nations talent. Rule 10 was the first of its kind in Australian professional sport.



**RICKY BALDWIN**

**Chief Executive Officer, Koorie Academy Basketball**

2024 Victorian NAIDOC Elder of the Year World Cup winning coach Australian Indigenous women's basketball team 2023 Citizen of the Year, Knox City Council.



**ANITA PAHOR**

**Founder and Managing Director of Larita Academy and CSR Director for LK Group**

With extensive experience in philanthropy, she previously chaired the Society of Women Leaders at the Australian Red Cross and led a global giving circle focused on women and children. As an active member of the National Basketball League's Reconciliation Action Plan Working Group, she champions inclusion and equity for Indigenous Australians.

At Larita Academy, Anita fosters entrepreneurial spirit and creates employment pathways for at-risk youth. Her dedication to partnerships and building a fairer, kinder world drives the Academy's mission to empower young people.



**DAVID STEVENSON**

**Chief Executive Officer, National Basketball League**

David has a wealth of leadership experience have previously held positions at the AFL as General Manager of Operations, the Western Bulldogs as CEO and Nike as VP & GM of Emerging Markets.

During almost seven years at the AFL and 17 years at Nike, Stevenson held many senior executive positions in sports, commercial, operations, and retail both in Australia and Internationally across New Zealand, Asia Pacific, the USA and Global responsibilities with \$5b revenue responsibility.



**CAL BRUTON OAM**

**NBL Hall of Famer  
Retired NBL Championship player and Head Coach  
Founder, Bruton Basketball Foundation**

Cal's passion for success and his leadership and mentoring background, led him to establish the Bruton Basketball Foundation (BBF), through which he delivers life-changing programs and initiatives across the country. Cal is dedicated to empowering Aboriginal and Torres Strait Islander youth and his work has made a significant difference in the Northern Territory, Western Australia and Queensland.

Cal's approach to leadership and community development aligns with the values outlined in the 'Closing the Gap' reports, advocating for community-led, strengths-based solutions that honour cultural experiences.



# NBL RAP Working Group Members



## KERRY WILLIAMS

**Assistant Coach and Community Development Manager, Cairns Taipans Retired NBL player**

Following a successful career as a player, Kerry Williams is now Assistant Coach for the Cairns Taipans. Kerry also leads the Taipans' community development programs and was recently Head Coach of the Indigenous Basketball Australia's All-Stars team and Basketball Australia's National Indigenous Performance Camp at the Centre of Excellence.



## SCOTT BUTLER

**Head of Referees, National Basketball League**

Scott Butler refereed more than 500 professional games in his 20-year career across FIBA competitions, two Olympic Games and the NBL.

Scott is now the NBL's Head of Referees and is responsible for officiating standards and practice across the league.



## BRAD JOYNER

**Chief Strategic Partnerships and Investment Officer, National Basketball League**

Brad leads the National Basketball League's strategic investments and partnerships – including broadcasting, gaming rights and acquisitions. Brad is committed to advancing the interests of First Nations talent pathways in basketball and has contributed to the NBL's RAP Working Group for several years.



## NATE JAWAI

**Retired NBA, Euroleague and NBL Player**

Nate Jawai was the first ever Indigenous Australian to play in the National Basketball Association, playing for the Toronto Raptors and the Minnesota Timberwolves. Nate then signed with Euroleague clubs in Serbia, Russia, Spain and Turkey before returning home to Australia to rejoin the NBL and play for the Perth Wildcats and the Cairns Taipans. Nate finished his career playing with the Darwin Salties in the NBL1 North division.



## KYLIE HITCHINER

**General Manager, Licensing Brand & Community, National Basketball League**

Kylie has invaluable experience and in-depth knowledge of basketball all levels from grassroots through to the elite, including managing the community portfolio at both a club and league level.



## KELLIE LANGMAID

**First Nations and Inclusion Manager, National Basketball League**

Kellie Langmaid is the NBL's First Nations and Inclusion Manager. Kellie oversees the NBL's broad initiatives across its First Nations portfolio, supports artist selection processes, implementation of this Innovate Reconciliation Action Plan, events during culturally significant times of the year such as NAIDOC week, partnerships with key stakeholder groups as well as player and club engagement.





**NATIONAL  
BASKETBALL  
LEAGUE**

The National Basketball League considers it an honour to commit to this Innovate Reconciliation Action Plan, and we look forward to partnering with communities across Australia to deliver it.

**NATIONAL BASKETBALL LEAGUE**

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