



RECONCILIATION
ACTION PLAN

REFLECT

January to December 2025

RECONCILIATION AUSTRALIA CEO STATEMENT

Reconciliation Australia welcomes Baseball Queensland to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Baseball Queensland joins a network of more than 3,000 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Baseball Queensland to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Baseball Queensland, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



OUR BUSINESS

Baseball Queensland is the official governing body for baseball in Queensland, Australia. We acknowledge the Jagera people and the Turrbal people as the Traditional Custodians of Meanjin where our office is located.

Our mission is to provide a professional, inclusive, and safe environment for all baseball enthusiasts. We are dedicated to connecting players, coaches, officials, and fans who share a passion for the diverse game of baseball. With a storied history, Baseball Queensland has played a pivotal role in nurturing the sport at every level, from grassroots development to high-performance competition. We take pride in cultivating and showcasing talented athletes who represent our state and country with utmost professionalism.

Baseball Queensland is governed by a Board of Directors elected by regional body representatives. The Board sets the strategic direction and policy for the organisation. Baseball Queensland has 8 employees; 3 are full-time and the remaining are part-time or work as contractors. There are currently no Aboriginal or Torres Strait Islander employees on staff. For future appointments, Baseball Queensland will encourage Aboriginal and Torres Strait Islander people to apply to work at Baseball Queensland.

OUR RAP

Baseball Queensland recognises the sport plays an important role in the health and wellbeing of all Australians. We recognise that opportunities to participate in sport may be more challenging for some Aboriginal and Torres Strait Islander people with prominent barriers including a lack of transport, financial constraints, lack of time, and competing work, family or cultural commitments (Allen et al 2021). Baseball Queensland plays an important leadership role in supporting our clubs across Queensland to implement programs that focuses on Aboriginal and Torres Strait Islander people participation to minimise the barriers.

As Baseball Queensland embarks on its reconciliation journey, we are taking the first steps through the development of a Reflect Reconciliation Action Plan. The development of this RAP has been informed by close reflection which identified a lack of purposeful commitment to reconciliation, learning from experiences of participants in our sport, and broader discussions within the sporting community. We are committed to identifying and implementing strategies and activities to embed reconciliation into our culture. Our RAP champions are the CEO and Director - Projects, Equity and Inclusion.

We will implement this Reflect RAP as a whole of organisation approach led by the Equity, Diversity and Inclusion Advisory Panel which reports directly to the Board of Baseball Queensland and has representation from across our clubs and regions. As we embark on our reconciliation journey we are excited to be contributing to positive and lasting change to reduce inequality between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians.

Allen B, Canuto K, Evans JR, Lewis E, Gwynn J, Radford K, Delbaere K, Richards J, Lovell N, Dickson M, et al. Facilitators and Barriers to Physical Activity and Sport Participation Experienced by Aboriginal and Torres Strait Islander Adults: A Mixed Method Review. International Journal of Environmental Research and Public Health. 2021; 18(18):9893. <https://doi.org/10.3390/ijerph18189893>

OUR PARTNERSHIPS/CURRENT ACTIVITIES

Baseball Queensland has partnered with South West Indigenous Network to support their sports education tours and NAIDOC celebrations.



RELATIONSHIPS

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	· Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	Feb 2025	Chair, Equity, Diversity and Inclusion Advisory Panel
	· Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Feb 2025	Chair, Equity, Diversity and Inclusion Advisory Panel
2. Build relationships through celebrating National Reconciliation Week (NRW).	· Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff and clubs.	May 2025	Club Support Coordinator
	· RAP Working Group members to participate in an external NRW event.	27 May- 3 June, 2025	Chair, Equity, Diversity and Inclusion Advisory Panel
	· 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	Director- Projects, Equity and Inclusion
3. Promote reconciliation through our sphere of influence.	· Communicate our commitment to reconciliation to all staff.	Feb 2025	CEO
	· Identify external stakeholders that our organisation can engage with on our reconciliation journey.	Jun 2025	Chair, Equity, Diversity and Inclusion Advisory Panel
	· Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	Jun 2025	Club Support Coordinator Chair, Equity, Diversity and Inclusion Advisory Panel
4. Promote positive race relations through anti-discrimination strategies.	· Research best practice and policies in areas of race relations and anti-discrimination.	Aug 2025	Chair Equity, Diversity and Inclusion Advisory Panel
	· Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Feb 2025	Director- Projects, Equity and Inclusion



RESPECT



Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	· Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	Aug 2025	Chair Equity, Diversity and Inclusion Advisory Panel
	· Conduct a review of cultural learning needs within our organisation.	Aug 2025	Director- Projects, Equity and Inclusion
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	· Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	Feb 2025	Chair Equity, Diversity and Inclusion Advisory Panel
	· Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Jul 2025	Chair Equity, Diversity and Inclusion Advisory Panel Director- Projects, Equity and Inclusion CEO
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	· Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June and July 2025	Chair Equity, Diversity and Inclusion Advisory Panel Digital Media Manager Club Support Coordinator
	· Introduce our staff to NAIDOC Week by promoting external events in our local area.	First week in July 2025	Chair Equity, Diversity and Inclusion Advisory Panel Digital Media Manager Club Support Coordinator
	· RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2025	Chair Equity, Diversity and Inclusion Advisory Panel



OPPORTUNITIES

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	· Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	Sep 2025	CEO Director- Projects, Equity and Inclusion
	· Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Sep 2025	CEO Director- Projects, Equity and Inclusion
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	· Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	Sep 2025	CEO
	· Investigate Supply Nation membership.	Sep 2025	CEO



GOVERNANCE

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	· Form a RWG to govern RAP implementation.	Nov 2024	Chair Equity, Diversity and Inclusion Advisory Panel Director- Projects, Equity and Inclusion
	· Draft a Terms of Reference for the RWG.	Mar 2025	Chair Equity, Diversity and Inclusion Advisory Panel Director- Projects, Equity and Inclusion
	· Establish Aboriginal and Torres Strait Islander representation on the RWG.	Nov 2024	Chair Equity, Diversity and Inclusion Director- Projects, Equity and Inclusion
11. Provide appropriate support for effective implementation of RAP commitments.	· Define resource needs for RAP implementation.	Feb 2025	Chair Equity, Diversity and Inclusion Advisory Panel
	· Engage senior leaders in the delivery of RAP commitments.	Feb 2025	Director- Projects, Equity and Inclusion CEO
	· Appoint a senior leader to champion our RAP internally.	Feb 2025	Director- Projects, Equity and Inclusion CEO
	· Define appropriate systems and capability to track, measure and report on RAP commitments.	Feb 2025	Chair Equity, Diversity and Inclusion Advisory Panel
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	· 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.	June annually	CEO
	· Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually	CEO
	· Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	CEO Chair Equity, Diversity and Inclusion Advisory Panel
13. Continue our reconciliation journey by developing our next RAP.	· Register via Reconciliation Australia's website to begin developing our next RAP.	Dec 2025	Chair Equity, Diversity and Inclusion Advisory Panel Director- Projects, Equity and Inclusion



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Position: Chief Executive Officer

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