



VOLLEYBALL WA INCLUSION GUIDE ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE



A guide for the Volleyball WA community

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VOLLEYBALL WA ACKNOWLEDGEMENT OF COUNTRY

Volleyball WA acknowledges the Aboriginal peoples as the traditional custodians of the land in Western Australia and we recognise the Noongar people as the original custodians of the land of our State Volleyball Office. We pay respect to them and their Elders both past and present. We acknowledge that they have occupied and cared for the lands in which we operate over countless generations and we celebrate their continuing connection to land, water and culture. Together, may we all continue to care for this land and each other.

OVERVIEW

This resource was developed by Volleyball WA in the Volleyball WA Inclusion project. We aim to increase the knowledge of the Volleyball Community and improve the engagement and inclusion of Aboriginal and Torres Strait Islander peoples in volleyball in Western Australia.

The State government through the Department of Local Government, Sport and Cultural Industries is a major supporter of the VWA Inclusion Education project in Western Australia. Sport and recreation creates vibrant, inclusive and connected WA communities.

DISCLAIMER

The information in this resource is general in nature and has been included in good faith. The information has been extracted from a variety of existing resources and restructured to form one document. Volleyball WA accepts no liability or responsibility for the content in this document or for any consequences arising from its use. Volleyball WA recommends that users seek independent advice on matters pertaining to Aboriginal and Torres Strait Islander peoples.





QUICK FACTS

- Aboriginal and Torres Strait Islander Australia is made up of many different and distinct groups, each with their own culture, customs, language and laws. They are the world's oldest surviving culture; cultures that continue to be expressed in dynamic and contemporary ways. There are around 66 Indigenous language groups within Western Australia. https://www.youtube.com/watch?v=Svp-x_m9pY
- The Map of Indigenous Australia provides a snapshot of the language, social or nation groups of Aboriginal Australia: <https://aiatsis.gov.au/explore/map-indigenous-australia>.
- Aboriginal and Torres Strait Islander people make up 3.3 per cent of Western Australia's population.
- Aboriginal culture is based on respect. The very foundation of this unique culture lies in the respect they have for the land and their elders.
- An Elder is an identified and respected man or woman within the community who has the trust, knowledge and understanding of their culture and permission to speak about it. They are often recognised as being able to provide advice, offer support and share wisdom in a confidential way with other members of the community, particularly younger members.
- Country or Land is fundamental to the wellbeing of Aboriginal and Torres Strait Islander people. It is not just physical, but a whole environment that sustains and is sustained by people and culture.
- Indigenous Australian sport was discouraged by the British colonisers, and Aboriginal Australians and Torres Strait Islander people have faced discrimination when participating in mainstream Australian sports.
- Many Aboriginal and Torres Strait Islander people and communities have a strong connection to sport. Sport provided a way to level the playing field and compete as equals and offers enhanced social, educational, employment, and health outcomes, on and off the field.



LINKS TO THE HISTORY OF ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE IN AUSTRALIA

To be culturally competent, we must acknowledge and tell the truth about Australian history and its ongoing impact on Aboriginal and Torres Strait Islander people and understand how the past shapes lives today.

Australia

- **The 60,000+ years before the arrival of Europeans**
http://www.workingwithindigenoustralian.info/content/History_2_60.000_years.html
- **Initial invasion and colonisation (1788 to 1890)**
http://www.workingwithindigenoustralian.info/content/History_3_Colonisation.html
- **Protection and segregation (1890s to the 1950s)**
http://www.workingwithindigenoustralian.info/content/History_4_Protection.html
- **Assimilation (1940s to the 1960s)**
http://www.workingwithindigenoustralian.info/content/History_5_Assimilation.html
- **Integration, self-determination and self-management (1967 to mid-1990s)**
http://www.workingwithindigenoustralian.info/content/History_6_Integration.html
- **Reconciliation (1991 to the present)**
http://www.workingwithindigenoustralian.info/content/History_7_Reconciliation.html

Torres Strait

- **Early History, Coming of the Light and Mabo**
http://www.workingwithindigenoustralian.info/content/History_9_A_EarlyHistory.html

WHAT'S THE APPROPRIATE TERM?

Aboriginal and Torres Strait Islander peoples, Aborigine, Indigenous, Black, Blackfella, First Australians, First Nations People? Terms have different meanings to different people and are wrapped in the history and politics of the time. It's important to be respectful of the preferences of individuals, families, or communities and allow them to define what they are most comfortable with.

View the Australians Together Terminology Guide <https://shorturl.at/kGPVZ>

ANNUAL DATES AND EVENTS THAT HOLD SIGNIFICANCE TO MANY ABORIGINAL AND TORRES STRAIT ISLANDER AUSTRALIANS:

- 26 January: Survival Day
- 13 February: Anniversary of National Apology Day
- 17 March: National Close the Gap Day
- 26 May: National Sorry Day
- 27 May: 1967 Referendum
- 27 May to 3 June: National Reconciliation Week
- 3 June: Mabo Day
- 1 July: Coming of the Light
- July: NAIDOC Week
- 4 August: Aboriginal and Torres Strait Islander Children's Day
- 9 August: UN International Day of World's Indigenous Peoples
- 13 September: UN Declaration on the Rights of Indigenous Peoples



Volleyball WA NAIDOC Week 2023



BENEFITS OF BEING INCLUSIVE AND ENGAGING

Benefits for your Club / Association include:

- Expanding your membership base and being truly representative of the surrounding communities.
- Increasing the number of volunteers to spread the work and explore new opportunities.
- Clubs have an opportunity to become allies, or even better accomplices for and with Aboriginal and Torres Strait Islander peoples and communities.
- Fresh ideas from a wide range of people from different backgrounds and with diverse experiences.
- Greater respect and recognition from the wider community. This recognition could come from the local community, local council, and media as well as potential sponsors and corporate supporters
- Additional competition and league participation opportunities (growth).
- A wider talent pool of athletes and coaches to select from to represent the association.
- Expand sponsorship opportunities



Taliqua Clancy - First Indigenous Australian volleyball player to represent Australia at the Olympics

COMMON BARRIERS FACED BY ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE IN SPORT

Aboriginal and Torres Strait Islander people can face a number of challenges to participating in sport and recreation, particularly within a club environment. These often relate to a lack of understanding of their culture, society and history and can result in a lack of participation.

Some further barriers include:

- Being a minority and feeling different to the rest
- Not feeling welcome
- Not feeling comfortable to ask questions
- Difficulties with committing to ongoing structured sporting activities, due to family and community commitments
- Negative experiences during life that affect their ability to trust, engage and participate fully in society
- English as a second language
- Difficulties with the payment of fees, purchase of uniforms and access to transport
- Lack of role models.
- Limited opportunities/facilities, particularly in remote and some regional areas.





ACKNOWLEDGEMENT OF COUNTRY AND WELCOME TO COUNTRY

Incorporating Acknowledgement of Country and Welcome to Country into meetings, gatherings, and events shows respect by upholding Aboriginal and Torres Strait Islander cultural protocols.

Taking the time to Acknowledge Country, or including a Welcome to Country at an event, reminds us that every day we live, play, and dream on Aboriginal and Torres Strait Islander lands. Aboriginal and Torres Strait Islander people have a deep connection with the land and Country, which is central to their spiritual identity.

What is a Welcome to Country?

A Welcome to Country is only delivered by Traditional Owners, or Aboriginal and Torres Strait Islander peoples who have been given permission from Traditional Owners, to welcome visitors to their traditional land. It always occurs at the opening of an event and is usually the first item on the program. Protocols for welcoming visitors to Country have been a part of their culture for thousands of years.

Most Traditional Owner groups or representative groups will require a nominal fee to cover the cost of conducting the Welcome to Country ceremony. A Welcome to Country that includes a traditional dance or smoking ceremony will generally involve a higher payment. Information for organising a Welcome to Country Ceremony and how to ensure that Elders are treated with respect at your event can be accessed through the relevant Aboriginal Land and Sea Councils in Western Australia.

What is an Acknowledgement of Country?

An Acknowledgement of Country is an opportunity for anyone to show respect for Traditional Owners of the land that the meeting or event is being held and recognise the continuing connection of Aboriginal and Torres



Strait Islander peoples to their Country. A non-Aboriginal person can perform an Acknowledgement of Country.

Example 1: Generic Acknowledgement of Country

This should be used if you don't know the name of the people on whose land you are gathered, or if there are disputes about the land (multiple Aboriginal peoples identify as Traditional Custodians for that area).

"I would like to begin by acknowledging the Traditional Custodians of the land on which we <gather/meet> today, and pay my respects to their Elders past and present. I extend that respect to Aboriginal and Torres Strait Islander peoples here today."

Example 2: Specific Acknowledgement of Country

This should be used where there are no disputes and you know the name of the people on whose land you are gathered.

"I would like to begin by acknowledging the <insert name of people here (e.g. Noongar)> people, Traditional Custodians of the land on which we <gather/meet> today, and pay my respects to their Elders past and present. I extend that respect to Aboriginal and Torres Strait Islander peoples here today."

STRATEGIES FOR ENGAGEMENT, RECRUITMENT AND RETENTION

What are some things you can do?

- Open meetings and events with an Acknowledgement of Country and where possible a formal Welcome to Country performed by a Traditional Owner for major events.
- Develop strategies and policies in partnership with Aboriginal and Torres Strait Islander people, rather than for them.
- Display visible items such as flags or artwork and make sure that your newsletters, or social media posts are culturally appropriate and welcoming of Aboriginal and Torres Strait Islander people.
- Incorporating Indigenous artwork into your Club/Association apparel is another great visual way to show that your club embraces and welcomes Aboriginal and Torres Strait Islander people.
- Facilitate opportunities for the club community to engage with and learn about Aboriginal and Torres Strait Islander culture.
- Acknowledge and celebrate key events such as Reconciliation Week and NAIDOC Week.
- Consciously work towards having Aboriginal and Torres Strait Islander people in leadership and mentoring roles at your club as coaches, referees or committee members.
- Consider creative ways to assist any family at your club that has transport or financial challenges that are preventing participation.
- Ensure you have tried and tested policies and processes to prevent and respond to racism and discrimination. Promote these through coaches, committee members and volunteers, to the whole club/association at the start of the season, mid-season and again when new people join the club.
- When an Aboriginal and Torres Strait Islander person passes away that is linked to your club or a member of the club it is important to acknowledge this and discuss with the family how the club can support during this time.



WHAT IS RECONCILIATION?

Reconciliation is about strengthening relationships between Aboriginal and Torres Strait Islander peoples and the wider community, for the benefit of all Western Australians.

- The vision of reconciliation is based and measured on five dimensions: historical acceptance; race relations; equality and equity; institutional integrity and unity.

<https://www.reconciliation.org.au/reconciliation/what-is-reconciliation/>

- Reconciliation Timeline: Key Moments

<https://www.reconciliation.org.au/reconciliation-timeline-key-moments/>

- What Can You Do? 20 Actions for Reconciliation

<https://nrw.reconciliation.org.au/actions-for-reconciliation/>

- Volleyball WA Reconciliation Working Group

<https://volleyballwa.com.au/about-us/vwa-reconciliation-working-group/>



ABORIGINAL LAND AND SEA COUNCILS IN WESTERN AUSTRALIA

South West Aboriginal Land & Sea Council

The native title representative body of the Noongar people, who are the traditional owners of the South West of Australia.

<https://www.noongar.org.au/>

Yamatji Marlpa Aboriginal Corporation (YMAC)

The native title representative body for the traditional owners of the Pilbara, Mid-West, Murchison and Gascoyne regions of Western Australia.

<https://www.ymac.org.au/>

Kimberley Land Council Aboriginal Corporation (KLC)

The peak regional community organisation is set up for the benefit of all Kimberley Aboriginal people and works with about 25 native title groups.

<https://www.klc.org.au/>

Ngaanyatjarra Council

Covers communities in the east of Western Australia, but also around Alice Springs, NT.

<https://www.ngaanyatjarra.org.au/>



RESOURCES

Online Cultural Awareness

<https://culturalawareness.publicsector.wa.gov.au>

Curtin University: Noongar Language and Culture

<https://www.edx.org/learn/language/curtin-university-noongar-language-and-culture>

Acknowledge This! How to give an authentic Acknowledgement of Country

<https://www.acknowledgethis.com.au/>

Australian Sport Commission. First Nations Australians

https://www.sportaus.gov.au/integrity_in_sport/inclusive-sport/understanding-our-diverse-audiences/aboriginal-and-torres-strait-islander-peoples#strategies

Reconciliation Australia

<https://www.reconciliation.org.au/>

Share Our Pride Educational Resource

<https://www.shareourpride.org.au/>

Reconciliation WA

<https://www.recwa.org.au/>

Everyday Racism

<https://alltogethernow.org.au/our-work/everyday-racism/>

Working with Indigenous Australians

<http://www.workingwithindigenoustralian.info/>

Australians Together Language and Terminology Guide

<https://australians.together.org.au/assets/Uploads/General/AT-Language-and-Terminology-Guide-2020.pdf>



KEY CONTACTS

- Volleyball WA Participation Manager – participation@volleyballwa.com.au
- Volleyball WA Diversity and Inclusion Coordinator – discover@volleyballwa.com.au