



Do Better.

First Quarter Report

May 2021

Do Better: First Quarter Update 2021

The purpose of this document is to report on the club's commitment to implement the Do Better recommendations.

MESSAGE FROM THE PRESIDENT **Mark Korda**

Almost 12 months ago Collingwood set out on a long and important journey when it commissioned what has become known as the Do Better report. It was at once an attempt to understand how and why we had failed some of our own, mostly through ignorance, and a commitment to act. To Do Better.

We are a long way from home on this project but in just a few months we have established an Expert Panel on Anti-Racism that exists to guide us every step of the way. There is so much to learn and to do. But for now, I hope that something of our sincerity and determination to combat racism and create change can be gleaned from our first Do Better quarterly update.

It is important that we share our progress and remain publicly accountable for the challenge that Do Better is.

With open minds and hearts, we remain committed.

"We are now well informed on a very complex issue, and we have to make sure Collingwood is a safe place for everybody and hopefully what we do helps the AFL and society move along."

We think we will change and we will be a better club but we hope we can help others change as well." – Mark Korda, 25 April 2021

Summary of progress to date:

- The public release of a letter of apology from 150 athletes and staff; a united acknowledgement of the findings in Do Better and a show of support for the objectives of Do Better. "To all the young people who dream about one day pulling on the black and white stripes, we pledge as athletes to continue to help create a club that allows ALL of us to thrive, regardless of race"
- The 13-member Expert Group on Anti-Racism was formed. The group has met on three occasions and is addressing issues related to transformational change for people of color.
- The Do Better internal Working Group was formed. The group is comprised of a diverse mixture of passionate athletes and staff committed to Do Better and keeping the entire club informed on progress of the Do Better project. The group is designing Collingwood's 'Learn. Act. Impact' program.
- The process of engagement with past players and officials has begun. "The Do Better Report is an acknowledgement that our club, our game and our country have not always got it right. For our part, we have always sought to do our best but that hasn't always been good enough. For that, we are sorry." – Collingwood club media release
- A review of Collingwood's process of handling complaints of racism was undertaken. Consideration is being given to greater use of external complaint bodies and authorities – such as human rights authorities and the police – to appropriately address racism complaints.

Message from the Co-Chairs, Expert Group on Anti-Racism:



Jodie Sizer



Helen Szoke

“You don’t know where you are going if you don’t know where you have been” – Uncle Jim Berg

Recognition of the past is important to move forward. Diversity is a prerequisite to success! The Expert Group oversees the implementation of the 18 recommendations provided in the Do Better report with an independent accountability function, while also providing advice on matters of complexity to set industry leading responses.

The implementation of the Do Better report will modernise Collingwood and place it at the forefront of workplace change. It promises to be transformational for the club and the code.

We understand that this is challenging work, that is in many ways uncharted. Nonetheless, we have the conviction and the expertise to make sure we fulfil our commitment to improve the culture of the club.

Our Collingwood team of athletes and staff, supported by community leaders and experts remain side by side. We are creating a community of practice, leading change and **doing better**.

The Expert Group has been focusing on the following initiatives:

- Discussion with the AFL on the Peek Rule (formally Rule.35) – an opportunity to share reflections, experiences and lessons learnt from the AFL review that may inform the Do Better initiative as part of industry leadership.
- Consideration of adding a specific value to Collingwood’s value statement which will speak to a commitment to anti-racism.
- Discussion with Professional Football Australia (local chapter of the world footballers association FIFPRO) to examine the use by other sports of international rights-based approaches to address social injustice.
- Global truth telling models have been identified for consideration to inform the process of creating a Do Better model of truth telling.
- The Expert Group are collaborating with the Collingwood Reconciliation Action Plan committee to build on the efforts of the Barrawarn program.

DO BETTER REPORT CARD

Update against the first quarter timeframe as outlined in the report.

- In progress
- Action completed
- To be commenced
- Progress delayed

REPORT RECOMMENDATIONS	TIMELINE	RESPONSIBILITY	PROGRESSION
1. Anti-racism and inclusion inherent in club values	May 2021	Collingwood Board	●
2. Develop strategy to integrate values	May 2021	Collingwood Board	●
4. Framework for responding to incidents of racism	May 2021	Collingwood Board + CEO	●
6. Review process of addressing complaints	May 2021	CEO & Exectutive	●
7. Framework to ensure accountability and consequences	May 2021	Collingwood Board + CEO	●
15. Framework for implementation be established	February 2021	Collingwood Board + CEO	●
16. Establish Expert Group on Anti-Racism	February 2021	Collingwood Board + CEO	●

Membership: Expert Group on Anti-Racism

The thirteen members of the Expert Group are:

- 1 **Francis Awaritefe**, Chair of Professional Footballers Australia (PFA). Enjoyed a distinguished NSL playing career and represented Australia in a Socceroos shirt on three occasions.
- 2 **Eddie Cubillo**, former Northern Territory Anti-Discrimination commissioner. Senior Fellow with University of Melbourne Law School. A descendant of the Larrakia, Wadjigan and Central Arrente peoples.
- 3 **Tasneem Chopra**, diversity, equity and inclusion consultant on issues of leadership, cultural competence and intersectional discrimination.
- 4 **Melinda Cilento**, company director, economist and experienced senior executive. Co-Chair of Reconciliation Australia Board, CEO of the Committee for Economic Development of Australia (CEDA) and non-executive director of Australian Unity.
- 5 **Janine Coombs**, a Wotjobaluk woman, currently Deputy Chair of Barengi Gadjin Land Council Aboriginal Corporation. Member of Collingwood Reconciliation Action Plan Advisory Committee.
- 6 **Tanya Hosch**, Torres Strait Islander woman, currently Executive General Manager of Inclusion and Social Policy at the AFL. Formerly joint campaign director of the Recognise movement for constitutional reform.
- 7 **Rana Hussain**, a diversity and inclusion leader and consultant, specialising in sport, corporate leadership and not for profit organisations.
- 8 **Andrew Jackomos**, a Yorta Yorta/Gunditjmara man. Victorian Government Executive Director for Aboriginal Economic Development. Member of the Collingwood Reconciliation Action Plan Advisory Committee.
- 9 **Tony Lovett**, a Gunditjmara man and Community Services Officer with the Victorian Aboriginal Community Services Association. Member of Collingwood Reconciliation Action Plan Advisory Committee.
- 10 **Professor Yin Paradies**, a Wakaya man who is Professor of Race Relations at Deakin University.
- 11 **Jodie Sizer**, a founding partner and co-CEO of PricewaterhouseCoopers Indigenous Consulting. A Djab Wurrung/Gunditjmara woman and one of Australia's foremost Indigenous leaders. Chair of Australian Institute of Aboriginal Torres Strait Islander Studies. Collingwood vice-president.
- 12 **Dr Helen Szoke (AO)**, former Australian Federal Race Discrimination Commissioner and Victorian Equal Opportunity and Human Rights Commissioner. Chief Executive of Oxfam from 2013 to 2019.
- 13 **Daniel Wells**, former Collingwood and North Melbourne player currently working with Collingwood's Indigenous community programs and AFL recruiting staff. A descendant of the Wangatha and Wirangu peoples.



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