



Do Better.

Second Quarter Report

September 2021

For further information please contact **Taryn Lee**
E: taryn.lee@collingwoodfc.com.au T: 0408 178 306

Do Better: Second Quarter Update 2021

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



MESSAGE FROM THE PRESIDENT **Mark Korda**

In trying, COVID-affected times the implementation of Do Better and the cultural change accompanying it continues. Goodwill continues to be followed by action.

Athletes and staff have been instrumental to this, with the strongest support from the Collingwood board and guidance from the Expert Group on Anti-Racism.

Some of what has been achieved, such as the development of a Truth Telling Framework and the establishment of a club value to explicitly stand against racism, has been difficult.

But we cannot turn away from hard discussions or hard work if we are to Be Better.

Summary of progress to date:

- The club welcomed Ash Johnson to the AFL squad, joining fellow First Nations players and staff – Alisha Newman (AFLW), Mannon Johnston, Daniel Wells, Deb Lovett, Taryn Lee, Jodie Sizer, Jordy Mifsud and Nicola Weston (VFLW) who are working at various levels of the club to embed expertise and cultural safety in everything we do.
- The Board of directors and executive undertook cultural safety training provided by Abstarr Consulting CEO, Dr Gregory Phillips.
- Jodie Sizer led negotiations with the AFL Players Association to include questions in the AFLPA annual player survey about experiences of racism in the AFL. This is a first and an overdue attempt to quantify the prevalence of racism across the code.
- In July, Taryn Lee participated in the Fair Game discussion at the Adelaide Festival of Ideas. Taryn, on behalf of Collingwood, shared in a panel discussion with Tanya Hosch, Gavin Wanganeen, Paul Vandenberg, Bruce Djite and Shelley Ware that addressed the issue of racism in sport and the question: Are we at a turning point? The club fee for Taryn's participation was donated to the Tjindju Foundation
- In early September Craig McRae was appointed AFL senior coach. Consistent with his values driven approach to high performance, Craig has acquainted himself with Do Better and is committed to its implementation. He is scheduled to meet with the Expert Group on Anti-Racism.
- In July and August the Do Better working group, a club-wide coalition of athletes and staff, wrote a club value that explicitly recognises First Nations people and stands against racism. This process led to a complete update of club values.

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



Jodie Sizer



Helen Szoke

The implementation of the Do Better report is progressing well, notwithstanding the challenges of a tumultuous seasons. This demonstrates the commitment which continues to grow, to understand how to build a safe and inclusive club, as well as focussing on performance.

The staff and players are involved in an active and deep discussion about the values which underpin our work at Collingwood and how these help us frame the way that we work as a Club. The Board has commenced training with Dr Gregory Phillips which has been both confronting but illuminating in understanding the impact of colonisation and the deep sense of disempowerment experienced by our First Nations peoples. And we have begun to craft the Truth Telling Process – this is well and truly paving the way for a process that we will be hopefully useful and adapted for all sporting codes. It is a big step in the journey of understanding and also hearing of the trauma that has been experienced by those who are part of our club.

We are making good progress, the commitment and the energy is there, and we look forward to continuing to build on the efforts, and work to date together with our partners, members and the greater AFL community.

The Expert Group has been focusing on the following initiatives:

- The club acknowledges that racism is wrong and harmful. The club wants to acknowledge past incidents of racism and to improve its cultural understanding and capacity; to be better.
- The development of the club's approach to truth telling has been the focus of the Expert Group in the second quarter.
- The Truth Telling Framework (TTF) has been centred on 'no further harm' principles informed by Dr Graham Gee to establish a process capable of addressing racism and informing cultural change.
- More information about the TTF will be available as part of the club's commitment to community leadership across the code.

DO BETTER REPORT CARD

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

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

FIRST QUARTER

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 & Executive	●
7. Framework to ensure accountability and consequences	May 2021	CEO & Executive	●
15. Framework for implementation be established	February 2021	Collingwood Board + CEO	●
16. Establish Expert Group on Anti-Racism	February 2021	Collingwood Board + CEO	●



DO BETTER REPORT CARD

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

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

SECOND QUARTER

REPORT RECOMMENDATIONS

TIMELINE

RESPONSIBILITY

PROGRESSION

3. Audit of board membership to reflect values and inclusion

August 2021

Collingwood Board



9. Develop an Employment Strategy that values diversity

August 2021

CEO & Executive



THIRD QUARTER

REPORT RECOMMENDATIONS

TIMELINE

RESPONSIBILITY

PROGRESSION

5. Implement program of education and induction

November 2021

CEO & Executive



11. Recruitment of staff is assessed against key values

November 2021

Expert Advisory Group



12. Develop a culturally safe environment

November 2021

Expert Advisory Group



DO BETTER REPORT CARD

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

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

FOURTH QUARTER

REPORT RECOMMENDATIONS

TIMELINE

RESPONSIBILITY

PROGRESSION

10. Develop pipeline of talent from diverse communities

February 2022

Collingwood Board



13. Develop a process of 'truth-telling'

February 2022

CEO & Executive



14. Strategy to address and reconcile past acts of racism

February 2022

Collingwood Board



18. Strategy to share processes with the AFL community

February 2022

CEO & Executive



DO BETTER REPORT CARD

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

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

EVERY 12 MONTHS

REPORT RECOMMENDATIONS

TIMELINE

RESPONSIBILITY

PROGRESSION

8. Audit of employment and anti-discrimination policies

Ongoing

Collingwood Board



17. Annual report against the implementation of the recommendation

Ongoing

CEO & Executive



Membership: Expert Group on Anti-Racism

The twelve 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 Tony Lovett**, a Gunditjmara man and Community Services Officer with the Victorian Aboriginal Community Services Association. Member of Collingwood Reconciliation Action Plan Advisory Committee.
- 9 Professor Yin Paradies**, a Wakaya man who is Professor of Race Relations at Deakin University.
- 10 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.
- 11 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.
- 12 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.



For further information please contact **Taryn Lee**
E: taryn.lee@collingwoodfc.com.au **T:** 0408 178 306