



Do Better.

Third Quarter Report

November 2021

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Do Better: Third 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 2021 Collingwood was asked to Do Better.

It was a request or measure applicable to all that we do but most pertinent to our history and capacity to identify and combat racism.

We were asked to look at our past unflinchingly, admit to mistakes, learn from them and prepare to Be Better.

This process of self-reflection and improvement, much as the conversation on race that our nation is having, is tough and will be lengthy. It is also profoundly important if we are, truly, to be a club for all.

We are trying to not only change what we do but how we think. How does the system – our system – work for some but not for others? How might we enable First Nations people and people of colour to know with every fibre of their being that they belong?

The board, staff and athletes of Collingwood will continue to ask of ourselves these and others questions. We will Do Better.

MESSAGE FROM THE CO-CHAIRS, EXPERT GROUP ON ANTI-RACISM

Jodie Sizer and Helen Szoke



Jodie Sizer



Helen Szoke

For the Expert Group on Anti-Racism that has been advising and assisting Collingwood with Do Better, the last months have been particularly important.

A key component of the quarter was the development of a truth telling process. This took time and required great care, for it is unprecedented in the sport area. There are no easy models to adopt. Central to this work is the principle of 'no further harm' and ensuring that people who choose to tell their stories of experiences of racism are responded to respectfully. Further, those stories are to inform what changes will occur to prevent the past from being repeated.

The Expert Group also met with a majority of the board for the purpose of hearing, first hand, of the long term commitment required to prevent racism at the club and deal with past issues. What is critical is that the work of Do Better will not finish with the implementation of the recommendations within it. It is now, and must remain, part of the fabric of how Collingwood creates a safe and constructive space that protects the human rights of all who are part the Collingwood community.

This is a challenge not only for Collingwood but the code coverall. It remains our great hope that the work of the Expert Group can help the AFL continue to tackle racism.



2021 MEETING SCHEDULE OF THE EXPERT GROUP ON ANTI RACISM

WHEN

PURPOSE

1. 16 March 2021 (10am to 2pm)	<ol style="list-style-type: none"> 1. Welcome and establishing the Expert Group 2. Presentation: Overview of Report – Prof. Larissa Behrendt and Lindon Coombes (1.5 hrs) 3. Meeting with the Board of Directors: Chairperson, Mark Korda and Peter Murphy
2. 13 April (10am to 12pm)	Presentation: Understanding and establishing anti-racism principles to assist in the Club’s values refresh and implementation for the work program – Prof. Yin Paradises
3. 11 May (10am to 12pm)	Presentation: Overview of the AFL’s Peek rule review, its findings and recommendations – Tanya Hosch and Dr Sean Gorman
4. 8 June (10am to 12pm)	Presentation: The Club’s Athlete recruitment – an understanding of the process – Daniel Wells, Graham Wright and Jane Woodlands-Thompson
5. 10 August (10am to 12pm)	Presentation: Proposed approach to truth telling at Collingwood Football Club and applying a no further harm principled approach – Dr Graham Gee
6. 7 September (10am to 12pm)	Focused Discussion on the club’s truth telling framework, including an update on the sub-committee workshop
7. 12 October (10am to 12pm)	Presentation: Football update and meeting the new coach – Graham Wright and Craig Mcrae
8. 16 November (10am to 12pm)	<ol style="list-style-type: none"> 1. Focused discussion on community leadership 2. Presentation: The year that’s been and moving forward – Board of Directors



HIGHLIGHTS ALONG THE WAY



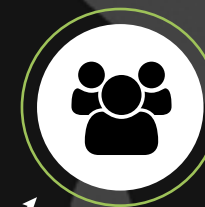
Cultural Safety

The Board and Executive completed Cultural Safety Training with Dr Greg Phillips, Abbstarr Consulting.



Data on the experiences of racism

Jodie Sizer led negotiations with the AFL Players Association to include survey questions about players experience of racism in the AFL.



Our members

Two Members Forums and public quarterly reporting on progress. An opportunity to engage and share with members the club's framework to respond to racism.



Informing

Taryn Lee and Tanya Hosch presented at the Adelaide Festival of Ideas, addressing the question of racism in sport and the question: Are we at a turning point?

The Internal Working Group of athletes and staff have met with Expert Members' Francis Awaritefe and Rana Hassain to discuss the importance of the Do Better value.



Values & behaviour

Board approved Stand alone new value, Do Better: I commit to take deliberate actions to address racism when I see it. At Collingwood we acknowledge the rights of the First Peoples of Australia and that racism has no place in society.

AN OVERVIEW OF WHAT HAS BEEN ACHIEVED: THE JOURNEY SO FAR...

1. Club values refreshed by internal working group consisting of athletes and staff.
2. Values refresh informed by anti-racism principles, including a stand alone Do Better value: I commit to take deliberate actions to address racism when I see it. *At Collingwood we acknowledge the rights of the First Peoples of Australia and that racism has no place in society.*

1. To lead work within the club: Established staff and athletes working group
2. Monthly reportcards provided to board and staff on progress
3. Quarterly Reports publicly published
4. Two member forums on Do Better progress
5. Expert Group presentations on revised values to staff and athletes
6. Keeping our sponsors informed on progress
7. Informing the AFL and AFLPA about progress

Expert Group on Anti-Racism

1. Established in February 2021
2. Eight meetings informed by club and industry expertise
3. One off subcommittee on TTF
4. Values information session with athletes and staff by expert members Francis Awaritefe and Rana Hassain

Club Values Refresh

1. Developed a framework to respond to racism
2. Updated discrimination, and whistleblower policies
3. Updated the whistleblower policy and recruited an external whistleblower provider: *Your Call*

Policy and Practice

Engaging our people

1. The TTF and its principles informed by Dr Graham Gee's social and emotional wellbeing and Prof. Yin Paradies anti-racism principles.
2. targeted consultations, seeking specialist advice on the approach were sought from Rob Hulls, RMIT's Restorative Justice Centre and Mick Gooda, Former Aboriginal and Torres Strait Islander Social Justice Commissioner.
3. Meetings were held with club partner Nike; Richard Goyder and Gillion McLachlan, AFL, and Paul Marsh, AFLPA to inform them on the club's truth telling framework and promote community leadership on the issue.

Truth Telling Framework (TTF)

DO BETTER REPORT CARD

Update against the third 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



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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	●



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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

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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.



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