



BASKETBALL AUSTRALIA

Reconciliation Action Plan

November 2020 – November 2022



RECONCILIATION
ACTION PLAN

INNOVATE

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OUR VISION FOR RECONCILIATION

Our vision for reconciliation is to build a culture of equality, opportunity, and growth. This culture is to be shared amongst all Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander peoples, with a focus on leadership and education of ourselves, our staff and our stakeholders.

At Basketball Australia, this means creating opportunities for and supporting young Aboriginal and Torres Strait Islander Australians in our unifying passion for the sport of basketball. Sport is a way for all members of a community to connect, regardless of background, culture, gender, sexual orientation or difference and our mission is to use our influence to have a positive social impact on our Aboriginal and Torres Strait Islander communities.

Basketball Australia commits to the actions necessary to support and engage Aboriginal and Torres Strait Islander players, athletes, coaches, officials, volunteers, and their families so they can engage with basketball at the same level as every other Australian.

Our Organisation will contribute to stronger long-term relationships with all Aboriginal and Torres Strait Islander peoples wherever we interact across Australia.

Our Organisation will not only respect the legacy of our past Aboriginal and Torres Strait Islander players and staff, but also build and create future relationships and opportunities in Australia that will be characterised by trust, unity, and prosperity.



OUR BUSINESS: Basketball Australia

VISION: Basketball will be the sport of choice for Australian families in the 21st century.

Basketball is a favoured sport amongst Australians, with over 700,000 nationally currently registered participants. It is also a global game, with over 100 countries with their own basketball leagues or national teams with an estimated 70,000 professional basketballers in the world.

Basketball Australia is the governing body for basketball in Australia, overseeing the sport at all levels, from the grassroots to national teams and national leagues. A not-for-profit business, Basketball Australia's members are the eight state and territory basketball associations.

Basketball Australia is responsible for the Australian national teams, the Centre of Excellence, the Women's National Basketball League, National Wheelchair Basketball League, National Junior Championships and Aussie Hoops –

the Australian basketball official junior game development program.

Currently Basketball Australia has 38 administration staff split across two office locations (Canberra and Melbourne), 81 players and a growing membership base of over 500,000 in 2020. There are currently no identified Aboriginal and Torres Strait Islander staff, and a number of Aboriginal and Torres Strait Islander players.

Basketball Australia is committed to its community and engages more than one million people every year across the country from many diverse cultures and backgrounds. We are active throughout Australia, particularly in regional and remote communities.



OUR RAP

Basketball Australia's inaugural Innovate RAP provides us with the opportunity to reflect on activities that have been in support of a culturally diverse community to date, whilst developing strategies to proactively plan our future actions for reconciliation.

It is our responsibility and privilege, as guardians of basketball in Australia, to utilise our systematic influence and platforms to educate members of the community that racial equality is an absolute human right. We support the fundamental principle of every human's right to live the life they want to live and support that journey, with our RAP ensuring we are held accountable to that.

Basketball Australia respects the strong cultural connection to Country members of the Aboriginal and Torres Strait Islander community hold, and it is our responsibility when producing representatives of Australia, that this is understood, appreciated and called upon.

Basketball Australia will be a culturally responsive organisation through our focus on education of ourselves, our staff and our stakeholders that caters for the diverse needs of Aboriginal and

Torres Strait Islander people from urban, regional and remote communities.

Basketball Australia will create opportunities for Aboriginal and Torres Strait Islander young people to live their lives to their full potential through a supportive journey of education and leadership.

Basketball Australia will contribute to building a strong identity, supporting young people to succeed in mainstream pathways into basketball with a strong cultural support base embedded with increased opportunities.

Basketball Australia will increase connectedness between young people and broader society via utilising our platforms within our sport to educate our basketball community on the importance of racial equality.

Basketball Australia will provide a holistic view of leadership and education, coupled with lifestyle skills and healthy pathways into young adulthood.

Basketball Australia will provide a range of opportunities to develop the potential of Australia's Aboriginal and Torres Strait Islander young people.



These opportunities include:

- Providing culturally safe spaces to teach and raise awareness of Aboriginal and Torres Strait Islander peoples, cultures and histories
- Dedicated education programs tailored to suit the learning needs of young people
- Health, wellness and existing recreation facilities for lifestyle programs and practical learning
- Mentoring from a combination of both Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander people

The Basketball Australia RAP Working Group (RWG) will be provided with Aboriginal and Torres Strait Islander leadership and guidance required to establish the Innovate RAP from both a physical and operational perspective.

This includes representation on our RWG from Cilla Preece a Erubam Le (Darnley Island) and Itu-gul (Moa Island) from her maternal side and English heritage from her paternal side. Cilla resides in Cairns, North Queensland and represented Queensland for seven years and was one of the first 10 Aboriginal and Torres Strait Islander Scholarship holders at the AIS where she trained and played for two years then went on to play WNBL for the "Lady Bullets" in Brisbane.

Additionally, Mr Paul Vandenberg, an Aboriginal man from the Wirangu and Kokatha people of the Far West Coast of South Australia, is the current Director of Aboriginal Programs with the Port Adelaide Football Club and an ex-NBL Player with Canberra Cannons.



The Basketball Australia RAP Working Group consists of the below people and monitors the development, implementation and reporting of the RAP:

- Co-Chair – Cilla Preece
- Co-Chair – Paul Vandenberg
- Basketball Australia CEO – Jerril Rechter
- Basketball Australia Pathways CEO – Darren Smith
- Basketball Australia Director of High-Performance Coaching and Talent Identification – Peter Lonergan
- Basketball Australia Head of Marketing and Events – Sarah Ripley
- Australian Basketball Players Association General Manager Player Relations, Community and Culture – Melody Cooper

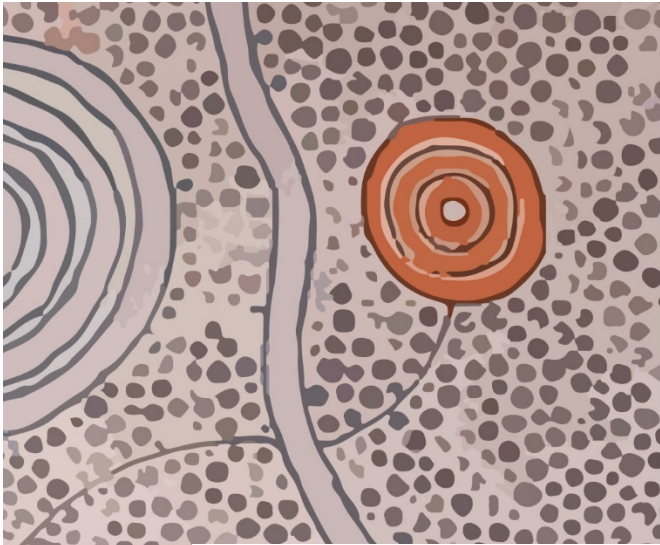
The Basketball Australia representative that will be Championing this RAP is the CEO Jerril Rechter. Ms Rechter will lead the implementation of the RAP with internal support from all members of the Executive Team including Jan Sterling, Paul Maley, Stuart Coventry and Natalie Momsen.

Basketball Australia has previously celebrated NRW and NAIDOC Week via storytelling and engagement across our owned channels (social media, websites, email databases, etc) and leveraging our high-profile Indigenous players, including Patty Mills, to tell their stories.

Basketball Australia currently runs National Performance (NPP) and State Development Programs (SDP) in each state, including in highly populated Aboriginal and Torres Strait Islander areas. This program has increased scope to be more inclusive and diverse in both Aboriginal and Torres Strait Islander athlete and coach representation.

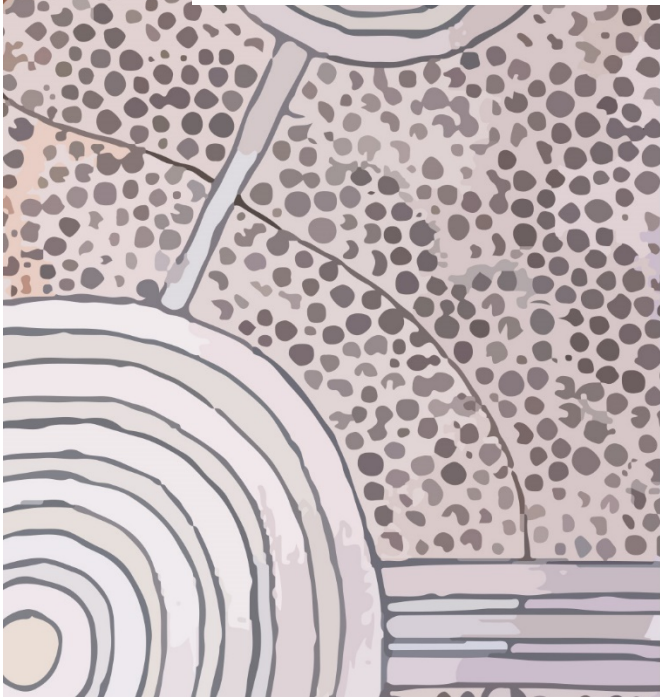
Additionally, the National Performance Camps have ensured we have more diversity in the coaching ranks, including specific coaching positions for Indigenous coaches.





RELATIONSHIPS

Basketball Australia recognises that walking side by side in partnership with Australia's First Peoples is an integral step in the process of reconciliation. As an organisation that leads a national sport with enormous exposure and influence, we believe it is our responsibility to lead best practises in the reconciliation process.



As an organisation that is very much family and community minded, it is critical that our relationship with Aboriginal and Torres Strait Islander Peoples is meaningful and sustainable.

FOCUS AREAS

- Building an environment internally that connects players, staff, volunteers, and corporate sponsors with Aboriginal and Torres Strait Islander Peoples and communities
- Expand our relationships with Aboriginal and Torres Strait Islander communities within our programs across Australia
- Respect and celebrate our past Aboriginal and Torres Strait Islander champions, including local champions in Aboriginal and Torres Strait Islander communities, and constantly engage them across national benchmark events and visits
- Respect, promote and celebrate the work undertaken in many Aboriginal and Torres Strait Islander communities across Australia

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	Continue to implement existing participation (Aussie Hoops), development (NPP and SDP) and high-performance programs (national camps) for engagement in Aboriginal and Torres Strait Islander communities.	Progress review: March 2021, September 2021, March 2022 & September 2022	Head of Programs & Pathways, Executive General Manager, High Performance
	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	March 2021	Head of Programs & Pathways, Executive General Manager High Performance,
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2021	Head of Programs & Pathways, Executive General Manager, High Performance
	Explore how community programs can reach new communities in remote areas and maintain a database of these prospective relationships.	June 2021	Executive General Manager Basketball



	Develop and implement a communications strategy to promote programs to the identified new communities.	September 2021	Head of Media & Communications
	Ensure Basketball Australia invite and acknowledge Aboriginal and Torres Strait Islander community and leaders when conducting events: <ul style="list-style-type: none"> National Basketball Events 	November 2021 & November 2022	Head of Media & Communications, Executive General Manager Basketball, Head of High Performance
	Ensure Basketball Australia invite and acknowledge Aboriginal and Torres Strait Islander community and publicly acknowledge Aboriginal and Torres Strait Islander events with stakeholders and organisations: <ul style="list-style-type: none"> NAIDOC Week National Reconciliation Week 	July 2021 & July 2022 May 2021 & May 2022	Head of Media & Communications, Executive General Manager Basketball, Head of High Performance
	Ensure Basketball Australia invite and acknowledge Aboriginal and Torres Strait Islander community and leaders when conducting events, and publicly acknowledge Aboriginal and Torres Strait Islander events with stakeholders and organisations: Aboriginal and Torres Strait Islander Community Events	November 2021 & November 2022	Head of Media & Communications, Executive General Manager Basketball, Head of High Performance
	Offer courtside tours and demonstrations from players, coaches and staff for Aboriginal and Torres Strait Islander individuals, families, community groups and agencies.	Progress Review: November 2021 & 2022	Head of Operations



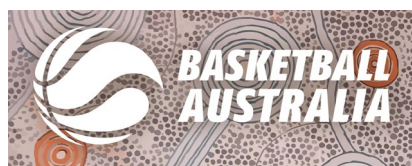
2. Build relationships with young Aboriginal and Torres Strait Islander Peoples with a view of supporting their connection to continued engagement in cultural identity, language, and language groups	Continue to implement existing youth engagement programs in Aboriginal and Torres Strait Islander communities such as the emerging coaching initiative and the creation of templates that can be used by associations and provide resources for Aboriginal and Torres Strait Islander people.	January 2021	Executive General Manager High Performance
	Capture existing and new participants' details on a database for future engagement in upcoming programs.	March 2021	Head of Digital Services
	Review all youth community programs to ensure there is meaningful content included in each program aimed at building a deep understanding of Aboriginal and Torres Strait Islander cultures for participants.	July 2021	Head of Programs & Pathways
	Engage in a national tournament to build a deeper understanding of Aboriginal and Torres Strait Islander cultures for participants.	January 2021	Head of Programs & Pathways
3. Celebrate and promote National Reconciliation Week to provide opportunities for Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander staff, players, and community members to come together and engage in discussions around reconciliation.	Host and invite all members of our community (both Indigenous and non-Indigenous) and organisations to be involved in our National Reconciliation Week celebrations.	May 2021 & May 2022	Chief Executive Officer
	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	April 2021 & April 2022	Chief Marketing Officer
	RAP Working Group members to participate in an external National Reconciliation Week event.	May 2021, 2022	Chief Executive Officer
	Organise at least one National Reconciliation Week event each year.	May 2021, 2022	Chair, Staff Culture & Wellbeing Committee
	Register all our National Reconciliation Week events on Reconciliation Australia's National Reconciliation Week website.	April 2021, 2022	Chair, Staff Culture & Wellbeing Committee

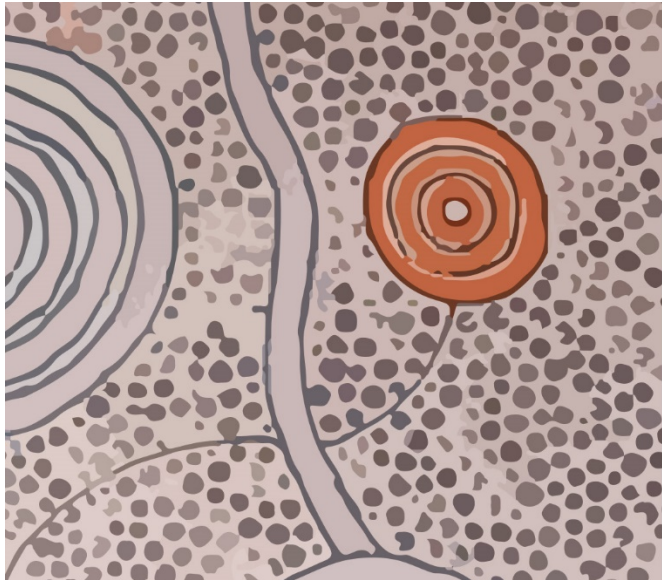


	Encourage, support and ensure Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander players and staff have to opportunity to attend National Reconciliation Week events.	May 2021, 2022	Chief Executive Officer
	Provide a framework about how all Associations can celebrate and promote NRW.	December 2021	Head of Integrity Executive Lead
4. Promote reconciliation through our sphere of influence	Implement strategies to engage our staff in reconciliation.	Progress Review: November 2021	Chief Executive Officer
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	July 2021	Chief Executive Officer
	Collaborate with RAP Organisations and our State & Territory Organisations to develop ways to advance reconciliation.	Progress Review: November 2021	Chief Executive Officer
	Send key communication media releases to keep them abreast of Basketball Australia information. Communication will be sent to the following Aboriginal and Torres Strait Islander media outlets: <ul style="list-style-type: none"> • Koori Mail – National newspaper • NIRS Radio – National Radio • NITV – National TV • Imparja – National TV 	Progress Review: November 2021 & November 2022	Head of Media & Communications
	Provide a minimum of four media/PR opportunities per year for external media, related to either our Aboriginal and Torres Strait Islander players or regarding Basketball Australia’s work with Aboriginal and Torres Strait Islander communities.	Progress Review: November 2021 & November 2022	Head of Media & Communications
	Provide a combination of articles, Facebook posts, Instagram and Twitter messages across the year related to Aboriginal and Torres Strait Islander content.	Progress Review: November 2021 & November 2022	Head of Media & Communications



	Provide advice to our corporate and community partners by encouraging them to develop a RAP.	Progress Review: November 2021 & November 2022	Head of Commercial
	Provide advice to our corporate and community partners by extending invitations to participate in significant events.	July 2021 & July 2022	Head of Commercial
	Explore the opportunity of all players wearing an Aboriginal and Torres Strait Islander designed Uniform during any national Basketball Australia's Aboriginal and Torres Strait Islander Rounds.	January 2021 & January 2022	Executive General Manager High Performance, Basketball Executive General Manager
	Invite an Aboriginal and Torres Strait Islander Player/s to the court for a role in the Women's National Basketball League Aboriginal and Torres Strait Islander Round match.	January 2021 & January 2022	Head of Operations
	Provide a Cultural Exchange of gifts with opposing teams (story about gift and what its important, etc) such as artwork or items representative of the Country of which own the land and in which the games are played.	January 2021 & January 2022	Head of Operations
5. Promote positive race relationships through anti-discrimination strategies with Aboriginal and Torres Strait Islander stakeholders and organisations.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Progress Review: December 2020	Legal Counsel
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	Progress Review: April 2021	Legal Counsel
	Develop, implement, and communicate an anti-discrimination policy for our organisation.	April 2021	Legal Counsel
	Educate senior leaders on the effects of racism.	September 2021	Chair, Staff Culture & Wellbeing Committee

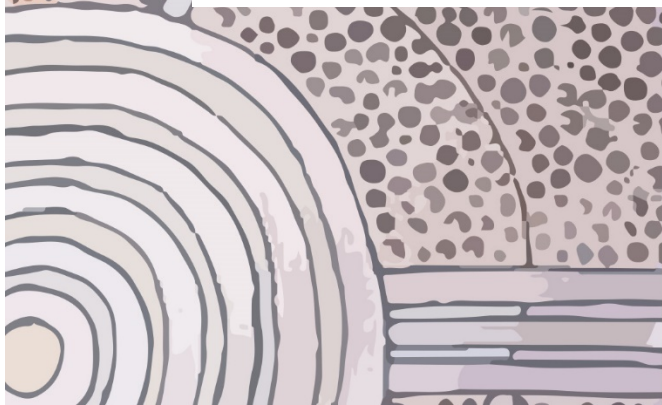




RESPECT

The commitment Basketball Australia has made to Aboriginal and Torres Strait Islander staff, players and programs has seen an increased awareness and understanding of Aboriginal and Torres Strait Islander Peoples and communities, which has opened many minds, doors and hearts.

Basketball Australia values cultural diversity and understands how this strengthens our organisation and sport as a whole. Having a broader range of people involved across our sport, allows us to benefit from diverse cultural ideas, skills and voices, including our First People.



Basketball Australia believes this approach can be expanded to create a safe and respectful environment for both Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander people.

FOCUS AREAS

Build an environment internally that educates non-Aboriginal and Torres Strait Islander players, staff, volunteers and corporate sponsors on Aboriginal and Torres Strait Islander cultures, histories and peoples and the importance of recognition, respect and understanding.

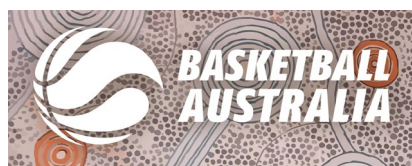
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop, implement, and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	July 2021	Head of Media & Communications
	Identify a significant event in which a Welcome to Country from a Traditional Owner will be included.	July 2021	Head of Operations
	Include an Acknowledgment of Country or Welcome to Country at significant events across the year.	July 2021	Head of Operations
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July 2021	Head of Operations
	Implement Welcome to Country or Acknowledgement of Country ceremonies at High Performance team games and Women's National Basketball League games.	July 2021	Head of Operations
	Display an Acknowledgment of Country on big screens, LEDS, etc where available at our games.	July 2021	Head of Operations



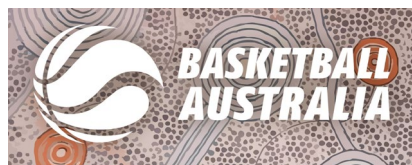
2. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	Deliver a Cultural Education workshop to at least 80% of all new staff and players within their first 12 months of employment.	June 2021 & June 2022	Executive Lead – Integrity and Special Projects
	Develop a cultural education program linked to a significant event for existing staff and players. This would include cultural inclusion and induction educational sessions at pre-event camps (i.e. pre-Olympics).	July 2021	Chief Executive Officer
	Conduct a review of cultural learning needs within our organisation.	July 2021	Chief Executive Officer
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	July 2021	Chief Executive Officer
	Develop, implement and communicate a cultural learning strategy for our staff.	July 2021	Chief Executive Officer
	Provide opportunities for RAP Working Group members, HR Managers and other key leadership staff to participate in formal and structured cultural learning.	July 2021	Chief Executive Officer
	Provide at least one opportunity to deliver cultural awareness training and development via a dedicated day session, delivered to our players, staff, and sponsors during National Reconciliation Week or NAIDOC Week.	July 2021	Chief Executive Officer
3. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Review HR policies and procedures to ensure there are no barriers to both Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander staff and players participating in NAIDOC Week activities.	December 2020	Legal Counsel
	Encourage and support Aboriginal and Torres Strait Islander staff and players to attend local NAIDOC Week activities.	July 2021 & July 2022	Chief Executive Officer

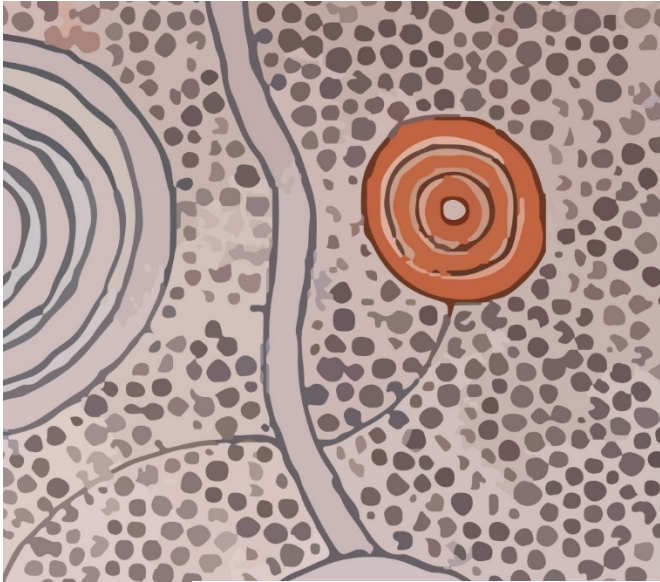


	RAP Working Group to participate in an external NAIDOC Week event.	July 2021 & July 2022	Chief Executive Officer
	Promote and encourage participation in external NAIDOC events to all staff.	July 2021 & July 2022	Chief Executive Officer
4. Provide opportunities for all staff and players to celebrate Aboriginal and Torres Strait Islander cultural events to increase their respect and appreciation of significant dates.	Create and communicate an Aboriginal and Torres Strait Islander events calendar for all staff and players.	July 2021	Head of Marketing
	Identify and promote significant events on the website including: <ul style="list-style-type: none"> • National Reconciliation Week • NAIDOC Week • National Sorry Day 	July 2021	Head of Media & Communications
5. Promote Aboriginal and Torres Strait Islander art, languages and cultures in Basketball Australia's offices, public places, and community.	Develop an Aboriginal and Torres Strait Islander designed Jersey annually that all players will wear in at least one game per year in BA controlled events.	June 2021 & June 2022	Head of Operations & Head of Women in Basketball
	Engage Basketball Australia's Aboriginal and Torres Strait Islander players in the design of Jerseys for significant events.	June 2021 & June 2022	Head of Women in Basketball
	Distribute proceeds from the sale of the Jersey towards Aboriginal and Torres Strait Islander communities.	March 2021 & March 2022	Head of Women in Basketball
	Create a past and current Aboriginal and Torres Strait Islander player's mural on a wall at Basketball Australia.	April 2021	Creative Director
	Install in the reception area an Acknowledgement of Country to the Traditional Custodians of the Country in which the Melbourne and Canberra offices reside.	December 2020	Creative Director



6. Build relationships amongst Basketball Australia staff and players to strengthen trust and unity.	Provide at least one opportunity for Boomers, Opals and those in national programs to engage in a cultural learning opportunity.	February 2021	Executive General Manager High Performance
	We will ask our current and previous Aboriginal and Torres Strait Islander national players to share their story with these teammates and staff expressing their culture and heritage.	February 2022	Executive General Manager High Performance

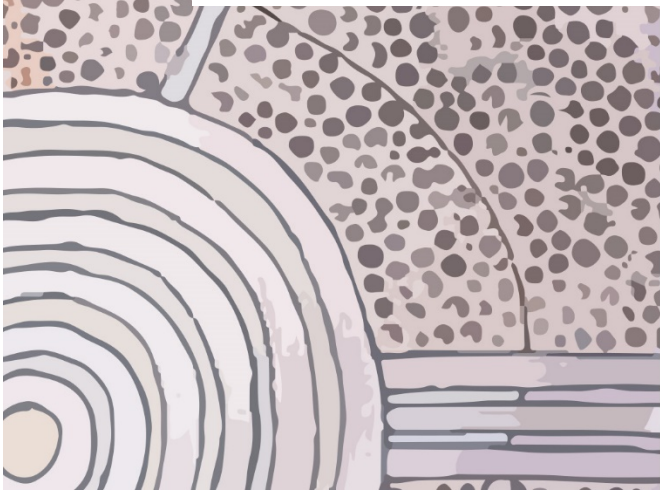




OPPORTUNITIES

Basketball Australia is in a unique situation of influencing change by creating opportunities for Aboriginal and Torres Strait Islander peoples and communities.

Basketball Australia strives to embrace and empower Aboriginal and Torres Strait Islander peoples and we will identify ways that contribute and add value to the existing work that has been carried out by Aboriginal and Torres Strait Islander peoples and communities.



Basketball Australia will ensure Aboriginal and Torres Strait Islander people are given the opportunity to participate (play, volunteer, coach, referee) in the sport from the grassroots to elite, as this represents the core business activities for Basketball Australia.

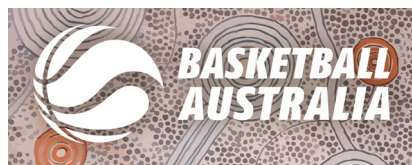
FOCUS AREAS

- To provide further education and employment pathways for Aboriginal and Torres Strait Islander peoples using linkages with our stakeholder partners in developing opportunities within their organisations and agencies.
- Providing an organisation that is inclusive of Aboriginal and Torres Strait Islander peoples in terms of the employment, and player opportunities it provides.

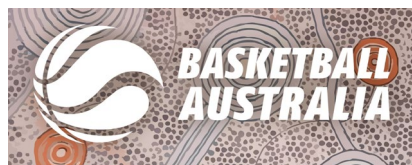
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development.	December 2021	Chief Executive Officer
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	December 2021	Chief Executive Officer
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	December 2021	Chief Executive Officer
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	December 2021	Chief Executive Officer
	Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	December 2021	Chief Executive Officer



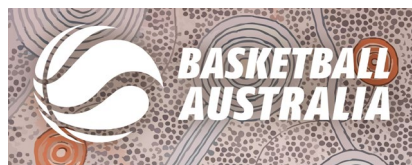
	Pilot different approaches to increasing Aboriginal and Torres Strait Islander employment within BA.	December 2021	Chief Executive Officer
	Pilot different approaches to increasing Aboriginal and Torres Strait Islander employment within BA training pathways.	December 2021	Chief Executive Officer
	Pilot different approaches to increasing Aboriginal and Torres Strait Islander employment within BA internships and work experience.	December 2021	Chief Executive Officer
	Advertise all vacancies in Aboriginal and Torres Strait Islander media.	Progress review: June 2021 & June 2022	Chief Executive Officer
	Encourage and support stakeholders and states and territory associations in their education and understanding around inclusivity and employment opportunities for Aboriginal and Torres Strait Islander People.	December 2021	Legal Counsel
2. Investigate opportunities to increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes within Basketball Australia.	Review procurement policies to address barriers to Aboriginal and Torres Strait Islander businesses.	November 2020	Executive Lead – Integrity & Special Projects
	Investigate becoming a member of Supply Nation or partnering with local Aboriginal and Torres Strait Islander Chamber of Commerce or similar peak organisations.	November 2020	Chief Executive Officer
	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	November 2020	Legal Counsel
	Develop and distribute a fact sheet for staff about using Aboriginal and Torres Strait Islander businesses at Basketball Australia.	November 2020	Chief Executive Officer
	Develop at least one commercial relationship with an Aboriginal and Torres Strait Islander business.	November 2021	Chief Marketing Officer

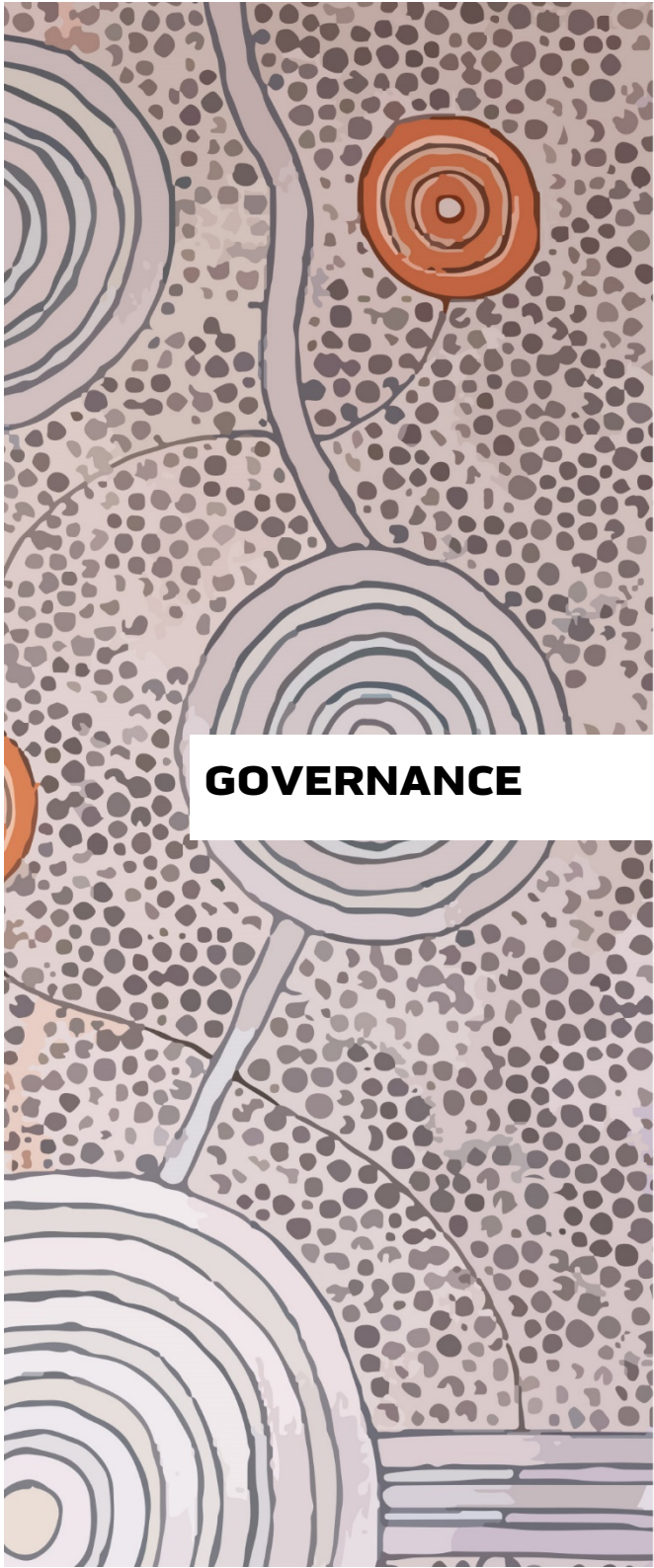


3. Provide opportunities for existing Aboriginal and Torres Strait Islander players to develop careers post professional life, including the building of relationships with Employers and Employment agencies to improve employment opportunities and outcomes.	Identify appropriate support that can be provided to all our Aboriginal and Torres Strait Islander players to undertake professional development and training.	Progress Review: November 2021 & 2022	Athlete Wellbeing Manager
	Engage agencies and employers who can assist with the employment of Aboriginal and Torres Strait Islander people from our community programs, including: <ul style="list-style-type: none"> • State Government • Non-Government Organisations E.g. Sports Ready • Federal and State funding subsidiary – Aboriginal and Torres Strait Islander job opportunities • Job Services Australia members • Corporate Sponsors • Universities • Engage Agencies – goal to employ someone at Basketball Australia, e.g. traineeship 	December 2021	Executive Lead of Integrity and Special Projects
	Encourage Aboriginal and Torres Strait Islander players to undertake coaching and player development training to begin their transition post Basketball.	November 2021 & November 2022	Director of High-Performance Coach & Talent Identification
	Develop emerging coach initiative to provide professional development, training, and opportunities for mentoring. This program includes a commitment to including Aboriginal and Torres Strait Islander coaches and diversity on the selection panel.	November 2021 & November 2022	Director of High-Performance Coach & Talent Identification
	Re-engage with past players to support and assist them in employment opportunities whether within Basketball Australia, the sport of basketball or within external sectors.	Progress Review: November 2021 & November 2022	Executive Team



4. Assist current, past and emerging Aboriginal or Torres Strait Islander coaches and players in the development and mentoring of current players.	Ensure past players work with current players and their coaches in development and reviews of their games.	April 2021	Executive General Manager High Performance
	Assign past players to become one on one mentors for current players.	April 2021	Executive General Manager High Performance
	Involve past national team players in coaching sessions and offer training and development opportunities for nationally identified player prospects.	April 2021	Executive General Manager High Performance
5. Explore opportunities to increase Aboriginal and Torres Strait Islander basketball participation at all levels within the sport pathways.	Develop and implement an Aboriginal and Torres Strait Islander sport participation framework that is culturally appropriate and specific.	December 2021	Chief Executive Officer
	Map the current national participation program, Aussie Hoops, availability through Australia and identify if any Associations currently deliver the program in highly populated Aboriginal and Torres Strait Islander locations.	December 2021	Executive General Manager Basketball
6. Explore opportunities to establish an Aboriginal and Torres Strait Islander Basketball Academy	Scope funding options and resources available, to continue to grow and become sustainable in the establishment of the Aboriginal and Torres Strait Islander Basketball Academy.	June 2021	Executive General Manager High Performance
	Complete philanthropy strategy during the period and connect to this opportunity.	June 2021	Chief Operating Officer





GOVERNANCE

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ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	Progress Review: January, April, July, October 2021 & 2022	Chief Executive Officer
	Establish and apply a Terms of Reference for the RWG.	January 2021	Legal Counsel
	Meet at least four times per year to drive and monitor RAP implementation.	January, April, July, October 2021 & 2022	Chief Executive Officer
2. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	December 2020	Chief Executive Officer
	Engage our senior leaders and other staff in the delivery of RAP commitments.	December 2020	Chief Executive Officer
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	December 2020	Head of Integrity
	Appoint and maintain an internal RAP Champion from senior management.	December 2020	Chief Executive Officer
3. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, 2021 & 2022	Head of Marketing & Events
	Report RAP progress to all staff and senior leaders quarterly.	January, April, July, October 2021 & 2022	Chief Executive Officer
	Publicly report our RAP achievements, challenges and learnings, annually.	November 2021, November 2022	Head of Media & Communications
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2022	Head of Integrity
4. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	June 2022	Head of Marketing & Events





CONTACT DETAILS

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CEO

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ARTIST BIO

Raymond Walters Penangk was born in Alice Springs in November 1975. Raymond's grandfather's country is Ngarleyekwerlang of Yuelumu (Mt Allan) and his grandmother's country is Alhalkerre Atnangerre (a Boundary Bore of Utopia). Both his grandparents come from the Anmatyerre language group. He also has extended family members from Arrente, Western Aranda, Alywarre, Warlpiri and Kaytetye language groups. Raymond feels that art allows him to share the richness of Anmatyerre Traditional Cultural and Customary Law which has been passed down through ceremonies and everyday interactive learning by Grandparents and extended family members