

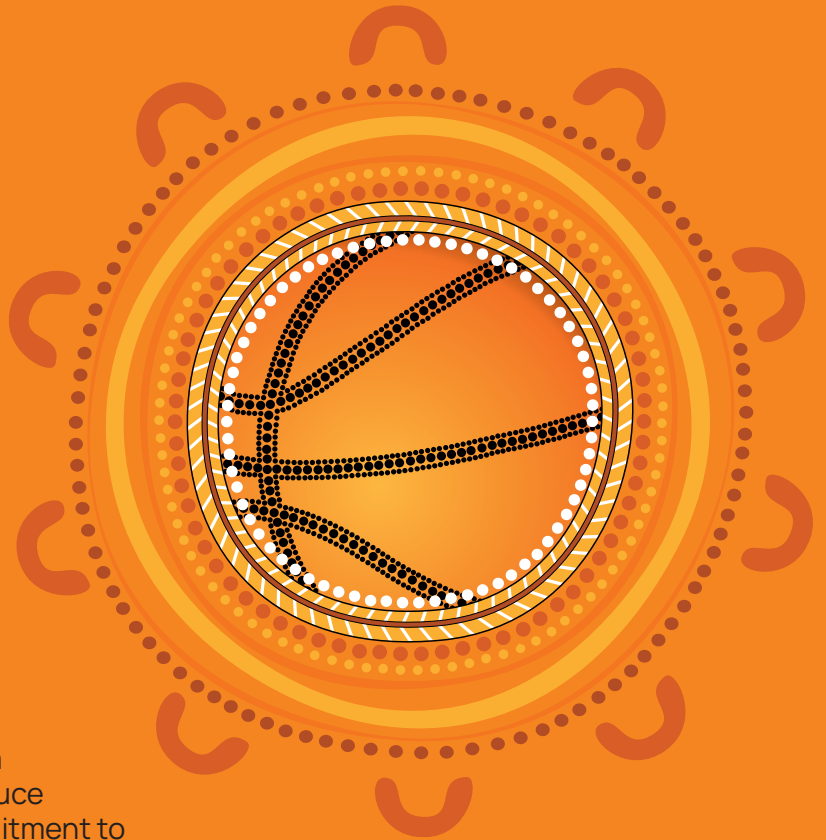


Basketball Victoria Innovate

Reconciliation Action Plan

March 2021 – March 2023

Basketball Victoria is committed to reconciliation and the ongoing inclusion of Aboriginal and Torres Strait Islander peoples into basketball.



We have engaged Victorian artist and Bangerang, Wiradjuri, Yorta Yorta and Dja Dja Wurrung man Gary Saunders to produce artwork that shares our vision and commitment to reconciliation.

The artwork tells the story of the strong affiliation that Aboriginal and Torres Strait Islander community have with basketball.

The basketball at the centre of the artwork shows that it is at the heart of the program and the reason for bringing the community together.

The rings surrounding the basketball represent a meeting place and the dots represent the community members that support their family and friends. The half circles surrounding the logo depict Elders of the community overseeing and enjoying the gathering.



Basketball Victoria acknowledges the Traditional Owners and Custodians of the land that basketball activities occur. We pay our respects to their Elders both past and present.

Contents

Basketball Victoria Innovate Reconciliation Action Plan
for the years, March 2021 to March 20234

Message of Commitment from our CEO5

Message from Reconciliation Australia CEO5

Our Organisation5

What we will work towards6

Our vision for Reconciliation.6

Our Reconciliation Action Plan7

Our Past and Current Activities in the
Aboriginal and Torres Strait Islander community7

Relationships.8

Respect10

Opportunities12

Tracking Progress and Reporting14

Prepared by
Karen Milward Consulting Services
& the Basketball Victoria Aboriginal and Torres Strait Islander Advisory Group

Basketball Victoria Innovate Reconciliation Action Plan for the years, March 2021 to March 2023



Foreword

Basketball Victoria acknowledges the Traditional Owners of all lands on which we do business and we pay our respects to their Elders, past and present. We acknowledge and respect the important contribution Aboriginal and Torres Strait Islander peoples make in creating a strong and vibrant Australian society.

From our President



It is a privilege to present the Basketball Victoria inaugural Innovate Reconciliation Action Plan 2021 – 2023. The development of the RAP demonstrates our organisation's commitment to work and embed reconciliation into our culture. Our RAP also ensures an ongoing relationship and ongoing communication with Aboriginal and Torres Strait Islander communities across Victoria.

We are strong and proud advocates for reconciliation and value the implementation of our RAP. Ensuring we provide additional and accessible participation opportunities in basketball as well as developing and empowering individuals highlights our commitment to be far more than 'just a basketball organisation'.

Mike Bainbridge
President
Basketball Victoria



Message of Commitment from our CEO



On behalf of the staff members and members of Basketball Victoria, I am proud to present Basketball Victoria's inaugural Innovate Reconciliation Action Plan 2021 – 2023

Our RAP is an important step towards making our strategic vision of more basketball, more often a reality. We work to create a welcoming and inclusive environments and ensure that all Victorians have access to opportunities and programs of their choice in their local communities.

We also acknowledge the important role that Basketball Victoria plays in reconciliation with the wider community. Through our RAP we are presented with an opportunity to engage with Aboriginal and Torres Strait Islander peoples and non-Indigenous community members.

By working together, we can ensure all Aboriginal and Torres Strait Islander peoples are welcomed and included within all associations.

Basketball Victoria acknowledges that each individual action in our RAP plays a crucial role towards improving Aboriginal and Torres Strait Islander representation at all levels and across all aspects of our game.

Increasing numbers of Aboriginal and Torres Strait Islander athletes, coaches, referees, technical officials and volunteers requires a whole of sport commitment and is something we are proud to lead.

I would like to thank each member of our RAP Working Group and our staff members that have led this work for their contribution towards developing our inaugural RAP. I would also like to thank Karen Milward who has helped us on this journey and Reconciliation Australia for their support throughout the RAP development process.

Nick Honey,
Chief Executive Officer
Basketball Victoria



Message from Reconciliation Australia CEO



Reconciliation Australia commends Basketball Victoria on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Basketball Victoria to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Basketball Victoria will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Basketball Victoria is part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Basketball Victoria's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Basketball Victoria on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

Our Organisation

Basketball Victoria is the peak body for basketball in Victoria representing more than 160 affiliated associations and more than 247,000 regular participants across Regional Victoria and Metropolitan Melbourne. In addition to supporting our affiliated associations, Basketball Victoria coordinates a number of participation and player development programs as well as programs for coaches and officials. Basketball Victoria selects and prepares state teams to represent at national tournaments, operates the State Development Program, coordinates grassroots program Aussie Hoops and schools program Hooptime and facilitates a number of coach and referee pathway opportunities. We have 49 employees based in two office locations: Melbourne at the State Basketball Centre (Wantirna South) and Bendigo. Currently, we have 2 staff members who identify as Aboriginal and/or Torres Strait Islander people.

The broad objectives of Basketball Victoria are to:

- Encourage, promote, manage and control the sport of basketball in Victoria.
- Represent the interests of basketball and basketballers within Victoria at the national level.
- Encourage the development of socially desirable attitudes and values towards physical fitness and skill acquisition through play, training and competition.
- Provide access for individuals to participate in the sport of basketball in Victoria.
- Provide individuals with the opportunity to maximise their potential by competing in the highest level of basketball possible.

Our current Strategic Plan is underpinned by four cornerstones which will provide the fundamental framework and delivery of our organisation's objectives:

- Promote Basketball
- Provide Leadership
- Drive Infrastructure Growth
- Provide Pathways

To view the Basketball Victoria Strategic Plan, visit basketballvictoria.com.au



What we will work towards

In developing our Innovate RAP Basketball Victoria commits to completing the actions from March, 2021 to 2023 to:

- Improve participation: increase the overall level of Aboriginal and Torres Strait Islander people who participate in basketball as players, coaches, technical officials, administrators and volunteers
- Build partnerships to support the recognition of Aboriginal and Torres Strait Islander people and their contribution to basketball and the local community
- Acknowledge and celebrate Aboriginal and Torres Strait Islander cultures: continue to build understanding and respect for customs, values and traditions through education and cultural celebrations including themed rounds and events



Our vision for Reconciliation

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Basketball Victoria's vision for reconciliation is to respect and acknowledge Aboriginal and Torres Strait Islander histories and cultures within the basketball community and ensure equitable opportunity for participation and development. Through strengthening playing and coaching pathways, increasing education and cultural awareness opportunities we continue to build welcoming and inclusive environments to support, grow and develop participation by Aboriginal and Torres Strait Islander peoples within the Victorian basketball community.

Building positive relationships, increased social connections and community cohesion and improved physical and mental health are key benefits of sport. Basketball Victoria plays a major role in enabling all members of the community to receive these benefits by ensuring that the sport is accessible and welcoming to all. Basketball in Victoria is one of the largest community sports and it is imperative that the sport is representative of the diverse Victorian community.

Our stance on self-determination

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Aboriginal and Torres Strait Islander people have the same right to, and responsibilities that accompany self-determination as everyone else. They must have opportunities, respectful support and the authority to extend control in their lives, to self-direct their services to the extent they choose and to advocate on their own behalf.

Our Reconciliation Action Plan

Our Reconciliation Action Plan was developed in consultation with Basketball Victoria's RAP Working Group and Aboriginal leaders Charles Williams (DHHS), June Bamblett (VACSAL), Nova Peris OAM (DHHS), Rob Hyatt (Koorie Heritage Trust) and Karen Milward (Aboriginal consultant). A workshop was held with representation from staff who have provided ideas for inclusion in our RAP, all of whom are committed to working towards positive reconciliation outcomes for Aboriginal and Torres Strait Islander peoples, families, young people, organisations and businesses.

A variety of focus groups were held with Aboriginal community members and organisations such as the Department of Health and Human Services, Sport and Recreation Victoria, Bunurong Health Services and the Koorie Youth Council to provide feedback and understanding on different elements of the RAP.

Basketball Victoria's RAP will be driven internally by our RAP Champion Diversity and Inclusion Manager, Sheena Atkin and overseen by departmental managers and the RAP Working Group, providing 360-degree ownership of our plan across all departments and elements of the organisation.

We engaged Aboriginal consultant, Karen Milward, to work with the RAP Working Group to ensure that we develop culturally appropriate mechanisms to support the needs, ideas and opportunities identified by Aboriginal and Torres Strait Islander peoples and their communities. The RAP Working Group will actively participate in and guide the development and implementation of actions in our Innovate Reconciliation Action Plan, March 2021 - 2023.

The RAP Working Group members are:

- Sheena Atkin (Diversity and Inclusion Manager, Basketball Victoria)
- Nick Honey (CEO, Basketball Victoria)
- Alison Cody (NBL1 Operations Coordinator, Basketball Victoria)
- Jenni Screen (High Performance Head Coach, Basketball Victoria)
- Rob Hyatt (Koorie Heritage Trust)
- Karen Milward (Aboriginal Consultant)

Further actions will be assigned to the below employees throughout the RAP:

- Matt McIntosh (GM Communications, Marketing & Digital Services)
- Justine Salida (People & Culture Manager)
- Stephen Walter (Business Development & Infrastructure Manager)
- Jeff Downes (Competition Manager Big V)
- Grant Wallace (General Manager High Performance and Pathways)
- Ben Pahl (General Manager Business Services)



Our Reconciliation Journey so far

Basketball Victoria has had a strong commitment to reconciliation for many years and has formed strong relationships with Aboriginal and Torres Strait Islander communities, organisations and networks in Victoria and nationally. Our reconciliation journey includes:

Establishing the Kevin Coombs Cup: The inaugural Kevin Coombs Cup was held in Ballarat in 2008 in conjunction with the Australian U18 Championships and presents the only opportunity for junior wheelchair basketballers to represent their state in a National Championship. Kevin Coombs has been synonymous with wheelchair basketball in Australia for over 40 years, representing the nation at five Paralympic Games, including two as captain of the Rollers. Off the court, Kevin has been an ambassador for the National Indigenous Strategy for Literacy and Numeracy as well as the Sydney Paralympic Games in 2000 and is one of only nine people to have an avenue in Sydney Olympic Park in his name.

Acknowledgement of Traditional Owners is delivered at key events and functions such as Basketball Victoria Awards night, Women in Sport luncheon and National Junior Classic by Basketball Victoria's President and CEO.

Acknowledging and celebrating National Reconciliation Week and NAIDOC Week by hosting the NBL1 Indigenous Round which consists of community activations run by NBL1 clubs.

Basketball Victoria staff participation in the Darebin Spiritual Healing Trail. The Spiritual Healing Trail is a gift from the Aboriginal and Torres Strait Islander community as a gesture of reconciliation. It aims to promote personal good health through improving emotional and spiritual well-being and a sense of being connected to the land where we reside, to others and most importantly ourselves.

Delivering cultural and community events in Bairnsdale, Geelong and Dandenong, hosting a 3 on 3 Basketball Tournament and promoting greater mental and physical health through Community Health Organisation stalls and activations.

Establishing the RAP Working Group.

Staff participation in Aboriginal Cultural Awareness Training Programs. Staff completed the compulsory 'Racism and Unconscious Bias in Sport' workshop developed by PwC's Indigenous Consulting team in partnership with Sport and Recreation Victoria, and Basketball Victoria. Basketball Victoria staff and some association administrators furthered their knowledge and learning by completing the Koorie Heritage Trust 'Building Aboriginal Cultural Competency' workshop.

Planning for a National Aboriginal and Torres Strait Islander Basketball Tournament.

Acknowledgement of Traditional Owners plaque at the State Basketball Centre.

Relationship established with the Melbourne Indigenous Transition School and Cathy Freeman Foundation coordinating four Aboriginal communities to be involved in four wheelchair basketball sessions.

Participation by the Inclusion team in the Worawa Aboriginal College, Healesville smoking ceremony and cultural walk with totems.

Support with Victorian Aboriginal Community Service Association Limited (VACSAL) submission for Aboriginal women coaches in the World Games.

Aboriginal and Torres Strait Islanders Community Seed Grants program – a number of local basketball associations received grants to support their local Aboriginal and Torres Strait Islander communities and further engage them within basketball activities.

NBL1 Indigenous Round: The inaugural NBL1 Indigenous Round was conducted in 2019. Local clubs were provided with grants to support the round, engaging with their local Aboriginal Cooperation, linking with community to run a Welcome to Country, have uniforms designed, provide tickets to community, run basketball programs for local Indigenous players and engage teams in traditional ceremonies prior to the round.

Displayed the Aboriginal flag and Torres Strait Island flag in the State Basketball Centre and flags provided to member associations to display at their venues.

Basketball Victoria commissioned Indigenous artwork developed and displayed at Basketball Victoria and utilised in Aboriginal and Torres Strait Islander documents and events e.g. Welcoming Indigenous Australians into your Associations resource, NBL1 Indigenous round uniforms and signage.

Basketball Victoria Welcoming Indigenous Australians into your Associations resource and Health through Basketball resource developed. The resources assist associations to create inclusive and welcoming environments through internal growth and education, understanding as well as building relationships with the local community and partnering with key organisations to build sustainability and retention.





Relationships

Basketball Victoria recognises the power of sport to build cohesion and connection amongst communities. Through collaboration with Aboriginal and Torres Strait Islander communities we will build mutually beneficial relationships by committing to raising awareness of the importance of reconciliation amongst Basketball Victoria members and stakeholders.

Action	Deliverable	Responsibility	Timeline
Raise internal and external awareness of our RAP to promote reconciliation across our business and sector	Develop and implement a strategy to communicate our RAP to all internal and external stakeholders.	GM Communications, Marketing & Digital Services	March 2021
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	Diversity & Inclusion Manager	June 2021
	Collaborate with RAP Network and other like-minded organisations to develop ways to advance reconciliation and promote sharing and learning amongst the RAP network	Diversity & Inclusion Manager	June 2021
	Promote reconciliation through ongoing active engagement with all stakeholders.	Diversity & Inclusion Manager	March 2021, 2022
	Communicate our commitment to reconciliation publicly.	GM Communications, Marketing & Digital Services	March 2021
	Develop a calendar of Aboriginal and Torres Strait Islander events and display on the Basketball Victoria website.	Diversity & Inclusion Manager	June 2021, 2022
	Include Indigenous round in Big V Calendar.	Competitions Manager-Big V	February 2022
Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders.	Diversity & Inclusion Manager	June 2021
	Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement.	Diversity & Inclusion Manager	June 2021
	Strengthen and further develop relationships with Aboriginal and Torres Strait Islander communities in identified regions, by: <ul style="list-style-type: none"> Implementing the demographic mapping project to establish a greater understanding of local Aboriginal and Torres Strait Islander communities and assist in aligning with local associations. Share our learning's with our external stakeholders by hosting an Annual workshop (CEO, Board, staff and wider basketball community). 	Diversity & Inclusion Manager	April 2021, 2022
	Identify and engage with key Aboriginal organisations and networks in Victoria. Advise member associations on who their local Aboriginal Co-op is and encourage engagement.	Diversity & Inclusion Manager	March 2021
	Formalise partnership with Indigenous Basketball Australia (IBA) and Victorian Aboriginal Community Services Association Ltd. (VACSAL) to support delivery of events within Victoria.	RAP Champion	November 2021
Proactively engage in local Aboriginal and Torres Strait Islander community's activities.	Share information about local Aboriginal and Torres Strait Islander community activities on our social media platforms and internally on BV website	GM Communications, Marketing & Digital Services	March 2021, 2022
	Encourage all staff to attend and participate in local Aboriginal and Torres Strait Islander community activities.	People & Culture Manager	July 2021, 2022
	Support engagement opportunities with local Aboriginal and Torres Strait Islander communities nationally through key partnerships with IBA and Basketball Australia.	Diversity & Inclusion Manager	May 2021, 2022
	Actively encourage all local Aboriginal and Torres Strait Islander groups and organisations to be involved in the delivery of the RAP and associated activities	Diversity & Inclusion Manager	March 2021

Continued page 12

Actively promote and participate in local National Reconciliation Week activities and events.	Work collaboratively with the Aboriginal and Torres Strait Islander communities in target locations identified through the demographic mapping project aligning with local associations to plan for National Reconciliation Week (NRW) and Sorry Day activities and events.	Diversity & Inclusion Manager	May 2021, 2022
	Support an external NRW event.	Diversity & Inclusion Manager	May 2021, 2022
	Ensure our RWG participates in an external event to recognise and celebrate NRW.	RAP Champion	May 2021, 2022
	Host at least one internal event for NRW.	Diversity & Inclusion Manager	May 2021, 2022
	Register all NRW events via Reconciliation Australia's NRW website.	Diversity & Inclusion Manager	May 2021, 2022
	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	People & Culture Manager	May 2021, 2022
Promote positive race relations through anti-discrimination strategies.	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	People & Culture Manager	May 2021, 2022
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	People & Culture Manager	
	Develop, implement and communicate an anti - discrimination policy for our organisation.	People & Culture Manager	May 2021
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	People & Culture Manager	May 2021
	Educate senior leaders on the effects of racism.	People & Culture Manager	May 2021
	Create anti-racism and discrimination campaign and actively promote through social media channels and member associations.	GM Communications, Marketing & Digital Services	November 2021





Respect

Basketball Victoria is committed to leading and driving the awareness of Aboriginal and Torres Strait Islander peoples, histories and cultures in the organisation and across the basketball community. Aboriginal and Torres Strait Islander peoples have a rich history in the sport of basketball. It is important that this is recognised, celebrated and further built upon to ensure sustained pride and acknowledgement of First Nations peoples within the basketball community into the future.

Action	Deliverable	Responsibility	Timeline
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Display the Aboriginal flag and Torres Strait Islander flag in all Basketball Victoria hubs throughout Victoria.	Business Development & Infrastructure Manager	December 2021
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	People & Culture Manager	May 2021
	Develop, implement and communicate a Welcome to Country and Acknowledgement of Country cultural protocol document for Basketball Victoria and display on our website.	Diversity & Inclusion Manager	May 2021
	Include an Acknowledgement of Country at the commencement of all Basketball Victoria activities, functions and games.	CEO	March 2021
	Develop relationships with Victorian Traditional Owner Groups to invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	Diversity & Inclusion Manager	December 2021
	Encourage staff to include an Acknowledgement of Country at the commencement of all staff and team meetings.	CEO	March 2021, 2022
	Invite a Traditional Owner to provide a Welcome to Country at significant events, including Basketball Victoria Awards Dinner.	Diversity & Inclusion Manager	May 2021, 2022
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning	Develop and implement an Aboriginal and Torres Strait Islander cultural awareness training strategy for our staff which defines cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (online, face to face workshops or cultural immersion).	People & Culture Manager	August 2021
	Conduct a review of cultural learning needs within our organisation.	People & Culture Manager	August 2021
	Consult with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants on the development and implementation of a cultural awareness strategy.	Diversity & Inclusion Manager	April 2021
	Provide opportunities for RWG members, Department managers and other key leadership staff to participate in cultural training.	People & Culture Manager	August 2021
	Develop and deliver Aboriginal and Torres Strait Islander Cultural Awareness Training for all staff in either an online or face-to-face workshop	RAP Champion	August 2021
	Deliver Aboriginal and Torres Strait Islander Cultural Awareness Training for groups and committees under the Association.	RAP Champion	August 2021
	Expand Social Media campaigns to assist in promoting resources that will raise cultural awareness and knowledge of member associations staff, players and volunteers.	GM Communications, Marketing & Digital Services	June 2021
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 staff participating in NAIDOC Week.	People & Culture Manager	
	RWG to participate in an external NAIDOC Week event.	RAP Champion	July 2021, July 2022
	Support all staff to participate in NAIDOC Week activities and events in the basketball community by allowing staff to attend events as part of professional development.	People & Culture Manager	July 2021, July 2022



Opportunities

By being innovative in our approach Basketball Victoria will increase pathway access and sustainability for Aboriginal and Torres Strait Islander peoples to ensure positive mental and physical health benefits for all members of the community. A broad objective of Basketball Victoria is to provide access to the sport of basketball and it is important we recognise our role in expanding Aboriginal and Torres Strait Islander participation through playing, officiating, coaching, employment and procurement opportunities.

Action	Deliverable	Responsibility	Timeline
Explore opportunities and outcomes for Aboriginal and Torres Strait Islander peoples in the basketball community.	Utilise data collection system (PlayHQ) utilised to include optional identification questions to better understand Aboriginal and Torres Strait Islander participation across Victoria. Data will be captured across all associations and will help inform future program priorities and target locations to increase participation opportunities for Aboriginal and Torres Strait Islander peoples in the basketball community.	GM Communications, Marketing & Digital Services	March 2021, 2022
	Create additional participation opportunities for Aboriginal and Torres Strait Islander athletes to nurture and prepare for integration into Basketball Victoria associations and High-Performance pathway.	Diversity & Inclusion Manager	
	Work with identified Associations to increase participation of Aboriginal and Torres Strait Islander peoples at the local level.	Diversity & Inclusion Manager	June 2021
	Implement a series of regional talent camps to nurture Aboriginal and Torres Strait Islander athletes into the next pathway.	GM High Performance & Pathways	October 2021, 2022
	Increase the number of Aboriginal and Torres Strait Islander coaches and referees at all levels.	GM High Performance & Pathways	June 2021, 2022
	Identify new and emerging Aboriginal and Torres Strait Islander youth leaders who can be mentored and become active mentors in the basketball community.	Diversity & Inclusion Manager	June 2021, 2022
	Identify employment and training opportunities for Aboriginal and Torres Strait Islander peoples in the basketball community.	People & Culture Manager	June 2021, 2022
Support procurement opportunities to effectively engage Aboriginal and Torres Strait Islander businesses	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	People & Culture Manager	June 2021
	Develop and communicate to all staff a database of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services and promote internally and within our Associations.	GM Business Services	June 2021
	Review and update procurement policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses.	GM Business Services	June 2021
	Develop at least one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business.	GM Business Services	June 2021
	Investigate Supply Nation membership.	GM Business Services	June 2021
Support Aboriginal and Torres Strait Islander people's active participation in basketball by reducing identified barriers to participation	Donate basketball equipment drive to Aboriginal and Torres Strait Islander basketball organisations, associations and groups locally and nationally.	Diversity and Inclusion Manager	June 2021, 2022
	Support for Aboriginal and Torres Strait Islander talented athletes via Sport Aus travel assistance grants and reviewing High performance pathway fees	GM High Performance & Pathways	March 2021

Continued page 15

Improve employment opportunities and outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staff to inform future employment and professional development opportunities.	People and Culture Manager	March 2021
	Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workplace.	People & Culture Manager	March 2021, 2022
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	People and Culture Manager	April 2021
	Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development.	People and Culture Manager	March 2021
	Advertise all vacancies in Aboriginal and Torres Strait Islander media.	People and Culture Manager	March 2021
	Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace.	People and Culture Manager	March 2021



Governance, Tracking Progress and Reporting

Action	Deliverable	Responsibility	Timeline
Establish and maintain an effective RAP Working Group to drive governance of the RAP.	Ensure Aboriginal and Torres Strait Islander peoples are represented on the RWG.	Diversity & Inclusion Manager	March 2021
	Establish Terms of Reference for the RWG.	Diversity & Inclusion Manager	March 2021
	The RWG oversees the development, endorsement and launch of the RAP.	RAP Champion	March 2021
	RWG meets four times in the year of the Innovate RAP to monitor and report on RAP implementation.	RAP Champion	March, June, September, December 2021, 2022
Provide appropriate support for effective implementation of RAP commitments.	Ensure the RAP is consistent and complimentary to the Basketball Victoria strategic plan.	Diversity & Inclusion Manager	March 2021
	Define resource needs for RAP implementation.	RAP Champion	March 2021
	Engage our senior leaders and other staff in the delivery of RAP commitments.	CEO	March 2021
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	Diversity & Inclusion Manager	March 2021
	Appoint and maintain an internal RAP Champion from senior management.	CEO	March 2021
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.	CEO	September 2021, 2022
	Investigate whether Basketball Victoria can participate in the RAP Barometer.	CEO	May 2022
	Communicate Basketball Victoria RAP outcomes to all stakeholders through annual reports published, emailed and shared on our website.	CEO	December 2021, August 2022
	Report RAP progress to all staff and senior leaders quarterly.	CEO	March, June, Sept, Dec 2021, March, June, Sept, Dec 2022
	Include progress on reconciliation as standing agenda item at each board meeting.	BV President	January, March, July 2021, 2022
Review and update our Reconciliation Action Plan	Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	CEO	July 2022
	Send draft RAP to Reconciliation Australia for review and feedback.	Diversity & Inclusion Manager	August 2022
	Submit draft RAP to Reconciliation Australia for formal endorsement.	Diversity & Inclusion Manager	December 2022



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