

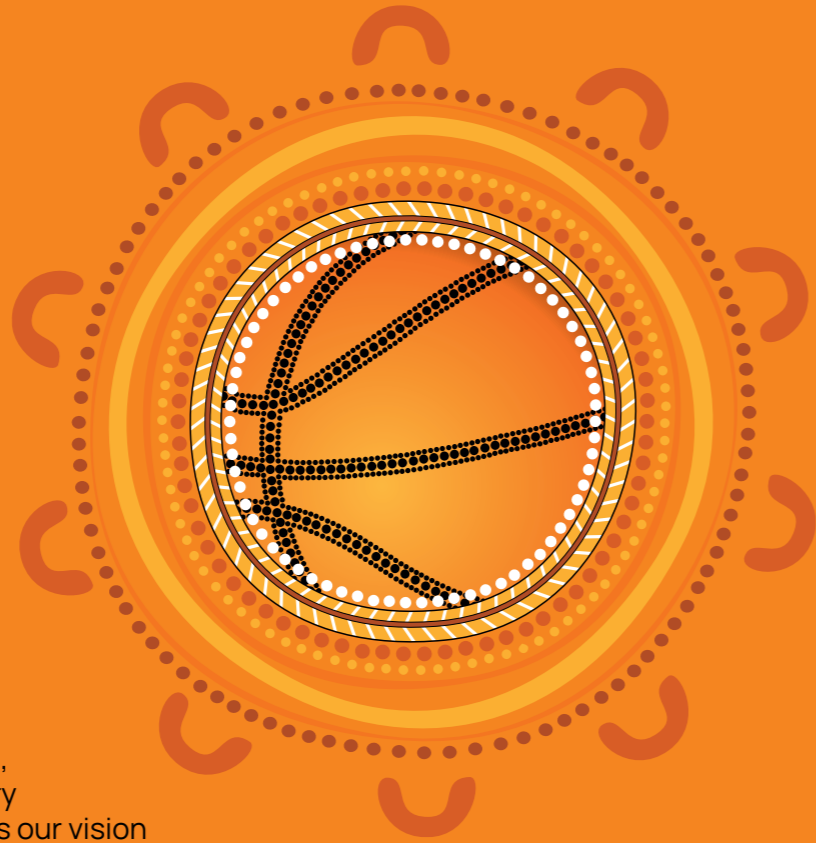


Basketball Victoria Innovate

Reconciliation Action Plan

January 2024 – January 2026

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



In 2019 Basketball Victoria 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.

The Basketball Victoria commissioned Indigenous artwork is now included on all Basketball Victoria staff uniforms, League referee shirts, State Team and High Performance program uniforms further enforcing our commitment to reconciliation and sharing the story of the artwork and the strong affiliation between the Aboriginal and Torres Strait Islander community and basketball.



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.

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Basketball Victoria Innovate Reconciliation Action Plan for the years, January 2024 to January 2026



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

On behalf of the Basketball Victoria Board, I am privileged to be presenting the 2026-2025 Innovate Reconciliation Action Plan. This RAP 2024-2026 builds on our actions and achievements to date, and recognises that we have embarked on a long term cultural improvement journey across our whole organisation. As an organisation, our understanding of how we can advance the reconciliation agenda continues to grow.

This plan will be Basketball Victoria's second Innovate RAP. We are striving to build on our successes, while absorbing lessons and furthers the commitment of Basketball Victoria to reconciliation.

We continue our focus on building stronger relationships with Aboriginal and Torres Strait Islander peoples and communities, promoting cultural awareness and understanding, as well as increasing opportunities in basketball across Victoria.

Michelle Bruggeman
President
Basketball Victoria

Message of Commitment from our CEO



On behalf of the staff and affiliated members of Basketball Victoria, I am proud to present Basketball Victoria's Innovate Reconciliation Action Plan 2024-2026.

Our Second Innovate Reconciliation Action Plan (RAP) for 2024-2026 reaffirms our commitment to the reconciliation process and builds on our first RAP introduced in 2021.

This RAP seeks to strengthen our relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations continuing to create and enhance opportunities for Aboriginal and Torres Strait Islander peoples in Basketball.

This Innovate RAP will help us to achieve objectives by enhancing existing relationships, generating new opportunities and continuing to demonstrate our dedication to provide meaningful and sustainable outcomes that advance reconciliation in forming mutually beneficial partnerships with Aboriginal and Torres Strait Islander peoples and communities.

I encourage all of our stakeholders, associations, clubs and basketball community members to join us as we play our part in enhancing opportunities and pathways for Aboriginal and Torres Strait Islander peoples.

Nick Honey,
Chief Executive Officer
Basketball Victoria



Message from Reconciliation Australia CEO



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

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

With close to 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 continues to be part of a strong network of more than 2,200 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types – Reflect, Innovate, Stretch and Elevate – allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

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

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that Basketball Victoria will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to Basketball Victoria using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for Basketball Victoria to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, Basketball Victoria will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of Basketball Victoria's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

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

Karen Mundine
Chief Executive Officer
Reconciliation Australia

Our vision for reconciliation

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 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 72 employees based in two office locations: Melbourne at the State Basketball Centre (Wantirna South) and Bendigo. Currently, we have 1 staff member who identifies as an Aboriginal and/or Torres Strait Islander person.

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

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

Our RAP

In this, our second Innovate RAP, we seek to embed the education and learning gained during the period of our first RAP to make further progress towards reconciliation outcomes. Our previous RAP guided us through our reconciliation journey focussed on learning, building cultural competency, building new and enhancing current relationships with Aboriginal and Torres Strait Islander organisations, developing inclusive resources and identifying key barriers to participation and importantly providing us with an understanding of where and how we can enhance and improve current initiatives.

The success of our first RAP is reflected in the high level of engagement between our member Associations across the State and working with local Aboriginal and Torres Strait Islander communities. Through this engagement both Basketball Victoria and member associations have gained insight into barriers to participation faced by local community members creating solutions to address barriers faced by communities across the State improving pathway's to participation. Continuing to provide support to our affiliated associations and clubs to connect with Aboriginal and Torres Strait Islander communities to engage and build relationships and support the development of local sustainable activities a focus of our future activity.

A number of successful initiatives implemented through the 21-23 RAP have now been embedded into the basketball calendar and will be expanded over the next 2 years to further engage and continue to develop positive outcomes for Aboriginal and Torres Strait Islander peoples. Partnerships with Aboriginal and Torres Strait Islander organisations and stakeholders has been key to the successful engagement and implementation of activities and will continue to be a priority.

Basketball Victoria's second RAP will be driven internally by our RAP Champion, Manager Diversity and Inclusion, Sheena Atkin alongside the Executive team and RAP Working Group, providing 360 degree ownership of our RAP across all departments and elements of the organisation.

The RAP Working Group members are;

- Nick Honey (CEO, Basketball Victoria)
- Greg Jeffers (GM League and Competitions, Basketball Victoria)
- Jenna O'Hea (High Performance Head Coach - Metropolitan Women)
- Sheena Atkin (Manager Diversity and Inclusion, Basketball Victoria)
- Kate Lawlor (People and Culture Coordinator, Basketball Victoria)
- Rob Hyatt - Gunnai/Kurnai and Wotjobaluk (Koorie Heritage Trust & Basketball Victoria Board Member)

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

- Alison Cody (NBL1 South Manager)
- David Huxtable (GM Community and Member Services)
 - Matt Mcintosh (GM Communications, Marketing & Digital Services)
 - Ben Pahl (Chief Finance Officer)
 - Scott Davis (Commercial and Partnerships Manager)

The RAP Working Group will actively participate in and guide the development and implementation of actions in our second Innovate Reconciliation Action Plan January 2024 - January 2026



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.

Highlights of our reconciliation journey through 2021-2023 include:

- NBL1 Indigenous Round started in 2019 in Victoria and has now been expanded across all conferences in Australia. Acknowledging and celebrating National Reconciliation Week and NAIDOC Week by hosting the NBL1 Indigenous Round which consists of community activations run by NBL1 clubs. Victorian clubs were provided with the opportunity to apply for grants to support the round, engaging with their local Aboriginal Cooperation, linking with community to perform a Welcome to Country, have uniforms designed, provide tickets to community, run basketball programs for local Aboriginal and Torres Strait Islander players and engage teams in traditional ceremonies prior to the round.
- Indigenous Basketball Australia (IBA) partnership supporting the implementation of the IBA Community Basketball League held in Bendigo in 2022 and Darebin 2023. Basketball Victoria is proud to have signed a memorandum of understanding (MoU) with Indigenous Basketball Australia (IBA) to work collaboratively in creating pathways and opportunities for Aboriginal and Torres Strait Islander young people.
- Basketball Victoria and Dandenong Basketball Association partnered with Southern Aboriginal Sports (SAS) to support the SAS Junior Tournament 2022. The tournament held over 3 days was supported through our Aboriginal and Torres Strait Islanders Community Grants program supporting local Aboriginal and Torres Strait Islander communities to further engage in basketball activities.
- Basketball Victoria partnered with the VACSAL State Basketball Classic 2023 held in Shepparton for Junior and Senior teams
- Basketball Victoria Staff participated in Koorie Heritage Trust Cultural Education programs including a guided walking tour of the Birrarung Marr (River of Mists / Yarra River)
- The Basketball Victoria commissioned Indigenous artwork developed in 2019 is now included on all Basketball Victoria staff uniforms, League referee shirts, State Team and High performance program uniforms furthering awareness of the importance of reconciliation amongst Basketball Victoria members and stakeholders.





Relationships

Basketball Victoria recognises the power of sport to bring people together and create positive connection, recognising the importance of building strong relationships and partnerships with Aboriginal and Torres Strait Islander peoples, communities and organisations.

Based on mutual respect ensuring the input and perspectives of Aboriginal and Torres Strait Islander peoples are heard we will find ways to work together and build mutually beneficial relationships increasing pathway access and sustainability for Aboriginal and Torres Strait Islander peoples in basketball.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Continue to engage with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop and review guiding principles for engagement. 	June 2024	RAP Champion
	<ul style="list-style-type: none"> Strengthen and further develop relationships with Aboriginal and Torres Strait Islander communities in identified regions, by: <ul style="list-style-type: none"> Annual reporting and gap analysis of membership and demographic mapping 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 at Annual workshop (CEO, Board, staff and wider basketball community). 	February 2024, February 2025	Manager Diversity & Inclusion, GM Community and Member Services
	<ul style="list-style-type: none"> 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. To be completed annually in line with engagement for Annual Indigenous Round and NAIDOC activities across Associations and Leagues. 	March 2024, March 2025	Manager Diversity & Inclusion, GM League and Competitions
	<ul style="list-style-type: none"> Delivery of formal partnership activities with Indigenous Basketball Australia as per MOU (Indigenous Community Basketball League, August - October annually) 	August 2024, August 2025	Manager Diversity & Inclusion, GM Community and Member Services
	<ul style="list-style-type: none"> Formalise (MOU) partnership to support delivery of events within Victoria with identified organisations; <ul style="list-style-type: none"> Victorian Aboriginal Community Services Association Ltd. (VACSAL) Koorie Basketball Academy (KBA) Southern Aboriginal Sports (SAS) 	April 2024	Manager Diversity & Inclusion
	<ul style="list-style-type: none"> Share information about local Aboriginal and Torres Strait Islander community activities on our social media platforms and internally on BV website 	May 2024, May 2025	GM Communications, Marketing & Digital Services
	<ul style="list-style-type: none"> Support engagement opportunities with local Aboriginal and Torres Strait Islander communities nationally through key partnerships with IBA and Basketball Australia. 	August 2024, August 2025	Manager Diversity & Inclusion, GM Community and Member Services
	<ul style="list-style-type: none"> Actively encourage all local Aboriginal and Torres Strait Islander groups and organisations to be involved in the delivery of the RAP and associated activities 	May 2024, May 2025	Manager Diversity & Inclusion, GM Community and Member Services

Action	Deliverable	Timeline	Responsibility
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	May Annually	People and Culture Coordinator
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May- 3 June, 2024,2025	People and Culture Coordinator
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	27 May- 3 June, 2024,2025	People and Culture Coordinator
	<ul style="list-style-type: none"> Organise at least one NRW event each year. 	27 May- 3 June, 2024,2025	Manager Diversity & Inclusion, People and Culture Coordinator
	<ul style="list-style-type: none"> Register all our NRW events on Reconciliation Australia's NRW website 	May 2024, 2025	Manager Diversity & Inclusion
	<ul style="list-style-type: none"> Work collaboratively with 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) activities and events. 	March 2024, March 2025	Manager Diversity & Inclusion
3. Promote reconciliation through our sphere of influence	<ul style="list-style-type: none"> Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce 	March 2024	People and Culture Coordinator
	<ul style="list-style-type: none"> Communicate our commitment to reconciliation publicly. 	December 2023	GM Comms, Marketing & Digital Services
	<ul style="list-style-type: none"> Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes. 	February 2024	RAP Champion
	<ul style="list-style-type: none"> Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation. 	July 2024	RAP Champion
	<ul style="list-style-type: none"> Continue to share information about local Aboriginal and Torres Strait Islander community activities on our social media platforms and internally on BV website 	May 2024, May 2025	GM Comms, Marketing & Digital Services
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	April 2024, April 2025	People and Culture Coordinator
	<ul style="list-style-type: none"> Review and communicate an anti-discrimination policy for our organisation. 	March 2024	Manager Diversity & Inclusion, People and Culture Coordinator
	<ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy. 	February 2024	Manager Diversity & Inclusion, People and Culture Coordinator
	<ul style="list-style-type: none"> Educate senior leaders on the effects of racism. 	June 2024	Manager Diversity & Inclusion, People and Culture Coordinator
	5. Participate in Anti - Discrimination project with key stakeholders across the Victorian Sporting sector aimed at addressing racism in community sport	<ul style="list-style-type: none"> Actively participate in anti-racism project led by Koorie Heritage trust and CM Sport; Aiming to build an understanding of the impact racism has on First Nations communities and develop strategies that will support Victorian sport to build environments free of racism 	December 2024
<ul style="list-style-type: none"> Actively participate in workshops and activities to develop resources and education collateral Circulate through social media channels and member associations project anti-racism and discrimination campaign. 		July 2024	Manager Diversity & Inclusion, GM Comms, Marketing & Digital Services



Respect

Basketball Victoria is commitment to creating safe and respectful environments and driving awareness of Aboriginal and Torres Strait Islander peoples, histories and cultures in the organisation and across the basketball community.

Supporting our stakeholders and members to deliver culturally safe opportunities and build relationships in a culturally responsive manner to increase opportunities to participation for Aboriginal and Torres Strait Islander peoples. Respecting and valuing cultural identify, learning more about Aboriginal and Torres Strait Islander peoples and cultures and celebrating these across the basketball community to ensure sustained pride and acknowledgement of First Nations peoples within the basketball community into the future.

Action	Deliverable	Timeline	Responsibility
6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	• Conduct a review of cultural learning needs within our organisation.	August 2024, 2025	People and Culture Coordinator
	• Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	August 2024, 2025	People and Culture Coordinator
	• Develop, implement, and communicate a cultural learning strategy document for our staff.	August 2024, 2025	People and Culture Coordinator
	• Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	August 2024, 2025	People and Culture Coordinator
7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	• Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	August 2024, 2025	RAP Champion
	• Continue to communicate cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	August 2024, 2025	GM Comms, Marketing & Digital Services
	• Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	August 2024, 2025	RAP Champion
	• Continue to include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	August 2024, 2025	RAP Champion
	• RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2024, 2025	RAP Champion
8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	• Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	June 2024, 2025	People and Culture Coordinator
	• Promote and encourage participation in external NAIDOC events to all staff.	First week in July 2024, 2025	People and Culture Coordinator
	• Continue to coordinate and support the NBL1 South First Nations Round and community activations during NAIDOC week	First week in July 2024, 2025	GM League and Competitions, Manager Diversity & Inclusion
9. Support our advocacy and work around Reconciliation First Nations Round will be expanded across all Basketball Victoria Senior Leagues (formerly only NBL1),	• Implement Big V First Nations Round supporting First Nations community activations, cultural education and engagement activities connecting associations to community	First week in July 2024, 2025	GM League and Competitions, Manager Diversity & Inclusion
	• Advise member associations on who their local Aboriginal Co-op is and encourage engagement		



Opportunities

We recognise the importance of having people with a range of diverse experiences, backgrounds, skills and cultures to ensure we are reflective of the communities that we aim to engage. Through increasing the engagement and retention of Aboriginal and Torres Strait Islander peoples in non-playing roles in officiating, coaching, committees, employment and procurement opportunities we can further expand opportunities for Aboriginal and Torres Strait Islander peoples enhancing the diversity of the basketball workforce across Victoria.

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	February 2024, February 2025	People and Culture Coordinator
	• Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	February 2024, February 2025	People and Culture Coordinator
	• Review Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	February 2024, February 2025	People and Culture Coordinator
	• Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	February 2024, February 2025	People and Culture Coordinator
	• Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	February 2024, February 2025	People and Culture Coordinator
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	• Maintain Supply Nation membership.	March 2024	Commercial & Partnerships Manager
	• Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	March 2024	Commercial & Partnerships Manager
	• Develop and communicate opportunities for procurement of goods and services from to Aboriginal and Torres Strait Islander businesses to staff	March 2024	Commercial & Partnerships Manager
	• Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	March 2024	Commercial & Partnerships Manager
	• Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	March 2024	Commercial & Partnerships Manager
	• Analysis of data collection systems across Coaching, Officiating, Volunteers, Administrators etc to ensure optional identification questions are included to better understand Aboriginal and Torres Strait Islander participation across Victoria in these roles	April 2024	Manager Diversity & Inclusion, GM Community and Member Services
10. Increase understanding of Aboriginal and Torres Strait Islander participation in non-playing basketball roles and increase opportunities	• Utilising Annual reporting and gap analysis of non-playing membership and demographic mapping identify key locations and target locations to increase non-playing opportunities	May 2024	Manager Diversity & Inclusion, GM Community and Member Services



Governance

Action	Deliverable	Timeline	Responsibility
11. Maintain an effective RAP Working group (RWG) to drive governance of the RAP.	• Maintain Aboriginal and Torres Strait Islander representation on the RWG.	Jan, April, Aug, Nov 2024, Feb, May, Aug, Nov 2025	
	• Establish and apply a Terms of Reference for the RWG.	December 2023	
	• Meet at least four times per year to drive and monitor RAP implementation.	Jan, April, Aug, Nov 2024, Feb, May, Aug, Nov 2025	
12. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	January 2024	RAP Champion
	• Engage our senior leaders and other staff in the delivery of RAP commitments.	January 2024	CEO, RAP Champion
	• Define and maintain appropriate systems to track, measure and report on RAP commitments.	February 2024	RAP Champion
	• Appoint and maintain an internal RAP Champion from senior management.	January 2024	CEO
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	• Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June annually	RAP Champion
	• Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually	RAP Champion
	• Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	RAP Champion
	• Report RAP progress to all staff and senior leaders quarterly.	Jan, April, Aug, Nov 2024, Feb, May, Aug, Nov 2025	RAP Champion
	• Publicly report our RAP achievements, challenges and learnings, annually.	November 2024, 2025	RAP Champion
	• Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2024	People and Culture Coordinator
	• Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	November 2025	RAP Champion
14. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	May 2025	RAP Champion



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