

SPORTAUS



RECONCILIATION

ACTION PLAN

FEBRUARY 2019 – FEBRUARY 2020



RECONCILIATION
ACTION PLAN

REFLECT



MESSAGE FROM RECONCILIATION AUSTRALIA

Reconciliation Australia is delighted to see Sport Australia continue its reconciliation journey and to formally endorse its second Reflect RAP.

Through development of this Reflect RAP, Sport Australia continues to play an important part in a community of over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and increase pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia defines and measures reconciliation through five critical dimensions: race relations; equality and equity, institutional integrity; unity; and historical acceptance. All sections of the community—governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities—have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to progress reconciliation within their spheres of influence. This Reflect RAP provides Sport Australia a roadmap to lay the foundations for its reconciliation journey. Through implementing a Reflect RAP, Sport Australia will strengthen the governance, relationships and understanding required for effective future RAPs and reconciliation initiatives.

We wish Sport Australia well as it takes these first critical steps in its reconciliation journey. We encourage the organisation to embrace this journey with open hearts and minds, to grow from the challenges, and to build on the successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

“Reconciliation is hard work—it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”

On behalf of Reconciliation Australia, I commend Sport Australia on its second RAP, and look forward to following its ongoing reconciliation journey.



Karen Mundine
Chief Executive Officer
Reconciliation Australia

OUR BUSINESS

Sport Australia is a corporate Commonwealth entity within the Australian Government's Department of Health portfolio.

Sport Australia is Australia's primary national sports administration and advisory agency, and the cornerstone of a wide-ranging sports system. On behalf of the Australian Government, Sport Australia plays a central leadership role in the development and operation of the Australian sports system, administering and funding innovative sport programs and providing leadership, coordination and support for the sport sector.

Sport Australia, alongside the Australian Institute of Sport (AIS), is recognised as a world leader in the development of high performance sport and sports participation. Services are provided in a range of fields including:

- high performance coaching
- sport sciences
- sports information
- sports management
- facility management
- education and resources
- participation development
- delivery of funding programs to national sporting organisations.

On 30 June 2018, Sport Australia had 475 full time equivalent staff and Board members employed in an ongoing, non-ongoing and casual basis.

As of January 2019, there are four staff who have chosen to identify themselves as being Aboriginal and/or Torres Strait Islander.

Sport Australia is a national organisation with its main campus located in Canberra and additional offices across Australia and a European Training Centre in Gavirate, Italy.

OUR RAP

Sport Australia wishes to commit to creating positive and lasting change to reduce inequality between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians.

We wish to commit to the Australian Government's goal to make significant and measurable improvements in the health and wellbeing of Aboriginal and Torres Strait Islander peoples, and understand that sport plays an important role in achieving this goal.

Sport is an integral part of the Australian way of life; it is a vehicle for building community identity and social cohesion, and our high performance athletes are role models who engender national pride. This puts Sport Australia in a unique position to contribute to addressing the unacceptable gap in life expectancy between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians.

Through playing an important leadership role, we support the development of the Australian sport system from the grassroots community level to high performance sport. This includes as a key objective to work closely with our system partners to increase the involvement of Aboriginal and Torres Strait Islander peoples in sport, through programs and services that reach metropolitan, rural, regional and remote areas.

Sport Australia developed a Reflect RAP in early 2018, but due to major organisational changes was unable to fully undertake its planned activities. The aim for 2019 is to complete its planned range of activities to drive and entrench reconciliation into its organisational culture.

The RAP process is managed by the Sport Australia RAP Working Group comprising of representative staff across the agency Chaired by Andrew J Larratt (Executive General Manager Sport Business). The RAP Champion is Kate Palmer (Chief Executive Officer of Sport Australia).



OUR PARTNERSHIPS/ CURRENT ACTIVITIES

Community partnerships

- Under the Sport Australia Sporting Schools program an extra \$500 supplementary payment on top of the regular grant amounts is available each term for schools which are based in remote Aboriginal and Torres Strait Islander communities
- Sport Australia has created the resource: **Yulunga: Traditional Indigenous Games** which preserves and promotes a range of games and activities from Aboriginal and Torres Strait Islander societies from all around Australia
- The Sport Australia Clearinghouse for Sport builds and promotes knowledge of **Indigenous sport**
- Sport Australia has traditionally hosted a flag-raising ceremony to celebrate NAIDOC week at the AIS campus
- Sport Australia seeks to support reconciliation through sport through an Acknowledgement of Country plaque in the AIS Visitor Centre
- Sport Australia collects data in the ongoing AusPlay survey (sportaus.gov.au/research) on Aboriginal and Torres Strait Islander peoples involvement in sport.
- Sport Australia in conjunction with the ACT Government has commissioned continuing research into the participation into sports and physical activities by Aboriginal and Torres Strait Islander peoples. This research is for following purposes:
 1. To explore participation in sport and physical activity among Aboriginal and Torres Strait Islander peoples; identify and describe different segments that exist within the Aboriginal and Torres Strait Islander population who are either participating or not participating.
 2. To understand the perceived benefits of sport participation for the Aboriginal and Torres Strait Islander community (health, and well-being, education, crime or anti-social behaviour, social capital etc.), in particular the role played by club sport.
 3. Explore the key drivers (emotional / attitudinal / motivational), needs and barriers - both real and perceived - to participation in sport and physical activity within the Aboriginal and Torres Strait Islander community.
 4. Gain a better understanding regarding how people in the Aboriginal and Torres Strait Islander community make their decisions to participate or not to participate in sport, as well as what drives them to participate in other physical recreation.
 5. Identify what would encourage Aboriginal and Torres Strait Islander peoples to become more active.
 6. Understand what the participation opportunities (both sport and physical recreation) are for the Aboriginal and Torres Strait Islander community, and how/if they are tailored to suit the needs of the community.
 7. Understand what sports, programs/products, which avenues (including sport clubs) work well for the Aboriginal and Torres Strait Islander community and what don't, and why.
 8. What are the drivers, opportunities and challenges for sport and physical recreation providers for the Aboriginal and Torres Strait Islander community?

Internal activities/initiatives

- The RAP Working Group was formed in 2018 to oversee the delivery of the first Reflect RAP.
- RAP Working Group Terms of Reference were developed and agreed.

RELATIONSHIPS



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	<ul style="list-style-type: none"> - Develop a list of Aboriginal and Torres Strait Islander peoples, communities and organisations within our local area or sphere of influence that we could approach to connect with on our reconciliation journey. - Build partnerships with Aboriginal and Torres Strait Islander peoples and organisations within the Australian sports community. - Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	January 2020	Chair, RAP Working Group
2. Participate in and celebrate National Reconciliation Week (NRW)	<ul style="list-style-type: none"> - Encourage our staff, senior leaders and athletes to attend a NRW event and acknowledge their efforts. - Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. - Seek to enable our RAP Working Group to participate in an external event to recognise and celebrate NRW. - Promote NRW through Sport Australia social media channels to amplify the conversation. 	Annually on 27 May-3 June	Chair, RAP Working Group General Manager, Marketing, Customer Insights and Analytics Deputy General Manager, People & Culture
3. Promote reconciliation through our sphere of influence	<ul style="list-style-type: none"> - Develop and implement a plan to raise awareness amongst all staff across the organisation about our RAP commitments. - Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP. - Develop Sport Australia materials to promote the idea of reconciliation through sport. - Communicate and encourage sporting organisations to promote Reconciliation Australia activities. - Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey. - Develop relationships with other Australian sporting organisations around the theme of reconciliation. 	January 2020	Chair, RAP Working Group General Manager, Marketing, Customer Insights and Analytics Deputy General Manager, People & Culture
4. Promote positive race relations through anti-discrimination strategies	<ul style="list-style-type: none"> - Research best practice and policies in areas of race relations and anti-discrimination. - Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	January 2020	Chair, RAP Working Group Deputy General Manager, Business Operations Deputy General Manager, People & Culture



RESPECT



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5. Investigate Aboriginal and Torres Strait Islander cultural learning and development	<ul style="list-style-type: none"> - Develop a business case for increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation. - Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements. - Conduct a review of cultural awareness training needs within our organisation. - Investigate cultural immersion programs. 	January 2020	Chair, RAP Working Group Deputy General Manager, People & Culture
6. Participate in and celebrate NAIDOC Week	<ul style="list-style-type: none"> - Raise awareness and share information amongst our staff of the meaning of NAIDOC Week, which includes information about the local Aboriginal and Torres Strait Islander peoples and communities. - Introduce our staff to NAIDOC Week by promoting community events in our local area. - Seek to enable our RAP Working Group to participate in an external NAIDOC Week event and recognise their efforts. 	Annually. First week in July	Chair, RAP Working Group General Manager, Marketing, Customer Insights and Analytics Deputy General Manager, People & Culture
7. Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols	<ul style="list-style-type: none"> - Explore who the Traditional Owners are of the lands and waters in our local area. - Scope and develop a list of local Traditional Owners of the lands and waters within our organisations sphere of influence. - Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols). 	January 2020	Chair, RAP Working Group General Manager, Marketing, Customer Insights and Analytics Deputy General Manager, People & Culture
8. Publicly recognise and celebrate Aboriginal and Torres Strait Islander culture and history through sports	<ul style="list-style-type: none"> - Celebrate/recognise Aboriginal and Torres Strait Islander athletes of significance (past, present and future). 	January 2020	Chair, RAP Working Group General Manager, Marketing, Customer Insights and Analytics



OPPORTUNITIES



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
9. Investigate Aboriginal and Torres Strait Islander employment	<ul style="list-style-type: none"> - Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation. - Review numbers of current Aboriginal and Torres Strait Islander staff to inform future employment and development opportunities. 	January 2020	Deputy General Manager, Business Operations Deputy General Manager, People & Culture
10. Investigate Aboriginal and Torres Strait Islander supplier diversity	<ul style="list-style-type: none"> - Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses. - Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. - Become a member of Supply Nation. - Utilise Supply Nation certified businesses where possible for services and supplies (e.g.: stationery supplies, desk purchases and removalist services). 	June 2019	Deputy General Manager, Business Operations Corporate Counsel, Legal & Procurement
11. Scope Aboriginal and Torres Strait Islander recruitment, retention and professional development opportunities	<ul style="list-style-type: none"> - Investigate an internal Aboriginal and Torres Strait Islander professional mentoring network. - Investigate Aboriginal and Torres Strait Islander employment pathways (e.g. traineeships or internships). - Support scholarships for Aboriginal and Torres Strait Islander students. - Support Aboriginal and Torres Strait Islander leadership. 	January 2020	Chair, RAP Working Group Deputy General Manager, People & Culture
12. Investigate supporting the Aboriginal and Torres Strait Islander community through our services	<ul style="list-style-type: none"> - Investigate opportunities to increase pro bono activities. 	January 2020	Chair, RAP Working Group



GOVERNANCE AND TRACKING PROGRESS



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
13. Maintain an effective RAP Working Group to drive governance of the RAP	<ul style="list-style-type: none"> - Maintain a RAP Working Group to govern RAP implementation. - Maintain Aboriginal and Torres Strait Islander representation on the RAP Working Group. 	January 2020	Chair, RAP Working Group
14. Build support for the RAP	<ul style="list-style-type: none"> - Define resource needs for RAP development and implementation. - Define systems and capability needs to track, measure and report on RAP activities. - Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia. - Engage senior leaders in the delivery of RAP commitments. 	January 2020	Chair, RAP Working Group
15. Review and Refresh RAP	<ul style="list-style-type: none"> - Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements. - Submit draft RAP to Reconciliation Australia for review - Submit draft RAP to Reconciliation Australia for formal endorsement. 	December 2019	Chair, RAP Working Group
16. Report on RAP activities and progress	<ul style="list-style-type: none"> - Report quarterly to the Staff Consultative Group on activities and progress - Add RAP activities into Executive dashboard reporting - Include RAP actions in the annual report 	January 2020	Chair, RAP Working Group

Contact

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