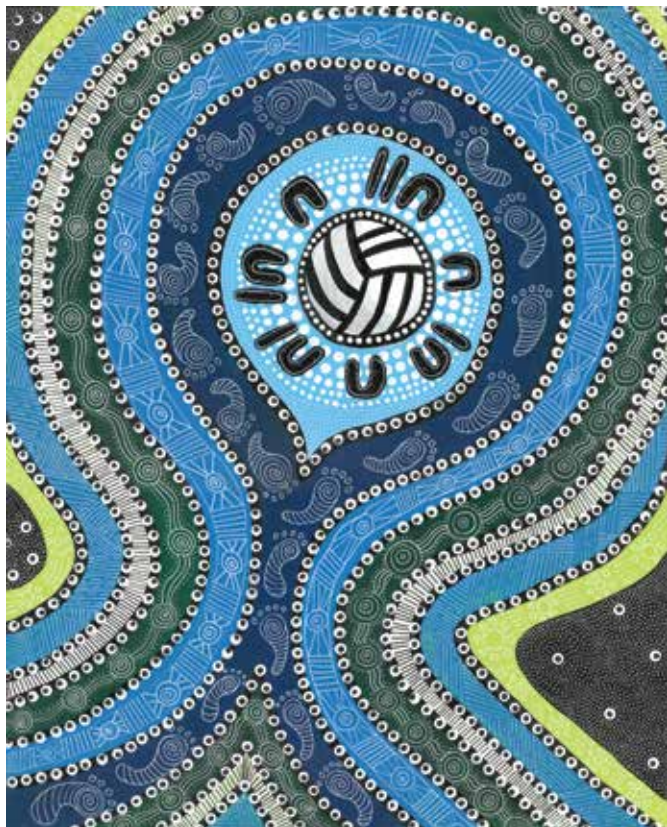




REFLECT RECONCILIATION ACTION PLAN

Netball NSW
August 2021 – August 2022





TOGETHER FOR GROWTH

By Maree Bisby

Together For Growth symbolises the many dimensions and levels of the netball community. The use of traditional symbols such as footprints, rain, meeting place and watering hole, along with stars, and universe show the ability of all to dream and reach for their goals. Individually we can soar but in a team we can reach higher. It takes all of the natural elements of the earth to connect to one another and to believe and achieve greatness.

The seven paths around the netball symbolise the seven players on the court with the symbols of man, woman and person again representing the netball community, inclusive of gender identity or fluidity. No path in life and success is straight, hence the curvature and direction of the path, leading to one's own destiny. The path is off the canvas, to highlight that we each are members of community and can influence each other in our own way. The brightness of the colours symbolise the fun and positivity of netball and the harmony and connection we all have.

The artist Maree Bisby, is a proud Wiradjuri woman with family originating from the Mudgee Region. Bisby enjoys netball with family and friends in the Newcastle area, as both a player and parent.

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ACKNOWLEDGEMENT OF CONTRIBUTION

Netball NSW are committed to being an integral part of Australia's reconciliation journey, and we are proud to present our organisation's first Reconciliation Action Plan. Netball recognises its unique position in the NSW sporting landscape, having been the primary team sport of choice for both Indigenous and non-Indigenous women and girls for decades. Netball NSW's RAP is an important step in our contribution to closing the gap, and we are excited to see what we achieve in consultation with Reconciliation Australia.

Netball is the largest female team sport in Australia by participation, and in NSW alone we have an active netball community in excess of 115,000 members. Our organisation exists to continue and maintain the netball experience of each and every one of those members. This RAP has created the framework to promote, continue, and improve Aboriginal and Torres Strait Islander netball engagement across the scope of the netball experience in NSW according to the Reconciliation pillars of respect, relationships, and opportunity.

Our first RAP will look to create a baseline for understanding around the barriers, risks, and demands on Aboriginal and Torres Strait Islander netball communities in NSW. Through gaining an understanding of these concerns, we can consult with communities and work to implement programs, policy and strategies to address these concerns and improve the overall experience of netball, and contribute to closing the gap.


The Netball NSW RAP Working Group have worked tirelessly to determine how we implement the programs and outcomes suggested in this document. We thank them for their efforts, and look forward to seeing the positive change in our organisation and the wider Australian community that will be influenced by this document.

NETBALL NSW RAP WORKING GROUP

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KAREN MUNDINE (CEO)



A MESSAGE FROM RECONCILIATION AUSTRALIA

Reconciliation Australia welcomes Netball NSW to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Netball NSW joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with over 2.3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

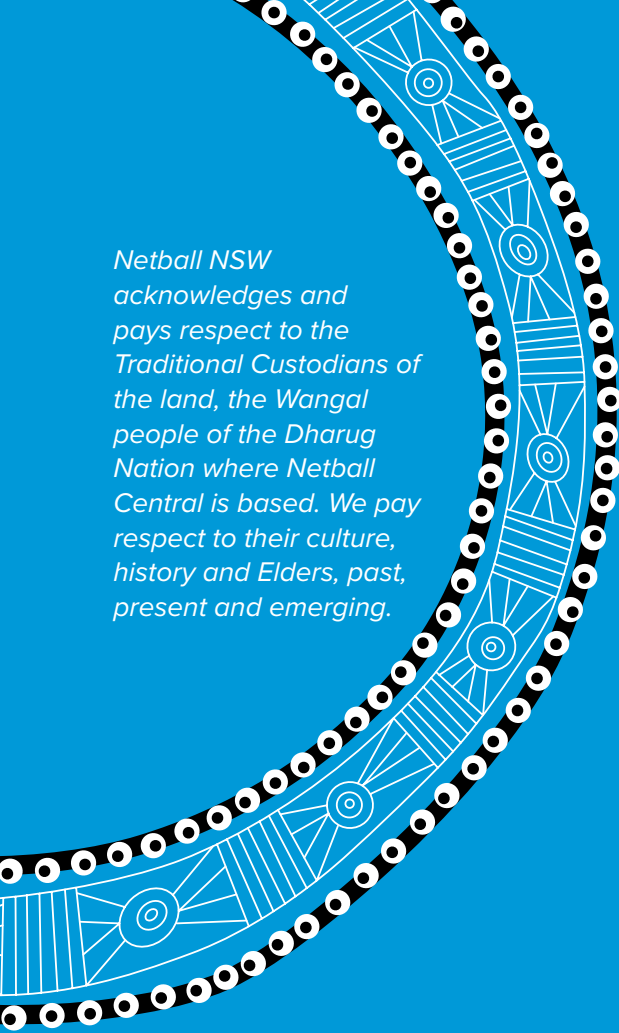
The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Netball NSW to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Netball NSW, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.



Netball NSW acknowledges and pays respect to the Traditional Custodians of the land, the Wangal people of the Dharug Nation where Netball Central is based. We pay respect to their culture, history and Elders, past, present and emerging.

OUR BUSINESS

Netball NSW is a not-for-profit organisation and is governed by a Board of Directors and managed by professional staff. Netball NSW is the peak state sporting organisation responsible for the governance, development, promotion and administration of netball throughout New South Wales and is affiliated to Netball Australia.

Netball NSW provides the framework for approximately 115,000 registered members to enjoy netball at all levels throughout New South Wales. Our sport continues to grow both on and off the court and much of this success can be attributed to the wide range of programs, facilities and services Netball NSW offers to its members and participants – from the grassroots level through to the elite, professional level.

Netball NSW has a proud history of elite netball teams and athletes' performances in national and international competition. Over 300 athletes have proudly represented NSW in elite competition since the inception of the national netball league in 1997 and then the ANZ Championship. 2017 saw the introduction of Suncorp Super Netball, the top Australian domestic competition which includes two Netball NSW elite teams, the NSW Swifts and GIANTS Netball. Netball NSW are equally devoted to the experience of grassroots netball across the lifespan, from Netball Australia's introductory Suncorp NetSetGO program, to the return to sport later in life Walking Netball programs. We aim to empower local communities to deliver netball services to members, and increase the capacity of affiliated associations and clubs for all New South Wales citizens.

Netball NSW has over 75 staff, led by our Chief Executive Officer. We will aim to improve on how we collect data and improve on the netball experience of Aboriginal and Torres Strait Islander staff and participants in the future. Netball NSW head office is based in Sydney Olympic Park, NSW, as well as seven regional locations throughout NSW including Illawarra, Hunter, West Central West, South Coast, Northern Inland, North Coast, and Riverina.



OUR RECONCILIATION JOURNEY

Netball NSW acknowledges the various Traditional Custodians of the land across the wide netball landscape in NSW. The Aboriginal lands and waters on which we build our courts, clubhouses and facilities that are essential to our game are acknowledged as ancient and respected ground, and we acknowledge the significant and ongoing contribution of local Aboriginal communities throughout the Netball NSW community.

Our RAP is designed to research and investigate areas of opportunity for Netball NSW to increase the experience of netball in a meaningful and lasting way by having positive impacts in individuals, families and communities. The methods to achieve these goals have been designed by our RAP Working Group, who are predominantly Aboriginal

and are working closely with the Netball NSW executive team. Netball NSW currently has several initiatives and partnerships in an effort to meet our reconciliation objectives. From Indigenous netball tournaments, unique Indigenous coaching accreditation opportunities, and community and government partnerships.

Netball NSW already has some footprint in reconciliation. This initial RAP has been designed to increase our understanding of the current landscape of Aboriginal and Torres Strait Islander netball participation in the state of NSW, identify the barriers to participation in both grassroots and elite netball and educate non-Indigenous populations in the ancient and ongoing culture of various Aboriginal groups in NSW land and waters.

RELATIONSHIPS

Netball NSW will develop strategies that support and strengthen existing and emerging relationships to ensure our sport is a welcoming place for Aboriginal and Torres Strait Islander peoples.





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">Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	September 2021	<ul style="list-style-type: none">General Manager – CommunitiesRAP Working Group
	<ul style="list-style-type: none">Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	September 2021	<ul style="list-style-type: none">General Manager – Communities
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 2022	<ul style="list-style-type: none">General Manager – CommunitiesExecutive General Manager – People & Culture
	<ul style="list-style-type: none">RAP Working Group members to participate in an external NRW event.	May 2022	<ul style="list-style-type: none">General Manager – Communities
	<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.	May 2022	<ul style="list-style-type: none">General Manager – Communities
3. 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.	February 2021	<ul style="list-style-type: none">General Manager – CommunitiesExecutive General Manager – People & Culture
	<ul style="list-style-type: none">Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	February 2021	<ul style="list-style-type: none">General Manager – CommunitiesExecutive General Manager – People & Culture



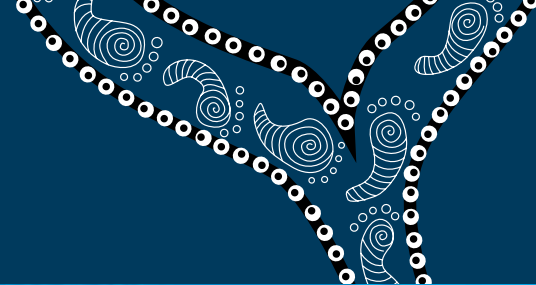
RELATIONSHIPS

Action	Deliverable	Timeline	Responsibility
4. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none">Communicate our commitment to reconciliation to all staff.	August 2021 (Launch) January 2022 (New year reset)	<ul style="list-style-type: none">General Manager – CommunitiesExecutive General Manager – People & Culture
	<ul style="list-style-type: none">Identify external stakeholders that our organisation can engage with on our reconciliation journey.	September 2021	<ul style="list-style-type: none">General Manager – CommunitiesExecutive General Manager – Commercial & Marketing
	<ul style="list-style-type: none">Identify RA and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	September 2021	<ul style="list-style-type: none">General Manager – Communities
	<ul style="list-style-type: none">Implement a communications plan to promote Aboriginal and Torres Strait Islander netball engagement including news stories, achievements, and events via various media platforms including social, digital, and print media formats.	October 2021	<ul style="list-style-type: none">General Manager – CommunitiesExecutive General Manager – Commercial & Marketing
	<ul style="list-style-type: none">Ensure cross-collaboration with Netball NSW affiliated Associations & Clubs, other sporting organisations, government bodies, NGOs, charities, sponsors, Aboriginal health/sport & recreation service providers to assist this engagement.	October 2021	<ul style="list-style-type: none">General Manager – Communities

RESPECT

Netball NSW will acknowledge, promote, and celebrate Aboriginal and Torres Strait Islander culture to create an inclusive and respectful netball community.





Action	Deliverable	Timeline	Responsibility
1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	• Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	December 2021	• General Manager – Communities • RAP Working Group
	• Conduct a review of cultural learning needs within our organisation.	December 2021	• General Manager – Communities • RAP Working Group
2. Identify and create culturally welcoming spaces in partnership with Aboriginal and Torres Strait Islander people for distribution to Netball NSW stakeholders	• Redesign Aboriginal artwork in the Netball Central foyer.	March 2022	• Executive General Manager – Commercial & Marketing
	• Demonstrate respect for Aboriginal and Torres Strait Islander culture by developing and displaying murals, plaques, acknowledgements, or paintings in partnership with Netball NSW Aboriginal community members.	December 2021	• General Manager – Communities • Executive General Manager – Commercial & Marketing



Action	Deliverable	Timeline	Responsibility
3. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none">Develop an understanding of the local Traditional Owners or Custodians of the lands and waters and distribute this information to netball associations, clubs, and other relevant stakeholders within NSW.	September 2021	<ul style="list-style-type: none">General Manager – Communities
	<ul style="list-style-type: none">Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols, and embed these protocols in standard business practice.	August 2021	<ul style="list-style-type: none">General Manager – CommunitiesExecutive General Manager – People & Culture
	<ul style="list-style-type: none">Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country, to communicate how and when to deliver these ceremonies and the importance of them within Aboriginal culture.	August 2021	<ul style="list-style-type: none">General Manager – CommunitiesExecutive General Manager – People & Culture
	<ul style="list-style-type: none">Embed cultural protocols regarding Welcome/ Acknowledgement to Country as standard business practice.	August 2021	<ul style="list-style-type: none">General Manager – CommunitiesExecutive General Manager – People & Culture
4. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none">Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2022	<ul style="list-style-type: none">General Manager – CommunitiesExecutive General Manager – Commercial & Marketing
	<ul style="list-style-type: none">Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2022	<ul style="list-style-type: none">General Manager – Communities
	<ul style="list-style-type: none">RAP Working Group to participate in an external NAIDOC Week event.	July 2022	<ul style="list-style-type: none">General Manager – Communities

OPPORTUNITIES

Netball NSW will create opportunities for Aboriginal and Torres Strait Islander communities to participate and engage with our sport using netball as a vehicle for reconciliation.





OPPORTUNITIES

Action	Deliverable	Timeline	Responsibility
1. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none">Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	December 2021	<ul style="list-style-type: none">General Manager – CommunitiesExecutive General Manager – People & Culture
	<ul style="list-style-type: none">Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	November 2021	<ul style="list-style-type: none">General Manager – CommunitiesExecutive General Manager – People & Culture
	<ul style="list-style-type: none">Develop a general employment strategy that incorporates inclusiveness as core business.	January 2022	<ul style="list-style-type: none">Chief Operating OfficerExecutive General Manager – People & Culture
	<ul style="list-style-type: none">Include phrasing to encourage Aboriginal and Torres Strait Islander job-seekers to apply for all positions at Netball NSW.	August 2021	<ul style="list-style-type: none">General Manager – CommunitiesExecutive General Manager – People & Culture
2. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none">Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	November 2021	<ul style="list-style-type: none">General Manager – CommunitiesCommercial Team
	<ul style="list-style-type: none">Investigate Supply Nation membership.	August 2021	<ul style="list-style-type: none">Executive General Manager – Commercial & Marketing
	<ul style="list-style-type: none">Establish a target for procurement and business spending on Aboriginal and Torres Strait Islander businesses (Specific target to be established amongst Netball NSW staff and Working Group)	February 2022	<ul style="list-style-type: none">Executive General Manager – Commercial & Marketing
	<ul style="list-style-type: none">Investigate existing/future contracted partner's Aboriginal and Torres Strait Islander workforce to ensure they meet Netball NSW standards	September 2021	<ul style="list-style-type: none">Executive General Manager – Commercial & Marketing



OPPORTUNITIES

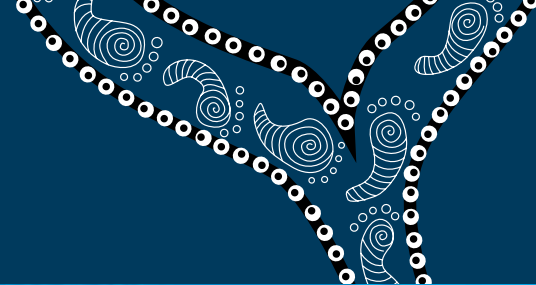
Action	Deliverable	Timeline	Responsibility
3. Seek, promote, and identify emerging netball talent at Aboriginal and Torres Strait Islander netball tournaments supported by Netball NSW	<ul style="list-style-type: none">Investigate and seek to support NSW community Aboriginal and Torres Strait Islander netball tournaments	October 2021	<ul style="list-style-type: none">General Manager – CommunitiesGeneral Manager – Performance & Pathways
4. Investigate participation rates of Aboriginal and Torres Strait Islander communities to identify existing trends and gaps impeding netball participation	<ul style="list-style-type: none">Gather survey data and create focus groups to address barriers to participating in netball across a variety of demographics and products	November 2021	<ul style="list-style-type: none">General Manager – Communities
	<ul style="list-style-type: none">Create case studies of successful tournaments and events to promote best practices to stakeholders	November 2021	<ul style="list-style-type: none">General Manager – Communities
	<ul style="list-style-type: none">Establish the uptake of the NSW government's Active Kids Voucher amongst Aboriginal and Torres Strait Islander families to promote participation in netball in a financially sustainable way	November 2021	<ul style="list-style-type: none">General Manager – Communities

GOVERNANCE





GOVERNANCE



Action	Deliverable	Timeline	Responsibility
1. Maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	• Maintain the current RWG to govern RAP implementation.	August 2021	• General Manager – Communities
	• Uphold the Terms of Reference for the RWG.	August 2021	• General Manager – Communities
	• Ensure Aboriginal and Torres Strait Islander representation on the RWG is maintained.	August 2021	• General Manager – Communities
2. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	August 2021	• General Manager – Communities
	• Engage senior leaders in the delivery of RAP commitments.	August 2021	• General Manager – Communities
	• Define appropriate systems and capability to track, measure and report on RAP commitments.	August 2021	• General Manager – Communities
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.	September 2021	• General Manager – Communities
4. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	June 2022	• General Manager – Communities





netball
NEW SOUTH WALES