

RECONCILIATION ACTION PLAN

2017 – 2019 REPORT

RECONCILIATION ACTION PLAN (RAP) ACHIEVEMENTS TO DATE

ACTION 1

The continued support, over-sight and engagement of the Advisory Group throughout the implementation process.

ACTION 2

Established an internal staff RAP Network to embed the RAP across the organisation.

ACTION 3

Celebrated National Reconciliation Week (NRW) by holding a NRW themed round for the AMND competition, featuring a Sea of Hands Garden, giving members an opportunity to participate and celebrate our journey to reconciliation.

ACTION 4

Developed and maintained mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes. Significant relationships include, but are not limited to, SA Nunga Netball, SAASTA, Reconciliation SA and Reconciliation Australia. This is an ongoing and progressive action to grow relationships, trust and reconciliation.

ACTION 5

Raised internal and external awareness of our RAP to promote reconciliation across our business and sector by developing and implementing a Strategy to communicate our RAP to stakeholders. This includes a dedicated Facebook page for NSA Aboriginal Programs, an Indigenous story in each issue of Netball News, embedding Aboriginal and Torres Strait Islander community engagement into the Thunderbirds community hours and player appearances and the inclusion of a RAP summary in all new employee induction packs.

ACTION 6

Engaged employees and athletes in cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements. Workshops including cultural sharing with Aboriginal artist, Micky Barlow and Adelaide Thunderbirds athletes in a traditional basket-weaving workshop and NSA staff cultural competency training delivered by RAP Chair (former) Sophie Murray and Roshni Thattengat.



ACTION 7

Educated staff on Acknowledgement and Welcome to Country protocols, provided Acknowledgement of Country cards to presenters that use Priceline Stadium and placed an Acknowledgement of Country plaque at the entrance of the stadium.

ACTION 8

Provided opportunities for NSA Staff and community to engage in 2018 NAIDOC Week celebrations by holding a NAIDOC Week SSN game at Adelaide Entertainment Centre. Celebrations included Thunderbirds Indigenous design dress, Welcome to Country performances on main court and in corporate function, exhibition match between SAASTA Aboriginal Netball Academy and Pedare College, Aboriginal artist interactive art activation in fan village and half-time NetSetGO activation featuring children from Kaleteeya Netball Club. In 2019, whilst not a hosting club for the SSN Indigenous Round, Netball SA made SSN Round 9 a time to celebrate Indigenous culture by hosting the Sydney Swifts at our own Indigenous themed match at the Adelaide Entertainment Centre. A tradition that we are committed to honouring in years to come.

ACTION 9

Acknowledged the significant contribution to the engagement and support of Aboriginal and Torres Strait Islander netball participants and communities by presenting the inaugural NSA Award for Aboriginal and Torres Strait Islander Community Engagement. The inaugural recipient of this Award was Vanessa Dempsey.

ACTION 10

Celebrated and acknowledged Aboriginal and Torres Strait Islander dates of significance through distribution of calendar to all staff. NSA publically recognised some dates of significance events, such as NRW and NAIDOC Week.

ACTION 11

Displayed Aboriginal and Torres Strait Islander flags alongside the Australian flag and South Australian flag at Priceline Stadium.

ACTION 13

Investigated and developed commercial relationships with at least one Aboriginal and/or Torres Strait Islander owned business.



ACTION 15

Engaged former National League athlete and current athletes to act as role models for the next generation of Aboriginal and Torres Strait Islander players.

ACTION 18

Undertook a financial review, as part of Flexible Membership Model proposal, to determine affordability for Aboriginal and Torres Strait Islander players, coaches and umpires. This model was not implemented and will be reviewed in the future.

ACTION 19

Reported RAP achievements through social media channels, reported to NSA Board on RAP progress and reported to NSA staff on progress during monthly staff meetings.

ACTION 20

Reported RAP Achievements, challenges and learnings internally and externally through staff meetings, leadership meetings, newsletters and social media.

CHALLENGES

ACTION 2

Having two separate groups – Internal Working Group and the Advisory Group was challenging. Recommendations for future RAPs is to restructure the groups to have one group comprising of Advisory Group members and NSA Staff members so that delivering actions can have a more collaborative approach, increasing efficiency and engagement from both parties.

ACTION 4

Developing an Engagement Plan to work with Aboriginal and Torres Strait Islander stakeholders. This was challenging as we have not achieved the Engagement/Participation Strategy of Action 16 which was a precursor to the development of an Engagement Plan.

ACTION 12

Develop an Aboriginal and Torres Strait Islander Employment and Retention Strategy. Due to the role of HR Manager being vacant for 6-12months, progress on the Employment and Retention Strategy was slow. A People and Culture Manager was appointed in mid 2018 and will review current HR policies and work towards identifying and removing (if necessary) any barriers for Aboriginal employment and recruitment within the organisation. Investigating our capacity to increase opportunities for Aboriginal employment and recruitment will be an action in any future RAP.



ACTION 16

Develop an Engagement/Participation Strategy to increase participation from NetSetGO all the way to Masters' and to assist players in the pathway to identify and pursue funding opportunities to assist with their financial requirements. Netball SA, within current capacity found that we didn't have the resources to deliver on this action. When reflecting on successes and challenges on the 2017-2019 RAP it was identified that developing a Participation Strategy is a keystone action and will underpin future RAPs.

ACTION 17

Improve Data Collection. Netball SA was hopeful that the move to self-registration would improve the accuracy of data across our memberships. On reflection after one season of the self-registration process, there is improvement. Although "Do you identify as Aboriginal or Torres Strait Islander?" is a mandatory question, if a member is re-registering, they are not required to update this section. Further investigation into set ups on MyNetball is required.

ACTION 18

Although a review of the fee structure was undertaken, NSA has not delivered on identifying other funding or subsidy opportunities for players, coaches, umpires and officials.

ACTION 21

Each NSA business unit did not report on a regular basis on RAP achievements at Leadership Team meetings. This is a challenge that we look to address in any subsequent RAP by changing the structure of our working group/advisory group make up.

