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Netball Australia

## STATEMENT OF COMMITMENT

TO DEVELOP A

## RECONCILIATION ACTION PLAN

BY

30 October 2015

Netball Australia's strategic vision is that 'Everyone in Australia values their connection with netball', with a mission to ensure that netball remains a vibrant and inclusive community sport. Netball aims to cater for Australia's diverse and changing population, and to ensure that all Australians have an opportunity to be involved in netball in a way that brings them good health, recognition, achievement, enjoyment and sense of belonging.

In line with its strategic vision, Netball Australia has begun the development of its first Reconciliation Action Plan, to apply a course of action to specifically address the identified needs of the Aboriginal and Torres Strait Islander community in order to increase participation in netball.

Data from the most recent ABS National Aboriginal and Torres Strait Islander Social Survey showed that netball was the most popular sport for Aboriginal and Torres Strait Islander girls aged 4–14 years, with 13% of girls in that age group having participated in netball in some form in the previous 12 months.

With this evidence of a captive audience of Aboriginal and Torres Strait Islander girls currently playing netball, an opportunity exists to further develop and continue this interest and involvement. Initiatives of the RAP can enable this generation of players to build and create life-long connections with the sport, as coaches, umpires, officials, volunteers, fans and advocates of netball.

Netball Australia's RAP will outline actions, responsibilities, timelines and targets across four key areas:

- **Relationships:** We will develop respectful, sustainable relationships with the Aboriginal and Torres Strait Islander community. We will educate, support and contribute to the growth of the netball community and improve their personal and professional relationships with Aboriginal and Torres Strait Islander people and organisations, from the grassroots to the elite level.
- **Respect:** We will increase cultural awareness, understanding and implementation of protocols to demonstrate our respect of and for Aboriginal and Torres Strait Islander people's heritage, tradition and culture through the education and engagement of our staff, volunteers and the netball community.
- **Opportunities:** We will increase opportunities for Aboriginal and Torres Strait Islander communities to participate in and engage with our game. Utilising community partnerships and through the engagement of effective Aboriginal and Torres Strait Islander role models, we will inspire the netball community to play a role in the journey towards reconciliation.
- **Tracking Progress:** We will report publically on our progress towards our RAP outcomes.

These actions will then be embedded across Netball Australia's planning and reporting structure, ensuring the sustainability and accountability of all aspects of the RAP. Netball Australia commits to reporting annually to Reconciliation Australia on the progress of our RAP.

The development of Netball Australia's RAP will be informed by the advice of the RAP Working Group: Marcia Ella-Duncan OAM, Sharon Finnan OAM, Carl Currey, Dr Richard Walley OAM, Melina Saunders, Josie Janz-Dawson, Anne-Marie Phippard and Julia Symons. Our RAP Working Group will be chaired by our Chairwoman, Karen Milward.

The development of our RAP will involve consultation with staff across our organisation including Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander stakeholders.

Further information regarding the RAP Working Group and progress towards the completion of the first RAP will be available through Netball Australia's website.

Kind regards,



Kate Palmer  
Chief Executive Officer  
Netball Australia

14 May, 2015