



**Australian Government**  
**Australian Sports Commission**



**RECONCILIATION  
ACTION PLAN**

**REFLECT**

# Reconciliation Action Plan

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**JANUARY-DECEMBER 2018**

## OUR BUSINESS

The Australian Sports Commission (ASC) is a corporate Commonwealth entity within the Australian Government's Department of Health portfolio.

The ASC 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, the ASC 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.

The ASC 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 2017, the ASC had in regular employment 464 people.

On 30 June 2017, there were 3 staff who had chosen to identify themselves as being Aboriginal and/or Torres Strait Islander.

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

## OUR RAP

The Australian Sports Commission (ASC) 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 Indigenous health and wellbeing, 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 the ASC in a unique position to contribute to addressing the unacceptable gap in life expectancy between Aboriginal and Torres Strait Islander people 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.

The ASC has undertaken a range of activities towards reconciliation but has not formalised them into a program that can be reported on or successfully measured. By undertaking the RAP journey the ASC is hoping to stretch and measure itself on its reconciliation goals.

The first stage of the RAP process 'Reflect' is being managed by the ASC Heritage and Culture Committee (HACC) with the aim to create a RAP Working Group of representative staff who will undertake all future RAP processes and manage the associated actions.

The RAP Champion will be Kate Palmer (Chief Executive Officer of the ASC).

## OUR PARTNERSHIPS/CURRENT ACTIVITIES

### Community partnerships

- > Host and supporter of Indigenous sporting camps, including the Indigenous Marathon Training Camps and the Netball Australia - National Indigenous Camp, 7-9 July 2017
- > The ASC manages the Elite Indigenous Travel and Accommodation Assistance Program (EITAAP) which provides funding for Aboriginal and Torres Strait Islander sportspeople who have been selected in an official state/territory team to compete at national championships or the official Australian team to compete at an international competition
- > Under the ASC 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
- > The ASC 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 ASC Clearinghouse for Sport builds and promotes knowledge of Indigenous sport
- > The ASC has traditionally hosted a flag-raising ceremony to celebrate NAIDOC week at the AIS campus in Bruce, Canberra
- > The ASC seeks to support reconciliation through sport through an Acknowledgement of Country plaque in the AIS Visitor Centre
- > The ASC collects data in the ongoing AusPlay survey ([ausport.gov.au/information/ausplay](http://ausport.gov.au/information/ausplay)) on Aboriginal and Torres Strait Islander peoples involvement in sport.
- > The ASC 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 ASC owned AIS Caretaker's Cottage Child Care Centre has had a Reconciliation Action Plan in place since 2015 - through which a range of educational, cultural and reconciliation actions and activities take place - many of which include Aboriginal and Torres Strait Islander parents and representatives of the local Ngunnawal and Ngambri peoples
- > The ASC has and uses an approved wording for making Acknowledgements of Country at its larger meetings and functions.

# Relationships



Action	Deliverable	Timeline	Responsibility
<b>1. Establish a RAP Working Group</b>	<ul style="list-style-type: none"> <li>&gt; Form a RAP Working Group that is operational to support the implementation of our RAP, comprising of Aboriginal and Torres Strait Islander peoples and decision-making staff from across our organisation.</li> </ul>	February 2018	DGM AIS Site Services (HACC chair)
<b>2. Build internal and external relationships</b>	<ul style="list-style-type: none"> <li>&gt; 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.</li> <li>&gt; Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey.</li> <li>&gt; Develop relationships with other Australian sporting organisations around the theme of reconciliation.</li> <li>&gt; Build partnerships with Aboriginal and Torres Strait Islander peoples and organisations within the Australian sports community.</li> </ul>	October 2018	Chair, RAP Working Group
<b>3. Participate in and celebrate National Reconciliation Week (NRW)</b>	<ul style="list-style-type: none"> <li>&gt; Encourage our staff and athletes to attend an NRW event.</li> <li>&gt; Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.</li> <li>&gt; Seek to enable our RAP Working Group to participate in an external event to recognise and celebrate NRW.</li> <li>&gt; Promote NRW through ASC social media channels.</li> </ul>	Annually on 27 May- 3 June	Chair, RAP Working Group General Manager, Marketing, Customer Insights and Analytics
<b>4. Raise internal and external awareness of our RAP</b>	<ul style="list-style-type: none"> <li>&gt; Develop and implement a plan to raise awareness amongst all staff across the organisation about our RAP commitments.</li> <li>&gt; Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP.</li> <li>&gt; Develop ASC materials to promote the idea of reconciliation through sport.</li> <li>&gt; Communicate and encourage sporting organisations to promote Reconciliation Australia activities.</li> </ul>	October 2018	Chair, RAP Working Group General Manager, Marketing, Customer Insights and Analytics



# Respect



Action	Deliverable	Timeline	Responsibility
<b>1. Investigate Aboriginal and Torres Strait Islander cultural learning and development</b>	<ul style="list-style-type: none"> <li>&gt; Develop a business case for increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation.</li> <li>&gt; Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements.</li> <li>&gt; Conduct a review of cultural awareness training needs within our organisation.</li> <li>&gt; Investigate cultural immersion programs.</li> </ul>	October 2018	Chair, RAP Working Group
<b>2. Participate in and celebrate NAIDOC Week</b>	<ul style="list-style-type: none"> <li>&gt; 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.</li> <li>&gt; Introduce our staff to NAIDOC Week by promoting community events in our local area.</li> <li>&gt; Seek to enable our RAP Working Group to participate in an external NAIDOC Week event.</li> </ul>	Annually, first week in July	Chair, RAP Working Group
<b>3. Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols</b>	<ul style="list-style-type: none"> <li>&gt; Explore who the Traditional Owners are of the lands and waters in our local area.</li> <li>&gt; Scope and develop a list of local Traditional Owners of the lands and waters within our organisations sphere of influence.</li> <li>&gt; 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).</li> </ul>	October 2018	Chair, RAP Working Group
<b>4. Publicly recognise and celebrate Aboriginal and Torres Strait Islander culture and history through sports</b>	<ul style="list-style-type: none"> <li>&gt; Celebrate/recognise Aboriginal and Torres Strait Islander athletes of significance (past, present and future).</li> </ul>	October 2018	Chair, RAP Working Group  General Manager, Marketing, Customer Insights and Analytics



# Opportunities



Action	Deliverable	Timeline	Responsibility
<b>1. Investigate Aboriginal and Torres Strait Islander employment</b>	<ul style="list-style-type: none"> <li>&gt; Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.</li> <li>&gt; Review numbers of current Aboriginal and Torres Strait Islander staff to inform future employment and development opportunities.</li> </ul>	October 2018	Deputy General Manager, Corporate Operations Director, Human Resources
<b>2. Investigate Aboriginal and Torres Strait Islander supplier diversity</b>	<ul style="list-style-type: none"> <li>&gt; Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses.</li> <li>&gt; Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.</li> <li>&gt; Investigate opportunities to become a member of Supply Nation.</li> </ul>	October 2018	Deputy General Manager, Corporate Operations Director, Procurement
<b>3. Scope Aboriginal and Torres Strait Islander recruitment, retention and professional development opportunities</b>	<ul style="list-style-type: none"> <li>&gt; Investigate an internal Aboriginal and Torres Strait Islander professional mentoring network.</li> <li>&gt; Investigate Aboriginal and Torres Strait Islander employment pathways (e.g. traineeships or internships).</li> <li>&gt; Support scholarships for Aboriginal and Torres Strait Islander students.</li> <li>&gt; Support Aboriginal and Torres Strait Islander leadership.</li> </ul>	October 2018	Chair, RAP Working Group
<b>4. Investigate supporting the Aboriginal and Torres Strait Islander community through our services</b>	<ul style="list-style-type: none"> <li>&gt; Investigate opportunities to increase pro bono activities.</li> </ul>	October 2018	Chair, RAP Working Group





# Governance and Tracking Progress



Action	Deliverable	Timeline	Responsibility
<b>1. Build support for the RAP</b>	<ul style="list-style-type: none"> <li>&gt; Define resource needs for RAP development and implementation.</li> <li>&gt; Define systems and capability needs to track, measure and report on RAP activities.</li> <li>&gt; Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia.</li> </ul>	October 2018	Chair, RAP Working Group
<b>2. Review and Refresh RAP</b>	<ul style="list-style-type: none"> <li>&gt; Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.</li> <li>&gt; Submit draft RAP to Reconciliation Australia for review</li> <li>&gt; Submit draft RAP to Reconciliation Australia for formal endorsement.</li> </ul>	October 2018	Deputy General Manager, Corporate Operations

## CONTACT

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