

South Australian Sports Federation Inc **Innovate Reconciliation Action Plan September, 2018 – September, 2020**

Our vision for reconciliation

The Sport SA Vision is to ensure sport is available to every South Australian who wishes to participate, volunteer and or support any sport, recreation or physical activity which results in a lifelong, healthy, active and enjoyable lifestyle.

This Vision takes its lead from the Office for Recreation and Sport, Department of the Premier and Cabinet with the Vision being *“All South Australians enjoying lives enriched through regular participation in sport and active recreation”*.

The Vision acknowledges the importance of South Australia being an inclusive, vibrant community. It responds to the overwhelming message from South Australians of all backgrounds, that we share a desire to be connected to our communities, to feel as if we have something to aspire to and be valued and respected.

Our vision for reconciliation is a culture that embraces unity between Aboriginal and Torres Strait Islander peoples and other Australians. It is a culture that represents equality and equity, historical acceptance of our shared history and removal of negative race relations.

This Vision simultaneously recognises the pillars of Aboriginal ¹society; beliefs system, spirituality, land and family, that connect Aboriginal peoples and are themselves interconnected.

While there can be mainstream domination in some sporting areas, to ensure sport is available to every South Australian, individuals and minority groups often need greater encouragement to participate. There are endless opportunities if such people are given information on what is available, the empowerment to make a decision, the skills to take on the challenge, the acknowledgement of effort, some role modelling and the support to want to make it happen.

Importantly for the Aboriginal community, physical activity has already shown itself to be an avenue to recognition, better health, connectedness to family and community, education opportunities, employment, spiritual engagement, exercising the power of choice and a general feeling of belonging. It has

¹ For the purposes of this document, use of the term 'Aboriginal' is inclusive of Torres Strait Islander peoples.

brought some participants economic independence, increased stability, improved living standards and a feeling of contentment. These outcomes demonstrate that through activity, a high level of social and emotional wellbeing where everyone can feel good is possible.

The RAP is designed to work in conjunction with other complimentary policies and services and sporting codes which actively support and engage with Aboriginal communities, particularly those located in remote regional areas. Taking a holistic approach, and using avenues already in place, the RAP implementation actions are designed to foster and build on relationships in place so that the message of sport and physical activity being a key contributor to an enjoyable and healthy life becomes reinforced in Aboriginal cultures.

This RAP will deliver our Vision in that it will bring people together in an environment free of prejudice and racism for sport has the potential to cross all boundaries and acknowledge skill and excellence regardless of heritage.

Our business

The South Australian Sports Federation Inc. (Sport SA) was established to be the peak sports industry professional association providing industry advocacy, training and professional support to its members and affiliated bodies in South Australia.

Since its inception, Sport SA has been responsible for leading, representing and advocating for sport while ensuring that the membership has access to services, programs and projects which enhance the delivery of sport. Services include lobbying and advocacy, governance, policy advice and development, State Sport Dispute Centre, Event and project management, Sports volunteer network, South Australian Masters Games, South Australian Sports Awards and The South Australian Sport Hall of Fame.

Importantly it is also a Registered Training Organisation with a highly respected industry training program that meets the workforce needs of the industry in the state.

Sport SA is a key enabler for assisting in the delivery of the Office for Recreation and Sport Indigenous Sport Program. Working closely the Indigenous Sport Development Officers, Sport SA offers support and actively contributes to the outcomes of an ISDO whose role is to coordinate and facilitate sport and active recreation initiatives for Aboriginal peoples in South Australian metropolitan, regional and remote communities across SA. The ISDO works to improve the ability of Indigenous communities to develop sustainable sport and active recreation opportunities.

Sport SA has a geographic reach that is state based supporting Members some of which have a national affiliation. Membership comes from State Sporting organisations, sporting industry bodies and organisations, local government, commercial sports industry organisations, sporting clubs and other organisations associated with the industry across South Australia. There are over 160 members which infers that this organisation has access to thousands of South Australians who are taking an active role in playing, officiating, volunteering, administering and supporting sport.

Research shows two thirds of South Australians are involved in sport or recreation with around forty percent of those involved, participating in organised sporting activities. Significantly people from regional areas are more likely to participate through a club based structure and are more likely to volunteer and to be a spectator than those in the Adelaide metropolitan area. It is estimated regional communities have an estimated one third of adults participating in exercise recreation and sport via a club or association and almost a quarter are involved as a coach, official, umpire or administrator. ^{Source:} ["Out & About: State Report" \(PDF\)](#). SA Government. Retrieved 3 May 2013.

The RAP is designed to reach out to the broader South Australian community rather than be limited or confined to the activities of the Office for Recreation and Sport.

Sport SA operates from a head office at West Beach. Currently five staff are employed in a range of full time and part time roles and ably supported by some volunteers. While none of the current staff are Aboriginal and Torres Strait Islander peoples, it is envisaged that as future opportunities arise at both the governance and operational levels, Sport SA will take positive steps to ensure suitably qualified Aboriginal peoples are attracted to work in the team.

Our RAP

This Reconciliation Action Plan is intended to cover all sports in South Australia. It is being driven by Sport SA on behalf of the Aboriginal Community following an approach by the State Commissioner of Aboriginal Engagement, the State Government through the Office for Recreation and Sport and Sport SA members. The intent of this RAP is to ensure all sporting bodies embrace Reconciliation and introduce initiatives in their various codes that bring increased health, fitness and wellbeing opportunities for Aboriginal people.

The Sport SA RAP is "*a-whole-of-sport*" RAP because it sits over a number of different sporting codes as members and it is not intended to replace or supersede any RAP that an existing sporting code may already have (e.g. Netball SA). Rather it is designed to complement / value-add to that RAP and possibly provide guidance in terms of any gaps that may exist (e.g. policy gaps and special measures etc.)

The intent of the RAP Working Group is to increase the likelihood of success of this RAP by engaging and partnering with a number of organisations that are already delivering outcomes against a RAP. This approach is viewed as a major opportunity and how it will be undertaken is outlined in the Opportunities Section.

The Board of Sport SA has endorsed the development and implementation of a RAP as an important strategy for sport in the future. It has enabled the Chief Executive Officer to be responsible for the delivery of this outcome.

Internally and externally our RAP Working Group comprises:

Commissioner Harry Miller, Commissioner for Aboriginal Engagement, Department of State Development
The Hon. Michael Wright, former Minister for Sport and Recreation, President of Sport SA
Ms Katrina Webb, OAM, Member of Sport SA Board
Mr David Hutton, CEO Rowing SA, Member of Sport SA Board
Ms Nerida Saunders, Executive Director, Aboriginal Affairs and Reconciliation, Department of State Development,
Ms Tahnee Sutton, Office Manager, Office of Design and Architecture, Department of Public Transport and Infrastructure
Mr Terry Sparrow, Principal Policy Consultant, Office of the Commissioners for Aboriginal Engagement, Department of State Development
Ms Kelly Harrington, Principal Program Officer, Office for the Public Sector, Department of Premier and Cabinet
Ms Jade Wilson, Senior Program Officer, Department of Public Transport and Infrastructure
Mr Shouwn Oosting, Principal Consultant, Office for the Public Sector, Department of Premier and Cabinet
Ms Jan Sutherland, former CEO Sport SA.

Of those listed above, the Aboriginal and Torres Strait Islander community is represented by:

Mr Frank Lampard, former Co-Commissioner for Aboriginal Engagement
Mr Harry Miller, current Commissioner for Aboriginal Engagement
Ms Nerida Saunders
Ms Tahnee Sutton
Mr Terry Sparrow
Ms Kelly Harrington
Ms Jade Wilson
Mr Shouwn Oosting

Moving forward

It is the intention that once this RAP is endorsed, a new Working Group will develop and implement a project plan that covers the life of the RAP. As part of this Implementation Plan, the Working Group will sign off against new Terms of Reference that maintains the Working Group as the champion for implementation and outcomes. The number of people and the composition of the Working Group may change in the next phase.

As part of the implementation, Sport SA and the RAP Working Group will establish, coordinate and or promote other contributing bodies that can be involved in relevant aspects of the RAP e.g. a Cultural Advisory Group to recommend on cultural matters.

Some of the initiatives that demonstrate the positive progress Sport SA has made to foster reconciliation are:

- For the past 10 years or more, Sport SA has demonstrated an active role in progressing sport for Aboriginal participants, ensuring greater cultural awareness and for encouraging students to learn about the industry through the RTO.
- In November Sport SA conducted a survey with Members seeking their level of Aboriginal engagement and commitment, the number of initiatives undertaken, what programs were already in place, and what activities were proposed as demonstrating commitment to reconciliation
- In November 2017, Sport SA CEO instigated a Welcome to Country at SA Sports Awards celebrations to an audience of over 400
- In October, Sport SA actively pursued nominations for different Award categories from known Aboriginal sporting/administration identities
- Sport SA conducted Cultural awareness courses for Members and presenters engaged in the SA Aboriginal Sports Training Academy and SANFL Indigenous programs
- Sport SA CEO was an active participant on SA National Football League Advisory Committee for Aboriginal Programs
- Sport SA CEO has been Chair of Indigenous Employment Strategy Committee
- Sport SA CEO has been Indigenous Employment Panel member
- Sport SA CEO and staff have visited the APY Lands
- Sport SA CEO always opens with Welcome to Country/Acknowledgement of Country
- Sport SA RTO delivered VET to APY Trainees, SAASTA students, Leadership and governance program participants and trainees in the Certificate II & III in Sport & Recreation
- Sport SA was represented at numerous Tauondi Open Days (Tauondi is Adelaide's Adult Aboriginal College)
- Sport SA promotes stories of Aboriginal engagement initiatives undertaken by Members
- Sport SA was successful in obtaining grants from the Office for Recreation and Sport for this RAP project
- Sport SA was successful in obtaining a grant from the Office for the Ageing, SA Health for increasing the level of Aboriginal participation at the 2018 Masters Games in Murray Bridge
- "Spirit of South Australia" "Message stick" introduced into Sport SA Awards night in 2010 – symbolism important – only two recipients to date – Marjorie Nelson-Jackson and Robert Gerard recognising their contribution and standing as leaders in the sporting community
- Introduced State Sport Dispute Centre – handles cases of racism, bullying directed to it by Members

- Sport SA Governance – Advertisement seeking Expression of Interest of Independent Sub Committee member to Aboriginal community

From a Member perspective some examples of activities include

- It appears Members are increasing their participation either through targetted or non targetted activities; in general activities happen and grow of their own accord.
- Case studies from Golf SA (does not have a RAP at either state or national level) are very encouraging and reflective of how it has been able to grow membership by providing support to a minority group. It has also linked the Aboriginal Golf Program to the important health issue of diabetes.
- Several years ago, Australian Rules football, netball, cricket and rugby all received support at the national level to put in place a RAP. There are numerous examples of success stories they can share at the national and state level.
- Dragon Boating, Tennis, Equestrian, Dirt Bike, Volleyball – these are a few sports that have entered the space and wish to do more.
- Adelaide Football Club RAP Launched in February 2018.

Relationships

Sport SA leads and advocates for sporting opportunities for everyone uniting and with a place for everyone in sport. We will educate, support and contribute to the growth of the sporting community and improve our personal and professional relationships with Aboriginal and Torres Strait Islander people and organisations from the grassroots to the elite level. We will work with professional organisations and individuals that share the same vision.

We are committed to ensuring genuine and sustainable relationships are formed, strengthened and promoted in all activities undertaken as a combined effort offers the greatest opportunity for bringing Aboriginal and non-Aboriginal peoples together. This will be achieved by looking at what has worked, what can be improved, and what is best for achieving success.

Our advocacy and actions will ensure results build stronger, healthier, happier, and safer communities. The connection facilitates the inclusion of everyone bringing the entire community together to enjoy their involvement in sport in a healthy, active lifestyle.

Focus area: Sport SA is the leader for sport in SA and we provide leadership for the growth and success of sport in SA.

Strategic Areas:

- 1 Advocacy: To advocate for and promote the recognition of the value and role of sport.**
 - 1.1 Recognition of the value and contribution of sport to the economy, productivity, health and wellbeing
- 4 Promotion: To showcase and celebrate the achievements and heritage of South Australians in sport, exciting all to achieve their potential in sport and life.**
 - 4.1 Success and achievements of the sports industry are promoted and publicly recognised
 - 4.2 Showcase the contribution of sport to the character, heritage and culture of South Australia
 - 4.3 Inspiring and educating South Australians to participate in sport, strive and achieve success
 - 4.4 Promoting the values and qualities of our sporting champions and achievers
 - 4.5 Marketing and communication of the benefits of a healthy, active lifestyle through sport
 - 4.6 Growing the profile of all sport supporting diversity and inclusion

Action	Deliverable	Timeline	Responsibility
<p>1. RAP Working Group (RWG) actively monitors RAP development and implementation of actions, tracking progress and reporting</p>	<ul style="list-style-type: none"> • RWG oversees the development, endorsement and launch of the RAP-Innovate. 	September 2018	Chair, Sport SA Board /Co chairs RWG
	<ul style="list-style-type: none"> • Ensure Aboriginal and Torres Strait Islander peoples are represented on the RWG. 	September 2018	Chair, Sport SA Board /Co chairs RWG
	<ul style="list-style-type: none"> • Meet at least twice per year to monitor and report on RAP implementation. 	March 2019, 2020 September 2019	CEO Sport SA / Co chairs RWG
	<ul style="list-style-type: none"> • Establish Terms of Reference for the RWG. 	September 2018	CEO Sport SA /Co chairs RWG
	<ul style="list-style-type: none"> • Develop the concept of Champions for Reconciliation and distribute an expression of interest to undertake the role to key Aboriginal and Torres Strait Islander peoples within our sphere of influence. In this role they would be expected to <ul style="list-style-type: none"> - endorse the RAP - lead by example by actioning the commitments in the RAP - commit to educating themselves on the need for reconciliation, Aboriginal affairs, cultural learning etc - raise the profile of the RAP/reconciliation through communications to the sporting world - be able to speak publically about the RAP and any matters regarding reconciliation initiatives that the organisation is undertaking. 	March 2019, 2020 September 2019	CEO Sport SA /Co chairs RWG

	<ul style="list-style-type: none"> • Establish an external Aboriginal and Torres Strait Islander Advisory Group to provide cultural advice and guidance to all members of Sport SA. • Explore the feasibility of increasing the number of people in the Aboriginal and Torres Strait Islander Advisory Group to include Experts by Experience that cover a range of sports, industries, suppliers and other related parties involved in sport in the state. 	<p>March 2019, 2020</p> <p>September 2019,2020</p>	<p>CEO Sport SA /Co chairs RWG</p> <p>CEO Sport SA /Co chairs RWG</p>
<p>2. Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians</p>	<ul style="list-style-type: none"> • Organise at least one internal event for NRW each year. • Register all NRW events via Reconciliation Australia's NRW website. • Register all South Australian NRW events on the Reconciliation SA website and Sport SA Knowledge Centre • Support an external NRW event. • Ensure the RAP Working Group participates in an external event to recognise and celebrate NRW. • Promote NRW week to all Members encouraging them to attend events that are publicised on the Sport SA website • Download Reconciliation Australia's NRW resources to the Sport SA Reconciliation Knowledge Centre 	<p>July 2019, 2020</p> <p>June 2019, 2020</p> <p>June 2019, 2020</p> <p>December 2019 September 2020</p> <p>December 2019 September 2020</p> <p>July 2019, 2020</p> <p>December 2019 September 2020</p>	<p>CEO Sport SA/ Co chairs RWG</p> <p>CEO Sport SA/ Co chairs RWG</p> <p>CEO Sport SA</p> <p>CEO Sport SA</p> <p>CEO Sport SA/Co Chairs RWG</p> <p>CEO Sport SA</p> <p>CEO Sport SA</p>

<p>3. Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes</p>	<ul style="list-style-type: none"> • Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders. • Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement. • Encourage Members to identify one of the four Models of Engagement; create a register of committed organisations and promote this on the Sport SA Reconciliation Knowledge Centre • Develop joint ventures, partnerships, pro bono support or secondment and community capacity opportunities. • Develop relationships with local Aboriginal communities to ensure their engagement in the Masters Games that are held in regional centres • Promote the Masters Games to local Aboriginal communities as a means of increasing the health and wellbeing of older Aboriginal peoples by participating, volunteering and or supporting 	<p>September 2018</p> <p>December 2018</p> <p>September 2020</p> <p>September 2020</p> <p>February 2019, 2020</p> <p>February 2019, 2020</p>	<p>CEO Sport SA/ Co Chairs RWG</p> <p>CEO Sport SA// Co Chairs RWG</p> <p>CEO Sport SA</p> <p>CEO Sport SA/ Co Chairs RWG</p> <p>CEO Sport SA</p> <p>CEO Sport SA</p>
<p>4. Raise internal and external awareness of our RAP to promote reconciliation and collaboration across our business and other agencies working to RAP outcomes</p>	<ul style="list-style-type: none"> • Continue with the implementation of the RAP ensuring progress is communicated to all internal and external stakeholders. • Promote reconciliation through ongoing active engagement with all stakeholders. • Support Reconciliation Australia through regular updates on the Reconciliation Knowledge Centre 	<p>September 2019, 2020</p> <p>September 2019, 2020</p> <p>September 2019, 2020</p>	<p>Chair Board Sport SA/CEO Sport SA/Co Chairs RWG</p> <p>Chair Board Sport SA/CEO Sport SA/Co Chairs RWG</p> <p>CEO Sport SA</p>

<p>5. Build and support external relationships</p>	<ul style="list-style-type: none"> Engage further with Reconciliation SA as the preferred source of Reconciliation information Target strategic parties, people of influence and contacts who are prepared to come on the journey and promote these on the Reconciliation Knowledge Centre (to include local, state and federal government officials, businesses, Aboriginal communities, Aboriginal health, educational institutions, existing state sporting organisations with a RAP in place, national sporting bodies) 	<p>December 2018, 2019</p> <p>March 2019, 2020 September 2019, 2020</p>	<p>CEO Sport SA</p> <p>Chair Board Sport SA/CEO Sport SA/Co Chairs RWG</p>
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Respect

We are committed to ensuring everyone touched by sport has a deeper respect and understanding of Aboriginal and Torres Strait Islander cultures and heritage, and the importance of the journey which is bringing Aboriginal and non-Aboriginal people together.

Sport SA will facilitate cultural awareness and understanding to demonstrate our respect of and for Aboriginal and Torres Strait Islander people's heritage, traditions and cultures through the education and engagement of the sporting community, our organisation and all volunteers in sport in SA.

We will celebrate the success stories of Aboriginal and Torres Strait Islander peoples in sport and work to increase their participation in all aspects of sport.

Focus area:

Promotion: To showcase and celebrate the achievements and heritage of South Australians in sport, exciting all to achieve their potential in sport and life.

Action	Deliverable	Timeline	Responsibility
6. Engage the industry in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander cultural awareness training strategy for our Board and staff which defines cultural learning needs in all areas of our sector and considers the most appropriate method cultural learning can be provided (ie face to face workshops and/or cultural immersion). 	December 2018	CEO Sport SA
	<ul style="list-style-type: none"> Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural awareness training with preference given to those consultants who are known for their knowledge of the sporting world. 	December 2018	CEO Sport SA
	<ul style="list-style-type: none"> Provide opportunities for Sport SA members to participate in cultural training. 	June 2019, 2020	CEO Sport SA CEO Sport SA

	<ul style="list-style-type: none"> • Provide opportunities for RWG members, RAP champions, HR managers and other key leadership staff to participate in cultural training. • Board members to attend at least one external cultural event each year • Promote the Reconciliation Australia's Share Our Pride online tool to all members by linking it to the Reconciliation Knowledge Centre. • Investigate local cultural experiences and immersion opportunities occurring in sporting organisations that could be promoted to other Members. • Promote the use of common terminology for Members when engaging with the South Australian Aboriginal community 	<p>March 2019, 2020 September 2020</p> <p>September 2019, 2020</p> <p>September 2019, 2020</p> <p>September 2019, 2020</p> <p>September 2019, 2020</p>	<p>Chair Board Sport SA</p> <p>CEO Sport SA</p> <p>CEO Sport SA</p> <p>CEO Sport SA</p>
<p>7. Engage the industry in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning</p>	<ul style="list-style-type: none"> • Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country. • Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships. • Invite a Traditional Owner to provide a Welcome to Country at significant events, including the annual SA Sports Awards coordinated by Sport SA • Include an Acknowledgement of Country at the commencement of all important internal and external meetings. 	<p>December 2018</p> <p>June 2019, 2020</p> <p>December 2018, September 2019, 2020</p> <p>September 2018, 2019, 2020</p>	<p>CEO Sport SA</p> <p>Aboriginal Co Chair RWG</p> <p>CEO Sport SA</p> <p>CEO Sport SA</p>

	<ul style="list-style-type: none"> • Encourage Members to include an Acknowledgement of Country at the commencement of all meetings, events and functions. • Organise and display an Acknowledgement of Country plaque in our office building. • Encourage members to display an Acknowledgement of Country plaque in their office 	<p>September 2019, 2020</p> <p>December 2018</p> <p>September 2019, 2020</p>	<p>CEO Sport SA</p> <p>CEO Sport SA</p> <p>CEO Sport SA</p>
<p>8. Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their culture and communities by celebrating NAIDOC Week</p>	<ul style="list-style-type: none"> • Review Sport SA HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week. • Provide opportunities for any Aboriginal and Torres Strait Islander staff engaged by Sport SA to participate with their cultures and communities during NAIDOC Week. • Invite Aboriginal sportswomen or sportsmen as guests to key sporting events throughout the year in keeping with the spirit and focus of the theme of NAIDOC week. • For the period leading up to NAIDOC week, actively promote Aboriginal sportswomen or sportsmen who have made successful careers in sport in South Australia • Approach Aboriginal and Torres Strait Islander peoples to attend the Family Day NAIDOC Week community event and participate with a demonstration of sport, promote the success of the RAP, invite role models/Champions for Reconciliation (Aboriginal and non-Aboriginal) to have a presence. 	<p>First week in July</p> <p>First week in July</p> <p>July 2019, 2020</p> <p>July 2019, 2020</p> <p>July 2019, 2020</p>	<p>CEO Sport SA</p>

	<ul style="list-style-type: none"> • Contact our local NAIDOC Week Committee to discover events in our community and promote these on the Reconciliation Knowledge Centre. • Promote NAIDOC week to all Members encouraging them to participate in external events or to arrange an event within their own sport that recognises and celebrates reconciliation. 	July 2019, 2020	CEO Sport SA
		July 2019, 2020	CEO Sport SA
9. Sharing the journey between Sport SA members	<ul style="list-style-type: none"> • Hold a networking event for Members to share stories of their own journey • Establish a calendar of Aboriginal Sporting events that are held on a regular basis in South Australia and promote on the Reconciliation Knowledge Centre • Encourage Members to link to an international association with Indigenous participants for a different perspective on how sport is used as a means for improving health, education and participation 	July 2019, 2020	CEO Sport SA
		March 2019, 2020	CEO Sport SA
		September 2019, 2020	CEO Sport SA

Opportunities

Sport SA will increase opportunities for Aboriginal and Torres Strait Islander communities to participate in and engage with sport. This will be led with governance and constitutional reform by Sport SA as the peak industry body to appoint an Aboriginal person to the Board thereby modelling both leadership and commitment to reconciliation. The Constitution to be amended to provide for this appointment and the Board to ensure that the Aboriginal community is identified as a key participant in sport and hence needs to be part of the decision making body driving the strategic direction of the industry organisation.

Flowing down into the sporting community, Sport SA intends to ensure the success of the RAP by the inclusion of everyone from juniors to masters' sport, opening up pathways and opportunities to achieve their potential in coaching, playing, officiating and professional roles. Utilising community partnerships and through the engagement of effective Aboriginal and Torres Strait Islander role models, we will inspire the sports community to become part of the journey towards reconciliation through sport.

To effect the outcomes of this RAP, Sport SA and the RAP Working Group have deemed it critical that they must work collaboratively with a number of government departments and organisations that are driving strategies which aim to narrow the gap between Aboriginal and non-Aboriginal people. If this RAP can be viewed alongside existing RAPs that are focussed on improvements in education, employment and health where parties are already committed to engagement and better outcomes, there is greater likelihood that tangible and sustainable results can be achieved. In particular the key stakeholders to be engaged are Office for Recreation and Sport, Education, State Health, Aboriginal Affairs.

Focus areas

Governance: To amend the Sport SA Constitution to provide an appointed director's position for an Aboriginal person with the relevant qualifications and experience.

Industry and Workforce capability: To lead and support the building of capable, sustainable organisations with a skilled, responsive workforce of paid and unpaid workers.

Promotion: To showcase and celebrate the achievements and heritage of South Australians in sport exciting all to achieve their potential in sport and life.

Health: To promote positive role models that can demonstrate improved health outcomes arising from participation in sporting activity

Action	Deliverable	Timeline	Responsibility
<p>10. Explore and implement opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes in the sport and recreation industry.</p>	<ul style="list-style-type: none"> Review Sport SA HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplaces. 	December 2018	CEO Sport SA
	<ul style="list-style-type: none"> Engage with the Cultural Advisory Group to consult on recruitment, employment and retention strategies, including professional development. 	September 2019, 2020	CEO Sport SA
	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander Employment and Retention strategy. 	September 2020	CEO Sport SA
	<ul style="list-style-type: none"> Advertise all vacancies for positions at Sport SA in Aboriginal and Torres Strait Islander media (e.g. including but not limited to Turkindi). 	September 2020	CEO Sport SA
	<ul style="list-style-type: none"> Actively promote Sport SA as a preferred employer for Aboriginal and Torres Strait Islander staff 	September 2020	CEO Sport SA
	<ul style="list-style-type: none"> Collect information on our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities. 	September 2020	CEO Sport SA
	<ul style="list-style-type: none"> Develop and implement Aboriginal and Torres Strait Islander career pathways in sport (e.g. traineeships or internships) working in conjunction with the IDSO from Office for Recreation and Sport. 	September 2019, 2020	CEO Sport SA
	<ul style="list-style-type: none"> Encourage all Sport SA members to introduce policies and strategies that allow for Aboriginal people to participate in, enjoy, achieve and realise success in mainstream non-traditional sporting pathways 	September 2019, 2020	CEO Sport SA

	<ul style="list-style-type: none"> • Introduce pilot projects in selected member organisations that provide for increased participation for Aboriginal people. 	September 2019, 2020	CEO Sport SA
11. Explore and implement opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation	<ul style="list-style-type: none"> • Review and update supplier policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses. 	July 2019	CEO Sport SA
	<ul style="list-style-type: none"> • Develop and communicate to members a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services. 	September 2019, 2020	CEO Sport SA
	<ul style="list-style-type: none"> • Develop at least one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business. 	September 2020	CEO Sport SA
	<ul style="list-style-type: none"> • Investigate Supply Nation membership. 	September 2020	CEO Sport SA
	<ul style="list-style-type: none"> • Develop and pilot an Aboriginal and Torres Strait Islander supplier strategy. 	September 2020	CEO Sport SA
	<ul style="list-style-type: none"> • Investigate opportunities to partner with the South Australian members of the Aboriginal Business network 	September 2020	CEO Sport SA
12. Provide leadership and mentoring opportunities for Aboriginal and Torres Strait Islander peoples.	<ul style="list-style-type: none"> • Develop an Aboriginal and Torres Strait Islander professional mentoring network. 	September 2020	CEO Sport SA/Co Chairs RWG
	<ul style="list-style-type: none"> • Develop a cultural mentoring and advisory network for the sports industry 	September 2020	CEO Sport SA/Co Chairs RWG
	<ul style="list-style-type: none"> • Support Aboriginal and Torres Strait Islander leadership 	September 2020	Chair Board Sport SA/CEO Sport SA/Co Chairs RWG

	<ul style="list-style-type: none"> Promote role models that epitomise the successful outcomes that can be achieved through sport 	September 2019, 2020	CEO Sport SA/ Co Chairs RWG
13. Increase Sport opportunities for Aboriginal and Torres Strait Islander peoples	<ul style="list-style-type: none"> Support opportunities for funding for Aboriginal and Torres Strait Islander people in the sport industry. Work with key stakeholders to develop programs to increase opportunities Aboriginals in Sport Promote volunteering opportunities in sport and recreation 	September 2019, 2020 September 2019, 2020 September 2019, 2020	CEO Sport SA/ Co Chairs RWG CEO Sport SA/ Co Chairs RWG CEO Sport SA

Contact details

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Position: Chief Executive Officer

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