Basketball Australia acknowledges the Traditional Custodians of the land on which we reside, and pay our respects to their Elders past, present and emerging.

Our aim is for Basketball Australia to represent the wide-ranging backgrounds of the basketball community, and to understand their experiences. We welcome people from all backgrounds to our board, committees, staff, players, officials, and volunteers.
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This Diversity and Inclusion Framework documents Basketball Australia’s commitment to supporting and promoting diversity and inclusion at all levels and in all aspects of our operations and relationships.

It is timely to produce this Framework from a broad, high level and strategic perspective. In addition it will contribute to the immediacy of specific aspects of diversity.

The Framework approach provides all associated with Basketball Australia with guidance and the tools, structures and supports to continue building strengths in the areas of diversity while tackling the systemic, attitudinal and behavioural barriers internal and external to the organisation that may hinder true inclusion.

INTRODUCTION

Basketball Australia takes a whole of organisation approach to recognise and celebrate diversity and to be inclusive in what we do and the way in which we do it. We want to ensure the sport of basketball is one which is welcoming and inclusive to all who call Australia home, from the richly diverse cultural backgrounds which make up our population.

Through our work in creating this framework, we have looked to understand and identify at the national level the barriers, and issues preventing inclusivity within basketball, and seeking to further comprehend how we can improve accessibility and ensuring equal opportunity for all. Basketball Australia needs to show leadership in our own workforce and the greater basketball community by ensuring an inclusive and respectful culture in which we work. We want anyone and everyone who interacts with our sport to have a positive experience which makes them feel like they belong, and allow people from all communities to be able to see others just like them within all the levels of basketball.

The work of Basketball Australia only builds on that of the state and territory bodies, and other basketball organisations in building capacity and creating sustainable diverse and inclusive basketball communities. The work which comes through this framework looks to further enhance those practices and programs already taking place and ensure Basketball Australia is an ally in this area.

We need to do more to recognise the breadth of multicultural communities and diverse backgrounds who are a part of our sport. Ensure that not only do they see people like them, but also feel they have the ability to speak out and have a voice in diversity and inclusion related matters. Will ensure we celebrate the truly diverse nature of our wider community.

We recognise we can’t do this alone and to this end we have reached out to the Human Rights Commission and Inclusion Australia to support the development of this framework.

We are seeking to address the attitudinal and behavioural barriers which may hinder inclusion within basketball and ensure everyone feels welcome. This framework will contribute to our success in achieving our mission to be recognised as a truly gender equal, all abilities, community and professional sport. The development of this framework has been in parallel with Basketball Australia’s latest strategic plan. The Framework will be supported by an action plan which will bring the framework to life, and aligns with our Innovative RAP.

Instrumental to the work which has gone into devising this framework and action plan, we extend our deepest gratitude to Jerril Rechter for the leadership and direction. The resolve to drive this crucial area of work forward and ensure the framework in place is suitable for our community can’t be underestimated.
I want to congratulate Basketball Australia for bringing together this Diversity and Inclusion Framework and Action Plan.

Basketball has always meant inclusion to me starting out as a young Aboriginal lad in a wheelchair from Balranald. With basketball you were and continue to be part of a big family and I’m just proud to be part of that.

Basketball has provided me with a purpose in life. It has opened doors to employment and to recognition by the community, the Aboriginal community and everyone else in Melbourne and throughout Australia, that has made it possible to contribute beyond the game. It has been very good to be part of that family.

High-level basketball has been part of my life since 1960 where I attended the first Paralympics in Rome as a 16-year-old and went on to play 4 more Olympics after that. Danny Morseu, who is Patty Mills Uncle, and I were the only Indigenous players in basketball as well as Michael AhMat who has unfortunately passed away. It was just the three of us and two are still going and are part of that big family.

When I was inducted into the Basketball Hall of Fame I was recognised as an elite athlete – not as a patient who could play basketball as we were regarded many years earlier. That is inclusion and that is what valuing diversity looks like.

I have never come across racism nor lack of understanding from within basketball but maybe that is because I was good at the game. There are so few Aboriginal players at state level and in NBL or WNBL and the same with coaches, officials, management and board members.

So I think there is something there around lack of access and opportunity.

Basketball has the power to make a real difference — to get people of all backgrounds and all abilities and communities coming together. It’s a sport that teaches young people to work as a team and that there is a place for everyone. It’s also about respect. Respect that is earned and given. I feel that respect, and as an example the ‘Rollers’ are respectful of the people like me and my crew who came before them. That attitude is important across the sport. It’s very easy to find something else to do if you don’t feel respected and included. Basketball and Basketball Australia don’t want to be like that.

It’s okay to talk and plan but you must have the will and the resources to make it happen.

I’ve got some ideas about improving diversity and how to be truly inclusive and I’m pleased to see some of them are in the Action Plan. It’s important for Basketball Australia to formalise its intentions to make it easier for everyone to be involved in the great sport of basketball. I’d like to see:-

- Scholarships to encourage Aboriginal and Torres Strait Islanders to come and join a club providing them with uniforms and boots and travel funds to participate in representative teams.
- Have more ‘come and try days’ for girls and boys, men and women who really want to play basketball that could be set up across the country.
- Under 18’s Championships could be expanded to invite able-built Under 18’s from around Australia and wheelchair participant players to the Kevin Coombs Cup.
- Have a talent identification program that has ‘increasing and supporting diversity’ as a goal so that there is more opportunity to reach the elite levels.

I’m keen to see this Framework and Action Plan get underway and I hope that all involved in basketball get on board with it. If they do it will make our basketball family bigger, stronger and better.
**STATEMENT**

**PLAYERS’ ASSOCIATION**

The Australian Basketball Players’ Association is the representative association of Australian basketballers. We are run for the players, by the players in the best interest of all players and the game of basketball. This includes a long-standing commitment of diversity, equality and inclusion.

Basketball has the ability to unify everyone by creating memorable experiences that enrich people’s lives. We support Basketball Australia’s commitment to drive and support Diversity & Inclusion to enable enrichment within a safe environment.

The Australian Basketball Players’ Association is aligned with Basketball Australia by committing to maintain and enable a culturally safe place that promotes respect, inclusion and fairness. We all have a social responsibility to drive and influence societal change for everyone involved in Basketball. Our role is to lead by example with the appropriate actions and behaviours that enable systemic change and provide a place of psychological safety for every voice to be included.

Consultation and seeking evidence to inform decisions with key stakeholders who are aligned with values and the broader holistic goals of the sport is a critical step to drive change.

The Australian Basketball Players’ Association seeks demonstrable positive changes for the sport and community and looks forward to working with Basketball Australia’s Diversity & Integrity Framework Action Plan towards achieving this goal.

“I BELIEVE IT’S IMPORTANT FOR DIVERSITY TO BE REPRESENTED AND SUPPORTED WITHIN THE BASKETBALL COMMUNITY. IT’S ABOUT EDUCATING OURSELVES AND TAKING ACTION WITH WHAT WE CAN DO BETTER.”

- EZI MAGBEGOR, AUSTRALIAN OPAL
WHY A DIVERSITY AND INCLUSION FRAMEWORK AND ACTION PLAN?

EXECUTIVE SUMMARY

This Diversity and Inclusion Framework and Action Plan signifies Basketball Australia’s commitment to ensure both our organisation and the wider sport of basketball is a welcoming and inclusive space for all. This is a crucial element to being recognised as a truly gender equal, all abilities, community sport. The framework has been developed to ensure a vision for where we are headed in adopting a holistic approach to diversity and inclusion, both internally and across basketball, where we can influence and support, whilst tackling the structural, attitudinal and behavioural barriers which may hinder true inclusion.

The Framework outlines an overarching approach that provides BA, its Board, staff members, partners and many stakeholders who share a commitment to basketball, with guidance to build and position diversity as an unquestionable strength and to tackle both the internal and external barriers to genuine inclusion.

While the Framework will ensure that what we stand for, what we do and how we go about doing it, is consistent with a set of values, principles and capabilities underpinning diversity and inclusion there is always the challenge of how to translate this into practice.

The Action Plan, therefore, will build on and incorporate work already undertaken by BA including the Women and Girls Strategy and the Reconciliation Action Plan (RAP) as well as existing and planned programs, events and activities. It will detail the areas of focus, specific actions, responsibilities, relationships, desired outcomes. Importantly it will acknowledge and reference the valuable work of many of our stakeholders to further diversity and inclusion across the basketball community.

OUR APPROACH

This Framework takes an approach which:

• Aligns with Basketball Australia’s vision, mission and values.
• Adopts an holistic approach to Diversity and Inclusion.
• Develops strategies for increasing diversity across the Basketball Australia policies, programs and workforce.
• Strengthens standards of practice and service provision.
• Provides a platform from which Basketball Australia can influence attitudes and behaviours across the sport and broader community.
GETTING TO A DIVERSITY AND INCLUSION FRAMEWORK

Recognising the need for, and benefits of, a comprehensive and integrated Diversity and Inclusion Framework and Action Plan we set out to gather information about the current situation to help identify issues to address and to provide us with a baseline against which to monitor continuous improvement. To this end we:

• Undertook an internal Basketball Australia staff survey and conducted workshop sessions with management and staff.
• Conducted an extensive review of Basketball Australia policies.
• Surveyed state and territory bodies.
• Consulted with elite teams and funded programs.
• Formed a relationship with Inclusive Australia to help establish the baseline across key areas and develop the monitoring and evaluation plan.

We acknowledged and incorporated parallel and related strategy work undertaken by BA including High-Level Women and Girls Strategy, Innovate Reconciliation Action Plan, Pride in Sport integrity work and Basketball Australia Performance Management Project.

The Framework and Action Plan have also been informed by the commissioning of the Australian Human Rights Commission to conduct a Racial Equality Review of Basketball Australia.

“I FEEL LIKE I’M PART OF A COMMUNITY, WHICH IS WELCOMING AND FUN.”

- WALKING BASKETBALL PARTICIPANT, 68YRS OLD
WHERE ARE WE NOW?

The following statistics have been gathered from the Australian Bureau of Statistics, Australian Human Rights Commission and Australian Institute of Health and Welfare. It should be noted that the demographics will consistently change and diversify and that the following statistics are pre COVID-19 in 2020.

AUSTRALIA’S DIVERSE COMMUNITY

2.2% INDIGENOUS POPULATION GROWTH PER YEAR

300 LANGUAGES SPOKEN AT HOME

11 in 100 OF DIVERSE SEXUAL ORIENTATION, SEX OR GENDER IDENTITY FROM

255 COUNTRIES

150 INDIGENOUS LANGUAGES SPOKEN

51% OF THE POPULATION ARE FEMALE

4.4 MILLION WITH SOME FORM OF DISABILITY
Basketball is a popular sport across Australia’s diverse community with more than 1 million people participating according to the Sport Australia AusPlay survey results released in 2019 and the Basketball Australia data base of registered players.

**ANNUAL POPULATION**

The annual population estimate for Adults 15+ participating in Basketball was 699,007 (or 3.5% of the Adult 15+ population).

**REGISTERED PARTICIPATION**

Amongst participants registered with Basketball Australia 29% are female, 2% come from a cultural and linguistically diverse background, 1% are indigenous and fewer than 1% have a disability.

**ADULT PARTICIPATION**

Adult participation was heavily skewed towards males (496,945 or 5.0% of the male population), with males accounting for 71% of participation.

**FEMALE PARTICIPATION**

Female participation was lower than males but still high (202,061 or 2.0% of the female population) considering the competition provided by Netball.

**ADULT 15+ BASKETBALL PARTICIPATION**

Around two thirds of Adult 15+ Basketball participation was organised (65%), with most of organised participation (66%) in sport clubs.

**CHILDREN 0 - 14**

Ausplay estimates that 318,962 Children 0 - 14 participated in organised Basketball out-of-school. Boys accounted for 66% of Children’s participation.

**PEAK PARTICIPATION**

The peak participation rates for organised Basketball were among Children 12 - 14, however, participation rates increased after 8 years of age and remained high through the rest of childhood and even throughout adolescence before decreasing steadily from adulthood onwards.
Basketball Australia has developed and delivered programs, partnerships and projects across Australia specifically designed to increase Diversity and Inclusion such as:

**OUR PROGRAMS, PARTNERSHIPS AND PROJECTS**

- Ivor Burge Championships
- Kevin Coombs Cup
- National Wheelchair League
- Walking Basketball
- RISE UP Campaign
- Deaf Basketball Australia
- Bushrangers Basketball
- Elite Female Coach Advancement Program
- NAIDOC Basketball Carnival
- Indigenous Pathways Program
- Indigenous State Championships
- Aboriginal Academy
- Islamic Women’s Society Tournament
- Sudanese Migrant Program
- South Sudanese Australia National Basketball Association Tournament
- PCYC Savannah Pride
- Proud2Play

Complementing Basketball Australia, State and Territory based organisations are active across the country delivering a broad range of Diversity and Inclusion focused programs and events which are often developed and delivered in partnership with specific diversity focused organisations. Several of the programs focus on more than one aspect of Diversity.

These include but are not limited to:
THE FRAMEWORK

We set out to create a Framework that is aspirational yet practical in its intent and comprehensive yet simple in its structure and content. It will guide our work, and hopefully that of others in the basketball community, and make us accountable for our actions.

The Framework begins with an Impact Statement. This announces the change that will have happened resulting from our genuine commitment to Diversity and Inclusion.

How We Value diversity and inclusion, what we value in our organisation’s culture as well as valuing what already exists, is underway or guides us in this work sets the tone for the Framework and the Action Plan which follows.

Basketball Australia acknowledges that there are many Aspects of Diversity. This Framework takes an overall approach while focusing on specific aspects some of which are listed.

Importantly the Framework makes clear statements about the ways of working We Are Committed To that will support and drive our actions.

It also outlines what it will take and what We Will Build to create an organisation able to deliver on its promise.

The desired outcomes We Will Achieve are stated clearly so that we know what we are aiming for.

We Will Monitor and Evaluate our progress in achieving true diversity and inclusion within Basketball Australia and in our leadership role and influence across basketball and the broader community around diversity and inclusion related issues.

“Diversity and inclusion mean a lot because it allows me to be able to play the sport of wheelchair basketball. The fact that the sport is quite diverse helps me as an indigenous man feel more comfortable in knowing that I can just be myself as an athlete and not have to worry about any off-court problems is a big help and it allows me to just play the sport that I am very passionate about.”

- CLARENCE MCCARTHY-GROGAN, AUSTRALIAN ROLLER
THE FRAMEWORK

Basketball Australia leads the way in promoting and supporting diversity through our voice, our actions and by working with our stakeholders in increasing the appeal of basketball as a safe, fair, and inclusive sport at all levels and in all ways.

ASPECTS OF DIVERSITY

- First Nations Recognition
- Disability
- Cultural and Linguistic Diversity
- Gender/Women and Girls
- Sexual Orientation and Gender Identity
- Age
- Religion

Basketball Australia acknowledges there are many aspects of diversity which need to be addressed. We will be implementing an overall approach as well as focusing on specific aspects.

WE VALUE

DIVERSITY BY

- Accepting, respecting and valuing individual differences
- Valuing diversity as an asset
- Building on the diverse backgrounds and experiences of the board, employees, and stakeholders

INCLUSION BY

- Identifying, addressing and removing barriers in processes, policies, plans, practices and programs
- Facilitating opportunities that lead to effective and meaningful participation
- Creating ideas and solutions built on a range of perspectives, with an emphasis on guidance from people with lived experience

AN ORGANISATION CULTURE WHERE

- We privilege people with lived experience as key informants, decision makers and designers
- People are treated with respect, dignity and fairness
- Discrimination, harassment and bullying are not tolerated
- Self-awareness and personal accountability are expected
- Leadership prioritises diversity and inclusion internally and externally

IMPACT STATEMENT

Basketball Australia leads the way in promoting and supporting diversity through our voice, our actions and by working with our stakeholders in increasing the appeal of basketball as a safe, fair, and inclusive sport at all levels and in all ways.

EXISTING D&I INITIATIVES AND BROADER GUIDANCE

- National Integrity Framework
- Australian Human Rights Commission Act
- BA Australian Human Rights Commission Racial Equality Review
- BA Diversity and Inclusion Policy
- BA High-Level Women and Girls Strategy
THE FRAMEWORK

WE ARE COMMITTED TO

- Inclusive, informed and committed leadership, culture and governance
- Responsive and robust systems, structures and policies
- Shared responsibility and accountability
- A diverse and dynamic culture and workforce (including volunteers)
- Consultation with the basketball community
- Safe, quality and accessible programs
- Strong voice, influence and advocacy around diversity issues

WE WILL BUILD

RESOURCES
- Investment into resources for communicating awareness, capacity and capability building and monitoring and evaluation.
- Includes building on existing capacity

CAPACITY AND CAPABILITY
- Acknowledgement and willingness to share power and control
- Ongoing and dedicated training and education and practical experience available to Board and staff

TIME FOR
- Development and implementation of innovative ideas and solutions
- Guiding and assessing

TOOLS
- Approach that combines lived experience, evidence base and professional experience.
- Development of training modules, checklists and guidelines

GOOD GOVERNANCE
- Structure, composition, terms of reference

WE WILL ACHIEVE

- Diversity and inclusion principles are ingrained within organisational strategies, systems, and processes
- Basketball Australia’s Board and workforce act in an inclusive manner, understanding and appreciating difference. How we act and what we do embraces the diverse needs of our stakeholders and basketball community
- Basketball Australia’s Board and workforce are broadly reflective of the diversity of the community
- Basketball has grown in participation, resources, and diversity. Increased diversity is evident in players, coaches, officials, and administrators.
- Basketball Australia is a respected voice around diversity and related issues
Set out across the following pages is how we will use the We Will Achieve component from the framework to act as goals we will work towards.

Key actions outlined come from evidence-based practice, our consultations exploring the lived experience and advice from stakeholders and recommendations from reviews of our current situation.

We have also aligned these goals with Inclusive Australia’s Domains to assist in guiding where the improvement needs to occur.

This framework will be complemented by an operational plan to ensure delivery of our key objectives. Oversight of this framework will be held by an advisory group which will be set up in 2021.
**WE WILL ACHIEVE**

**DIVERSITY AND INCLUSION PRINCIPLES ARE INGRAINED WITHIN ORGANISATIONAL SYSTEMS AND PROCESSES**

- Embed inclusive principles and practices across all Basketball Australia policies and documents
- Ensure the regular delivery of training and education to players and employees on:
  - Anti-racism, including bystander and upstander education to support employees to call out inappropriate behaviour
  - Cultural awareness
  - Bullying and harassment (especially as part of induction programs).

**HOW**

- Regular monitoring of the implementation of the Diversity & Inclusion Policy
- Enhance the current “Code of Conduct and Ethics” to be more inclusive and specifically call out exclusionary behaviour, racism, sexism, ableism, and homophobia.
- Embed principles of racial equality into all policies and player and staff education.
- Continual review and audit of policies, ensuring these are up to date and circulated to all relevant parties
- Audit education and training programs
- Regular monitoring of the implementation of the Reconciliation Action Plan

**BASKETBALL AUSTRALIA’S BOARD AND WORKFORCE ACT IN AN INCLUSIVE MANNER, UNDERSTANDING AND APPRECIATING DIFFERENCE. HOW WE ACT AND WHAT WE DO EMBRACES THE DIVERSE NEEDS OF OUR STAKEHOLDERS AND BASKETBALL COMMUNITY.**

- Enhance and accelerate inclusive leadership capability to ensure leaders understand and can appropriately support and respond to issues such as everyday racism, sexism, accessibility, disability, homophobia, and inclusive culture.
- Ensure all future policies, resources, programs, training, and education are developed in consultation with community, staff and players, particularly Aboriginal and/or Torres Strait Islander peoples and people from racial, ethnic, and/or ethno-religious minority groups with appropriate and safe pathways for feedback provided.

**HOW**

- Individual development and action plans for every coach and leader
- Establish a holistic inclusive leadership curriculum for all management, leaders, coaches, and players.
- Establish permanent governance structures to facilitate ongoing consultation with Aboriginal and/or Torres Strait Islander peoples and people from racial, ethnic, and/or ethno-religious minority groups.
- Create a staff/player guidebook that is clear and accessible and includes contextual support and assistance in relation to the creation of a positive culture.
- Education modules at all levels, from grassroots and AJCs, through the NPP and athletes at all levels.
- Staff training on bias and barriers to inclusion
**WE WILL ACHIEVE**

**BASKETBALL HAS GROWN IN PARTICIPATION, RESOURCES AND DIVERSITY. INCREASED DIVERSITY IS EVIDENT IN PLAYERS, COACHES, OFFICIALS AND ADMINISTRATORS.**

- Ensuring recruitment and promotion processes are free from bias, and open and transparent
- Introduce scholarships for underrepresented groups to encourage greater player representation.
- Increase pathways for Aboriginal and/or Torres Strait Islander peoples and people from racial, ethnic, and/or ethno-religious minority groups.
- Specific development for players from underrepresented groups who aspire to become coaches.

**HOW**

- Review all recruitment and promotion processes including those in the National Teams Officials Selection Policy
- Introduce inclusion guidelines, targets and key performance indicators for diversity across the recruitment processes for players, coaches, and management roles.
- Broaden and strengthen existing partnerships with minority group communities to progress through the sport in on and off-court roles
- Provide development opportunities for neighbouring Oceania coaches (2pr yr).
- Dedicated Diversity and Inclusion resource
- Create opportunities for mentoring and sponsorship for aspiring coaches.

**SUPPORTING AND RESOURCING BA DIVERSITY AND INCLUSION, AND MONITORING AND EVALUATION OUT PROGRESS**

- Databases are regularly updated to ensure accurate data and documentation
- Internal diversity and inclusion resourcing.
- Evidence of inclusion and inclusive practices in all that Basketball Australia is and does, including flexible working policies, workplace adjustments, make it an inclusive workplace, accommodating diverse employee circumstance or situations
- Physically Basketball Australia is an accessible workplace, ensuring that it accommodates the needs of the physical, mental and personal circumstances of employees
- Giving the action plan the best chances for success is adequately resourcing the implementation of the framework and action plan
- Ensuring governance and oversight of framework and action plan
- Develop comprehensive evaluation and monitoring strategy which includes regular reports to board, senior management and stakeholders

**HOW**

- Investing in diversity and inclusion people resource as part of staffing structure
- Workplace practices including flexible working hours, workplace assessments and adjustments to ensure accessibility.
- Forging relationships with key stakeholders and partners
- Investigating funding sources for resources
- Calling for expressions of interest from the basketball community to be part of the diversity and inclusion advisory group
- Being able to educate people within Basketball Australia
- Partnerships with organisations whose core business is in diversity and inclusion
- Standing item on leadership team and board agendas
- Reporting to stakeholders biannually
- Ensure diversity and inclusion is a component of each staff members workplan
WE WILL ACHIEVE

**BASKETBALL AUSTRALIA’S BOARD AND WORKFORCE ARE BROADLY REFLECTIVE OF THE DIVERSITY OF THE COMMUNITY.**

- Introduce targets for Board composition and implement actions to include greater representation and retention of Aboriginal and/or Torres Strait Islander peoples and people from racial, ethnic, and/or ethno-religious minority groups
- Ensure Basketball Australia workforce is inclusive of diverse representation

**HOW**

- Review the existing board selection process and inviting diverse Board Directors in 2021.
- Review and monitor recruitment and selection policy and processes and implement training on inclusive recruitment principles
- Achieve Diverse representation on Basketball Australia Board
- Achieve diverse representation within Basketball Australia workforce
- Inclusion statement on job advertisements actively encouraging people from different backgrounds

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WE WILL ACHIEVE

BASKETBALL AUSTRALIA IS A RESPECTED VOICE FOR MEDIA AND DECISION MAKERS AROUND DIVERSITY AND RELATED ISSUES.

• Establish Basketball Australia as a credible, authentic, and informed organisation through our behaviours and values, with something to say.

• Basketball Australia establishes an evidence base by collecting data around diversity and inclusion related issues that contributes to a broader sport and community understanding around diversity and inclusion and improved practice.

HOW

• Continued work around RISE UP

• Ensure positions statements on Basketball Australia website for each area of diversity

• Ensuring people of diversity representing the organisation

• Audit of image library to ensure a diverse range of imagery is used

• Basketball Australia actively participates in media and social media discourse around D&I

• Celebrating and sharing the stories and successes of basketball related community and programs. Ensuring that the good news stories get out.

• Recognising culturally significant commemorations

• Multicultural rounds in WNBL/NWBL.

• Male Champions of Change ongoing commitment

SUPPORTING AND RESOURCING BA DIVERSITY AND INCLUSION, AND MONITORING AND EVALUATION OUT PROGRESS

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• Ensuring governance and oversight of framework and action plan.

• Develop comprehensive evaluation and monitoring strategy which includes regular reports to board, senior management and stakeholders

HOW

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• Workplace practices including flexible working hours, workplace assessments and adjustments to ensure accessibility.

• Forging relationships with key stakeholders and partners

• Investigating funding sources for resources

• Calling for expressions of interest from the basketball community to be part of the diversity and inclusion advisory group

• Being able to educate people within Basketball Australia

• Partnerships with organisations whose core business is in diversity and inclusion

• Standing item on leadership team and board agendas

• Reporting to stakeholders biannually

• Ensure diversity and inclusion is a component of each staff members workplan.

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