



Australian Government

Australian Sports Anti-Doping Authority

Reconciliation Action Plan 2011-2015

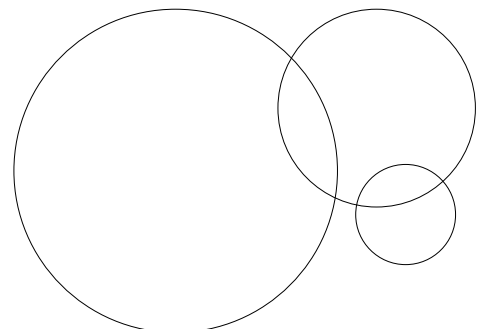
Prepared by

RAP Team

Human Resources

Australian Sports Anti-Doping Authority

December 2010



The Australian Sports Anti-Doping Authority's vision for reconciliation is one of a united Australia where Aboriginal and Torres Strait Islander heritage, culture and peoples are respected and valued, and their interests in Pure Performance in Australian sport are protected.

Our Business

The Australian Sports Anti-Doping Authority, also known as ASADA, is a statutory authority established in 2006 to provide a comprehensive Anti-Doping program for the Australian sports community. ASADA's role is to develop a sporting culture in Australia free from doping, where an athlete's performance is purely dependent on talent, determination, courage and honesty.

ASADA's **vision** is to be Australia's driving force for pure performance in sport. ASADA's **mission** is to protect Australia's sporting integrity through the elimination of doping. To achieve this Pure Performance, our programs encompass deterrence, detection and enforcement activities.

Our primary functions are to:

- detect and deter anti-doping rule violations
- design and deliver a range of education and awareness-raising programs
- help the sporting community meet their anti-doping responsibilities
- monitor compliance with anti-doping policies
- manage potential anti-doping rule violations.

We place great importance on working positively with athletes, support personnel, sports and all other stakeholders and building relationships and partnerships that are based on principles of respect, openness, responsiveness and integrity.

Our RAP

The Reconciliation Action Plan 2011- 2015 is a tool to help the Australian Sports Anti-Doping Authority build positive relationships between Indigenous and other Australians.

Our Reconciliation Committee is chaired by the Director of Human Resources, Corporate Services Group and comprises employees drawn from across the Australian Sports Anti-Doping Authority and from a variety of APS levels. An Indigenous perspective is also incorporated with the assistance of Reconciliation Australia. The Reconciliation Committee meets quarterly to monitor the RAP progress.

Our Reconciliation Action Plan has been developed to cover a period of 4 years. The Plan will be reviewed annually as targets are met and new actions identified. Progress will be reported annually to Reconciliation Australia, quarterly to the ASADA Senior Management Group and annual updates will be featured in ASADA's Annual Report. Our Reconciliation Action Plan will be available on the intranet, ASADA's web site and Reconciliation Australia's website.

The implementation of the Reconciliation Action Plan (RAP) will be supported and championed by Aurora Andruska, CEO of ASADA.

Relationships	Relationships between Indigenous and other Australians are important to ASADA as positive relationships enhance the way we do business, and are key to successful service delivery.			
Focus area: Establishing relationships between Indigenous people, organisations and ASADA				
Action	Responsibility	Timeline	Measurable Target	
Launch Reconciliation Action Plan to all staff	CEO	February 2011	<ul style="list-style-type: none"> - Launch reported in In The Loop publication. - Broadcast email sent to all staff. - Informal announcement at Canberra morning tea. 	
Invite Indigenous speakers to address and develop staff understanding of the Indigenous sporting community.	RAC	November 2011	<ul style="list-style-type: none"> - A minimum of two Indigenous guest speakers invited to address staff each year. 	
Link with networks and organisations to support indigenous involvement in sport.	CEO Senior Management Group Managers Employees		<ul style="list-style-type: none"> - Contact is made with three indigenous sporting or allied organisations (e.g. Ngunnawal Centre at University of Canberra, Indigenous Sport Networks, Australian Sports Commission Indigenous Sport Unit). 	
Ensure Certified Agreement and Casual Terms and conditions recognise and accommodate Indigenous cultural beliefs and needs.	CEO Senior Management Group Managers Employees		<ul style="list-style-type: none"> - Certified Agreement and Casual Terms and conditions recognise and accommodate Indigenous cultural beliefs and needs. 	
Review organisational priorities and policies to ensure Indigenous sporting groups are given due consideration for funding and resources.	Senior Management Group	30 June 2011	<ul style="list-style-type: none"> - Indigenous sporting groups identified as a target group in 2011-2014 Business Plan. - Three policy/procedures reviewed. 	
Ensure all identified Indigenous elite athletes in ASADA's Registered Testing Pool and Domestic Testing Pool have direct access to anti-doping education.	Stakeholder Management and Education	30 June 2011	<ul style="list-style-type: none"> - All National Sporting Organisations have been requested to identify Indigenous athletes as part of the Registered Testing Pool and Domestic Testing Pool by 30 June 2011. 	

Relationships	Relationships between Indigenous and other Australians are important to ASADA as positive relationships enhance the way we do business, and are key to successful service delivery.		
Focus area: Establishing relationships between Indigenous people, organisations and ASADA			
Action	Responsibility	Timeline	Measurable Target
			<ul style="list-style-type: none"> - All identified Indigenous athletes are sent the direct link to ASADA's Education services.
Respect	Respect for Indigenous people, culture, land, history is important to ASADA as it assists us deliver culturally appropriate support services to Indigenous athletes and stakeholders and informs the way we conduct education and public events in various locations around Australia.		
Focus area: Increasing cultural awareness within ASADA			
Action	Responsibility	Timeline	Measurable Target
Ensure all staff receive cultural awareness training: <ul style="list-style-type: none"> - Canberra staff - interstate staff - Doping Control Officers (DCOs) - Education presenters - Chaperones. 	Human Resources	November 2011	<ul style="list-style-type: none"> - All staff to complete cultural awareness training annually.
Incorporate cultural awareness training into mandatory induction programs for new staff.	Human Resources		<ul style="list-style-type: none"> - All new staff to complete cultural awareness training within 6 months of commencement.
Ensure 'Acknowledgement of Country' and 'Welcome to Country' protocols are used at significant meetings, events and education sessions.	Event organiser	November 2011	<ul style="list-style-type: none"> - 'Acknowledgement of Country'/'Welcome to Country' provided at all significant meetings, events and education sessions. - Traditional owners invited to perform at select functions.
Raise the cultural visibility of Indigenous peoples, culture and history within the organisation.	Chief Operating Officer	As appropriate	<ul style="list-style-type: none"> - Aboriginal and Torres Strait Islander flags displayed in front foyer.

Relationships	Relationships between Indigenous and other Australians are important to ASADA as positive relationships enhance the way we do business, and are key to successful service delivery.		
Focus area: Establishing relationships between Indigenous people, organisations and ASADA			
Action	Responsibility	Timeline	Measurable Target
All employees supported to participate in National Aborigines and Islanders Day Observance Committee (NAIDOC) week activities.	Reconciliation Action Committee Human Resources	Annually	<ul style="list-style-type: none"> - All staff to participate in at least one NAIDOC activity each year. - NAIDOC event information displayed on the intranet and In The Loop publication.
Recognise and celebrate cultural days of significance.	Reconciliation Action Committee Human Resources	Annually	<ul style="list-style-type: none"> - A minimum of two activities hosted each year to celebrate NAIDOC, Sorry Day and/or Reconciliation Week.

Opportunities	Creating opportunities for Aboriginal and Torres Strait Islander peoples is important to ASADA as it assists us contribute to Closing the Gap on indigenous disadvantage and build a culturally diverse and supportive work environment.		
Focus area: Recruitment of Indigenous people			
Action	Responsibility	Timeline	Measurable Target
Increase Indigenous staffing levels to 2.7% by 2015.	Human Resources	March 2011	<ul style="list-style-type: none"> - 2 indigenous employees recruited by 2015
Develop strategies to increase Indigenous applicant pools for advertised positions.	Human Resources Directors	November 2011	<ul style="list-style-type: none"> - Aboriginal and Torres Strait Islander employment and retention strategy developed and implemented.
Utilise Indigenous media and networks for recruitment of Indigenous people.	Human Resources	November 2011	<ul style="list-style-type: none"> - Number of advertisements placed in Indigenous media each year.
Review policy and procedures to ensure they are inclusive and considerate of Indigenous employee needs.	Senior Management Group	October 2011	<ul style="list-style-type: none"> - All relevant policies and procedures reviewed (minimum 3).

Opportunities	Creating opportunities for Aboriginal and Torres Strait Islander peoples is important to ASADA as it assists us contribute to Closing the Gap on indigenous disadvantage and build a culturally diverse and supportive work environment.		
Focus area: Recruitment of Indigenous people			
Action	Responsibility	Timeline	Measurable Target
Ensure all Indigenous employees have access to appropriate mentors.	Human Resources Senior Management Group	October 2011	- Compile a list of mentors to support future Indigenous employees.

Focus area: Tracking Progress and Reporting			
Action	Responsibility	Timeline	Measurable Target
Monitor Reconciliation Action Plan Progress	Director Human Resources/Reconciliation Action Plan working group	Twice annually	<ul style="list-style-type: none"> - 2 x half yearly reports. - An annual report against the Reconciliation Action Plan submitted to the Executive and Reconciliation Australia.
Refresh Reconciliation Action Plan	Director Human Resources/Reconciliation Action Plan working group	June 2011	<ul style="list-style-type: none"> - Refreshed Reconciliation Action Plan developed in consultation with Reconciliation Australia. - Aboriginal and Torres Strait Islander employment and retention strategy developed and implemented.
Publish reports and refreshed Reconciliation Action Plan	Reconciliation Action Plan working group/IT/Reconciliation Australia	June 2011	<ul style="list-style-type: none"> - Refreshed final Reconciliation Action Plan on Reconciliation Australia and CDPP website.
Report on progress in CDPP Annual Report	Director Human Resources/Reconciliation Action Plan working Group	Dec 2011	<ul style="list-style-type: none"> - Progress reported in annual report.