



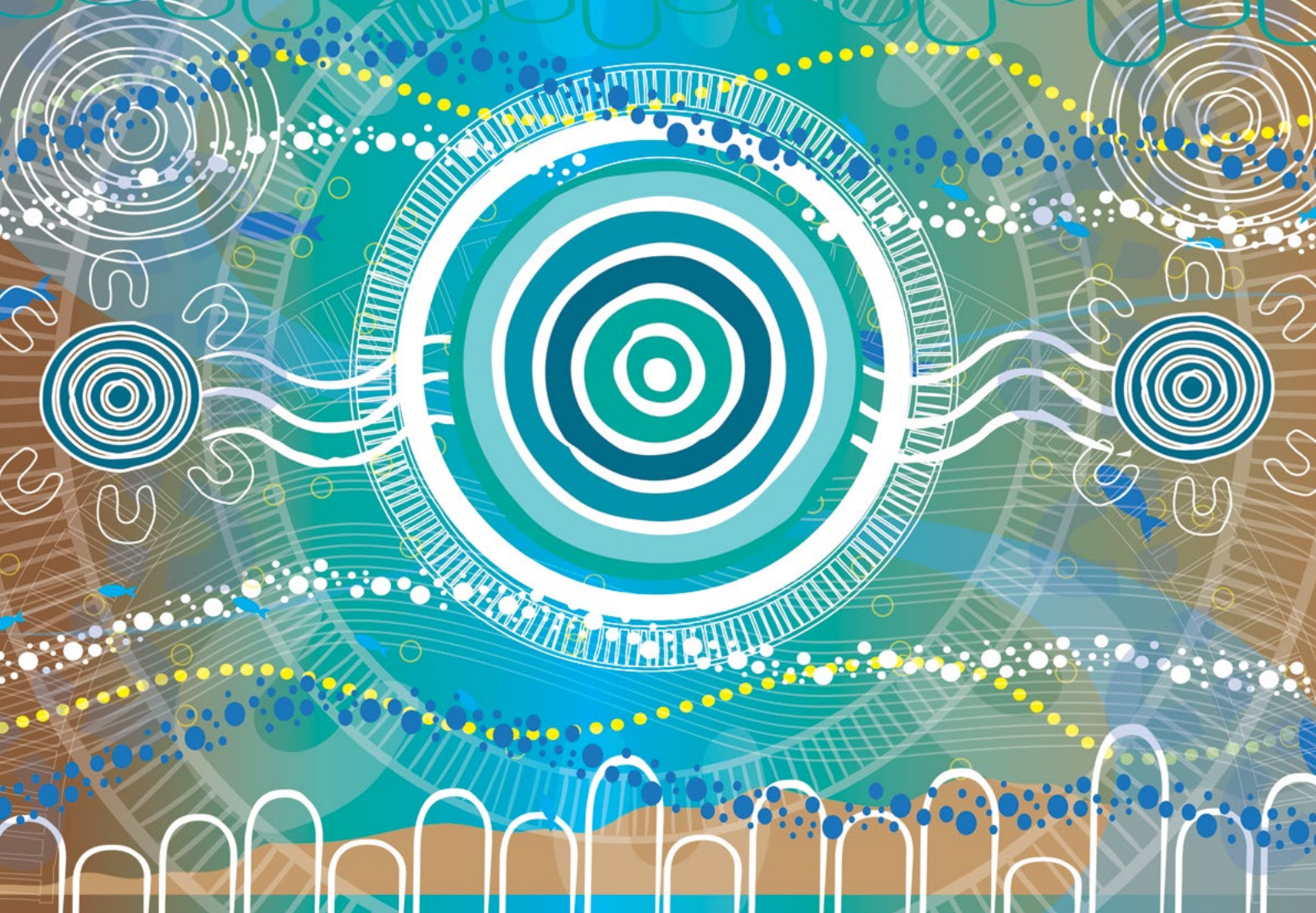
BASKETBALL NSW

BASKETBALL NSW

2023-2025

DIVERSITY, EQUITY AND INCLUSION PLAN

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ACKNOWLEDGEMENT OF COUNTRY

BASKETBALL NSW ACKNOWLEDGES THE TRADITIONAL CUSTODIANS OF COUNTRY THROUGHOUT NEW SOUTH WALES AND THEIR CONNECTIONS TO LAND, SEA AND COMMUNITY IN WHICH WE GATHER, MEET AND PLAY. WE PAY OUR RESPECT TO THEIR ELDERS PAST AND PRESENT AND EXTEND THAT RESPECT TO ALL ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES TODAY.

BASKETBALL IS EVERYONE'S GAME

WE STRIVE TO CREATE A SAFE AND INCLUSIVE ENVIRONMENT FOR EVERYONE IN THE BASKETBALL COMMUNITY. WE ARE COMMITTED TO FOSTERING GREATER REPRESENTATION, ACCEPTANCE AND UNDERSTANDING OF DIVERSE BACKGROUNDS AND EXPERIENCES. WE BELIEVE THAT BY EMBRACING DIVERSITY, WE CAN CREATE A CULTURE WHERE EVERYONE FEELS VALUED AND RESPECTED.



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EXECUTIVE SUMMARY

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EXECUTIVE SUMMARY

AS WE EMBARK ON A NEW CHAPTER IN THE GROWTH AND DEVELOPMENT OF BASKETBALL NSW, IT IS IMPERATIVE THAT WE PRIORITISE DIVERSITY, EQUITY, AND INCLUSION WITHIN OUR SPORT AND WE ARE PROUD TO PRESENT OUR DIVERSITY, EQUITY, AND INCLUSION (DEI) PLAN.

At Basketball NSW, we firmly believe that diversity is our strength. Our sport has the power to bring people from different backgrounds, cultures, and abilities together, fostering an inclusive and welcoming environment for all. With this plan, we aim to create a basketball community that reflects the rich diversity of our society, where every participant feels valued, respected, and empowered.

The overarching goal of our DEI Plan is to embed diversity, equity, and inclusion principles into every aspect of our operations and programs. By doing so, we aspire to achieve increased participation, enhance accessibility, foster inclusive governance, promote education and awareness, implement equity initiatives and measure progress and accountability.

The Basketball NSW 2023 Diversity, Equity, and Inclusion Plan represents our commitment to fostering a diverse, equitable, and inclusive basketball landscape.

We aim to create an environment where every participant feels welcome, supported, and valued. Through collective action and collaboration, we can build a stronger, more vibrant basketball community that reflects the diversity of our society and ensures that basketball truly becomes a sport for all.

Together, let us embrace the power of diversity and work towards a future where everyone has an equal opportunity to thrive in basketball.



MARIA NORDSTROM
CEO - Basketball NSW



BASKETBALL'S DIVERSE COMMUNITY

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AUSTRALIA

BASKETBALL IS RECOGNISED AS ONE OF AUSTRALIA'S MOST POPULAR SPORTS, WITH MORE THAN 1.2 MILLION PLAYERS PARTICIPATING, ACCORDING TO THE SPORT AUSTRALIA AUSPLAY SURVEY RELEASED IN 2023.

This is a testament to the widespread appeal of the sport and its potential for growth in years to come. Its accessibility, affordability, fun factor and social aspect make it attractive to people from all walks of life.

NEW SOUTH WALES

THE FOLLOWING STATISTICS HAVE BEEN GATHERED FROM BOTH THE SPORT AUSTRALIA AUS PLAY SURVEY FOR 2022 AND THE BASKETBALL NSW DATABASE OF REGISTERED PARTICIPANTS.



38% of the national basketball population resides in NSW.



28% of registered participants are female.

- 17 is the average age across the State.
- 10-12-year-olds see the highest participation numbers.



8.3% of participants indicated they had a culturally & linguistically diverse background.*



5.2 % of participants indicated that they were from an indigenous background.*



1% of the participants indicated that they have a disability.*



0.5% of the participants indicated they are gender diverse.*

*Optional questions a participant can choose to answer when completing their registration for the sport.



OUR PRIORITY COMMUNITIES

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OUR PRIORITY COMMUNITIES

- WOMEN AND GIRLS
- FIRST NATIONS
- PEOPLE WITH A PHYSICAL IMPAIRMENT
- LGBTQIA+ COMMUNITY
- PEOPLE WITH AN INTELLECTUAL IMPAIRMENT
- AGE/MASTERS
- CULTURALLY AND LINGUISTICALLY DIVERSE PEOPLE





BASKETBALL NSW

PROGRAM, PARTNERSHIPS, PROJECTS, INTERSECTIONALITY AND CAPACITY BUILDING

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OUR PROGRAM, PARTNERSHIPS AND PROJECTS

BASKETBALL NSW'S COMMITMENT TO INCLUSIVITY AND DIVERSITY IS EVIDENCED THROUGH OUR VARIED PROGRAMS, PARTNERSHIPS AND PROJECTS. OUR INITIATIVES AIM TO ENSURE EVERYONE HAS THE OPPORTUNITY TO PARTICIPATE IN BASKETBALL REGARDLESS OF GENDER, AGE, RACE OR ABILITY.

We understand that by broadening the scope of opportunities available within the sport, we can create a more equitable environment for all.

To cater to different needs, Basketball NSW works with partners from diverse backgrounds to develop appropriate strategies for each area. This includes creating tailor-made workshops and resources for specific groups and providing additional support services such as mentorship programs and education campaigns.

Through these initiatives, we hope to bring together people from all walks of life who share a passion for basketball.

INTERSECTIONALITY

WHEN WE THINK ABOUT INCLUSION, WE OFTEN LOOK AT INDIVIDUAL FACTORS IN ISOLATION: FOR EXAMPLE, DISABILITY AS SEPARATE FROM RACE AND RACE AS SEPARATE FROM GENDER.

In reality, our identity comprises the interplay between many different inseparable attributes. This is called intersectionality.

CAPACITY BUILDING

OUR DIVERSITY, EQUITY, AND INCLUSION PLAN EMPHASISES THE IMPORTANCE OF CAPACITY BUILDING, PRIMARILY FOCUSING ON EMPOWERING INDIVIDUALS TO ACHIEVE THEIR DEVELOPMENT OBJECTIVES.

Simultaneously, we will implement a Capacity Building plan to support organisations and community groups in establishing a lasting impact.

Capacity Building is a crucial aspect of sustainable development beyond training delivery. It involves identifying community needs, developing localised solutions, engaging with key stakeholders, utilising available resources, and building on existing strengths. Our approach prioritises these components to ensure a comprehensive and impactful strategy.



OUR PROGRAMS

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WOMEN AND GIRLS

THE WOMEN AND GIRLS ACTION PLAN IS A KEY COMPONENT OF BASKETBALL NSW'S 2023-2025 STRATEGIC PLAN. THESE PROGRAM DELIVERABLES AIM TO AMPLIFY OPPORTUNITIES FOR WOMEN AND GIRLS TO PARTICIPATE IN BASKETBALL.

STRATEGIC PARTNER(S)

Office of Sport, Basketball Australia

PARTICIPANT PROGRAMS <ul style="list-style-type: none">• Aussie Hoops• I AM A GIRL<ul style="list-style-type: none">• Come 'N' Try• Come 'N' Play• Capacity Building• Family• Heroes• Skills Development Programs<ul style="list-style-type: none">• U12 Programs<ul style="list-style-type: none">- Jamborees• U13 Programs• Prep for Pathway Programs• She Hoops• Sporting Schools• Women in Basketball	PATHWAY PROGRAMS <ul style="list-style-type: none">• Girls Competitions<ul style="list-style-type: none">• 5on5• 3x3• Women's Competitions<ul style="list-style-type: none">• 5on5• 3x3• Pink Rounds across all leagues• Development Tours• Talented Athlete Program• High-Performance Programs<ul style="list-style-type: none">• Developing Athlete Program• State Performance Program• Regional Academies of Sport• State Team representation in competitions conducted by Basketball Australia.
DEPARTMENT ACCOUNTABILITY <ul style="list-style-type: none">• Community Growth	DEPARTMENT ACCOUNTABILITY <ul style="list-style-type: none">• High-Performance• Competitions
REPORTING <ul style="list-style-type: none">• Monthly DEPARTMENT to CEO• Quarterly CEO to BOARD• Quarterly to both the Metro and Country Advisory Committees• Annual at the State Conference	

* Upcoming programs indicated in italics are currently in the planning phase and expected to launch in 2024 or 2025.



FIRST NATIONS

THE FIRST NATIONS ACTION PLAN IS A KEY COMPONENT OF BASKETBALL NSW’S 2023-2025 STRATEGIC PLAN WITH A FOCUS ON INCLUSIVITY AND EQUITY, THE FIRST NATIONS ACTION PLAN AIMS TO CREATE MEANINGFUL OPPORTUNITIES FOR INDIGENOUS INDIVIDUALS TO ENGAGE IN BASKETBALL.

STRATEGIC PARTNER(S)

Office of Sport, Basketball Australia, Indigenous Basketball Australia

PARTICIPANT PROGRAMS <ul style="list-style-type: none">• First Nations<ul style="list-style-type: none">• Come 'N' Try• Come 'N' Play• Capacity Building• Schools Program• NAIDOC Events• Prep for Pathway Programs• Indigenous Pathways Program - Coaches/Officials (IPP)	PATHWAY PROGRAMS <ul style="list-style-type: none">• Regional Academies Indigenous Talent ID• Nations of Origin 3x3• Indigenous Community Basketball League (ICBL) u15 & u17• National Indigenous Basketball Tournament (NIBT) u15 &17s• Indigenous Round• <i>First Nations State Championships*</i>
DEPARTMENT ACCOUNTABILITY <ul style="list-style-type: none">• Community Growth	DEPARTMENT ACCOUNTABILITY <ul style="list-style-type: none">• Community Growth• High-Performance• Competitions
REPORTING <ul style="list-style-type: none">• Monthly DEPARTMENT to CEO• Quarterly CEO to BOARD• Quarterly to both the Metro and Country Advisory Committees• Annual at the State Conference	

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CULTURALLY AND LINGUISTICALLY DIVERSE PEOPLE

THE CULTURALLY AND LINGUISTICALLY DIVERSE PEOPLE ACTION PLAN IS A KEY COMPONENT OF BASKETBALL NSW'S 2023-2025 STRATEGIC PLAN. THIS PLAN EMBRACES INCLUSIVITY AND AIMS TO PROVIDE GREATER OPPORTUNITIES FOR DIVERSE INDIVIDUALS TO PARTICIPATE IN BASKETBALL.

STRATEGIC PARTNER(S)

Office of Sport, Basketball Australia

PARTICIPANT PROGRAMS <ul style="list-style-type: none">• CALD<ul style="list-style-type: none">• Come 'N' Try• Come 'N' Play• Capacity Building• Schools Program• CALD Events/Carnivals• Prep for Pathway Programs	PATHWAY PROGRAMS <ul style="list-style-type: none">• <i>NSW Savannah Pride Tournament*</i>• <i>Harmony Week 3x3 Tournament*</i>• <i>Partner with existing programs*</i>• <i>Targeted girls CALD Development* Program - Western Sydney/Inner West area - Filipino/Polynesian focus</i>
DEPARTMENT ACCOUNTABILITY <ul style="list-style-type: none">• Community Growth	DEPARTMENT ACCOUNTABILITY <ul style="list-style-type: none">• Community Growth• Competitions
REPORTING <ul style="list-style-type: none">• Monthly DEPARTMENT to CEO• Quarterly CEO to BOARD• Quarterly to both the Metro and Country Advisory Committees• Annual at the State Conference	

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PEOPLE WITH A PHYSICAL IMPAIRMENT

THE PEOPLE WITH A PHYSICAL IMPAIRMENT ACTION PLAN IS A PART OF BASKETBALL NSW 2022-2025 STRATEGIC PLAN, A NUMBER OF THE PROGRAM DELIVERABLES SIT ACROSS THE ENTIRE ORGANISATION'S OBJECTIVES, OUR AIM IS TO PROVIDE MORE OPPORTUNITIES FOR PEOPLE WITH A PHYSICAL IMPAIRMENT TO PARTICIPATE IN BASKETBALL.

STRATEGIC PARTNER(S)

Office of Sport, Basketball Australia, Wheelchair Sports NSW/ACT

PARTICIPANT PROGRAMS <ul style="list-style-type: none">• Wheelchair Basketball• Walking Basketball• Capacity Building	PATHWAY PROGRAMS <ul style="list-style-type: none">• Wheelchair Performance Program<ul style="list-style-type: none">▪ State Performance Program▪ Regional Academies of Sport• State-based competitions• State Team representation in competitions conducted by Basketball Australia for:<ul style="list-style-type: none">▪ Wheelchair Basketball
DEPARTMENT ACCOUNTABILITY <ul style="list-style-type: none">• Community Growth	DEPARTMENT ACCOUNTABILITY <ul style="list-style-type: none">• High-Performance• Competitions
REPORTING <ul style="list-style-type: none">• Monthly DEPARTMENT to CEO• Quarterly CEO to BOARD• Quarterly to both the Metro and Country Advisory Committees• Annual at the State Conference	



PEOPLE WITH AN INTELLECTUAL IMPAIRMENT

THE PEOPLE WITH AN INTELLECTUAL IMPAIRMENT ACTION PLAN - IS A PART OF BASKETBALL NSW 2022-2025 STRATEGIC PLAN, THE OVERARCHING NAME BEING ASSIST ALL HOOPS. THIS PLAN ENCOMPASSES A RANGE OF INITIATIVES AIMED AT CREATING GREATER OPPORTUNITIES FOR MORE INDIVIDUALS WITH INTELLECTUAL IMPAIRMENTS TO PARTICIPATE IN BASKETBALL.

STRATEGIC PARTNER(S)

Office of Sport, Basketball Australia, Sport Inclusion Australia, 4Titude

PARTICIPANT PROGRAMS <ul style="list-style-type: none">• All Abilities Programs• Special Olympics• Walking Basketball• Capacity Building	PATHWAY PROGRAMS <ul style="list-style-type: none">• State Team representation in competitions conducted by Basketball Australia for:<ul style="list-style-type: none">▪ Intellectual Impairment (Full-Scale IQ score of 75 or lower), known as Ivor Burge and is open age.▪ <i>Intellectual Impairment (Full-Scale IQ score of 75 or lower), a new division to be introduced in the National Ivor Burge Tournament which is for juniors only.</i>▪ <i>Intellectual Impairment (Full-Scale IQ score of above 75).*</i>• <i>Intellectual Impairment State Events for juniors, and seniors across the following sports class.</i><ul style="list-style-type: none">▪ <i>IQ score of 75 or lower</i>▪ <i>IQ score of above 75*</i> <p>*</p> <ol style="list-style-type: none">1. A full-scale IQ score above 75, OR diagnosis of no intellectual impairment, and;2. A formal diagnosis of Autism, ASD or Aspergers's syndrome.
DEPARTMENT ACCOUNTABILITY <ul style="list-style-type: none">• Community Growth	DEPARTMENT ACCOUNTABILITY <ul style="list-style-type: none">• High-Performance• Competitions
REPORTING <ul style="list-style-type: none">• Monthly DEPARTMENT to CEO• Quarterly CEO to BOARD• Quarterly to both the Metro and Country Advisory Committees• Annual at the State Conference	

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LGBTQIA+ COMMUNITY

THE LGBTQIA+ COMMUNITY ACTION PLAN IS A PART OF BASKETBALL NSW 2022-2025 STRATEGIC PLAN, THE OVERARCHING NAME BEING PRIDE IN BASKETBALL. THIS PLAN ENCOMPASSES A RANGE OF PARTICIPATING INITIATIVES ALONG WITH EMPOWERMENT AND AWARENESS PROGRAMS.

STRATEGIC PARTNER(S)

Pride in Sport, Sydney Spectres Basketball, Queer Sporting Alliance

PARTICIPANT PROGRAMS	PATHWAY PROGRAMS	AWARENESS PROGRAMS
<ul style="list-style-type: none">• <i>Pride Basketball NSW Tournament*</i>• Pride Basketball Australia Tournament (managed by BNSW).• Fair Day• Capacity Building	<ul style="list-style-type: none">• <i>State/Territory of Origin*</i>	<ul style="list-style-type: none">• Pride in Basketball Ambassador Program• <i>Pride in Basketball Awareness Training for Association/Teams.</i>• <i>Pride Round - Senior League competitions*</i>
DEPARTMENT ACCOUNTABILITY <ul style="list-style-type: none">• Community Growth		
REPORTING <ul style="list-style-type: none">• Monthly DEPARTMENT to CEO• Quarterly CEO to BOARD• Quarterly to both the Metro and Country Advisory Committees• Annual at the State Conference		

** Upcoming programs indicated in italics are currently in the planning phase and expected to launch in 2024 or 2025.*



AGE/MASTERS

THE AGE ACTION PLAN IS A PART OF BASKETBALL NSW 2022-2025 STRATEGIC PLAN, A NUMBER OF THE PROGRAM DELIVERABLES SIT ACROSS THE ENTIRE ORGANISATION'S OBJECTIVES, OUR AIM IS TO PROVIDE MORE OPPORTUNITIES FOR THE ELDERLY TO PARTICIPATE IN BASKETBALL.

STRATEGIC PARTNER(S)

Office of Sport, Basketball Australia

PARTICIPANT PROGRAMS <ul style="list-style-type: none">• Walking Basketball• <i>Masters Carnivals*</i>• Capacity Building• <i>Volunteer Program*</i>	PATHWAY PROGRAMS <ul style="list-style-type: none">• <i>State Masters Competition</i><ul style="list-style-type: none">▪ <i>Able-bodied</i>▪ <i>Wheelchair</i>
DEPARTMENT ACCOUNTABILITY <ul style="list-style-type: none">• Community Growth	DEPARTMENT ACCOUNTABILITY <ul style="list-style-type: none">• High-Performance• Competitions
REPORTING <ul style="list-style-type: none">• Monthly DEPARTMENT to CEO• Quarterly CEO to BOARD• Quarterly to both the Metro and Country Advisory Committees• Annual at the State Conference	

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SINGLE PAGE DEI PLAN

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SINGLE PAGE DEI PLAN

GOVERNANCE AND STRATEGY

Action 1: In 2023, all Basketball NSW policies, charters, by-laws and guidelines are reviewed, and inclusion is mapped and articulated; all documents are reviewed every 2 years.

VISIBILITY

Action 2: Launch our DEI Plan at the 2023 BNSW State Conference Q4.

Action 3: Our DEI Plan is published on our website and pushed out across all the social media channels we own.

Action 4: Each priority community group is represented through storytelling on owned social channels by Q4 each year.

Action 5: Through capacity building, increase the representation of our priority communities in coaching and technical officials pathway programs by Q4 each year.

Action 6: Evolve the BNSW website to reflect its diverse community by Q4 2023.

Action 7: Produce an Acknowledgement of Country video featuring participants from our First Nations basketball community by Q4 2023.

EDUCATION

Action 8: We provide regular and accessible opportunities for education and awareness sessions on DEI topics throughout the year for staff and member associations.

Action 9: We leverage our events as an opportunity to conduct DEI cultural experiences, always reinforcing basketball in everyone's game.

Action 10: The Basketball NSW website contains a range of resources designed to support the inclusion of our priority community groups.

ENGAGEMENT

Action 11: Enter into or renew MOUs with partners whose objectives are aligned with our priority communities.

Action 12: Following our first submission in 2022, we aim to increase our Pride in Sport Index (PSI) annually and become a bronze organisation by 2025.

Action 13: Engage Ambassadors/ Playmakers from each priority community to provide ongoing advice and advocacy for their community group by Q4 2023.

Action 14: Continue to evolve our learnings through our partnership with the SPRINT group at the University of Sydney through our bi-annual membership survey; the survey to continually evolve to include questions about member experience in relation to our priority communities.

Action 15: Basketball NSW will advocate for our priority communities to create national participation opportunities, including talent ID.

FUNDING

Action 16: To actively seek funding to assist and enhance Basketball NSW's delivery of programs for our priority communities through partner organisations with aligned values.

Action 17: Expand our DreamHoops1000 program to include communities not currently eligible to apply for funding.

Action 18: Basketball NSW will maintain its budget for the delivery of existing DEI programs and will seek to source other income streams to deliver new programs that will create further opportunities for our priority communities to participate in basketball.

REPORTING

Action 19: We establish key metrics and benchmarks to measure our progress on DEI objectives. We regularly report on our achievements, challenges and improvement areas internally and externally.



OPERATIONAL PLANS

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OPERATIONAL PLANS

FURTHER TO OUR DEI PLAN, YEAR-SPECIFIC OPERATIONAL PLANS ARE DEVELOPED.

Each group's operational plan will be tailored to the year ahead to ensure effectiveness.

We aim to source the necessary funding through appropriate grants, sponsorships, or partnerships so that cost is not a barrier.

Whilst our operational plans are not publicly published, this is led by the CEO and the Senior Leadership team, with high-level objectives and the overall budget approved by our Board. This ensures that budgetary and strategic objectives align seamlessly.





ACCOUNTABILITY

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ACCOUNTABILITY

AT BASKETBALL NSW, WE RECOGNISE THE IMMENSE VALUE DIVERSITY, EQUITY, AND INCLUSION BRING TO OUR WORKPLACE AND THE BASKETBALL COMMUNITY. WE ARE COMMITTED TO FOSTERING AN ENVIRONMENT WHERE ALL INDIVIDUALS ARE RESPECTED, EMPOWERED, AND GIVEN EQUAL OPPORTUNITIES TO THRIVE.

Our accountability to these principles is unwavering, and we hereby outline the key commitments and actions we will take to ensure the success of our Diversity, Equity, and Inclusion plan.

- 1. Leadership Commitment:** Our senior leadership team is fully dedicated to championing diversity, equity, and inclusion throughout all levels of our organisation. They will lead by example, demonstrating a commitment to these principles in their actions and decisions.
- 2. Transparent Communication:** We pledge to communicate openly and honestly about our DEI initiatives, progress, and challenges. Regular updates will be shared with employees, stakeholders, and the public, ensuring a clear understanding of our efforts.
- 3. Inclusive Policies and Practices:** We will continuously review and enhance our policies, procedures, and practices to eliminate biases, systemic barriers, and discriminatory behaviours. Our hiring, promotion, and performance evaluation processes will be designed to promote fairness and inclusivity.
- 4. Employee Training and Education:** All employees will have access to ongoing DEI training and educational resources. These opportunities will enable them to deepen their understanding of diverse perspectives, unconscious biases, and cultural competencies.
- 5. Metrics and Measurement:** We will establish measurable goals and key performance indicators (KPIs) to track our progress toward creating a more diverse, equitable, and inclusive workplace. Regular assessments will ensure that we remain on track and make necessary adjustments.
- 6. Accountability and Reporting:** We are committed to holding ourselves accountable for achieving our DEI objectives. Regular reports will be generated and shared with our stakeholders, highlighting successes and areas requiring further improvement.
- 7. Resource Allocation:** Adequate resources, both financial and human, will be allocated to support the successful implementation of our DEI initiatives. We understand that achieving meaningful change requires dedicated investment.
- 8. Collaboration and Engagement:** We will actively collaborate with employee resource groups, community organisations, and industry partners to foster a broader culture of diversity, equity, and inclusion beyond the confines of our organisation.
- 9. Continuous Improvement:** Our DEI plan is not static. We commit to regularly evaluating our strategies, learning from experiences, and refining our approach to ensure lasting positive impact.

By holding ourselves accountable to these principles, we strive to create an environment where every individual's unique qualities are celebrated, where equitable opportunities abound, and where inclusion is not just a goal but a living reality.



OUR PARTNERS

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OUR PARTNERS





Basketball NSW

Wangal Country
PO Box 198
Sydney Markets NSW 2129

P 02 8765 8555
E info@bnsw.com.au

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