

## **Australian Human Rights Commission independent review into Racial Equality within Basketball Australia**

Basketball Australia has requested that the Commission undertake a racial equality review ('the Review') at the national level to identify any structural barriers, risks or issues in relation to the current promotion and implementation of racial equality within the sport.

An independent review conducted by the Commission gains a deep understanding of a sport's culture and practice, and provides key stakeholders, past and present, with the opportunity to have their experience of the organisational culture heard, acknowledged, and used to inform future, better practice to ensure inclusivity and compliance with human rights principles.

### **Terms of Reference**

The Review will be conducted at the national level (including Boomers, Opals, Gliders, Rollers, Basketball Australia staff, the Women's National Basketball League, Centre of Excellence, and other areas within Basketball Australia's direct control) and will examine and report on:

1. Any structural barriers to achieving racial equality within organisational policies, pathways, programs, leagues, governance, and culture within Basketball Australia
2. The experiences of current and former players and their families, coaches, administrators and Basketball Australia staff with regard to organisational culture at Basketball Australia, in particular as it relates to racial equality

The focus of the Review is on the nature and impact of racial inequality, systemic trends and drivers for inequality and the measures in place to have visibility of, prevent and respond to it. The Review will seek to engage with current and former athletes, athletes' families, Basketball Australia staff, current and former coaches, current and former officials, and other relevant personnel.

The Commission will not be investigating nor making findings about individual allegations of discrimination as part of the Review.

The Commission will make recommendations for improving current and future practice, policy, and governance to advance racial equality within Basketball Australia.