



AUSTRALIAN BASEBALL

Australian Baseball Federation

Disability Action Plan

Silver , Gold and beyond

Key Personnel:

NM-GD- National Manager – Game Development

CM – Case Manager

UC – Umpire Coordinator

NL CEO – National League Chief Executive Officer

January 2008 - December 2010

Key Result Area	Performance measures	Timeline	Responsibility	Allocated Funding \$	Status	NSO Comment
					Yes/No/ In progress	
1. Policy/Planning						
Source and appoint a case manager to assist with the facilitation of the Disability Action Plan.	Identify suitable personnel.	July 08	NM – GD	5,000	Yes	
	Negotiate contractual agreement.	August 08	NM - GD	0	Yes	
Gain approval from ABF Board and CEO for the silver and gold levels of CONNECT.	Board to approve DAP at the next meeting.	October 08	CEO	0	Yes	
Develop a policy/statement on inclusion of people with a disability in baseball.	Investigate adapting Softball's policy statement to align the two sports commitment to inclusion.	July 08	NM – GD	0	Yes	Using Softball Australia's policy statement is very relevant given the synergies of the two sports.
	Gain Board approval of policy.	October 08	CEO	0	Yes	
	Policy on website and communicated to all states and other stakeholders.	October 08	NM – GD; web manager	0	Yes	
Conduct disability awareness and planning session for staff at ABF.	Identify appropriate personnel to conduct training.	March 09	NM-GD/CM	0	Yes	Kelli Chilton to conduct training for staff ABF staff have been briefed and a date is being arranged for Kelli to undertake the training
	Set suitable date and venue.	May 09	NM-GD	0	IP	
	Develop training agenda.	June 09	Consultant	0	IP	
	Conduct training.	June 09	Consultant	2,000	IP	

Explore the follow up needed for ABF staff in terms of the training and support.	Identify staff needs by asking them.	June 09	NM – GD	0	IP	During disability awareness session – identify the nets step
	Monitor the needs of staff in terms of inclusive planning.	Ongoing – until Dec 10		0	IP	
Conduct an update/information session for the ABF Board.	Ensure that this session is conducted in conjunction with the approval of inclusive policy statement.	October 08	NM-GD	1,000	Yes	
Ensure that inclusion is made the core business of the ABF and it's states.	Integrate the DAP into all strategic and other planning documents of the ABF.	June - August 09	NM-GD/CEO	0	IP	ABF are currently (May 09) looking at the next planning phase for their strategic plan. Part of the staff training will be looking at strategic planning process and the incorporation of inclusive practices
	Ensure that all relevant staff (NM-GD, Office manager, communications, umpires co-ord) members at the ABF have inclusion on written into their job description.	June 09	NM-GD/CEO	0	IP	
	Use the DSN network to ensure that the states are supported to develop and implement their own inclusive strategic plans.	June 09	NM-GD/CM	4,000 (add. ABF contrib'n - \$ 5,000)	IP	Further email has been sent to all states with regard to state DAP's and assistance available
	Ensure that planning for the new national league includes inclusion.	From May 09	NM-GD/CEO/NL CEO	0	IP	The new National League has now appointed a CEO (Mark Peters) who is will be briefed but who already has a solid understanding of inclusion and the ABF DAP
Ensure that the DAP (or more inclusive strategies with in the ABF and National League plans) are contemporary and relevant, particiially in this new planning phase.	Review and update strategies every 2 months	From may 09	NM-GD/CM		IP	The preferred option is to have inclusive strategies in the ABF and National League strategic plans however at this initial phase it is important to ensure that the inclusive strategies are not lost in this new era for baseball.

Key Result Area	Performance measures	Timeline	Responsibility	Allocated funding	Status	NSO comment
					Yes/No/In progress	
2. Development/Pathways						
Develop opportunities for baseballers with an Intellectual disability.	Use the FIDA model, and identify how this maybe applicable to baseball.	NM-GD	July 08	0	Yes	Notify the AFL that this is being investigated.
	Develop a partnership with FIDA for players to play in summer 2010.	NM-GD	January 09	5,500	Yes	Target for 2009/10 season is 4 Vic teams and 4 SA teams.
	Meet with SO Vic and Ausrapid to see how they maybe able to support such a model.	NM-GD	May 09		IP	Have spoken to Robyn Smith (Ausrapid) and Keith Wise (Vicsrapid) to arrange meeting before July 2009
	Provide support and education, where needed, to State DOs.	NM-GD/CM	June 09	2,000	IP	Have meet with Development Managers from Victoria and South Australia to discuss the project and their role.
Ensure that the national membership program, Golden Arm, is inclusive.	Secure images of baseballers with a disability.	NM-GD	**January 09	5,000 (add. ABF contrib'n - \$ 20,000)	IP	The Golden Arm has been fully budgeted and has already started to be advertised to summer clubs. Material has begun to be produced with inclusive images and messages
	Ensure that all promotion information has both inclusive images and messages that baseball is a sport for all abilities.	NM-GD	**June 09		IP	
	Ensure that all information and support for the clubs sells the benefits and ease of inclusion.	NM-GD	**June 09		IP	

Ensure that the FIDA baseball model is expanded on.	Investigate the feasibility of an interstate competition.	NM-GD/CM	Feb 10	2,000	No	Will be looked at after the first season of the competition
	Expand current competition by two teams	NM-GD/CM	April 10	0	No	
Ensure that the recruitment of non-playing participants is increased.	Meet with the umpires and scorers associations to develop awareness and strategies around recruitment.	NM-GD	Jan 10	2,000	IP	Have meet with Geoff Robertson who runs all umpiring education to discuss awareness and strategies. A memo has been produced that will be sent to all Australian umpires
	Seek case studies of examples of non-playing roles by people with a disability in clubs and promoter these on the website.	NM-GD	October 09	0	No	

Key Result Area	Performance measures	Timeline	Responsibility	Allocated Funding \$	Status	NSO Comment
					Yes/No/ In progress	
3. Education						
Ensure new coach education is inclusive.	Gather a group of Baseball Coach Ed experts to facilitate a planning session for a framework.	December 08	GM-GD	5,000 (add. ABF contrib'n - \$ 5,000)	Yes	Utilise expertise of Sport Education Victoria Utilise expertise at ASC – Antonia Harmer
	Design a framework for Inclusive Coach Education.	December 08	GM-GD	0	Yes	
	Identify and select consultants.	May 09	GM-GD/CM	0	IP	
	Consultant/s to edit existing material to fit into new framework, including development of any on-line resources.	June 10	GM-GD to manage	25,000 (add. ABF contrib'n - \$ 30,000)	IP	
	Trial the new material in at least two states	July 10	GM-GD to manage	2,000	No	
	Develop an on going support system (such as mentoring or on-line support) for all Coach Ed attendees.	October 10	GM-GD to manage	Unknown	IP	
	Identify and design suitable presenter and assessor training and support.	Beginning May 09	GM-GD/CM	5,000	IP	

<p>Inform and consult all Umpires and Umpire Educators regarding CONNECT and how to better include people with a disability.</p>	<p>Develop and send out through Umpiring networks a memo/information sheet that introduces CONNECT, condenses messages of inclusion for umpires and gives contact names for further information.</p>	<p>April 09</p>	<p>GM-GD/UC</p>	<p>0</p>	<p>Yes</p>	
--	--	-----------------	-----------------	----------	------------	--

Key Result Area	Performance measures	Timeline	Responsibility	Allocated Funding \$	Status	NSO Comment
					Yes/No/ In progress	
4. Communication						
Ensure that ABF send a clear message of it's commitment to the inclusion of baseballers, coaches, umpires and administrators with a disability.	Ensure ABF Website carries images of baseballers with a disability; inclusive policy/statement/DAP and case studies (as they arise from the states).	On-going from October 08	GM – GD/web manager	0	IP	
	Ensure that E-news carries inclusive messages and images.	From August 08	All relevant staff	0	IP	
	Compile case inclusive studies as a booklet or celebration of inclusion.	November 09	GM – GD	1,000	No	
Provide additional support, training and information to those states that need additional assistance regarding inclusive practices.	Ensure that states know that the ABF can provide additional support in the form of training, advice.	On-going	GM-GD	5,000 (add. ABF contrib'n - \$ 5,000)	IP	High staff turn over necessitates the need to provide on-going support.
	Develop a very simple e-mail proforma so that state personnel can apply.	October 09	GM – GD	0	No	
	Hold individual discussions with each state DO and CEO regarding specific needs in terms of inclusion. Involved state DSN personnel in this conversation.	December 09	GM – GD	0	No	

Appendix 1:

Australian Baseball Federation's Disability Statement

Preamble /Statement of commitment

The Australian Baseball Federation supports the right of people with disabilities to be involved in all facets of baseball, including full and equitable participation in grass roots to elite level baseball, in both a playing and non-playing role.

Policy

1. The Australian Baseball Federation will take reasonable steps to identify and eliminate unlawful direct, indirect, and systemic discrimination from its structures and practices and will ensure that baseballers with disabilities are afforded reasonable opportunity to participate in all aspects of the sport.
2. All Australian Baseball Federation's employees and volunteers shall, within their areas of responsibility, take reasonable steps to remove any barriers which exist to programs and services, and the physical, social, and virtual environment in accordance with the Australian Baseball Federation's Disability Action Plan.
3. The Australian Baseball Federation will provide reasonable assistance to prospective baseballers with disabilities to gain access to its programs and services.
4. The Australian Baseball Federation will provide reasonable adjustments to ensure that people with disabilities can successfully participate in all aspects of baseball.
5. Baseballers with disabilities who require services or adjustments have a responsibility to provide timely and appropriate information, which assists baseball to fulfil its obligations.
6. This Action Plan will be regularly evaluated and revised using consultative mechanisms and practices to maintain relevant continuous improvement in programs, services and facilities for baseballers with disabilities.