



Image below:  
Lachlan Clear and Lauren Townsend,  
Deaf Sport Awareness Training at Middle Harbour Yacht Club, NSW



# Deaf Australia Sport Annual Report 2021



National Deaf Tennis Championships, Melbourne



## OUR OUTCOMES

- We will oversee commitment, relationship building
- We will have a sustainable and effective management structure overseen by a strategic-driven Board
- We will create agreed outcomes We will have concise and up to date policies that will drive the business mode
- We will develop encompassing pathways



## OUR OBJECTIVES

- We will foster leadership and mentoring
- We will consult, listen and be transparent
- We will develop a governance framework that will support the business
- We will have a risk analysis procedure
- We will advocate, educate and inform sports on the needs and wants of the deaf and hard of hearing communities
- We will host, conduct, manage and oversee National competitions and participate in International competitions

## Building and strengthening opportunities for all.



## OUR VALUES



- Integrity - we act honestly, morally and ethically
- Equality - we offer status, rights and opportunities
- Excellence - we strive to be outstanding
- Nurturing - we strive to care for an encourage growth and development
- Passion - we are committed to being the best we can be

NSWDS Sport leaders at Lions Deaf Youth Camp



## OUR PRIORITIES

- Our Stakeholders
- Our Services
- Our Resources
- Our Communication

## MESSAGE FROM THE PRESIDENT

Toward the end of 2021, we look back on a year with ongoing concerns relating to the global pandemic and its impact on sport and recreation in ways unimaginable. Lockdowns, mask wear, physical distancing, border restrictions and vaccine discussions has presented unique challenges in the workforce, leisure and family lives. I would like to thank the members for their patience and understanding during these times. I also sincerely thank our staff, board members and volunteers for their considerable efforts during these periods. Their tireless work in maintaining programs, considering innovative methods to combat mental health and lead an active lifestyle while adjusting to the sudden changes signifies their professionalism and dedication to our organisation. The Board is determined to carefully balance the challenges of member safety with the wishes of all members to resume activities as soon as practicable.

This year, we welcomed Jesse Cattach, James Hale's replacement as Sports Development Officer (SDO), for Deaf Sports Recreation Victoria (DSRV) and Rosalie Kassulke, our Finance Officer. Julie Lyons with Deaf Sports Recreation Queensland (DSRQ) and Lauren Townsend with New South Wales Deaf Sports (NSWDS) remain within our Deaf Sports Australia team. We thank James Hale for his contribution to DSRV over many years. Our Project Manager for the Australian Deaf Games, Garry West-Bail, has tirelessly enhanced our community and sponsorship relationships generating support.

We are pleased to confirm that we were able to retain our core funding from Sports Australia as well as some success and some failures with other funding along the way. Our State Organisations, DSRV and DSRQ have obtained funding from their respective state governments for 2021/22. NSWDS has two years of grassroots funding so, it is with optimism that we can look to the future and declare that sport and recreational pursuits remain relevant for mental health and achieve an active lifestyle. We are excited to see that Western Australia Deaf Recreation Association (WADRA) is establishing itself with hope to secure a Sport Development Officer after WADRA was endorsed as a state sport association by the state government.

Deaf Sport Australia participation in the Sporting Schools Program (SSP) funded by Sport Australia is gaining a steady, slow foothold in the scheme with Victoria, Queensland and New South Wales participating. Naturally, this program was not as frequently utilised as hoped, due to health and safety concerns for students. We instilled in some national sport organisations and schools the realisation of how Deaf and Hard of hearing students could benefit from the program, with some awareness training.

Sport Integrity Australia is focused on policy development, advice and guidance on member safety, child safety, anti-doping and anti-fixing in sport and so on. We are pleased to state Sport Integrity Australia (SIA) and Deaf Sports Australia have been able to achieve an understanding for translation of policies and guidelines in Auslan and make them available on both SIA and DSA websites and this work will continue into 2022.

The Inclusion Alliance (IA) project, established in 2019, is a collaboration initiative established between Blind Sports Australia, (BSA), Sport Inclusion Australia, (SIA) and DSA. Between the three organisations, we attained mutual understanding and support of the need for inclusion in sport. Funding for this collaboration has ceased in July 2021 but it is anticipated the legacy from this collaboration will be maintained.

Without much ado, DSA recognise that the pandemic will continue to impact on movement amongst our members around Australia. We continue to be guided by health and compliance advice from the government to ensure the safety of our members, especially for our Australian Deaf Games in 2022 and other important events. DSA is looking forward to the resumption of scheduled events that enable members to achieve their goals, whether it be at grassroots level or at the elite level. The DSA Board wishes to extend their appreciation of the difficulties faced by our Victorian and New South Wales members during lockdown compared with other States. We are inspired by how resilient our members are and we hope that we all continue to work toward a common goal for inclusion in sport for our Deaf and HOH community in Australia. This naturally cannot be done without funds and we continue to work on this with the guidance of Rosalie Kassulke, Garry West-Bail and DSA Board Director Tim Fitzmaurice, chair of Finances portfolio. With the operative and strategic direction, DSA hopes to encourage inclusion with our future work focusing on reconciliation, pride and culture.

It is with excitement that DSA confirms that work on the 2022 Australian Deaf Games is going steady under the excellent stewardship of the Games Organising Committee (GOC) co-chairs, Katie Matairavula and Todd Wright. The co-chairs aspire to uphold the Deaf Community village torch, shining light on our members' achievements, celebration of our culture and language, inspired by our original GOC Chair Leonie Jackson, who untimely passed away. Phil Harper, became GOC chair in the interim. DSA wishes to give deep thanks and gratitude to Leonie Jackson on her work with GOC and in previous years with other ADGs. We felt it was appropriate to celebrate her traits with a Community Spirit Award, with recognition for good leadership, encouraging goodwill and cooperation

## MESSAGE FROM THE PRESIDENT

during the Australian Deaf Games. DSA wishes to thank the ADG GOC, Garry West-Bail, ADG Project Manager, Phil Harper and all volunteers for their commitment to "The Games We Love."

As mentioned earlier, we had staffing changes and had Board changes as well. Personally, as President, I would like to thank Ricky Bryan and Darren Howell, whose terms expired in February 2021, for their support over the years. Ricky was involved with DeafACT and as our board director in government relations, media and communications as well as various roles he took on. Thank you for challenging me and thank you for your insightful and thoughtful discussions at board meeting and otherwise. Darren Howell was our board director who chaired the Finances portfolio, working closely with Garry West-Bail and Phil Harper. Thank you for your experience and involvement in sport and allowing your family become part of the DSA family. To both of you, we wish you all the best.

In turn, DSA Board welcomed Hannah Britton and Tim Fitzmaurice to the DSA Board. This 12-month journey was not without its risks and challenges, which is why we appreciate the support of our staff, board, stakeholders, members and the wider community.

Thank you to the DSA board directors, staff, members, friends and family for listening to us and supporting us in our pursuit for an active, accessible and enriching lifestyle for the Australian Deaf Sports Community.

**Kathryn Armfield- President**



2022 Australian Deaf Games venues - Nobby's Beach, Newcastle and Lake Macquarie

## A MESSAGE FROM THE CHAIR OF THE AUSTRALIAN SPORTS COMMISSION – JOSEPHINE SUKKAR AM

Like so many Australians, sport has been a cornerstone of my life and has shaped me in ways I could never have imagined. I am passionate in my belief in sport's unrivalled ability to unite, inspire, and build healthier, stronger communities and I am committed to ensuring that every Australian who wants to be part of a sports community, in any role, enjoys the extraordinary benefits and grows as a result of their engagement with the sport of their choice.

The Australian Sports Commission (ASC), comprising Sport Australia and the Australian Institute of Sport (AIS), is proud to support Australian sport at all levels, on behalf of the Australian Government. We nurture and develop sport at the community level with the help of our partners across the industry. This support extends to our Australian athletes competing at the pinnacle of world competition.

The unprecedented challenge of the global COVID-19 pandemic since 2020 has required incredible resilience as a society and within our sport sector. We know, however, sport is playing a crucial role in the nation's rebuilding efforts, which presents us with great opportunities.

The Tokyo Olympics and Paralympics were shining examples of the hope and inspiration sport can provide to our elite athletes, but also the communities they represent. Postponed a year, it was wonderful to see our Australian athletes respond to this adversity with the equal-best gold medal haul in our Olympic history and a total of 46 medals across a myriad of sports. Our Paralympians also overcame the toughest of preparations to excel and inspire Australians, bringing home 80 medals including 21 gold across 10 sports. More so, it was inspiring to see how our Olympians and Paralympians represented us so proudly with humility and respect, reinforcing their status as important role models.

This is important, because we need Australian sport to carry forward a legacy from one generation to the next. This is about building sustainable improvement and success across everything we do.

We want to inspire a thriving participation base, recognise the invaluable contribution of our volunteers, build sport capability and give our elite athletes the very best chance to succeed to competition and life beyond.

We are immensely proud of our many programs and initiatives that support a connection and involvement with sport at all levels. Our national Sporting Schools program provides an important first step to get children active and engaged through sport, while the AIS's focus on wellbeing can ensure our athletes feel supported during their time in high performance sport so it is as positive and rewarding as it can be.

There is so much to look forward to with a golden runway of major sporting events on home soil over the next decade, leading to the Brisbane 2032 Olympic and Paralympic Games. Some of the world's biggest sporting events will converge on our shores, with World Cups or World Championships locked in for basketball, cricket, football, and netball, to name a few, presenting more wonderful opportunities for Australian sport to thrive.

South East Queensland's winning bid for the 2032 Olympic and Paralympic Games provides an incredible opportunity to unite the nation through sport and provide all Australian children the chance to dream of representing their nation on the world's biggest stage, right here at home.

2032 has become a giant target to aim towards, aligning our sports, our infrastructure, and our communities to leave a positive legacy for a post-COVID Australia.

This is a pivotal time for our sector and the future green and gold runway provides an opportunity to consider the role that each of us can play in building a stronger, leaner and healthier sports industry.

On behalf of the ASC, thank you to everyone who contributes to Australian sport with the aim of making it better for all.

I could not be more excited for sport in Australia and the opportunities that will come our way.

### Josephine Sukkar AM



## GENERAL MANAGER'S REPORT

Following on from the emergence of global COVID-19 pandemic in early 2020, the 2020 / 21 year continued to be an ongoing challenge made more difficult by the impact on our daily lives and ability to work. It was a year that turned our lives around and we all had to manage and adapt to circumstances including sudden lockdowns, reduction or closure of sport competition, participation activities and schools, many of which were beyond our control. While trying to manage to keep our programs 'alive' where possible, there was a change in focus on support mental health and wellbeing measures to ensure our deaf and hard of hearing communities as well as the wider community were supported.

We continued to use this 'down' time to focus on other work tasks that we often do not get much time for such as resource and website development or enhancements and networking with members and broader sport industry using video-conferencing options such as Zoom and MS teams. The positive side was the development of new or enhanced relationships with national and state sport organisations including Sport Australia and Sport Integrity Australia.

Some States and Territories were able to open up to enable a COVID-safe 'return to sport' program while others through government wishes to control the pandemic risk, limited sport and physical activity as well as workplace attendance. You will note the differences in sport activity events in Queensland and a lesser extent as compared to Victoria. For the most part, our team continued to work from home and we conducted weekly staff meetings which offered information sharing as well as support.

Over the last 12 months, there has been some changes with staff. Julie Lyons and Lauren Townsend have continued on as our Sport Development Officers for Deaf Sport Recreation Queensland and NSW Deaf Sport respectively. James Hale was replaced by Jesse Cattach in May 2021 as SDO for Deaf Sport Recreation Victoria. We thank James for his work over the many years and wish him well in next endeavours. Rosalie Kassulke started as our first dedicated Finance Officer in early July 2021 after Garry West-Bail carried the role for many years on top of his other duties. Garry continues as our Project Manager for the 2022 Australian Deaf Games which despite the difficult COVID crisis has gained wonderful support from our communities including sponsors and Government / Local Council partners.

The following is a summary of our work over the last 12 months:

### 1. Grants writing

DSA spent considerable time with grant writing to support the ongoing and increasing organisation needs as well as COVID-19 related project grant opportunities. This was an important and ongoing part of our work to help sustain our efforts. As always, there are successes and failures mainly

due to the competitive nature of grants (sometimes 180 applications are submitted for only 15 available grants). Among our successes included:

- DSA core funding and governance reporting
- DSRQ and Victoria SDO grants 2020/2021
- Supporting DeafACT with their 'Together more Active - SDO project
- DSRV - NSO and Community Support Recovery grants and Business Support Fund (Vic)
- NSWDS - NSW Grassroots recovery Fund - 2 years funding
- WA Sport & Recreation - SDO / WADRA proposal submitted [postscript: WA government has endorsed DSA / WADRA as a State Sport Association, eligible for funding]

### 2. Australian Sporting Alliance for People with a Disability (ASAPD)

See pages 16 – 17

### 3. Sporting Schools Program

Deaf Sport Australia participation in the Sporting Schools Program (SSP) funded by Sport Australia started in Term 4 in 2020. This was after many months of close work with the SSP team and our DSA team refining the program as well as linking with our National Sport Organisation partners to provide an offering to schools where deaf and hard of hearing students attended.

A great outcome with a slow start as we educated the teachers of the deaf and schools on how to apply as well as being interrupted when COVID lockdowns occurred across Australia. We did manage to get a few sport programs started in Queensland, NSW and Victoria which offered various sports such as touch football, tennis, cricket, etc. See State reports..



DSRV School sport clinic, Victorian College of the Deaf, Victoria

# GENERAL MANAGER'S REPORT (CONT)

## 4. Sport Integrity Australia

Established in 2020, Sport Integrity Australia (SIA) role includes providing policy guidelines, advice and assistance to counter the:

- use of prohibited substances and methods in sport
- abuse of children and other persons in a sporting environment
- manipulation of sporting competitions
- failure to protect members of sporting organisations and other persons in a sporting environment from bullying, intimidation, discrimination or harassment.

DSA is required to maintain up-to-date policies such as complaints handling, anti-doping, member protection, child-safety, etc to ensure our organisation's governance principles are compliant and well managed. This protects our Board, staff, members and all participants in our programs.

We have advocated with SIA to ensure their information is accessible to all deaf and hard of hearing people. We are working on a co-operative process where we can assist translation of policies and guidelines in Auslan and make them available on both SIA and DSA websites - this should happen in the 21/22 period.

## 5. Sport Development Officers Program

The last 12 months has proved a challenging time for our DSA Sport Development Officers (SDO's) based in Queensland, New South Wales and Victoria. Their roles are primarily to be out in the community and working with sport organisations and schools to offer sport activities to deaf and hard of hearing children and adults. COVID-19 restrictions and lockdowns have either limited or prevented any community engagement work, except via videocommunication means.

We had to continue to adapt as we did in early to mid 2020, to utilise our time in resource and policy development as well as information sharing networking with sport organisations. We were also able to create social media and website posts to support our community's wellbeing and health as well as ensuring better awareness of COVID-19 and any 'return to sport' protocols. This included translating key guidelines in Auslan.

In 2021, despite not being able to travel we connected with States and Territories where we did not have a presence. We have made a proposal to the WA government to establish an SDO position to work under DSA supporting each State. We provided ongoing support to DeafACT supporting their SDO as well as attending meetings with the Board, community and Territory government. We invited Brad Jones (SDO) to attend our team meetings so he had support and could learn from our work practices.

Here is a summary of SDO work over the last 12 months:

Our SDO's and the General Manager have been having regular meetings that included:

- Weekly or fortnightly staff team meetings with General Manager;
- Developing our Active Kids Program with Sport Australia's Sporting Schools Program through networking with schools that have deaf and hard of hearing students, attending teacher of the deaf meetings and developing relationships with national and state sport organisations;
- Overseeing, reviewing and implementing Operational and 'Return to Sport' plans;
- Managing COVID-19 pandemic restrictions and impact on deaf sport programs, critical information sharing and 'return to sport' guidelines, etc;
- Creating community engagement activities to off-set COVID-19 pandemic restrictions during the period when no sport play was possible.
- Improving and creating new resources such as information on each of our organisations (pamphlets) and deaf sport awareness information and presentations.
- Supporting additional resource information development available on our website;
- Networking with State Sport Organisations through relationship building, program support, deaf awareness training and information sharing.

# GENERAL MANAGER'S REPORT (CONT)

Below is a snapshot of what has been happening with our SDO's in Queensland, NSW and Victoria:

## New South Wales

Lauren Townsend's work includes working for and supporting NSW Deaf Sports and supporting NSW Deaf Sports and its affiliated members. We are grateful to the Office of Sport for providing funding to allow us to implement the SDO program in NSW.

Since the pandemic last year, Lauren was unable to go out to visit schools until February 2021 this year. Many community sports were also put on hold until late 2020. A lot of the work were also focused on developing resources, administration work, attending meetings online and networking. The first half of 2021 saw more activity in the community.

As part of the SDO team sharing collaborative work with the General Manager, Lauren's work in NSW over the last 12 months included:

- Providing Deaf Sports Awareness Training (DSAT) workshops and information sessions to over 50 clients and many students;
- Hosting Sporting Schools Programs to two school locations with a combined number of 72 students altogether, with the support of staff and a coach;
- Regular meetings with the NSW Deaf Sport Committee (NSWDS) monthly and Deaf Sport Clubs quarterly;
- Preparing NSW Deaf Sports for the 2022 Australian Deaf Games, including establishing a State Team Management; and
- Handling meetings and cases with deaf or hard of hearing individuals or organisations on complaints or access issues.

Work involving the NSW Government include:

- Following Office of Sports' ministerial updates and provide a sport summary on public platform in Auslan;
- Registering our NSW organisation as an Active Kids Provider in NSW and planning for the operation of the ADK sport program now underway;
- Participated in Shoosh 4 Kids Awareness Month;
- Attended Office of Sport NSW's Sport Sector Stakeholder Engagement Consultation Workshop and SPRINTER's 4th annual Symposium;
- Ongoing communication with the Office of Sport NSW.



NSWDS Club Zoom meeting

# GENERAL MANAGER'S REPORT (CONT)

## Queensland

Julie's SDO position is funded by the Queensland Government and the current agreement is from 1st January 2020 - 30th June 2021. She is responsible for managing Deaf Sport Recreation Queensland (DSRQ) and supporting the member deaf sport clubs. Queensland has less lockdown periods compared to NSW and Victoria so you will see in this report more sport and networking activities were achieved which was fortunate.

Apart from the shared collaborative work with the SDO team and General Manager, Julie's work over the last 12 months included:

Sport Activity program partnership with various organisations:

- Developed a great partnership with Diving Queensland to organise six sessions. Three Diving Clinic sessions were held at Chandler in July and August 2020 with 15 deaf and hard of hearing children age from 6 to 16 years old attending. We had another three sessions in October;
- Tennis Talent Development program with Tennis Australia / Tennis Queensland at Tennyson in August 2020. This program started small and hopefully it will grow as news spreads. A 'Come and Try Out' day was held in October 2020. There were five children turned up.
- DSRQ was working with Lifestream doing the filming as part of an Inclusion Alliance project promoting about people with disabilities in sport. We had three deaf athletes such as Brad Schofield (coach), Imelda Middleton (Athlete) and Jamie Howell (Touch) talking about their experiences in sport and accessible in sport. You can see this video here: <https://inclusionalliance.org.au/resources/videos/>;
- Organising SSP (School Sporting Program) for 2020 due to covid restrictions in schools. We were able to provide a few sport programs in early 2021 including Kedron State High School and Ipswich Central State School;

New or ongoing partnerships with organisations were critical for our ability to expand our services and sport opportunities. Over the last 12 months we worked with:

- Diving Queensland
- Tennis Queensland
- Hear For You
- Athletics Queensland
- University of Queensland Athletics Centre
- Education Queensland
- Lifestream Queensland
- AFL Queensland through Hear for Kids
- Hear for Kids (Deaf Services) – Auslan Footy program

DSRQ & Deaf Sport Clubs events:

- Auslan translation on "Returning to Play" including the restrictions protocols in sports;
- Organised some of our annual events such as a successful Futsal Gala Day in October 2020 where 75 students from 11 schools participated;
- Our popular Deaf Sports Day in September 2020 was cancelled due to the venue being closed during the COVID restrictions.
- DSRQ Deaf Youth Camp was cancelled in September 2020 due to restriction's;
- Continued supporting our deaf sport clubs and members through meetings, advice and support;
- Attended Deaf Lawn Bowls Queensland celebration of their 50th Anniversary Lunch at Beenleigh Lawn Bowls Club in October 2020;
- Preparation work for our Queensland team for the 2022 Australian Deaf Games
- Bi-monthly newsletters.

Deaf Athletes Stories:

- An interview with Jamie Howell about her experiences in playing AFL in September 2020. It coincided with AFL finals series as well as National Week of Deaf People and was part sharing awareness of deaf people in sport for both DSRQ and AFL Queensland.

# GENERAL MANAGER'S REPORT (CONT)

## Queensland (cont'd)

Deaf Sports Awareness Training:

- An important aspect of our work is Deaf Sport Awareness training (DSAT) where participants learned about deafness, the impact it has on deaf and hard of hearing people, communication tips and support in sport participation and Auslan learning. Julie was able to provide our DSAT several times over the year including:
- Kedron State High School – 25 students
- Centenary Heights State High School (Toowoomba) - 125 students
- Tennis Queensland and 15 tennis clubs - 25 coaches and club officials attended
- Caboolture State High School - 15 people attended



DSRQ School Auslan training

## Victoria

Our Sport Development Officer, James Hale is responsible for supporting sport programs for deaf and hard of hearing people in Victoria. As always, we appreciate support from Sport Recreation Victoria for providing funding through their 'Together More Active' program.

The 20/21 year continued to be difficult with the impact and restrictions of COVID-19 impacting on sport and participation programs as well as networking with schools and Victorian sport organisations. An example of the frustrating year was the continued postponement of our Deaf Sport Club training program facilitated in collaboration with Vicsport - it should have been held in November 2020 but 'pop-up' lockdowns or restrictions of numbers attending events occurring in early 2021 forced postponement 3 times. Eventually, we were not able to make it happen and have requested project funding support from Sport and Recreation Victoria to support the training program in 2021/22 period. The project aimed to enable us to: Train DSRV Clubs and volunteers to understand their training and club development requirements including member protection guidelines, etc;

- Work with DSRV members to better understand the support required from the DRSV office;
- Develop an expanded framework for a volunteer and club support program focusing on key organisation and management topics and ensure an accessible delivery method.

James resigned in April 2021 and Jesse Cattach took over in May 2021. We thank James for his tireless work over the many years and look forward to working with Jesse as he begins his new role. Apart from the shared collaborative work with the SDO team and General Manager, James's and Jesse's work over the last 12 months also included:

- An ADK / SSP cricket program at Victorian College for the Deaf in February 2021 - 35 students;
- Ongoing COVID-19 'impact audit' information and sport audit reporting to the State Government;
- Supported the Deaf Hub Sports Day in Shepparton with 80+ deaf and hard of hearing students attending from regional schools across Victoria;
- Networking with Expression Australia, Deaf Victoria, Basketball Victoria, Tennis Victoria, Cricket Victoria, Victorian Deaf Education Networks VDEN (schools and teachers in Victoria, deaf and mainstream) and Vicsport;
- Supported the Primary School Deaf Sports Day at Doncaster Athletic Track, October 2020;
- Preparation to manage and facilitate Secondary Schools Sport Day in liaison with VDEN in August 2021 with potentially 110 deaf and hard of hearing students attending and the planned 2021 Primary School Deaf Sports Day (October 2021);
- Deaf Sport Awareness Training for women in cricket with Cricket Victoria;
- Relationship building with State Sport Organisations;
- Quarterly DSRV newsletters.

# GENERAL MANAGER'S REPORT (CONT)

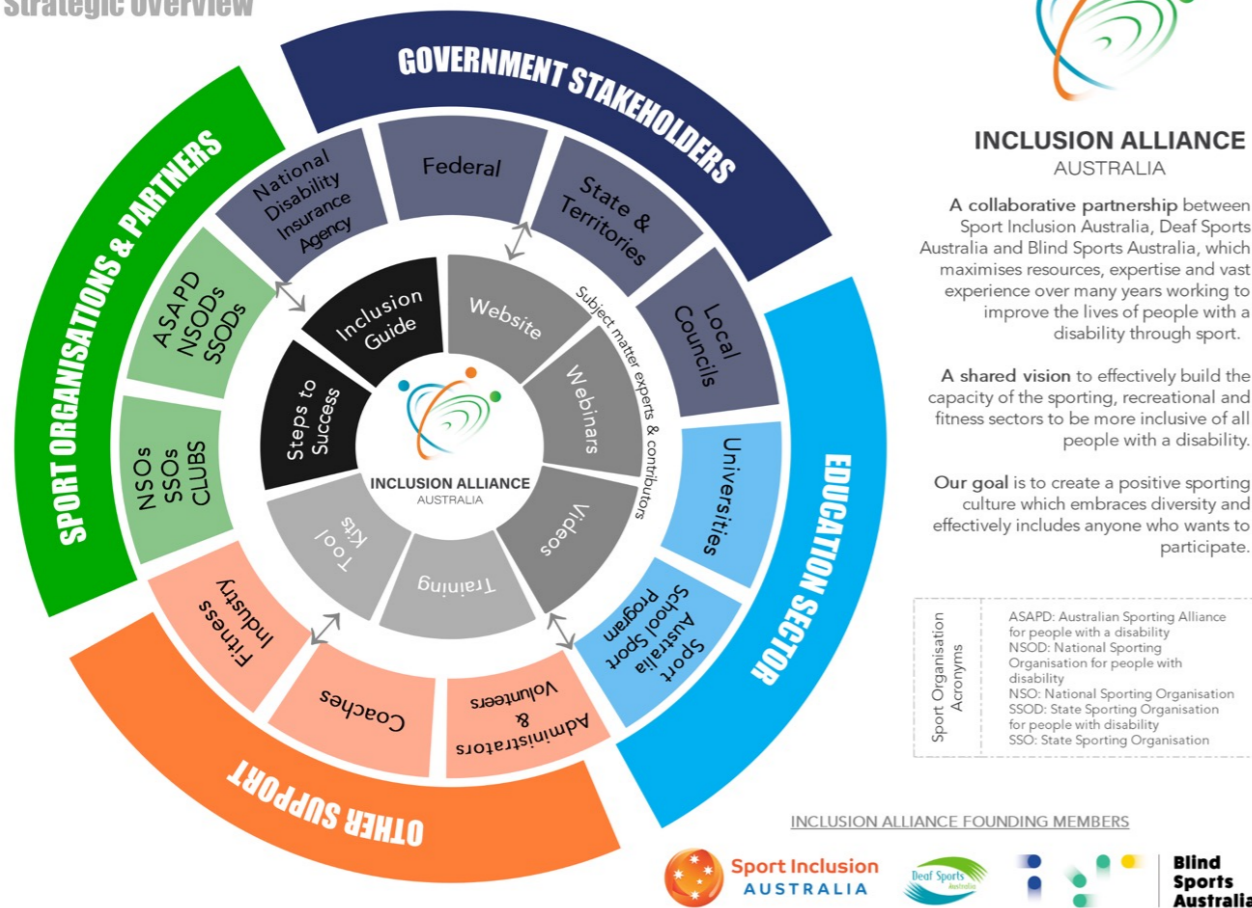
## 6. Collaboration Project - Inclusion Alliance

The Inclusion Alliance (IA) project, established in 2019, is a collaboration initiative established between Blind Sports Australia, (BSA), Deaf Sports Australia, (DSA) and Sport Inclusion Australia, (SIA). The vision and goals of the partnership are highlighted in the following strategic overview. Since the commencement of the project it has been evident that strong synergies existed between the three organisations and this has ensured a very positive relationship with a clear philosophical commitment to inclusion. This understanding has supported the development of resources, promotion of inclusion based on ability, not disability and led to a delivery service model being developed. A continuing principle of the stakeholders has been inclusion for those where it is not always visible is continued to be promoted and supported.

In a very short period of time and in particular over the last 12 months, the legacy and national footprint established by IA, has been embraced and utilised by many within the sporting and physical activity sector as being inclusive best practice. It has positively impacted on the profile and sport industry awareness of the role, expertise and capabilities of the partners. The information and resources shared have been embraced by Sport Australia, National Sporting Organisations, their members, clubs, coaches, Local Councils, Universities and the Fitness Industry. The project partnership has been extremely beneficial to all three organisations and more importantly the people the organisation's represent.

Whilst the project funding provided by Sport Australia will end on 30 June 2021 the collaboration partners are confident that the resources and the delivery of the programs will continue into the foreseeable future.

### INCLUSIVE SPORT - 'Leave no one behind' Strategic Overview



# GENERAL MANAGER'S REPORT (CONT)

## 7. COVID-19 pandemic

The global COVID - 19 pandemic continued to impact everyone during 2020 - 2021 and Governments, both federal and state had to make COVID-safe rules and adjustments to how we live, to ensure we are able to stay healthy and safe and this included applying restrictions on how we go about our daily activities.

DSA was impacted like all other sport organisations across Australia, and we had to continue to undertake changes and be innovative to ensure we were still productive and operate functionally and effectively. Our work in relation to COVID- 19 management included:

- Review and manage Risk management plan - COVID-19 adopted by the Board;
- regular liaising and reporting with DSA Board, staff, membership, stakeholders, government - risk management plan in place;
- COVID-19 'return to sport' participation table which will be updated fortnightly to share with members;
- Provided advice to our members re: COVID-safe and State Government Business Support programs;
- 'Return to Play' Guidelines created with Auslan translation summarising Sport Australia guidelines;
- Regular national and state Deaf Sport organisation meetings - participation planning and awareness;
- Regular liaising and reporting with DSA Board, staff, membership, stakeholders, government;
- COVID-19 'return to sport' participation table which will be updated fortnightly to share with members on our website;
- COVID - 19 NSO / NSOD engagement and information networking - ongoing;
- COVID-19 hot spots and 'return to sport' management - ongoing;
- Various Auslan translation of critical COVID-19 lockdown updates;

As we move into the 2021 / 2022 period, COVID-19 pandemic is still impacting on our daily lives and our work. Through government intervention and the vaccination program, we will move on towards COVID-normal hopefully in early 2022 and in particular, in time for the Australian Deaf Games planned for April 2022 to be held.

We will continue to work with our members to assist them with sport event and participation plan management as we head towards 2022 and beyond including the Australian Deaf Games and both national and international deaf sport events.



DSRQ and Diving Queensland, Diving program

# GENERAL MANAGER'S REPORT (CONT)

## 8. National Deaf Sport Organisations (NDSO)

DSA has 15 NDSO's who are members of the organisation and we support their sport and development programs. The following are examples of support activities undertaken including:

- 2022 Australian Deaf Games information and preparation sharing;
- Deaf Tennis Australia - Tennis Australia Australian Tennis Championships planning
- Deaf Cricket Australia - MoU with Cricket Australia discussion;
- Deaf Basketball Australia - support including MoU and relationship discussion with Basketball Australia
- Deaf Golf Australia - 2024 World Deaf Golf Championships (Gold Coast, Qld) preparations;
- Deaf Aquatics Australia - support for classifications and new committee development;
- National Deaf Championships 2021 (Netball, Touch Football, 8-Ball, Lawn Bowls, Futsal and others) review due to COVID-19, now moved to 2022 with some holding championships at the 2022 Australian Deaf Games;
- World and Asian Pacific Deaf Sports Championships review and support due to COVID-19 (Athletics, Beach Volleyball, Basketball, Football, Golf) - all postponed or cancelled;
- Regular NDSO Networking zoom meetings.

As it was in 2020, 2021 planning for major and state events remained challenging for our national (and state) members when the pandemic took hold and stopped or restricted our sport plans and programs from going ahead. This was particularly difficult in NSW and Victoria and border closures also impacted on travel options to other States / Territories for sport competition participation. We continued to regularly maintain contact to discuss member health and wellbeing and shared relevant information from government and sporting bodies as they became available.

## 9. National Sport Organisations

A vital part of our work is our relationships and networking with sport stakeholders such as National Sport Organisations (NSO's). We have continued to increase connections with NSO's which involve developing MoU's, inclusion program support, Sporting Schools Program partnerships or information sharing networking. Examples of our work with NSO's over the last 12 months have included:

- NSO CEO's 'National Sport Collective' informal fortnightly meetings - originally COVID-19 related, now all subject matter
- Swimming Australia meetings
- Athletics Australia meetings
- Basketball Australia meetings
- Athletics Australia - new MoU with NSOD's confirmed
- Athletics Australia - agreed management transfer of Deaf Start Light system
- Tennis Australia Australian Tennis Championships 2021 preparation meetings and attendance - May
- AFL Inclusion Manager - monthly meetings
- AusCycling meeting - partnership, Sporting Schools Program and support discussions
- Touch Football Australia meeting - partnership and ADG support
- Bowls Australia meeting - partnership and ADG support
- Rugby Oceania - meeting & advice on new Deaf Rugby program in PNG - created new position and assisted deaf PNG women apply for job



National Deaf Sport Organisations Zoom meeting

# GENERAL MANAGER'S REPORT (CONT)

## 10. Australian Deaf Games - April 2022

Garry West-Bail as Project Manager has worked tirelessly on ensuring preparation and support is well underway as we move towards less than 12 months before the big event in Lake Macquarie and Newcastle, NSW. Here is his summary report:

Preparation and coordination of the Games continues regardless of the COVID 19 uncertainties.

The boundless enthusiasm of our partners and sponsors, together with the local business and sporting communities is inspiring.

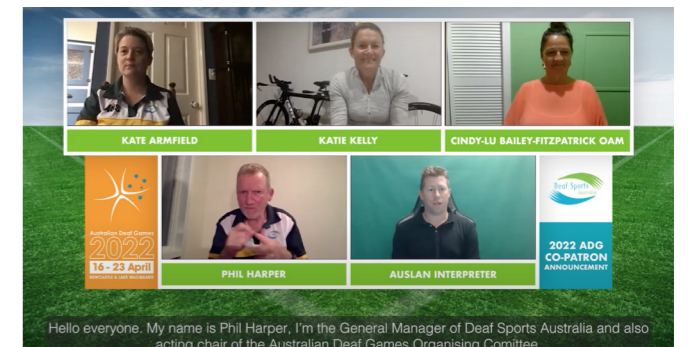
This inspiration is tinged with sadness following the untimely passing of Games Organising Committee (GOC) Chairman Leoni Jackson. Her passion, commitment, guidance, and spirit are truly missed. Phil Harper stepped in as acting Chair until Kate Matairavula and Todd Wright were appointed as Co – Chairs. The GOC (see page 21w for list of GOC members) have regularly met and are proud of the following outcomes that will deliver a successful Games:

- Confirmed Sponsors – NSW Government, Destination NSW, Lake Macquarie and Newcastle City Councils, Deaf Society / Deaf Services, AiMedia, SWS Lawyers, Wests Group Australia, BioRevive, Newcastle Airport, Sanitarium, Hearing Australia;
- Confirmed Service Providers - Alinta Apparel (Volunteers and online sales), Impact Trophies (medals, lanyards and registration give away's – bottle, caps, bags), Rover Coaches (for travel requirements), Newcastle Truck and Bus Hire (Buses, Cars, Utes), Signwave (signs), LakeMac Printing;
- Opening Ceremony to be held at the NEX Entertainment Centre in Newcastle and the Closing Ceremony will be at the Speers Point Multi Arts Pavilion on Lake Macquarie;
- The Games Hub will be at the NEX Entertainment Centre;
- Announced that the Cindy Lu Bailey and Katie Kelly are the Games Co – patrons;
- DSA Board and GOC announcement that the closing ceremony will include a Leonie Jackson Community Spirit perpetual award to be given to a person who has demonstrated good leadership, encouraged goodwill and co-operation during the Games;
- The One Year to go Event was successfully held at the Newcastle Museum in April 2021;
- Games registration and volunteer online portal went live in April 2021;
- Games photos will be free for participants to download;
- Sport venues confirmed;
- Social Program concepts and plans are being developed.

Newcastle City Council have embarked on an exciting Deaf Awareness Training and basic Auslan program for its staff. This program will be opened to the public later in the year which will coincide with Lake Macquarie City Council launching its own education programs for its staff and local community.

Several positive announcements will occur later this year covering several new local sponsors and a few national sponsors all of whom are showing faith and confidence in the Games and its strong mantra of "Achieving Together". In addition, an exciting social program and an extensive transport schedule that will aim at supporting all Games participants will be confirmed.

There are a number of external unknowns including COVID pandemic status that are currently out of our control, but DSA and the GOC are working on mitigating these issues and confidently planning for an exciting and memorable 2022 Games.



Zoom Interview with 2022 ADG Co-Patrons – Katie Kelly and Cindy-Lu Bailey

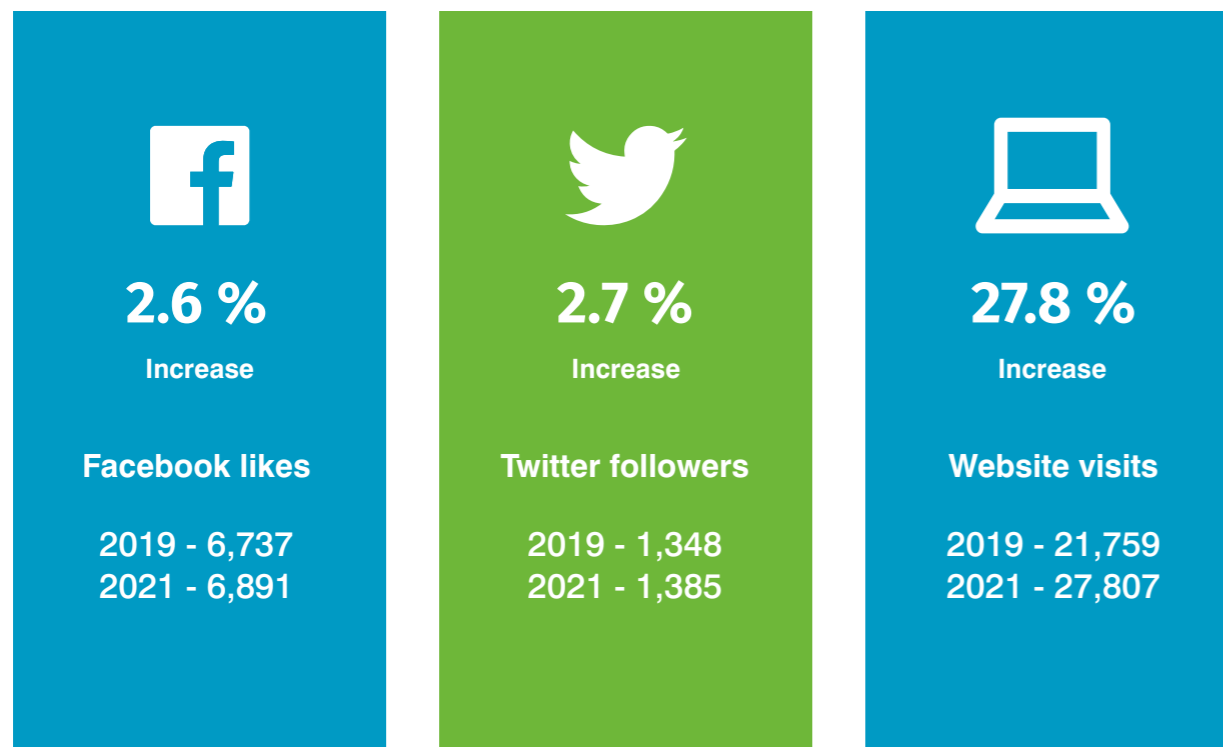


# GENERAL MANAGER'S REPORT (CONT)

## 11. Media & Communications

DSA continues to utilise 'down time' to build our organisations, profile in the deaf and mainstream communities to have a good vibrant and current online presence. Lauren Townsend manages our social media and website platform. Our social media presence and website interest continues to grow due to Lauren's keenness to ensure useful and relevant information is easily available. Key work tasks undertaken over the last twelve months included:

- Continuing COVID - 19 information updates - <https://deafsports.org.au/media/covid-19/>
- DSA website expansion and improvements
- 2022 ADG website co-ordination - [www.austdeafgames.org.au](http://www.austdeafgames.org.au)
- Social media information and news sharings - <https://www.facebook.com/deafsportsaustralia>
- Quarterly Active Hands newsletters - <https://deafsports.org.au/media/active-hands/>



Lauren Townsend and deaf school children – Sport Awareness

# GENERAL MANAGER'S REPORT (CONT)

## 12. Acknowledgements

Thank you to our SDO staff - Julie Lyons at DSRQ, Lauren Townsend at NSWDS and James Hale and Jesse Cattach at DSRV. Thank you for your patience, support, commitment and work ethic during a very difficult period. Hopefully over the next 12 months, we look forward to better opportunities to showcase your skills and knowledge on the sports field when we return to COVID-normal. In particular, your support to your State teams preparing and participating in the 2022 Australian Deaf Games. We also appreciate the work from our many volunteers who assist is with program support.

To Garry West-Bail for his tireless work with the Inclusion Alliance project and 2022 Australian Deaf Games project management and to Lauren Townsend for her resilient work with our media and communication tasks - many thanks and well done.

Thank you to all our DSA Members who are having difficult time managing with COVID-19 pandemic impacting on their sport programs and national championships plans. For many, 2 years of sport activity have had to be cancelled. It is hoped that the 2022 Australian Deaf Games will be a chance to bring everyone together and renew our passion for sport participation. Using videocommunication technology such as Zoom has allowed us to regularly make contact, sharing information and check on the health and wellbeing. We will continue to do this going forward on an ongoing basis as it has been a great tool to keep us connected quickly and easily.

To our Federal and State Government supporters, Sport Australia, Sport Integrity Australia, our friends at Sport Inclusion Australia and Blind Sport Australia, and other networks in the vast sport industry, we thank you for your support to assist our organisation work towards achieving our objectives and being a solid contributor to supporting access to sport and the enjoyment it offers.

Finally, I would like to thank all the DSA Directors led by our President, Kate Armfield. To Ricky Bryan and Darren Howell who left our Board in February 2022 - well done and thanks for your commitment and passion to our organisation over many years. Welcome Hannah Britton and Tim Fitzmaurice to the Board and I look forward to working with them alongside our other members over the next twelve months. I do appreciate your time, support and commitment provided to me over the last 12 months – a journey seriously impacted by the COVID-19 pandemic, which continued presenting challenges and risks. Despite these barriers, I am pleased to say that as a team, we have managed to work with this difficult experience and steadfastly maintain our forward direction. As we all do, I look forward to a COVID-normal and a return to sports play over the next 12-24 months, where we can return to enjoying our passion for sport.

Phil Harper - General Manager



As part of the National Sport Plan (Sport 2030), the Australian Government committed to sport and physical activity becoming more accessible to people with a disability. Since 2019, nine National Sporting Organisations for people with a Disability (NSODs) have collaborated to create a collective vision to represent the needs of individuals with a disability, impairment, or limitation throughout Australia.

The NSODs formed a key peak agency for sport and physical activity for people with a disability – the Australian Sporting Alliance for People with a Disability, ASAPD. Its vision is that all Australians have an opportunity to engage in sport and physical activity in a welcoming and inclusive environment.

The NSODs involved represent lead organisations whose participant numbers, members and volunteers involve millions of people across Australia, and include Blind Sports Australia, **Deaf Sports Australia**, Disability Sports Australia, Disabled Wintersport Australia, Paralympics Australia, Riding for the Disabled Association Australia, Special Olympics Australia, Sport Inclusion Australia and Transplant Australia.

The members' history is rich dating back to 1954, with a combined experience of more than 430 years and have countless examples of improving lives. Sport Australia has worked with the Alliance since its inception by providing funding and staffing support to enhance its development and sustainability.

### ASAPD focus includes:

- 01 Demonstrating the positive benefits to Australian individuals, governments and communities from participation by people with a disability in sport and physical activity;
- 02 Influencing public policy to better support access to sports participation for people with a disability;
- 03 Promoting demand among people with a disability to participate in sport and physical activity; and
- 04 Influencing Australian sporting organisations to better provide for access and participation in their sport by people with a disability.

The Alliance have set up four key working groups to drive its agenda, which is led by Project Coordinator (initially by Deidre Anderson and now by Garry West-Bail), these include:

#### PARTICIPATION & PATHWAYS:

Working to assist the 4.7m Australians with a disability to be active and participate in sport and physical activity.

#### GOVERNMENT & ADVOCACY:

Collectively achieving greater policy and funding outcomes with Governments that enhances the lives of individuals and their communities.

#### RESEARCH & INNOVATION:

Driving consistency in research and innovation to improve retention and overall experience of participants.

#### COLLABORATION & SHARED SERVICES:

Exploring cost efficiencies and delivering more funding to programs that change lives.

Following is a summary of some of our key outcomes achieved over the past year:

- > Employed a part-time ASAPD Project Coordinator.
- > Elected a Chair (Robyn Smith – Sport Inclusion Australia) and Vice Chair Phil Harper – Deaf Sports Australia).
- > Held monthly 'Oversight group' meetings with representatives from each of the nine member organisations.
- > Close liaison with Sport Australia to ensure governance matters and the future of the ASAPD are fully supported.
- > Finalised an information brochure and distributed to key stakeholders.
- > Developed a communications plan and stakeholder map.
- > Organised a research and innovation group comprised of experts in the disability and sport and physical activity field.
- > Improved efficiencies in sharing of resources between the agencies.
- > Developed a grant evaluation framework.
- > Promoted sport during and post COVID-19, including awareness of increasing opportunities for those with a disability.
- > Made submissions to the National Disability Strategy 2030, National Preventative Health Strategy, and National Employment Strategy.
- > Met with Ministers/Opposition for sport, health, NDIS/disability to advocate for people with a disability. The power of this collective group enabled the ASAPD Chairs to get an immediate response and reception with Ministers and governments.
- > Lobbying the federal Health Department regarding the Census and National Disability Survey, to include questions on ongoing participation rates/or lack of for people with a disability.
- > Developed (with KPMG) a submission to Government for a national economic and social impact survey on sport and disability to be completed within Australia.
- > Developed ASAPD social media channels (Twitter, Facebook, Instagram), which were launched to coincide with the commencement of the Tokyo 2020 Paralympics.
- > Preparing a pre-Budget submission to Government for ongoing funding for the ASAPD to enable key projects/programs to develop.
- > Organised a speaking position at the plenary of the National Sports Convention in November 2021.
- > Working directly with Sport Integrity Australia to ensure all their policy documents are accessible to all of the people ASAPD represent.
- > Discussing the opportunity to share staff across the ASAPD (e.g., Integrity Manager).
- > Identifying a clear plan for events and inclusion activities through to 2032 and beyond to ensure *all* of the people our nine Alliance groups represent have access to sport and opportunities along the way.
- > Negotiating with the Office of Sport to encourage key international sporting events which have been awarded to Australia to adopt a National Inclusion Plan as part of their planning.

### Alliance Partners



## DSA PHOTO MONTAGE



2022 Australian Deaf Games 'One year to Go' event with Andrew Wiltshire and Cindy-Lu Bailey



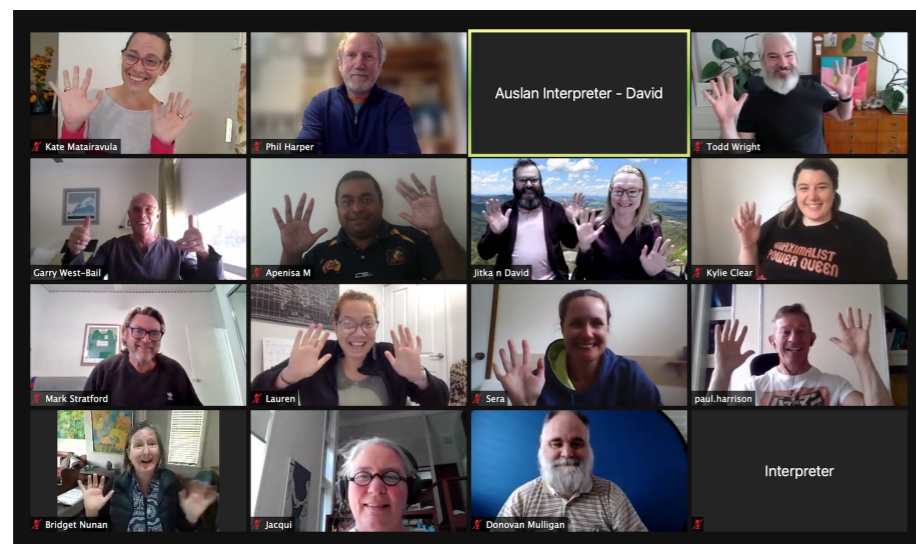
Jamie Howell interview with Julie Lyons – a sporting life



DSA Staff photo – Phil, Lauren, Julie and James



Tennis Victoria Inclusion program – Lucia Flindell



2022 ADG Organising Committee Zoom Meeting

## BOARD EVALUATION 2021

The following are key outcomes from the Board appraisal that was completed by each Board Member (7 members) – the appraisal was evaluated by each member as how the individual saw himself or herself operating within the group plus how the individual saw the group (as a whole) from an individual's perspective.

The following is a summary of the overall outcomes:  
The Board evaluated the issues on the following rating scale:

- Strongly Agree
- Agree
- Disagree
- Strongly disagree

### 2021

#### 1. BOARD STRUCTURE AND PURPOSE

Board strongly supported a satisfactory oversight to strategic plan over short, medium and long term; while there was comfort with the Board size, it was noted that we need to continue to closely review and grow our diversity, skills sets and experience over next 12 months.

#### 2. ELECTION AND APPOINTMENT OF BOARD MEMBERS

Board supports the critical need to Increase opportunities for Board membership and leadership to continue to deliver effective governance and succession planning; continue work on increasing diversity of Board membership including through appointed members.

#### 3. BOARD INDUCTION

Continue induction program oversight to ensure effectiveness; develop internal / external mentor program for Board members; maintain welcome and support process to new Board members.

#### 4. BOARD BEHAVIOUR AND CULTURE

Current code of conduct setting values and positive behaviours; to be reviewed in line with SportAus policy; review how online Board meetings can be more effective / efficient; maintain oversight of Board and staff functions; effective chair encourages input from Board members; continue to manage good communication with members to ensure openness and transparency; improve Board member attendance consistency; improve effective Board diversity goals, policy, culture and representation

#### 5. BOARD PERFORMANCE

Continue to review Board meeting purpose, preparation, frequency, progress and effectiveness; ensure Board evaluation and risk analysis audits are conducted on an annual basis; revisit Board professional development opportunities limited during last 2 years (COVID); continue representing the organisation in a positive manner.

## STAFF AND MEMBERS

### STATE MEMBERS:

Deaf Sports Recreation Queensland  
 Deaf Community and Sport South Australia  
 Deaf Sports Recreation Victoria  
 Western Australian Deaf Recreation Association  
 Deaf Advocacy, Sport and Recreation ACT  
 NSW Deaf Sport Committee

### NATIONAL ASSOCIATE MEMBERS:

Deaf Football Australia

### NATIONAL MEMBERS:

Deaf Athletics Australia  
 Deaf Basketball Australia  
 Deaf Bowls Australia  
 Deaf Cricket Australia  
 Deaf Darts Australia  
 Deaf Eight Ball Australia  
 Deaf Golf Australia  
 Deaf Netball Australia  
 Deaf Aquatics Australia  
 Deaf Tennis Australia  
 Deaf Tenpin Bowling Australia  
 Deaf Volleyball Australia  
 Deaf Rugby Australia  
 Deaf Futsal Australia  
 Deaf Touch Football Australia

### STAFF MEMBERS:

Phil Harper – General Manager  
 Garry West-Bail – Projects Manager  
 Lauren Townsend – Media and Communications Liaison Officer  
 Julie Lyons – Sport Development Officer, Deaf Sport & Recreation Queensland  
 James Hale – Sport Development Officer, Deaf Sport & Recreation Victoria (resigned April 2021)  
 Jesse Cattach – Sport Development Officer, Deaf Sport & Recreation Victoria (resigned April 2021)  
 Lauren Townsend - Sport Development Officer, NSW Deaf Sport

### 2022 AUSTRALIAN DEAF GAMES COMMITTEE

#### Games Organising Committee Co-Chairpersons

Kate Matairavula and Todd Wright

**Deaf Sports Australia Project Manager** - Garry West-Bail

**Volunteers Co-ordinators** - Claire Dunne and Bridget Nunan

**Social Program** - Jitka Navratil & David Barry Parker

**Sports and Venues** - Sera Bennett

**Registration and website** - Paul Harrison

**Interpreting Co-ordinator** - Kylie Clear

**Ceremonies** - Sue Jo Wright and Salomon Gerber

**Oceania Liaison Officer** - Apenisa Matairavula

**Marketing** - Sam Taylor (placement student from University of Newcastle) with support from Sally Hill (Canvas Events)

**Transport and Logistics** – Neil and Anna Macintosh

**NSW Deaf Sports** – Kimberley Larsen

**Newcastle Council** – Mark Statford

**Lake Macquarie Council** – Jacqui Hemsley

## Board Attendance 2020 - 21

Board Member	Number of meetings held	Number of meetings attended
Kathryn O'Brien - Chair	5	5
Alex Jones - Vice Chair*	5	2
Ricky Bryan (resigned)	5	1
Hannah Britton (elected February 2021)	2	2
Greg Troesdon	5	5
Tracey Corbin - Matchett	5	4
Darren Howell	3	3
Tim Fitzmaurice (elected February 2021)	2	2
Katie Kelly OAM*	5	2

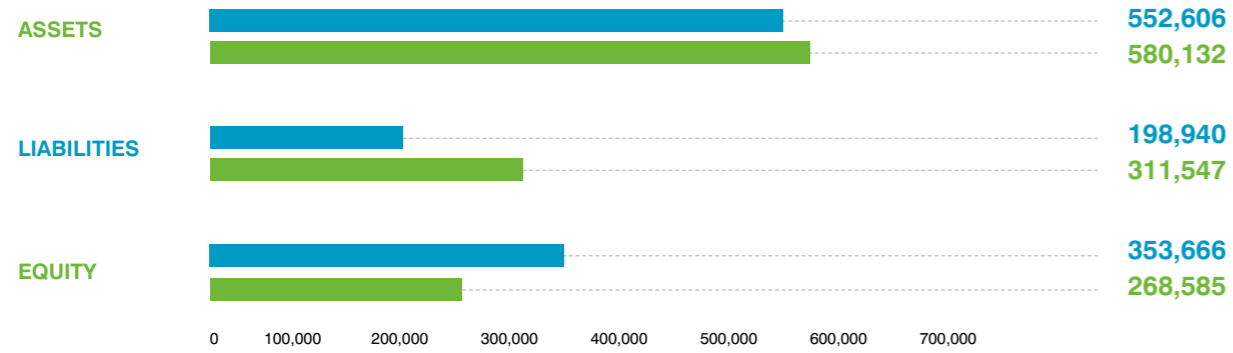
\*On special leave



DSA Board team

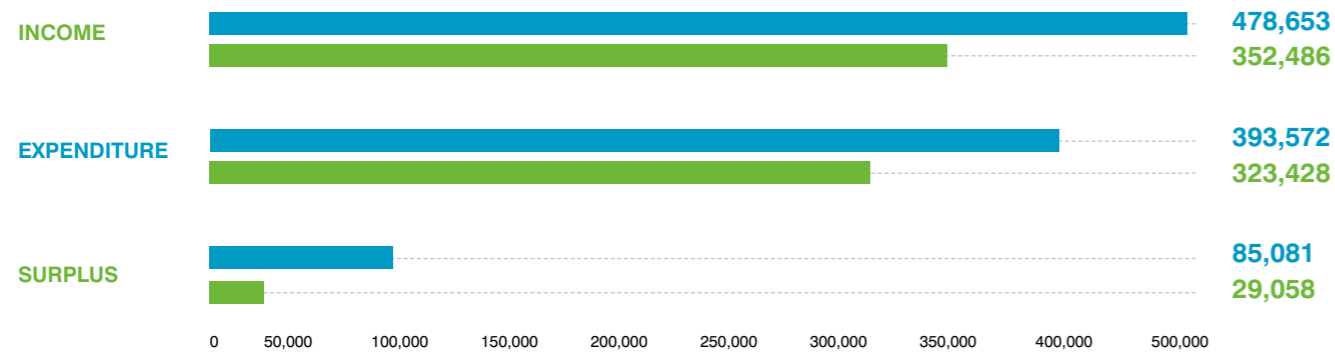
**DEAF SPORT AUSTRALIA BALANCE SHEET - 30 JUNE 2021**

■ 2020 ■ 2021



**DEAF SPORT AUSTRALIA INCOME AND EXPENDITURE - 30 JUNE 2021**

■ 2020 ■ 2021

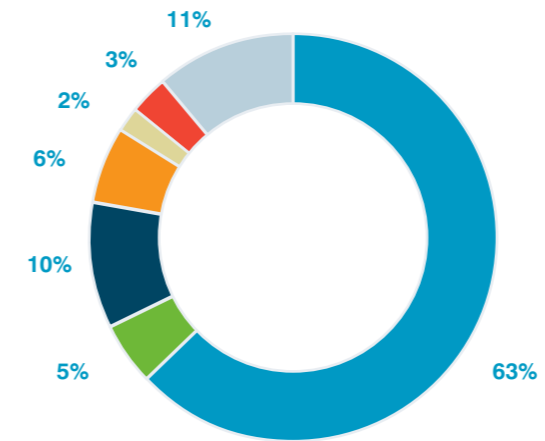


Note: An audited financial statement for the period ending 30 June 2020 has been sent to all DSA members and key stakeholders. If you wish to receive our financial statement for 2020, please contact us at [info@deafsports.org.au](mailto:info@deafsports.org.au)



NSW Deaf Sailing Day

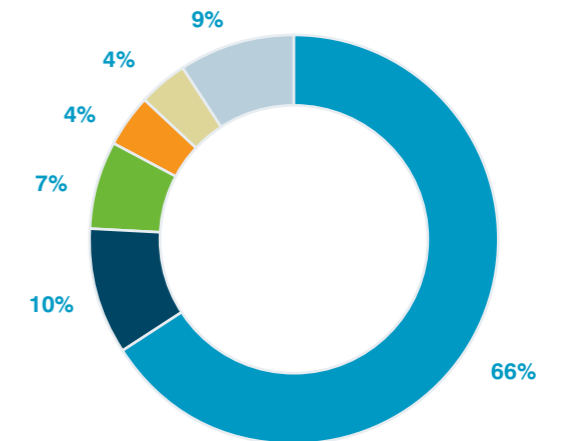
**EXPENDITURE PIE CHART 2020**



**KEY FEATURES**

- Staff Costs
- Event Expenses
- Interpreting
- Other
- Travel
- Insurance
- Auditor Fees

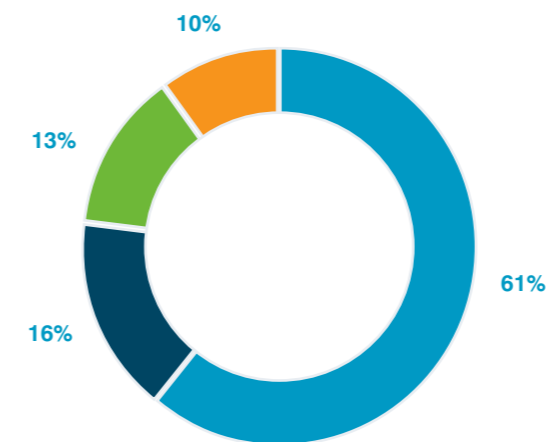
**EXPENDITURE PIE CHART 2021**



**KEY FEATURES**

- Staff Costs
- Event Expenses
- Interpreting
- Other
- Travel
- Insurance

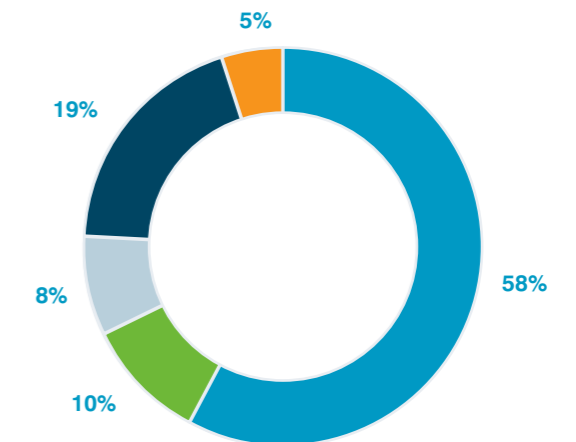
**INCOME PIE CHART 2020**



**KEY FEATURES**

- Government (Federal / State) grants
- Government (Federal / State) COVID grants
- Partnership grants
- Other - donations, Interest, etc

**INCOME PIE CHART 2021**



**KEY FEATURES**

- Government (Federal / State) grants
- COVID support funding
- Partnership grants
- Other - donations, Interest, etc
- Event funding - 2022 Australian Deaf Games



PARTNERSHIPS  
PRINCIPAL PARTNER &  
SUPPORTING PARTNERS



Australian Government  
Australian Sports Commission

SUPPORTING PARTNERS



Destination  
NSW



Queensland  
Government



**PARTNERSHIPS**  
**SPORTS PARTNERS**

**2022 AUSTRALIAN DEAF GAMES COMMITTEE**  
**GOVERNMENT PARTNERS**

**GOVERNMENT PARTNER**



**CITY PARTNERS**



**PRINCIPAL GAMES SPONSOR**

**PRINCIPAL VENUE SPONSOR**



**PLATINUM CORPORATE SPONSORS**



## **Deaf Sports Australia**

Level 3, 340 Albert Street  
East Melbourne VIC 3002

E: [info@deafsports.org.au](mailto:info@deafsports.org.au)

[www.deafsports.org.au](http://www.deafsports.org.au)

