



ROWING AUSTRALIA ATHLETES' COMMISSION

("RAAC")

CHARTER

VISION STATEMENT

To represent Australia's elite rowers and contribute to making the Australian Rowing Team the most successful international program in world rowing.

MISSION

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- To represent elite rowers in matters affecting selection to and performance of the Australian Rowing Team.
 - To work with RA in ensuring adherence to policy and effective communication regarding matters affecting rowers.
 - To provide a channel for communication generally from rowers to the executive of Rowing Australia.
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ROLE OF THE RAAC

The RAAC, as the voice of Australia's elite rowers, will be responsible for guidance, review and providing formal responses to an array of issues on behalf of the athlete group.

The RAAC seeks to position itself as a complementary communication mechanism from athletes to Rowing Australia, from Rowing Australia to athletes and between athletes and the broader rowing community.

The RAAC is elected by Senior A Australian Team Members (including para rowers) and represents most directly these interests, however also accepts a broader role as ambassador of all rowers aspiring, whether now or in the future, to represent Australia at any level.

The RAAC acknowledges that as the “voice of the athletes” it has a responsibility to canvas, listen to and encourage vibrant discussion and information-sharing amongst the athlete community, and to facilitate appropriate forums whereby athletes can voice their concerns and opinions in a comfortable environment.

The RAAC will provide an athlete managed communication channel through which athlete input can be provided to RA (and its employees), and addressed in a proactive way. The RAAC will always endeavour to contribute in a positive way to the discussions, deliberations and strategic vision of rowing in Australia.

The RAAC does not seek to restrict communication directly between athletes and RA (and its employees) but aims to provide an alternative channel, thus enriching athlete involvement.

The RAAC is not limited to voicing athlete concerns and complaints, but seeks to complement the work of RA by cultivating an engaged and positive athlete community through its own initiatives.

THE FOUNDING RAAC PRINCIPLES

The RAAC believes that:

- Athlete performance is improved when athletes “buy-in” to the strategy and decision making process;
- Strong and open communication of goals and strategy is fundamental to a prosperous sporting organization;
- The RAAC can play a positive role in improving communication by minimizing disenfranchisement and enhancing athlete engagement;
- The RAAC should work together with RA and vice-versa to achieve the common goal of making Australian Rowing the most successful program in international rowing.
- While RAAC directly represents Australia’s elite rowers, it should consider the interests of the broader rowing community and the future of rowing in Australia when forming opinions or policies.

THE RAAC ASPIRATIONS

The RAAC seeks to encourage both RA and elite rowers to aspire to the following values:

RA:

- To aspire to best practice organizational communication- communicating effectively, regularly and accurately with the athlete population (elite and sub-elite);
- To consult relevant stakeholders, where appropriate, and communicate, in a timely manner, the decision making process and reasons for decision to affected stakeholders;
- To consider, in good faith, proposals by the RAAC,
- Endorse RAAC as the elected voice of the athlete population and, where appropriate, to provide support for its activities

Australian rowers:

- To hold themselves as leaders and role models and to behave accordingly;
 - To support their fellow athletes and RA;
 - To work together to make rowing the most successful sport in Australia, and the most successful international program in world rowing;
 - To have a voice effectively heard, both through the RAAC and directly with RA;
 - To contribute in a positive way to the deliberations, decisions and strategies of RA;
 - To contribute in a positive way to their communities, including the broader rowing community.
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COMPOSITION

The following positions are notionally available on the RAAC:

- The CHAIRPERSON (one person)
 - The Chairperson is elected by the RAAC pursuant to clause 16.2 of the RA Constitution.
 - The Chairperson may not be a current rower.
 - The Chairperson is to serve a 2 year term, up to a total of 2 consecutive terms.
 - The Chairperson is chosen after the following process:
 1. Nominations will be sought from current Senior A Team Members (by email or otherwise)
 2. The Athletes Commission will narrow the nominations down to the three most suitable candidates, listed in preferential order. A vote with the athlete body may be conducted as part of this process.
 3. In nominating to the RA Board the most suitable candidates for Chairperson of the RAAC, the RAAC will take into account the ability of the nominees and capacity to meet the responsibilities and expectations as outlined in the RAAC Chairperson position description.
 4. The Chairperson is to be appointed by the RA Board taking into account, in good faith, the RAAC's preferential order.
- The Australian Rowing Team Leadership Group (eight persons)
 - The Australian Rowing Team Leadership Group is voted on by the Senior A Australian Rowing Team, including para rowers, after the selection process is complete.
 - The Group will be made up of 4 male and 4 female representatives.
 - The Chairperson, at their discretion, may allocate one or more of these positions for segments of the team, for example, they may include a requirement that there must be a minimum one para rower in the group.
- Appointed Members (two to four persons)
 - Appointed Members sit for one year (but are encouraged to "re-nominate" for further terms to ensure continuity)

- Appointed Members are elected in the following way:
- Nominations to be taken from the Chairperson.
- Ideally, nominees will be retired rowers, but also could be current rowers not on the Senior A Team or in the Senior A Team Leadership Group.
- Nominees should be chosen by a vote of the Australian Rowing Team Leadership Group and the Chairperson. The successful candidates should:
 1. Contribute to the diversity of the RAAC (for example lightweight rowers, training base, youth/experience);
 2. Bring experience and/ or dedication and/or a particular skill set to the group.
- Apprentice Member (optional)
 - One U23 athlete may be chosen as an “apprentice member” to attend some RAAC meetings, at the discretion of the Chairperson, and be involved in the RAAC process to ensure continuity into the future.
 - One of the U23 male/female captains is notionally the preferred apprentice, however other athletes may nominate themselves or be nominated
 - Apprentice member to be chosen by the sitting RAAC, with the Chairperson holding the casting vote.
 - The Apprentice notionally sits for one year (but are encouraged to nominate for further terms as a general member to provide continuity).

Should Members choose to resign during their term; the RAAC may invite appropriate personnel to fill their role (without election) until the following year.

Any RAAC member who is under disciplinary review from RA may be stood down from the RAAC at the discretion of the Chairperson.

The RAAC may form sub-committees, where appropriate.

Retired rowers may be eligible to be nominated for, and be elected to, the committee for up to four years post-retirement, so long as the current rowing team is appropriately represented on the RAAC.

GENERAL RESPONSIBILITIES

The RAAC will meet, in person or via other communication methods, at least three times per year or as reasonably required to effectively operate as a functioning commission. The timing of these meetings shall be decided the first RAAC meeting.

The Chairperson will represent the RAAC interests to the RA Board, and will communicate to the RAAC the Board outcomes that effect the athlete population.

The RAAC will communicate their activities regularly with the athlete population, and RA.

REVIEW

The RAAC, in consultation with RA and the broader athlete body, will review its current structure annually, and canvass the success of the structure in meeting aims and expectations. This review is intended to be comprehensive and compare the success and appropriateness of the “commission” structure as compared to alternative structures utilized in other sports or countries.
