

TSA DRAFT TRANSFORMATION CHARTER

1 Preamble

TSA is committed to Transformation¹ both as:

a **moral imperative** - a process which addresses the imbalances of the past by seeking to restore trust and remove conditions undermining relationships of trust, whether of a socio-economic, political or structural nature, as well as

a **strategic imperative** - the incubation, nurturing and development of the country's actual and potential human capital and the creation of an environment in which human capital can be nurtured, and can prosper and grow.

As such TSA's commitment to Transformation is grounded in the belief that as a tennis nation we are capable of competing effectively in the global arena on the basis of innovative and creatively crafted strategies, such as the TSA Transformation Strategy.

2 Principles underpinning the TSA Transformation Commitment

- 2.1 TSA's transformation strategy will be multi-dimensional and focused on **changing demographic profiles** on and off the field of play;
- 2.2 It will ensure **equitable access, participation and resource availability** through extensive **community involvement**;
- 2.3 It will **develop skills and capability on and off the field**;
- 2.4 It will build and shape relationships with **future support and spectator base** and future leaders and decision-makers on the basis of **broad-based community engagement**;
- 2.5 As an organisation TSA is committed to practicing **Employment Equity, Gender Equity, Preferential Procurement** and the Promotion of **Disability Sport**;
- 2.6 The Strategy will be underpinned by **Good Governance**;

¹ As defined in the TSA Transformation Policy.

- 2.7 It will **uphold standards** while at the same time removing barriers to access, thus creating a system that is accessible, demographically representative, sustainable and competitive;
- 2.8 The Strategy will seek to co-operate with **government initiatives** and to align its portfolio of programmes/projects with that of national, provincial and local government and sport structures.

3 TSA's Specific Transformation Commitments

TSA will:

- 3.1 In keeping with the values enshrined in the Equality Clause of the Bill of Rights of the South African Constitution, ensure that no player, coach, administrator, etc, is unfairly discriminated against on the basis race, gender, sexual orientation, pregnancy, marital status, family responsibility, ethnic or social origin, colour, sexual orientation, age, disability, religion, HIV status, conscience, belief, political opinion, culture, language or birth. It shall not be deemed unfair discrimination when affirmative measures are taken and implemented which are consistent with the Transformation Policy of TSA.
- 3.2 Monitor and evaluate its Transformation status and progress by the implementation of a balanced scorecard reflecting the sum of the weighted contributions of each of the selected focus areas² as well as the trends in each one of these focus areas.
- 3.3 Ensure that each Provincial Affiliate adopts a similar balanced scorecard to monitor and evaluate its Transformation status and progress.
- 3.4 Report regularly to the appropriate agency of the South African Government in accordance with government regulations on its Transformation status.
- 3.5 Review its Transformation Strategy and Policy at least every three years.
- 3.6 Set up a transformation committee, under Chairmanship of a Board Member reporting directly to the CEO to oversee the implementation of the TSA Transformation Policy.

² As contained in the Transformation Policy.