



Creating inclusive clubs

Being welcoming and inclusive is one feature of healthy and successful clubs.

However this can be challenging to achieve, particularly if traditional values and stereotypes prevail (such as winning at all costs, 'what happens on the field stays on the field', 'those people won't fit in').

Creating an inclusive club may require changing the club's culture – a task that calls for strong leadership, appropriate policies and procedures and a commitment to change.

There are a number of steps you can take to create a welcoming and inclusive club including:

- promoting the club to the broader community (e.g. through local community centres, radio, newspapers, schools)
- developing specific programs that meet your community's needs and recognise its diversity (e.g. targeting women, older people, people with disabilities, newly arrived migrants)
- sharing club rooms and facilities with other community groups
- encouraging people from all demographics to get involved at the committee level (e.g. juniors, women, gays and lesbians)
- scheduling meetings and events at family friendly times
- encouraging members to undertake non traditional roles (e.g. women as coaches)
- supporting staff by providing appropriate training (e.g. cultural or disability awareness training for coaches)
- offering both competitive and social opportunities for participation
- having flexible practices (e.g. modifying games or uniform requirements)
- making participation affordable (e.g. pooling transport, second hand uniforms, minimising fees)
- displaying messages about expected standards of behaviour in prominent locations (e.g. in club rooms and change rooms, through newsletters and on the club website)
- acting promptly to address any inappropriate behaviour (e.g. racist, sexist jokes, making fun of religious practices).

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