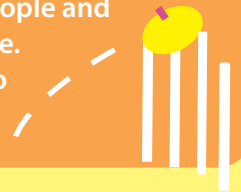


PARTICIPATION VERSUS PERFORMANCE

Managing (dis)ability,
gender and cultural
diversity in junior sport

TIP SHEET #4 EMBRACING DIVERSITY WITHIN YOUR CLUB STRUCTURES AND DEVELOPING AN INCLUSIVE CLUB CULTURE

Encouraging diverse participants to your club is a vital first step in promoting inclusion and diversity but for your club to be inclusive it is important that your club structures (such as your committee) also consist of diverse groups of people and include them in decision making where possible. Below are some prompts and tips to consider to help ensure your club culture is inclusive.



1. Consider how space and resources are allocated at your club, who gets to use the 'best' facilities such as pitches and at what times. This can send clear messages about which teams/members are considered to be most important and prioritised within the club.



5. Where possible ensure that teams comprising of diverse young people are integrated into the main activities of the club. For example, teams comprising of young people with disabilities train on the same nights and at the same location as other junior teams. Similarly, try to promote integrated social events rather than separate activities for diverse teams.



2. Reflect on the memorabilia and images displayed within club and social rooms and social media platforms. Do they reflect achievements and images from across the club? Only focusing on celebrating and displaying images of particular teams and club members sends messages to all members about who is perceived to be most important within the club and can make others feel unwelcome and not valued.



6. Develop clear policies and statements that outline your club's commitment to inclusion and the importance of embracing diversity within the club. These should be readily available on club websites, social media and within club rooms and ideally in language formats suitable for your members. Ensure new members and coaches are aware of the club's ethos and remind them regularly of this.



3. Diverse members and their families are less likely to volunteer to undertake formal administrative roles within your club. It is important for existing volunteers and committee members to ask (often more than once) and encourage diverse parents to consider volunteering. Providing clear information on what the volunteering role requires can be helpful. Consider establishing a mentoring/shadowing program for new volunteers so they can see what is required and can ask questions.



4. Consider an 'Acknowledgement of Country' at the beginning of committee meetings and events and encourage coaches to do the same at training and matches. This can be a powerful statement that illustrates your club's commitment to inclusion and recognition of diversity.

This tip sheet has been developed from the findings of the 3-year Australian Research Council project '*Managing Diversity in Junior Sport: Participation versus Performance*' led by Victoria University in partnership with VicHealth, the Australian Football League and the Centre for Multicultural Youth. The guidance has been authored by Dr Ruth Jeanes, Monash University and Professor Ramón Spaaij, Victoria University. For more details on the research project please see our summary and full report at <http://www.cmy.net.au/publications/participation-versus-performance>