



Mapleton Bowls Club

Diversity and Inclusion Policy

Issued: 21/06/2022

Last reviewed: 21/06/2022

Responsibility: Management Committee

Relationship to the constitution: Section 48. Conduct of Members

Relationship to other club policies: Disciplinary Policy

Relationship to external policies: Bowls Queensland Member Protection Policy

Purpose

The sporting landscape in Australia and around the world has changed significantly. Community expectations for good governance, integrity, equality, member protection, child and vulnerable adult safeguarding means that providing safe, fair, and inclusive sporting environments is no longer an aspiration, but a necessity.

The population of Australia has also changed dramatically. Roughly 25% of Australia's population is born overseas, almost 50% have one parent born in another country, 260 languages are spoken, one in five of Australians has some form of disability or impairment and over 50% are women and girls. Our community and members are looking for sporting options that celebrate diversity, promote inclusion, and most importantly, make people feel like they belong.

The club seeks to be inclusive. This means we aim to take pro-active behaviours, options, and actions to make people from all backgrounds, ages and abilities feel welcome, respected and that they belong to our club. Being inclusive is about following best practice for what sport should be so that everyone can get the most out of it.

We know we are a team. The club recognises that diversity and inclusion improve our ability to attract, retain, motivate, and develop the best bowlers, and create an engaged membership.

This policy is a platform to push positive values.

Definitions

- 'Diversity' is the mix of peoples' different attributes and backgrounds (i.e., age, gender, race, ethnicity, disability, sexual orientation, religion). We believe that our club should reflect the diversity of our local community. Diversity is the mix of people whereas 'inclusion' is trying to get this mix to all work together.
- Discrimination and/or harassment. whether it be because of age, gender, race (colour, nationality, ethnicity, and immigration status) disability, sexual orientation, gender identity, intersex status, marital status, religion is not tolerated by our club.

Scope

This policy applies to all ordinary members, social members, and visitors to the club.

Policy

The club will advocate in the following areas:

- Belonging: fostering an open and welcoming culture where everyone feels valued.
- Gender Equity: achieving a gender balanced membership to benefit everyone.

- First Nations: encourage Aboriginal and/or Torres Strait Islander peoples to become members.
- Accessibility: recognising, enabling and supporting people with all kinds of abilities.
- Pride: championing LGBTQI+ inclusion within the club and beyond.

The club will facilitate and promote the following:

- consider diversity and inclusion in processes impacting club members, community, and suppliers.
- aim to ensure proactive outcomes through skills development and team inclusion where appropriate, with recognition based on fairness and merit.
- ensure diversity and inclusion principles are included in key projects e.g., aiming to offer equal access to opportunities within the club.
- implement programs, projects, and policies where appropriate which address impediments to diversity in the club and review these to ensure that they remain accessible, available, and utilised by all club members.
- fund these programs, projects, and policies appropriately and monitor their effectiveness.
- continue to expand on, existing initiatives designed to identify, support, and develop talented club/team members from a diverse range of backgrounds.
- empower all members to grow and develop their skills in an inclusive, safe, and flexible way.

Diversity and inclusion will be monitored by the management committee who will report to members annually as part of an annual review of the effectiveness of this policy.

The management committee is committed to:

- creating and maintaining an inclusive club by role modelling inclusive behaviours and communicating their commitment to the principles set out in this policy.
- minimising bias in relation to decision making and ensuring consistency of approach; and
- ensuring members adhere to the principles set out in this policy including the Code of Conduct.

Notification of Amendments to this Policy

From time to time this policy will be reviewed and updated. It is your responsibility to ensure that you review the clubs' policies regularly. We will notify you of any significant changes to this policy either by email, the club website and/or our Facebook page.

Disciplinary Action

The club may have to take disciplinary action against members who repeatedly or intentionally fail to follow this policy.