



Diversity and Inclusion Policy

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Review History

Version	Date Reviewed	Content Reviewed / Purpose
1.0	2 November 2018	Established policy.
1.1	9 December 2018	Final version 2018.
1.2	11 December 2018	Standardising terms.

Preface

Outrigging is a sport that values teamwork, cooperation & leadership and one that can be enjoyed by people of all ages and abilities.

AOCRA South Queensland Branch (AOCRA SQB aka SQ Zone) is committed to ensuring that a diverse range of athletes continue to enjoy our sport for years to come and to providing a safe environment in which to do so.

AOCRA SQB has developed this policy to reinforce its commitment to providing an environment for participants of all ages and backgrounds that is safe, free from harassment and abuse, and promotes respectful and positive behaviour and values.

The policy provides a code of conduct forming the basis of appropriate and ethical conduct which everyone must abide by. All Outrigging clubs in the South Queensland Zone will also be required to adopt this policy.

Inappropriate or unlawful behaviour will not be tolerated by AOCRA SQB and disciplinary action will be taken against individuals if there is a breach of this policy.

This policy is an essential part of AOCRA South Queensland Branch's proactive and preventative approach to tackling inappropriate behaviour within our sport. I trust that all administrators, coaches, athletes and support staff will assist me in promoting safe and responsible behaviour within the sport of canoe outrigging.

Dave Mason
President
AOCRA South Queensland Branch Incorporated
1 November 2018

PART A: Diversity and Inclusion Policy

1. Introduction

AOCRA South Queensland Branch Inc. mission statement is to achieve excellence in the development, practice and promotion of the sport and culture of outrigger canoe racing in Australia.

2. Purpose of this policy

This policy aims to assist the AOCRA South Queensland Branch Inc (“AOCRA SQB”, “our”, “us”, “we” or “SQ Zone”) to uphold its core values and create a safe, fair and inclusive environment for everyone associated with our sport. It sets out our commitment to ensure that every person bound by the policy is treated with respect and dignity and protected from discrimination, harassment and abuse. It also seeks to ensure that everyone involved in our sport is aware of their key legal and ethical rights and responsibilities, as well as the standards of behaviour expected of them.

The attachments to this policy describe the practical steps we will take to eliminate discrimination, harassment, child abuse and other forms of inappropriate behaviour from our sport. As part of this commitment, the policy allows AOCRA SQB to take disciplinary action against any person or organisation bound by this policy if they breach the policy.

This policy has been endorsed by the AOCRA SQB Committee and has been adopted under Objects 7(d) of the AOCRA South Queensland Branch Inc. Constitution (5 November 2005). The policy takes effect from the date noted and is operational until replaced.

A condensed version of this policy is located on our website at www.aocra.com.au/sqzone/.

A full version of this policy and all its attachments is located on our website in the Members Section at www.aocra.com.au/sqzone/.

PART B: Australia's First People

1. *Commitment*

We are committed to being an inclusive organisation, dedicated to being open to all members of the Australian community and ensuring all people are treated with respect and dignity within safe, supportive environments.

2. *Closing the Gap*

AOCRA SQB will look towards a framework such as Closing the Gap, and Reconciliation through Action Plans to help build a foundation of respect and unity (2008 national Apology) towards Aboriginal and Torres Strait Islander peoples. It understands that to improve opportunities and life outcomes for Indigenous Australians requires intensive and sustained effort from all levels of communities, government, the private and not-for-profit sectors as well as individuals.

3. *Share the Work*

One of the great things about AOCRA SQB is the passion we have for our paddling community, and the initiatives that are developed to help address an identified need. If you or your Club has an initiative that supports Australia's First People, why not share it with us, so we can share it with other Clubs in the State. Our email is: sqz_secretary@outlook.com.

4. *More Information*

For further resources involving the multicultural sector, please visit:

Indigenous Australians and Sport

Link:

https://www.clearinghouseforsport.gov.au/knowledge_base/organised_sport/sport_and_government_policy_objectives/indigenous_australians_and_sport.

PART C: Cultural Inclusion

1. Commitment

We are committed to being an inclusive organisation, dedicated to being open to all members of the Australian community and ensuring all people are treated with respect and dignity within safe, supportive environments.

AOCRA SQB is at the design stage that includes the engagement and education process of building its programs at Club, Branch and regional level so that it can specifically target cultural inclusivity and diversity within the movement. AOCRA SQB Clubs will be encouraged to refer to both this policy and Queensland's Multicultural Charter as a guide. For clubs outside of the state border, this policy will stand.

Whilst the end goal is to retain paddlers, the engagement and education process will not always result in new memberships. However, the skills and awareness that is gained from these areas is a benefit to the person, their family and the community at large.

AOCRA SQB should be aware however, that through effective engagement and education we have the opportunity to recruit and retain culturally diverse members which hopefully results in membership which truly reflects the communities in which we exist. To aid this, Clubs are encouraged to engage, educate, recruit, retain and celebrate people of other culturally and linguistically diverse populations.

2. Where to Start

Engage

To make a genuine connection to culturally diverse populations identifying key water activities which engage diverse populations, take part in regional water safety events and initiatives, and/or work with local service providers who support culturally and linguistically diverse populations.

Educate

To educate all Australians on ways to stay safe on and off the water when engaging in the sport by providing education sessions/events for multicultural groups, work with local Council, businesses and/or visit schools and other groups to promote paddling safety.

Recruit

To recruit new members to the sport and ensure that our clubs are a welcoming place to be, support members to be more aware of people's various cultural and linguistic backgrounds, and provide opportunities for both on-beach and off-beach volunteering roles.

Retain

To retain a culturally diverse membership base and utilise people in roles that match their skills and abilities, ensure that identified organisational barriers are addressed, reflect on the Club's culture and work towards shifting this if necessary, ensuring that feedback mechanisms are in place and respond to these with respect and diligence, and recognise volunteers for their contributions.

Celebrate

To celebrate the diversity AOCRA SQB will support any initiatives such as internal and external awards, through internal and external reporting and media, and/or join in on events such as Harmony Day.

3. *Share the Work*

One of the great things about AOCRA SQB is the passion we have for our paddling community, and the initiatives that are developed to help address an identified need. If you or your Club has an initiative that supports cultural inclusion, why not share it with us, so we can share it with other Clubs in the State. Our email is: sqz_secretary@outlook.com.

4. *More Information*

For further resources involving the multicultural sector, please visit:

Inclusion and Diversity

Link: <https://www.playbytherules.net.au/got-an-issue/inclusion-and-diversity>.

Queensland's Multicultural Charter

Link: <https://www.dlgrma.qld.gov.au/multicultural-affairs/policy-and-governance/multicultural-queensland-charter.html>.

PART D: Disability Inclusion

1. Commitment

AOCRA SQB is committed to the inclusion of people with disability, their families and their carers. Every person, no matter their ability, has the right to have equal access to our Clubs and activities and should be welcomed as such.

The work of AOCRA SQB around inclusion is guided by two main principles:

- Social Model of Disability

Where it is viewed that disability is caused by the barriers to participation in community life, rather than by a person's own impairment.

- Social Inclusion

Where there is a focus on strategies that enhance citizenship status and broadens the terms of community membership and social inclusion for people with disability.

It is recognised however that every person with disability has varying needs and support requirements, and what will enable access for one group of people may not work for others. Therefore, AOCRA SQB encourages Clubs to look at inclusion on a spectrum with the goal of always supporting a person with disability to participate as they choose, and not as others choose for them.

2. Support the Clubs

AOCRA SQB has relationships with a number of disability service providers across the state, and as such can connect you with a local partner if you would like to explore ways of supporting people with disabilities in your Club.

Partnering between clubs and with community provides an excellent example of how an outrigger canoe club can utilise these partnering networks and expertise to support them with their programs.

Support could include helping Clubs conduct one-on-one interviews with participants and their families/carers so that they can identify support requirements and goals, provide 'best practice' guidelines, provide training for club volunteers, and other support and mentoring as required on a Club-to-Club basis.

3. Share the Work

AOCRA One of the great things about AOCRA SQB is the passion we have for our paddling community, and the initiatives that are developed to help address an identified need. If you or your Club has an initiative that supports disability inclusion, why not share it with us, so we can share it with other Clubs in the State. Our email is: sqz_secretary@outlook.com.

4. Seven Pillars of Inclusion

The 7 Pillars of Inclusion (see below) is a broad framework to give your sport or recreation club a starting point to address inclusion and diversity. The pillars are:

- access
- attitude
- choice
- partnerships
- communication
- policy and;
- opportunity.

A practical way to use the 7 Pillars is to get together with the key decision makers in your Club and work through each Pillar and assess where your organisation fits.

5. More Information

Further resources involving people with disability visit:

7 Pillars of Inclusion

Link: <https://www.playbytherules.net.au/got-an-issue/inclusion-and-diversity/inclusion-and-diversity-what-can-you-do/7-pillars>

Sporting Wheelies and Disabled Association

[Sporting Wheelies and Disabled Association](#) is involved with [education and community engagement](#) to support people with a disability in Queensland being involved in sport and recreation. As part of its education and community engagement program, Sporting Wheelies: coordinates [Sports CONNECT Education workshops](#) for sport and disability service providers about topics such as inclusive coaching offers free Inclusive Sport and Physical Activity workshops as part of the Queensland Government's [Get Active Queensland Accreditation Program](#).

Play by the Rules

[Play by the Rules](#) offers free online training courses, including interactive scenarios for coaches, administrators, officials and players about their rights and responsibilities under discrimination and child protection laws.

Deaf Sports Australia

[Deaf Sports Australia fact sheets](#) cover topics such as communication, coaching and booking an Auslan interpreter to support clubs with being inclusive of Deaf athletes.

PART E: Gender Inclusion

1. *Commitment*

AOCRA SQB is committed to gender equity. It is a cornerstone where both men and women are able to be financially independent, have the same rights, access and opportunities, and have equal access to power, decision making and influence.

Historically, debates about gender equity have typically been led by women, however more contemporary approaches to gender equity also recognise the social identity of men and the crucial role they play in leading change. Just as there are stereotypical gender images that relate to women, there are also stereotypical expectations of men that shape behaviour, access and opportunities. This has prompted shifts in gender policies to include whole of life rather than a narrowly defined cultural expectation, and has shifted the debate from an issue for women only, to one that encourages active effort by both men and women. Another significant driver is the benefits to productivity and performance that gender equity promotes.

In this sport, for us to achieve our goal of delivering better services and outcomes for our Clubs and its communities, it will be important to look beyond the conventional efforts of raising the numbers of women in leadership positions (although this is clearly still an issue) to one that acknowledges the rights of both men and women to reconcile balancing work, family and community life more successfully.

2. *Guiding Principles*

The guiding principles that have shaped this approach are:

- Women and men should have the same rights, access and opportunities to attain economic independence through employment and career success.
- Women and men should have the same rights, access and opportunities to meet family and child or elder care responsibilities.
- Women and men should have the same rights, access and opportunities to contribute to communities. • Women and men should have the same rights, access and opportunities to lead and aspire to living healthy, fulfilling, and rewarding lives.

3. *The Way Forward*

A unified voice for change will advance improved gender equity outcomes. Most importantly, actions stressing the value of gender neutral outcomes and responsibilities, where both men and women benefit from gender equity:

- confront gender biases and engage in candid conversations
- be vigilant about unspoken customs and workplace cultures that constrain opportunity and equity
- listen deeply—hold forums with club leaders to garner robust feedback and take positive steps to overcome barriers.

4. *Share the Work*

AOCRA One of the great things about AOCRA SQB is the passion we have for our paddling community, and the initiatives that are developed to help address an identified need. If you or your Club has an initiative that supports gender inclusion, why not share it with us, so we can share it with other Clubs in the State. Our email is: sqz_secretary@outlook.com.