

Lisarow-Ourimbah Cricket Club

Diversity and Inclusive Policy

Background

Sport and recreation clubs are important to local communities and can be the best place to encourage positive contact and cooperation between people from a range of different backgrounds and abilities. There is great potential for sporting clubs and community groups to expand their memberships and reduce social isolation, by encouraging people of diverse backgrounds, abilities and age to join and participate.

Being inclusive means welcoming everyone to your club, regardless of factors like ability, gender, sex, background or age. Everyone has the right to be involved, and it's beneficial to all when club membership represents and reflects the whole local community.

Diversity encompasses differences in ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, physical and mental ability, thinking styles, experience, and education. The wide array of perspectives that results from such diversity promotes innovation and success. Managing diversity makes us more creative, flexible, productive and competitive.

Everyone has the right to be a part of an inclusive and welcoming community where their contribution is recognised and valued. All people should have equal opportunity to participate in a mainstream community club. Participation in community sport or recreation provides an opportunity to develop physical skills and social connectedness. This can be a life-changing experience especially for those with limited social networks.

What are the benefits of being inclusive?

- Increased membership of your club
- Increase in the number of players, volunteers and administrators, who can help contribute to the success and running of the club
- Increase in the skills and abilities within the club
- Increased understanding and experience of diversity
- A richer club environment in which members appreciate and learn from each other's backgrounds and experiences, which will particularly benefit junior teams
- Increased chance of sponsorship from companies with diverse management or consumer base
- Strengthening of the community as a whole by encouraging everyone to contribute to building a stronger society.

Lisarow-Ourimbah aims to be a diverse and inclusive club by adopting the following strategies.

We will

- Have membership open to everyone
- Provide a welcoming environment through the Welcome Officer
- Befriend new members
- Offer support and advice
- Be sensitive to diversity
- Make a stand against discrimination or racial harassment
- Offer help with transport
- Share sports equipment
- Help new members learn the rules
- Be aware that people who speak English as their first language tend to speak quickly, which may be difficult for a person learning English to comprehend. Try to speak clearly and avoid slang, but don't speak with a false accent, shout, or talk slowly.
- Take time to develop relationships
- Be open and honest. Don't be afraid to ask questions. It is okay to ask a person questions about where they have come from; what Aboriginal group they belong to; what sports they like playing etc.
- Provide participation opportunities for females where appropriate
- Provide appropriate facilities, such as private change rooms for women, and women's only activities
- Have a flexible uniform policy as allowing for a degree of modesty (e.g. for people who wish to keep their bodies covered)
- Provide concessions for those who may have financial difficulties
- Be aware of the timing of religious celebrations that may impact on the ability of some members to attend training sessions and matches
- See that everyone is treated fairly and equally, regardless of age, gender, religion or ethnic background
- Ensure the club has an anti- discrimination policy so that any forms of discrimination and/or racism can be addressed quickly
- Provide programs within the club flexible enough to cater for people's varying needs

The Management Committee will assess and review this policy each season to evaluate the strategies.