



YACHTING
VICTORIA

Steps towards becoming an Inclusive Club

Inclusive Club Standard

Creating Environments to Encourage and Support
Inclusion in Sailing
A Standard for Sailing Clubs in Victoria



Does the membership of our clubs reflect the diversity of the Victorian population?

- Half the population is female
- There is a broad distribution of ages
- More than 1 in 4 were born overseas and more than 1 in 5 speak a language other than English at home
- Almost 2 in 5 of persons aged 15+ have a weekly income below \$600
- Almost 1 in 5 have a disability
- More than 1 in 10 affiliate themselves with a religion other than Christianity

Does the membership of our clubs reflect the diversity of the Victorian population?

- The Victorian population is diverse in terms of people's ages, ethnicity, countries of origin, genders, wealth, ability (and disability), sexuality, religious beliefs, and other characteristics.
- This diversity is not reflected in the membership or leadership groups of sailing clubs.

Does the membership of your club reflect the diversity of the Victorian population?

- Including people with diverse backgrounds in sailing benefits clubs.
- Including people with diverse backgrounds in sailing benefits the communities that surround them.

Barriers to Participation

- Attitudinal
- Social
- Cultural
- Economic
- Communication
- Physical

Inclusive Club Standard

- Designed to assist clubs to encourage and support inclusion in sailing.
- Based on the premise that sailing clubs are places that everyone can enjoy.
- Checklists for programs, policy and strategy, partnerships, places and spaces, and monitoring and evaluation.
- Examples of inclusive practice.

Inclusive Club Standard

- Assists clubs to attract NEW groups of people to the sporting, recreational and social enjoyment of sailing.
- Encourages clubs to develop links with their broader community.

Inclusive Club Standard

- Strong focus on community engagement.

Policy & Strategy

- A priority within the Club's Strategic Plan.
- Standing agenda item for Committee.
- Advisory group/s established.
- Policies in place (inclusion, anti-discrimination)
- Leaders are promoting inclusion.
- Diversity within the leadership.

Attitudes

- Inclusive attitudes are fostered within club committee, key volunteers, professional staff, instructors, coaches and race officials.
- “Everyone Discover Sailing” training.

Community Engagement

- Reaching out to groups not traditionally attracted to sailing.
- NOT waiting for everyone to come to the club.
- Meeting and communicating with them in the places and ways that they are comfortable with.

Inclusive Club Standard – other topics

- Social Support – Discover Sailing Hosts etc.
- Membership Fees & Structures.
- Promotion.
- Partnerships.
- Places & Spaces – removing physical barriers.
- Monitoring & Evaluation.
- Helpful Resources.

How to use the Inclusive Club Standard

- Introduction & Background.
- Section Introductions.
- Checklist.
- Action Plan.

Evaluation of the Inclusive Club Standard

- Significant, but not unanimous, support for the Inclusive Club Standard.
- Some respondents were indifferent, or opposed, to the standard and to the idea that sailing clubs should be inclusive.
- For some, the level of detail was overwhelming, particularly those from small clubs.

Evaluation of the Inclusive Club Standard

- Several, typically small, clubs perceived that their clubs lacked the capacity to engage with the Inclusive Club Standard.
- Several stated that their clubs were already inclusive. This perception was the most common reason provided for clubs not adopting the Inclusive Club Standard.

Evaluation of the Inclusive Club Standard

- Every Community is different.
- Every Club is different.

Steps to becoming an Inclusive Club

- Challenges of the checklist.
- Converting the Action Plan into actions.
- Getting out of the comfort zone
- One step at a time.....

Help with becoming an Inclusive Club

- Yachting Victoria Inclusion Manager – Sam Watson
- Sailability Victoria Volunteers
- Local Government

Thankyou!





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