



c/o ANU Sport Building 19
North Road, ACTON ACT 2617

communication@anufc.org.au
ABN: 14 338 276 791

facebook.com/anufc

ANUFC Inclusiveness and Diversity Policy

ACKNOWLEDGEMENT OF COUNTRY

ANUFC acknowledges the Indigenous Australians are the Traditional Custodians of this land that have been practising culture for over 60,000 years. We respect all elder's past, present and future.

BACKGROUND

Australia is often described as a culturally diverse, or multicultural, country. It is home to the world's oldest continuous cultures (Aboriginal & Torres Strait Islander peoples) but has also embraced significant levels of migration throughout its more recent history.

Football is striving to use our game as a positive vehicle for helping people from a culturally and linguistically diverse backgrounds to feel part of the community. Australia has a diverse multicultural population and football participation in many regions reflects this diversity. The 2011 ABS census revealed that almost a quarter (24.6%) of Australia's population were born overseas and 43.1% of people have at least one overseas-born parent. It is predicted by 2025, overseas born families will outnumber Australian born families.

In many other countries, football is played for fun, in the streets and is casual. In Australia, sport is organised, you are expected to turn up and there is generally an emphasis on winning. As this is different to what some of those individuals from Culturally and Linguistically Diverse (CALD) backgrounds are used to, it can create problems engaging this population in organised sport.

Participation in football can promote ethnic and cultural harmony and strengthen communities by breaking down cultural barriers between different ethnic (and sometimes language) groups in the community. It can assist in building links and trust within CALD communities and between CALD communities.

Promotion of the club's activities and programs to CALD communities will promote opportunities for these populations and enhance sporting inclusion, while assisting the club in building and maintaining membership and players.

INCLUSIVENESS

Some things the club should consider if working with culturally and linguistically diverse people, including newly arrived migrants or refugees:

- Is the cost of your programs, membership or competition fees a barrier to some people?
- Is transport a barrier and is there an opportunity for you to conduct activities in various locations which make it easier for people to attend?
- Do you have equipment for people to borrow so they can try your sport?
- Can they see themselves in your communications and media?

While the barriers mentioned above are commonly referred to in research and feedback from State Sporting Associations, each community is different and has different needs. The club will benefit by getting to know the local community and consulting with community leaders.

LGBTI PARTICIPATION

ANUFC aims to promote LGBTI participation through the following actions:

1. **Use inclusive and gender-neutral language** in all club communications (written and verbal. E.g. invite *partners* rather than *husbands/wives* to social events)
2. **Lead by example** – Take action against homophobic language as soon as you're made aware of it (including calling out casual language, such as '*homo*', '*fag*', '*poof*', '*dyke*').
3. **Show visibility** – an entry level form of engagement can be as simple as promoting a **Diversity Day** to show a simple level of inclusion.
4. **Become an Ally** - an active partner, friend, and visible supporter. Someone who works specifically to include LGBTI players, coaches, and/or fans in the club. Show your individual visibility through wearing a subtle piece of **merchandise**.
5. **Participate or partner with your local or state Pride/health organisations** – there are many organisations that are keen to assist clubs in running events and training to increase awareness in creating an inclusive club for the LGBTI+ community.
6. **Compliance** – Any member who observes an action or behaviour contrary to this policy can notify the club according by following the Dispute Resolution Policy.