

Champions of change are active


Identifying leaders and people of influence, including board members, staff, volunteers, coaches, officials and club members, to be champions of change is vital to becoming an inclusive sport. Champions of change will help define and influence your sports culture. They will require practical training to improve their knowledge, skills and capacity to change their own and others' behaviours and practices to support inclusion. Champions of change may lead in different ways and will often be recognised as mentors, role models and advocates. They see future possibilities and opportunities to create healthy sporting environments that are safe, accessible, inclusive and equitable.

Level	Action no. & priority population	Action	Resources
welcome	1 PWD INDIG CALD W&G	Staff and board members complete awareness training to increase understanding of inclusion for their priority population.	Office for Disability resources Disability awareness training Good practice/other agency resources VicHealth short course program
	2 PWD INDIG CALD W&G	Identify and train people to support member protection, code of conduct, complaints and disciplinary processes.	Everyone Wins resources Resource 3 – Complaints procedure Resource 4 – Managing conflict guidelines Office for Disability resources Accessible complaints procedures Good practice/other agency resources Australian Sports Commission Member Protection information Australian Sports Commission – training Play by the Rules – role of the MPIO video Victorian Equal Opportunity and Human Rights Commission training calendar Victorian Code of Conduct for Community Sport Complaint handling (Victorian Equal Opportunity & Human Rights Commission) Dispute resolution guide for sport and active recreation clubs (vicsport) Sport Rage kit (NSW Department of Sport and Recreation) Complaint management (Australian Sports Commission) Dealing with conflict and grievances when managing volunteers (Volunteering Australia)
	3 PWD INDIG CALD W&G	Provide staff with information or training to improve their skills to create training, publications, policies, resources and promotional materials that are accessible for priority populations.	Office for Disability resources Inclusive procedures Accessible formats Standards for web access Promoting inclusive activities Good practice/other agency resources Training Manual: Recruiting and supporting volunteers from diverse Cultural and language backgrounds (Volunteering Australia) Staff training and development Sports Tip Sheet 4: Engaging CLD young women in sports and physical activity (Centre for Multicultural Youth) Translated Play for Life brochures (Australian Sports Commission)
	4 PWD INDIG CALD W&G	Staff, identified volunteers and all new and re-accrediting coaches and officials complete online discrimination and harassment training to increase their understanding of these issues.	Good practice/other agency resources Discrimination and harassment online training (Play by the Rules)
involve	5 PWD INDIG CALD W&G	Implement a board and a staff induction process to enable and support active leadership in inclusion.	
	6 PWD INDIG CALD W&G	Provide staff and identified volunteers with information or training to improve their communication with priority populations.	
	7 PWD INDIG CALD W&G	Staff and identified volunteers complete online scenarios to increase understanding of sexual harassment and discrimination.	
	8 PWD INDIG CALD W&G	Identified volunteers complete awareness training to increase their understanding of inclusion for priority populations.	
	9 PWD INDIG CALD W&G	Provide information and training for identified coaches to increase their skills in inclusive coaching.	
involve	10 W&G	Provide information or training for identified coaches to support them to increase leadership opportunities for women and girls.	
	11	Create mentoring opportunities or a mentoring	

	PWD CALD	INDIG W&G	program that support participation at different levels of your sport.		
value	12	PWD CALD	INDIG W&G	Board members and the CEO create leadership opportunities for priority populations in the governance structure.	
	13	W&G		Facilitate discussion with SSA staff, board and identified volunteers to improve understanding and promote respectful behaviour between men and women.	
	14	PWD CALD	INDIG W&G	New and re-accrediting coaches and officials complete online scenarios to increase their understanding of sexual harassment and discrimination.	
	15	PWD CALD	INDIG W&G	Provide clubs with opportunities to complete awareness training to increase their understanding of inclusion for priority populations.	
	16	PWD CALD	INDIG W&G	Provide clubs with opportunities to complete Member Protection Information Officer training to support inclusion.	
	17	PWD CALD	INDIG W&G	Provide clubs with information or training to support them to promote fair play, good behaviour and inclusion.	
	18	PWD CALD	INDIG W&G	Provide clubs with information or training about 'welcoming officers' to support their inclusive practice.	
	19	PWD CALD	INDIG W&G	Provide clubs with information or training about 'buddy systems' to support their inclusive practice.	
	20	PWD CALD	INDIG W&G	Provide clubs with information or training to support them to create leadership opportunities for priority populations.	
	21	PWD CALD	INDIG W&G	Provide clubs with information or training to support them to communicate with priority populations and to create publications and promotional materials that are accessible for priority populations.	

Expectations about behaviour are met

Clearly articulating your organisation's standards and expectations about behaviour is an important step in providing inclusive sport. By developing plans (e.g. strategic, operational or action plans), policies, guidelines and procedures you can define your organisation's desired culture. Expectations about behaviour should apply to all people, at all levels and across all aspects of your organisation. Expectations should aim to foster healthy sporting environments that are safe, accessible, inclusive and equitable and where people feel respected, welcome, involved and valued. Consultation with relevant stakeholders, including priority populations, is an important step in developing standards and expectations about behaviour. Having a strong review and evaluation processes will support you to know if expectations about behaviour are met and if improvements are required.

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welcome	22 PWD INDIG CALD W&G	Consult staff, members, experts, leaders, members of priority populations and other stakeholders when developing and improving plans, policies, guidelines and procedures to establish standards and expectations about behaviour.	<p>Everyone Wins resources</p> <ul style="list-style-type: none"> Resource 11 – Policy development guidelines <p>Office for Disability resources</p> <ul style="list-style-type: none"> Inclusive consultation and engagement – Why consult with people with a disability? Inclusive consultation and engagement – How to include people with a disability in consultations Communicating with people with a disability Accessible surveys Disability inclusive purchasing policy Inclusive procedures <p>Good practice/other agency resources</p> <ul style="list-style-type: none"> Considering Consulting? A brief guide to meaningful consultation with young people from refugee and migrant backgrounds information sheet (Centre for Multicultural Youth) Conducting community consultation information sheet (Volunteering Queensland) Culturally Inclusive Planning for Sports Toolkit – organisational cultural diversity audit and action plan (Centre for Multicultural Youth)
	23 PWD INDIG CALD W&G	Develop board and staff induction processes to enable and support active leadership in inclusion.	<p>Everyone Wins resources</p> <ul style="list-style-type: none"> Resource 14 – Board induction <p>Office for Disability resources</p> <ul style="list-style-type: none"> Inclusive recruitment and retention practices <p>Good practice/other agency resources</p> <ul style="list-style-type: none"> vicsport Good Governance Toolkit Developing an effective induction process (Our Community) Achieving the right mix – toward a more diverse Board Part 1 (Our Community) Achieving the right mix – toward a more diverse Board Part 2 (Our Community) Governing Sport – the Role of the Board (Australian Sports Commission) Staff induction checklist (Community Door) Induction checklist (Department of the Premier & Cabinet,WA) Women on Boards Women in Sport Leadership Register (Australian Sports Commission) Victorian Women's Register Women on Boards Help Sheet 17 – Getting more women on – passing the torch to others
	24 PWD INDIG CALD W&G	Reflect a visible commitment to inclusion and creating healthy sporting environments in your strategic plan.	<p>Everyone Wins resources</p> <ul style="list-style-type: none"> Resource 17 – Sample commitment to inclusion statements and template  Word version Resource 18 – A visible commitment to inclusion guidelines <p>Good practice/other agency resources</p> <ul style="list-style-type: none"> Planning in Sport (Australian Sports Commission) Inclusion Framework and Plan (Department of Planning & Community Development) Culturally Inclusive Planning for Sports Toolkit – Multicultural Inclusion Policy Statement and Action Plan templates (Centre for Multicultural Youth) <p>Sport specific examples</p> <ul style="list-style-type: none"> Football Victoria – statement Basketball Victoria – statement Netball Victoria – statement

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welcome	25 PWD INDIG CALD W&G	<p>Conduct an audit to identify new policies, guidelines and procedures needed and improvements to existing documentation required to support inclusion and healthy sporting environments. Based on the audit:</p> <ul style="list-style-type: none"> develop a plan for improvements, dissemination and promotion to members. plan for systematic review. <p>Policies, guidelines and procedures to be reviewed, developed and implemented throughout SSAPP for all SSAs include: member protection, code of conduct, complaints and disciplinary, alcohol management, healthy eating, communications and new technology, team selection, privacy, pregnancy, spectator behaviour, SunSmart, smokefree, inclusion, flexible uniforms, inclusive workplaces for staff including reasonable adjustment, religious and racial vilification, Respect and Responsibility, Welcome to Country, appropriate coach and athlete relationships.</p> <p>Others you may like to consider include: junior sport, masters sport, and sexuality and gender identity.</p>	<p>Everyone Wins resources</p> <p> Resource 24 – Sample spectator behaviour policy template Word version</p> <p> Resource 29 – Flexible uniform policy Word version</p> <p>Office for Disability resources</p> <p> Accessible complaints procedures</p> <p>Good practice/other agency resources</p> <p> Culturally Inclusive Planning for Sports Toolkit – Multicultural Inclusion Policy Statement and Action Plan templates (Centre for Multicultural Youth)</p> <p> Going Smokefree Outdoors – a guide for sporting clubs (Quit Victoria)</p> <p> Smokefree Policy Guide for Sports Organisations (Queensland Health)</p> <p> Good Sports sample alcohol management policy</p> <p> Community Alcohol Action Network</p> <p> Outdoor Events sample SunSmart Policy</p> <p> Sports Medicine Australia and SunSmart UV Exposure and Heat Illness Guide</p> <p> Getting it Right: Guidelines for Selection (Australian Sports Commission)</p> <p> Pregnancy in Sport – guidelines for the Australian sporting industry (Australian Sports Commission)</p> <p> Sports Medicine Australia Women In Sport Fact Sheets including Exercise during pregnancy and Exercise after pregnancy</p> <p>Sport specific examples</p> <p> Gymnastics Victoria – inclusion policy</p> <p> Surf Life Saving Australia – inclusion strategy and action plan</p> <p> Netball NSW Pregnancy Policy</p> <p> Softball Australia Pregnancy Policy</p> <p> Gymnastics Victoria policies (healthy eating, SunSmart, alcohol, pregnancy etc)</p> <p> Softball Australia eCommunication policy</p> <p> Hockey Australia Privacy Policy</p> <p> Surf Life Saving Australia Sun Safety Policy</p> <p> Surf Life Saving Australia Use of Social media Policy</p> <p> Surf Life Saving Australia Inclusion Policy</p> <p> Surf Life Saving Australia Pregnancy and Surf Lifesaver – Competition & Patrols</p> <p> Surf Life Saving Australia Masters Competition policy</p>
	26 PWD INDIG CALD W&G	Become an equal opportunity employer, welcome applications from priority populations and reflect inclusive values in position descriptions for paid, volunteer and board positions.	<p>Office for Disability resources</p> <p> Inclusive recruitment and retention practices</p>
	27 PWD	Develop a Disability Action Plan.	<p>Office for Disability resources</p> <p> What is a Disability Action Plan?</p> <p>Good practice/other agency resources</p> <p> Disability Action Plan guides (Australian Human Rights Commission)</p> <p> Sports CONNECT (Australian Sports Commission)</p> <p>Sport specific examples</p> <p> Register of Sport Disability Action Plans (Australian Human Rights Commission)</p>
	28 PWD INDIG CALD W&G	Develop and discuss clause(s) for inclusion in your Constitution to support board diversity in the future.	<p>Good practice/other agency resources</p> <p> Participation and partnership: a guide for people with disabilities, councillors and local government officers</p> <p> Achieving the right mix – toward a more diverse Board Part 1 (Our Community)</p> <p> Achieving the right mix – toward a more diverse Board Part 2 (Our Community)</p>
	29 PWD INDIG CALD W&G	Link clubs to programs to support inclusive practices.	<p>Everyone Wins Resources</p> <p> Everyone Wins for Clubs</p> <p>Good practice/other agency resources</p> <p> Cub resources (Australian Sports Commission)</p>
	30 PWD INDIG CALD W&G	Develop a plan for equitable and safe access to the SSA workplace, competition and training facilities, training courses, equipment and grounds for priority populations.	<p>Office for Disability resources</p> <p> Access to buildings</p> <p> Access audits</p> <p> Inclusive and flexible workplaces</p> <p> Improving access to buildings</p> <p>Good practice/other agency resources</p> <p> Culturally Inclusive Planning for Sports Toolkit (Centre for Multicultural Youth)</p> <p> Access and Equity Checklist (Opening Doors)</p>
involve	31 PWD INDIG CALD W&G	The strategic commitment to inclusion and creating healthy sporting environments is reflected in operational plans.	
	32 PWD INDIG CALD W&G	Implement your plan for policy, guideline and procedural improvement, dissemination and promotion to members to increase their understanding and support of inclusion and creating healthy environments.	
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involve	33 PWD CALD	INDIG W&G	Create inclusive and flexible workplaces that support and retain staff and volunteers.	
	34 PWD		Implement a Disability Action Plan.	
	35 PWD CALD	INDIG W&G	Implement a plan for equitable and safe access to the SSA workplace, competition and training facilities, training courses, equipment and grounds for priority populations.	
	36 PWD CALD	INDIG W&G	Present clause(s) for inclusion in your Constitution to support board diversity in the future to the membership.	
	37 W&G		Provide information for all female members about where to go for help if they are victims of violence.	
value	38 PWD CALD	INDIG W&G	Establish and embed systematic review and evaluation of the effectiveness of your plans, policies, guidelines, processes and procedures to support inclusion and creating healthy sporting environments into the governance and operations of your sport.	
	39 PWD CALD	INDIG W&G	Embed clause(s) to support board diversity in the future in your Constitution.	
	40 PWD		Contracts for sponsorship or purchasing goods and services promote the principles within your Disability Action Plan.	
	41 PWD CALD	INDIG W&G	Make a register of club welcoming officers available to members to promote clubs supporting inclusion.	

Facilities and activities are accessible

For many people, being able to participate in your sport comes down to practical issues such as cost, transport or physical access. Identifying and addressing practical access issues to your facilities, the activities you host, your website and key publications (e.g. policies and procedures) helps ensure safe and equitable access for everyone. Consultation with relevant stakeholders, including priority populations, is important in developing accessible facilities and activities.











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welcome	42 PWD INDIG CALD W&G	Consult staff, members, experts, leaders, members of priority populations and other stakeholders when developing and improving access to facilities and activities.	Office for Disability resources Inclusive consultation and engagement – Why consult with people with a disability? Inclusive consultation and engagement – How to include people with a disability in consultations Communicating with people with a disability Accessible public events Access to buildings Promoting inclusive activities Improving access to buildings Good practice/other agency resources Access for All Abilities (AAA) Sports Without Borders Centre for Multicultural Youth resources for sport Considering Consulting? A brief guide to meaningful consultation with young people from refugee and migrant backgrounds information sheet (Centre for Multicultural Youth) Conducting community consultation information sheet (Volunteering Queensland) Culturally Inclusive Planning for Sports Toolkit – organisational cultural diversity audit and action plan (Centre for Multicultural Youth)
	43 PWD INDIG CALD W&G	Take action to address transport barriers in SSA activities for priority populations.	
	44 PWD INDIG CALD W&G	Take action to reduce the costs of participation in SSA activities for priority populations.	
	45 PWD	Register as an affiliate of the Companion Card.	Everyone Wins resources Resource 36 – Companion Card Good practice/other agency resources Companion Card: Industry Handbook website
	46 PWD INDIG CALD W&G	Establish an image library to represent the diversity of your membership.	Ausport Image Library
	47 PWD INDIG CALD W&G	Ensure SSA publications (e.g. policies and annual reports) are accessible to all.	Everyone Wins resources Resource 6 – Making policies and publications accessible Office for Disability resources Inclusive procedures Accessible formats Good practice/other agency resources Australian Institute of Interpreters and Translators – glossary of terms, consumer guide We Speak Your Language: Guide to Cross Cultural Communication Translating & Interpreting Service (TIS) – DIMIA Ethnologue – online encyclopaedia of languages
involve	48 PWD	Take opportunities to negotiate/renegotiate a lease or seek alternate venues, where necessary, to improve accessibility of facilities.	
	49 PWD	Promote to clubs the importance of addressing accessibility for spectators with a disability.	
value	50 PWD	Ensure public events hosted by the SSA are accessible to people with a disability.	
	51 PWD INDIG CALD	Provide member surveys in accessible formats for priority populations.	
	52 PWD	Conduct an accessibility audit of your website by a web accessibility professional.	
	53 PWD	Demonstrate your commitment to achieve website accessibility to a minimum of WCG2-AA (double-A).	

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value	54 PWD	Conduct an access audit of SSA buildings and facilities using an accredited access consultant to rate usability and accessibility for users. Prioritise action for access improvements to buildings and facilities arising from your access audit and include in your plan for equitable and safe access.	

Everyone participates

Forming partnerships, engaging and consulting with your members, local community organisations, leaders and members of priority populations will assist you to identify barriers and enablers to participation and inform new approaches that support everyone to participate. You may need to modify and adapt promotional materials (e.g. newsletters, flyers, posters and media releases), resources, training and activities (e.g. DVDs, coaches' and officials' courses, fact sheets, activity cards, rules, modified games and equipment) to reflect the needs of individuals and communities you would like to engage. Broadly promoting and encouraging participation in playing and non-playing roles as well as in social activities can support new and current members to feel welcome, involved and valued.














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welcome	55 PWD INDIG CALD W&G	Establish sustainable partnerships with agencies to support your work with priority populations.	Good practice/other agency resources <ul style="list-style-type: none"> VicHealth Partnerships Analysis Tool VicHealth Partnerships Fact Sheet Organisations to contact for referral and support Information sheet (Centre for Multicultural Youth) Sports Tip Sheet 11 – Sports partnerships to connect with communities (Centre for Multicultural Youth)
	56 PWD INDIG CALD W&G	Consult staff, members, experts, leaders, members of priority populations and other stakeholders when developing and improving promotional materials, activities and resources so that everyone can participate.	Everyone Wins resources <ul style="list-style-type: none"> Resource 8 – Making promotional material and resources inclusive and accessible Office for Disability resources <ul style="list-style-type: none"> Inclusive consultation and engagement – Why consult with people with a disability? Inclusive consultation and engagement – How to include people with a disability in consultations Communicating with people with a disability Positive portrayal of people with a disability Good practice/other agency resources <ul style="list-style-type: none"> Considering Consulting? A brief guide to meaningful consultation with young people from refugee and migrant backgrounds information sheet (Centre for Multicultural Youth) Sports Tip Sheet 4: Engaging CLD young women in sports and physical activity (Centre for Multicultural Youth)
	57 PWD INDIG CALD W&G	Create coaching and officiating courses with modules, resources, training and activities that reflect inclusive principles and practices for working with priority populations.	Office for Disability resources <ul style="list-style-type: none"> Adaptive coaching and officials' courses Coaching participants with a disability Good practice/other agency resources <ul style="list-style-type: none"> Inclusive coaching (Australian Sports Commission) Sports Tip Sheet 1: for coaches and trainers (Centre for Multicultural Youth) Coaches and officials education and training (Australian Sports commission) Sport specific examples <ul style="list-style-type: none"> Basketball Victoria adaptive coaching Swimming Australia inclusion Tips – adapting and modifying Tennis Australia – players with a disability resources Netball Australia - Netball for All resource Netball Australia - coaching players with disabilities
	58 PWD INDIG CALD W&G	Create promotional materials (e.g. newsletters, flyers, posters and media releases), resources and activities (e.g. DVDs, fact sheets, activity cards, rules and modified games) that are accessible to all.	Everyone Wins resources <ul style="list-style-type: none"> Resource 8 – Making promotional material and resources inclusive and accessible Office for Disability resources <ul style="list-style-type: none"> Communicating with people with a disability Positive portrayal of people with a disability Accessible formats Standards for web access Access to the web Good practice/other agency resources <ul style="list-style-type: none"> Sports Tip Sheet 4: Engaging CLD young women in sports and physical activity (Centre for Multicultural Youth) Australian Institute of Interpreters & Translators We Speak Your Language: Guide to Cross Cultural Communication Translating & Interpreting Service (TIS) – Department of Immigration, Multicultural and Indigenous Affairs Ethnologue – online encyclopaedia of languages
	59 PWD INDIG CALD W&G	Invite all members, their partners, families and friends to social events and actively encourage involvement in SSA activities.	Everyone Wins resources <ul style="list-style-type: none"> Resource 42 – Getting families involved
	60 PWD INDIG CALD W&G	Seek support from local community organisations to run inclusive activities. These activities connect people to clubs and ongoing programs.	Good practice/other agency resources <ul style="list-style-type: none"> Organisations to contact for referral and support Information sheet (Centre for Multicultural Youth) Sports Tip Sheet 11 – Sports partnerships to connect with communities (Centre for Multicultural Youth)
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welcome	61	PWD CALD	INDIG W&G	Hold meetings with families of children from priority populations and with members of priority populations wishing to participate to increase their understanding of your sport.	<p>Everyone Wins resources</p> <p> Resource 42 – Getting families involved</p> <p>Office for Disability resources</p> <p> Communicating with people with a disability</p> <p>Good practice/other agency resources</p> <p> Communicating positively: a guide to appropriate Aboriginal terminology (NSW Health)</p> <p> Indigenous Australians & Volunteering – take a closer look (Volunteering Australia)</p> <p> Sports Tip Sheet 1: for coaches and trainers (Centre for Multicultural Youth)</p> <p> Tip Sheet No 9: Involving migrant and refugee young people in social and recreational activities (Centre for Multicultural Youth)</p> <p> Multicultural Resource Kit (Centre for Multicultural Youth)</p> <p>Sport specific examples</p> <p> Swimming pool communication cards – Communication the key to a more inclusive leisure environment</p> <p> Swimming Australia Swimming for People with Disability Program Inclusion tips: Communication fact sheet</p> <p> Communication cards, All Abilities Day 2011 Rip Curl Pro, Surfing Victoria</p>
	62	PWD CALD	INDIG W&G	Create and widely promote messages of fair play and good behaviour.	
involve	63	PWD CALD	INDIG W&G	When promoting inclusive activities to the media use positive portrayals.	
	64	PWD CALD	INDIG W&G	Widely promote inclusive activities through radio stations, schools and community organisations with specific links to priority populations.	
	65	PWD CALD	INDIG W&G	Consult with members of priority populations who are involved and those who are not currently involved, their carers/family, and support agencies to inform levels of satisfaction with SSA activities, interest in participation and obstacles to future participation. Analyse the information to support future action.	
	66	PWD CALD	INDIG W&G	Provide opportunities for transition between segregated, integrated or mainstream participation for priority populations.	
value	67	PWD CALD	INDIG W&G	Advocate to your national body to amend recognised accredited courses for coaches and officials so they include and reflect inclusive principles for priority populations.	
	68	PWD CALD	INDIG W&G	Mentor and link priority populations to training programs to develop their coaching, officiating and leadership skills.	
	69	PWD CALD	INDIG W&G	Embed principles and activities in your club development program that support clubs to create healthier sporting environments that are safe, accessible, inclusive and equitable.	

Commitment through ongoing action

To sustain an inclusive environment you will need to ensure you form a solid foundation for your commitment and develop ongoing actions that will support you to provide participation opportunities for everyone. Important initiatives include:

- celebrating and promoting your achievements
- securing resources for future initiatives
- seeking to improve your delivery by asking for feedback from your members
- forming strategic partnerships to support future initiatives at state and national levels.

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welcome	70 PWD INDIG CALD W&G	Review the type of demographic and participation data that you collect and the methods of this data collection. Develop a plan to collect and utilise member and workforce participation data to support inclusion.	Office for Disability resources  Accessible surveys  Satisfaction surveys in relation to people with a disability Good practice/other agency resources  Community Indicators Victoria  Community Information Summaries  Customised settlement database
	71 PWD INDIG CALD W&G	Recognise exemplary champions of change.	Good practice/other agency resources  Thanks Coach and Official Certificates (Australian Sports Commission)  vicsport Sport Awards  Softball Australia member recognition awards  Advancing Women in Basketball Award; Youth Contribution to Basketball Award (Basketball Victoria)
	72 PWD INDIG CALD W&G	Establish strategic partnerships with organisations to support current and future initiatives at state and federal level.	Good practice/other agency resources  VicHealth Partnerships Analysis Tool  VicHealth Partnerships Fact Sheet  Organisations to contact for referral and support Information sheet (Centre for Multicultural Youth)  Sports Tip Sheet 11 – Sports partnerships to connect with communities (Centre for Multicultural Youth)
involve	73 PWD INDIG CALD W&G	Conduct annual member surveys that collect information about how inclusive the sports environment is. Utilise the information to inform better practice.	
	74 PWD INDIG CALD W&G	Participate in state and national awareness-raising events and promote participation by clubs.	
value	75 PWD INDIG CALD W&G	Use information from member surveys to provide information to clubs that can support inclusion of priority populations.	
	76 PWD INDIG CALD W&G	Seek new funding opportunities and review budget processes to secure resources for ongoing work with priority populations.	
	77 PWD INDIG CALD W&G	Document your best practice and case studies about inclusion and share with the sector.	