

## Areas for change

There are five key areas that can be addressed to help create healthy sporting environments. These areas cover many different aspects of your sport including people and training, policy and process, accessibility and place, diversity and engagement and commitment and sustainability.

| Area  | What does this mean, why is it important?  |
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| <b>Champions of change are active</b>           | 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.  |
| <b>Expectations about behaviour are met</b>     | 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. |
| <b>Facilities and activities are accessible</b> | 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.  |
| <b>Everyone participates</b>                    | 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.   |
| <b>Commitment through ongoing action</b>        | 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: <ul style="list-style-type: none"> <li>• celebrating and promoting your achievements</li> <li>• securing resources for future initiatives</li> <li>• seeking to improve your delivery by asking for feedback from your members</li> <li>• forming strategic partnerships to support future initiatives at state and national levels.</li> </ul>  |

## Levels

There are three levels of Everyone Wins, which take a SSA from the planning and development stage through to the implementing and embedding stage and on to the reflecting and evaluating stage. The levels represent a progression in organisational development rather than a reflection of difficulty and therefore, some actions may be more difficult to achieve at level 1 than at level 3. SSAs will implement actions at all levels. By working at all the levels SSAs will *welcome*, *involve* and *value* everyone.

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|-------------------------|---|
| <b>Level 1: Welcome</b> | Actions that: <ul style="list-style-type: none"><li>• develop an understanding of inclusive principles and practices by staff and board members</li><li>• gather information to identify needs, gaps and where improvements can be made</li><li>• enable consideration of future possibilities</li><li>• help to identify potential partnerships and seek support from relevant community organisations</li><li>• focus on developing new and improving existing plans, processes, policies and programs.</li></ul> |
| <b>Level 2: Involve</b> | Actions that: <ul style="list-style-type: none"><li>• develop an understanding of inclusive principles and practices by identified volunteers</li><li>• involve leadership at multiple levels within the sport</li><li>• focus on implementing and promoting plans, processes, policies and programs</li><li>• begin to embed inclusive practices within the association.</li></ul>   |
| <b>Level 3: Value</b>   | Actions that: <ul style="list-style-type: none"><li>• develop an understanding of inclusive principles and practices by individual members and member clubs</li><li>• actively demonstrate your commitment to inclusion in all areas of your association</li><li>• focus on reflecting, reviewing and sustaining efforts</li><li>• involve advocacy and mentoring</li><li>• further embed and enhance inclusive practices within the association.</li></ul>   |