

Active Citizenship through Sports: A Framework

2014

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Consultation Aims:

- To present a draft framework on Active Citizenship through Sports.
- To seek feedback from sports clubs within the City of Monash around what Council can provide in it's citizenship role to support clubs in practical ways.

Framework Overview

- **Developing your Club**
 - Culture
 - Policies
 - Leadership
 - People
- **Developing your Services**
 - Programs
 - Communication
 - engagement

Framework Structure

Level 1

- **Foundations demonstrating commitment**

Level 2

- **The Club has a clear direction in relation to diversity.**
 - Developing your Club: getting started
 - Developing your Services: getting started

Level 3

- **The Club has increases opportunities for participation by CALD communities.**
 - Developing your Club: making progress
 - Developing your Services: making progress

Level 4

- **The Club is inclusive of the community it serves.**
 - Developing your Club: Inclusive practice
 - Developing your Services: Inclusive practice

Developing your Club – foundations demonstrating commitment

- **Visible commitment to diversity**
 - Formal statement
 - Accountability at highest level and across management committee
 - Allocated roles to progress diversity commitment
 - Commitment is understood by all involved in the club

Developing your Club – foundations demonstrating commitment

- **Club has an embedded diversity policy**
 - Draft policy developed
 - Training for senior staff and committee members on relevance of diversity to the club
 - Opportunity for management and volunteers to contribute to draft policy
 - Dissemination and communication of diversity policy throughout club

Developing your Club – foundations demonstrating commitment

- **Current profile and positioning of club in terms of diversity**
 - Review
 - Diversity profile of committee, staff, volunteers, coaches etc.
 - Existing policies
 - Communication and engagement processes
 - Member profile
 - Findings inform development of diversity action plan

Developing your club – getting started

The Club has a clear direction in relation to diversity.

- **The Club understands issues and barriers faced by CALD communities**
 - Seeks Council support to address findings from review of current practice as they relate to CALD communities

Developing your club – **getting started**

- **The Club has a clear diversity plan which is understood by all stakeholders**
 - Existing policies, procedures and programs have been reviewed for their diversity impact
 - Draft plan developed
 - Pathways for improved diversity identified
 - Consultation process undertaken
 - Process in place to monitor and review plan
 - Plan communicated across club

Developing your club – **getting started**

- **All club stakeholders understand principles of diversity and their role in achieving the plan**
 - Training needs analysis
 - Training and other initiatives developed to support objectives of plan
 - Individual roles against plan identified
 - Human resource practices enhanced to support diversity plan. For example:
 - Selection processes for volunteers and committee
 - Format and content of club applications (including statement of commitment to diversity)
 - Marketing processes inclusive of ethnic media

Developing your Services

getting started

- **Partnerships / Collaboration**
 - Promote club action plan through relevant sporting bodies, Council, CALD agencies
 - Seek support / agreement to support achieving objectives of the diversity plan

Developing your club – making progress

The Club has increases opportunities for participation by CALD communities.

- **The Club has increased CALD representation at leadership, volunteer and participant levels**
 - Marketing recruitment activities
 - Mentoring
 - Co-opting onto committee

Developing your club – **making progress**

- **The Club's policies and procedures are inclusive of diversity**
 - Policies and procedures have been updated
 - Key internal stakeholders demonstrate application

Developing your Services

making progress

- **The Club demonstrates increased diversity in sports participation**
 - Good practice examples are promoted and celebrated
 - Pilot programs implemented in partnership with schools, multicultural services etc.

Developing your Services

making progress

- **Internal and external stakeholders recognise progress and achievements**
- Positive promotion opportunities – websites, local media, champions, community events, volunteer recognition etc.

Developing your Club – **Inclusive practice**

The Club is inclusive of the community it serves.

- **The Club reflects the local community**
 - Data on participation at leadership, volunteer and participation levels is representative
- **Diversity is embedded across the Club's operations and programs**
 - Clear diversity roles
 - Representation at decision-making levels
 - Induction training on diversity

Developing your Services— **Inclusive practice**

- **Officials, coaches, volunteers and participants reflect the community**
 - Development targets in place
- **Programs are sensitive to diversity**
 - Links have been established with local CALD networks
 - Initiatives are in place to engage under-represented groups
 - Tools are in place to measure progress
- **There is increased number of participants from CALD communities.**
 - Evidence based CALD youth development programs
 - Information and training for coaches and selectors in place
 - Information and training for parents and carers in place