



**MAKING YOUR CLUB CULTURALLY
INCLUSIVE FOR ABORIGINAL AND
TORRES STRAIT ISLANDER PEOPLE**

CULTURAL INCLUSION IS PARAMOUNT WITHIN SPORTING CLUBS

Cultural inclusion must be at the forefront of what we do to ensure inclusion of all people. When we are looking to ensure Aboriginal and Torres Strait Islander people feel welcome and included within our football clubs there are a range of things that we can do to ensure cultural inclusion.

This document will guide your club through ideas and initiatives to ensure that you are working with best practice in inclusion of Aboriginal and Torres Strait Islander people.

It is important to incorporate a range of the ideas included within this document as it would be devaluing the process to visually acknowledge Indigenous people but not follow through with deeper actions that truly promote and create a culturally inclusive environment.

Building a relationship with your local Aboriginal and/or Torres Strait Islander community is imperative to this process. Families, Elders, Land councils, co-ops and community groups. Ensuring that you have consulted with them and are working to build and maintain trusting relationships. This will also assist you when you have any issues arise or you are seeking support to be able to leverage off this relationship.

You may have Indigenous families already engaged or playing at your club who you can begin discussions with but be careful not to over burden people. Providing appropriate supports, remuneration and/or recognition is important.

WHAT DO ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE SEE WHEN THEY ARRIVE AT YOUR CLUB?

The first consideration is what an Aboriginal or Torres Strait Islander person sees when they arrive at your club, this could very well dictate their initial feelings of inclusion within the club.

Display of the Aboriginal Flag

Does your club have an Aboriginal Flag displayed on a flagpole? This is something that can be used to show respect for Aboriginal people. It will also be a great inclusion to raise the flag at significant events.

Aboriginal and Torres Strait Islander flag stickers on your club room door are also another great way to visually acknowledge that your club is welcoming.

Acknowledgement Plaque

Does your club have an acknowledgement plaque? This is something you can have created from a range of Indigenous businesses and display in the entryway to your club rooms. An acknowledgement plaque is in place to identify, acknowledge and pay respects to the traditional landowners.

Vilification posters in change rooms/club rooms

A great idea to promote cultural inclusion and educate your broader players and officials, is it enables everyone to become familiar with the process and shows that your club has a zero-tolerance policy.

Display of Significant Indigenous Players/ Past local Indigenous players

By having pictures up of past players for your club or displaying significant Aboriginal and Torres Strait Islander players on the wall of your clubrooms is another way to visually acknowledge and encourage Indigenous participation.

Promotional material

Ensuring that any promotional materials that your club releases including newsletters and social media have a broad representation of people and have Aboriginal and or Torres Strait Islander people or flags visible within the material is another great way to continue to encourage inclusion.

WHAT THINGS CAN MY CLUB DO TO ENSURE THAT IT IS CULTURALLY INCLUSIVE?

Attitude within the football club is integral to ensuring that Aboriginal and Torres Strait Islander people feel included and welcome. Listed below are some things that you can do to ensure the attitude of your club is aligned to your goal of being culturally inclusive.

Cultural Awareness Training

Ensuring that your club participates in cultural awareness training yearly is a fantastic way to ensure that attitudes are aligned with the club's vision and that everyone is educated and understands diversity of Aboriginal and Torres Strait Islander people. It is important that the cultural awareness is available to players, volunteers and officials- also where appropriate or possible it is great to have this accessible for parents also. Discussing cultural awareness training option with your local Indigenous community or organisation is a great place to start to identify someone who can present to your club. You may also like to google to see if there is anyone locally who may provide this for your club.

This is also a great opportunity to make a commitment as a whole club to a zero tolerance to racism and ensure that everyone is clear on the vilification policy and reporting process.

Celebrations of Aboriginal and Torres Strait Islander culture, stories and history

Your club has a great opportunity to embrace and celebrate Indigenous culture on a larger scale at numerous times throughout the year. Some ideas are Reconciliation week (May), NAIDOC Week (July) and Aboriginal and Torres Strait Islander Children's Day (August).

Your club might like to coincide one of these events with an Indigenous round game or event at your club- please see Indigenous round guide for ideas to celebrate.

Visibility and Opportunities for Progression

for potential participants and shows your club to be a culturally inclusive and welcoming place to participate. Discuss with Indigenous players and families as to their aspirations within the football club and see how you may be able to support or accommodate their vision.

Game day

When your club has a home game it is a great idea to do an acknowledgement to country. You may like to do this over the loudspeaker prior to the game so that it plays to all players and supporters, or you may like to do it in the club rooms during halftime. Anyone can do an acknowledgement to country; it does not have to be an Aboriginal person speaking. "I would like to acknowledge and pay my respects to the traditional owners (*insert Traditional owners name if known*) and pay my respects to their elders; past present and emerging."

Training

Doing an acknowledgement at the start of each training session is great practice. Alternating who speaks the acknowledgement is also a good way to allow players to become more comfortable participating in this. Anyone can do an acknowledgement to country; it does not have to be an Aboriginal person speaking. "I would like to acknowledge and pay my respects to the traditional owners (*insert Traditional owners name if known*) and pay my respects to their elders; past present and emerging."

Naming of a medal/club room/stand/ trophy/ Best on Ground

If you have a past Indigenous player that made a significant contribution or commitment to the club it is a great way to acknowledge this by naming something in their honor.

Club polo/merchandise

Incorporating Indigenous artwork into your club apparel is another great visual way to show that your club embraces and welcomes Aboriginal and Torres Strait Islander people. - See Indigenous Round guide for further information to implement

Reconciliation action plan

Creating a formal reconciliation action plan with Reconciliation Australia is a great step towards formalising and pledging your commitment to ensuring your club is culturally inclusive.

Sorry business

When somebody passes away in the Indigenous community that is linked to your football club or a member of your football club it is important to acknowledge this and discuss with the family how the football club can support during this time. If the family is comfortable with your club acknowledging this further you may consider doing the following: Aboriginal