

Archery Victoria Guidance Note			
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Inclusion Implementation Strategy for Clubs

The following is a practical framework designed to help clubs, embed diversity and inclusion into their core operations. The model provides an “overhead view” of inclusion, focusing on the common elements that contribute to building clubs that reflect and embrace the diversity within our communities.

The steps to building the framework are:

1. Access

Access is both physical and attitudinal. It involves creating welcoming spaces that are physically accessible while also ensuring the culture is open and inviting. This includes:

- Modifying facilities to ensure all participants can engage safely and comfortably.
- Reviewing participation structures to reduce hidden barriers.
- Ensuring access to information and resources is clear and equitable.

2. Attitude

Attitude is consistently cited as one of the most significant barriers to inclusion. A positive and open mindset is the foundation of all other pillars.

An inclusive attitude:

- Helps overcome challenges and fosters innovation.
- Inspires passion, motivation, and resilience in individuals and organisations.
- Builds fun, safe, and welcoming environments where diversity is celebrated.

“Unfortunately, many people still think that having a disability is a weakness or illness. We need to celebrate diversity and recognise that everyone has unique skills and abilities. The key to creating a truly inclusive and welcoming community is making reasonable adjustments to our mindset, behaviour and environment to ensure that each person—whether or not they have a disability—can achieve what they want to achieve and be the best person that they can be.”

3. Choice

Sport is not “one size fits all.” Inclusion means providing pathways and opportunities for people to participate in ways that suit their interests, abilities, and aspirations. Diversity is about recognising and managing these different choices. Clubs should:

- Offer flexible formats and participation levels.
- Support both recreational and competitive involvement.
- Empower individuals to choose how they engage in sport.

4. Partnerships

Inclusion is strengthened through collaboration. Building mutually beneficial partnerships with organisations that specialise in inclusive practice allows clubs to expand their reach and impact.

Examples of valuable partners include:

- [Blind Sports and Recreation Victoria](#)
- [Deaf Sports Recreation Victoria](#)
- [AAA Play](#)
- [Vicsport](#)
- [Scope](#)
- [Play by the Rules](#)

5. Communication

Effective communication is essential to inclusion. It requires adapting styles and conduits to ensure information is clear, accessible, and responsive to the needs of different communities. Inclusive communication may involve:

- Using plain, respectful, and accessible language.
- Offering information through multiple methods (oral, digital, print, visual).
- Using communication aids when required.
- Ensuring cultural awareness and sensitivity in all messaging.

6. Policy

For inclusion to be sustainable, it must be embedded in governance and operations. Clear policies establish accountability and provide a foundation for inclusive practice. Key examples include:

- Member Protection Policies
- Privacy Policies
- Gender Equity Policies
- Complaints Resolution Processes

These policies signal organisational commitment and guide behaviour across all levels of archery.

7. Opportunities

Inclusive opportunities do not emerge by chance; they are created through deliberate action and innovation. This may involve:

- Advocating for facility modifications, such as widening access gates or upgrading toilets and amenities.
- Addressing issues such as racism, sexism, homophobia, or other forms of discrimination.
- Challenging assumptions about “normal” behaviour in sport environments.

Resources may include:

- [Disability Inclusion Resources](#);
- [AAA Play](#);
- [\(Vicsport Aboriginal Initiatives\)](#);
- [Vicsport LGBTIQ+ Inclusion Resources](#); and
- [Rainbow Roadmap](#).