

Doc No.:	1100	Version:	01
Revised Date:	30/09/2025	Replaces Version:	New
Review Date:	30/09/2027	Pages:	4

1. Introduction

1.1 Archery Victoria acknowledges its legal and moral responsibility to ensure access and inclusion for **ALL** communities across all aspects of its activities. This responsibility extends to, but is not limited to:

- Provision of services offered by its affiliated Clubs
- Participation in sport and recreation activities delivered by member organisations, including coaching, administration, board/committee roles, volunteering, and player opportunities.
- Provision of information by member organisations, in accordance with Archery Victoria's Privacy Policy.
- Access to training and event preparation opportunities offered by affiliated Clubs.
- Access to events hosted by Archery Victoria and/or its affiliated Clubs.

1.2 For the purpose of this policy, **ALL** refers to every individual and community, and includes (but is not limited to): Accessing All Abilities communities (AAA), diverse and minority groups, culturally and linguistically diverse (CALD) populations, Indigenous and Torres Strait peoples, communities of varied religious and/or ethnic backgrounds, LGBTQ+ communities, all genders (including non-binary, transgender, and people in transition), and people across all ages.

1.3 This Policy, and associated documents enter into force and applies as of 30 November 2025. It will be reviewed on or before 30 November 2027. Unless required by changes to legislation, changes to the Rules Archery Victoria or Archery Australia policies, or as determined necessary by the Archery Victoria Board.

1.4 Copies of all documents can be obtained from the Archery Victoria website. Additional information is available from the Secretary, Archery Victoria.

2. Purpose

Archery Victoria is committed to fostering a safe, inclusive and welcoming environment for all people wishing to participate in archery across Victoria.

This Diversity, and Inclusion Policy provides the framework through which Archery Victoria and its affiliated Clubs will develop practices, policies and cultures that embrace diversity and actively support inclusion at every level of the sport.

The Policy is based on the principles of the Australian Government's Charter of Public Service in a Culturally Diverse Society, which underpins the national Access and Equity strategy. These principles ensure that programs and services, whether delivered by government, community organisations or not-for-profits such as Archery Victoria, are inclusive and responsive to the needs of our diverse community.

3. Definitions

Diversity

Victoria's community is diverse and multifaceted. Diversity refers to the many different characteristics and identities that shape who we are as individuals and communities. These characteristics include, but are not limited to:

- **Gender** (men, women, boys, girls, non-binary and gender diverse people)
- **Age**

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- **Race** (including nationality, ethnicity, and colour)
 - **Culture**
 - **Religion or belief**
 - **Sexual orientation** (including lesbian, gay, bisexual, and queer people)
 - **Disability** (including intellectual, physical, sensory, or psychosocial disability)

Diversity exists within families, friendship groups, workplaces and local communities. Each individual relates to these characteristics in unique ways and is not defined by a single trait or identity.

Diversity is a strength of our community. Recognising and valuing this strength is essential for sport organisations to be inclusive and to ensure that people from all backgrounds and identities feel welcome and supported to participate in sport.

Inclusion

Inclusion is the proactive process of ensuring that diverse communities are represented, respected, and provided equitable opportunities to participate in sport. To be inclusive means intentionally planning, leading, and delivering sport and recreation activities that are accessible and welcoming for everyone.

Inclusion in sport recognises that:

- All people, regardless of their gender, age, race, culture, religion, sexual orientation, sex characteristics, or ability, must have access to a wide range of opportunities to participate.
- Individuals are not defined by one characteristic alone. Some communities are under-represented in sport participation and may face multiple barriers.
- Barriers to participation, such as language, physical accessibility, financial limitations, or discriminatory attitudes, are not caused by the individual, but by the way sport is structured, designed, and delivered.

Inclusive Participation

The Victorian Government's *Active Victoria* framework identifies inclusive participation as a strategic priority. To achieve this, sport organisations should actively create choice and opportunities for:

- People with disability
- Lesbian, Gay, Bisexual, Transgender, Intersex and Queer (LGBTIQ+) communities
- Aboriginal and Torres Strait Islander peoples
- People from culturally and linguistically diverse (CALD) backgrounds
- Women and girls
- Older adults
- People experiencing social or economic disadvantage

4. Guiding Principles

Archery Victoria's Diversity and Inclusion Policy is built on the following:

3.1 Access

Archery Victoria offerings will be available to all people, free of discrimination on the basis of country of birth, language, culture, race, religion, ability (physical, cognitive, emotional, neurological), sexuality, age or gender.

3.2 Equity

Archery Victoria offerings will be developed and delivered on the basis of fair treatment of all members and prospective members. Archery Victoria will support its affiliated Clubs to uphold the same standard.

3.3 Communication

Archery Victoria will use appropriate strategies to inform affiliated Clubs of their responsibilities in diversity and inclusion. Regular feedback will be sought from members, clubs and parents on the adequacy and effectiveness of these strategies.

3.4 Responsiveness

Archery Victoria will promote inclusive practices in all aspects of governance and daily activities. Diversity will be embraced as a strength, and members' varied needs will be met with sensitivity, flexibility and fairness.

3.5 Effectiveness

Archery Victoria will work with Clubs to ensure services meet the needs of members from all cultural, linguistic, social and ability backgrounds.

3.6 Efficiency

Resources will be used effectively to support inclusive governance and service delivery. Frameworks and policies that underpin this commitment include:

- Framework for People with a Disability (Australia's Disability Strategy 2021-2031)
- Archery Victoria Privacy Policy
- Child Safe Standards as outlined in Archery Victoria, Safeguarding Children and Young People policy
- Gender Equity Action Planning
- This Diversity and Inclusion Policy

3.7 Accountability

Archery Victoria will establish reporting mechanisms to ensure it is accountable for assisting Clubs to implement inclusive strategies and practices.

4. Responsibilities

The responsibility for implementing this Policy rests with:

- The Archery Victoria Board, by providing leadership, direction and annual reporting on diversity and inclusivity.
- Affiliated Clubs, through embedding inclusive practices into governance, programs, training and membership activities.
- Committees, officers and volunteers, by upholding inclusive values in day-to-day roles.
- Clubs undertaking the Diversity Self-Assessment and completing the Diversity Action Plan.

Progress against this Policy will be reported to the Archery Victoria Board annually in October, prior to production of each Annual Report.

5. Procedures

To achieve the goals of this Policy, Archery Victoria and its affiliated Clubs will:

5.1 Governance & Leadership

- Provide training and support for Board and Committee members to develop awareness of inclusivity and diversity.
- Ensure equal access to leadership roles, including Board, Committee and Officer positions.
- Promote diversity in the membership of boards, committees and working groups.
- Maintain a minimum of 40% female representation on the Archery Victoria Board.
- Ensure that the positions of President and Vice-President are not held by members of the same gender.

5.2 Programs & Services

- Design archery programs to provide equal access for all, or create alternative programs where required.

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- Assess new or revised policies and archery programs/events for their impact on people from diverse backgrounds, and document these reviews.
 - Consult with people from affected communities (cultural, linguistic, disability, gender, sexuality) when developing policies and programs/events.
 - Where necessary, provide for the special needs of members, including language assistance, accessible facilities and outreach to regional or remote areas.

5.3 Communication & Engagement

- Develop communication strategies that reach people from diverse backgrounds (e.g. Easy English, translations, disability-appropriate formats).
- Provide clear, accessible information on policies and programs through multiple channels (print, online, electronic).
- Establish complaints mechanisms that enable all people to raise concerns about inclusivity and accessibility.

5.4 Training & Capacity Building

- Place diversity and inclusion at the forefront of training programs for members, judges, coaches and officials.
- Provide access to cultural competency and inclusivity training to Clubs, volunteers and staff.

5.5 Data, Privacy & Evaluation

- Collect relevant demographic data (with consent) to support inclusive service delivery, including information such as birthplace, first language, Aboriginal or Torres Strait Islander background, gender identity, religion and disability.
- Protect privacy and confidentiality when collecting and using data, ensuring non-intrusive methods, anonymity where appropriate, and compliance with Archery Victoria's Privacy Policy.
- Collaborate with other organisations and agencies to ensure coordinated and responsive service delivery.

6. Reporting and Accountability

- Archery Victoria will report annually on its diversity and inclusion initiatives as part of its Annual Report.
- Affiliated Clubs will be expected to monitor and report on their implementation of inclusive practices.
- A complaints and feedback mechanism through the Inclusion Committee will be in place for members and clubs to raise concerns or suggest improvements.

7. Commitment

Archery Victoria recognises that diversity is a strength and that true inclusion requires continuous effort. This Policy ensures that people of all backgrounds, abilities and identities are welcomed, respected and supported in the sport of archery.