

A photograph of a male swimmer in a pool, wearing a white swim cap and goggles. He is looking towards the camera with a slight smile. The water is blue, and a yellow and green lane line is visible on the left side of the frame.

# INCLUSIVE SWIMMING FRAMEWORK

A BLUEPRINT FOR ENSURING  
SWIMMING AND AQUATICS  
REFLECT THE DIVERSITY OF THE  
AUSTRALIAN COMMUNITY.



Principal Partner

**HANCOCK PROSPECTING**

Developed in partnership with



## Acknowledgement of traditional owners

Swimming Australia acknowledges the traditional owners of the land upon which our sport occurs, their ancestors and elders.

The Inclusive Swimming Framework is an initiative of Swimming Australia Ltd. in partnership with Play by the Rules and in consultation with swimming and aquatics industry stakeholders.

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## SAL CEO Statement – Mark Anderson



Swimming is an important part of our national identity. We consider it as part of Australia's DNA. As custodians of swimming, we accept our responsibility to ensure all Australians have the chance to become involved, develop and excel in swimming, both in and out of the water. We acknowledge that not every Australian has easy access to getting involved and that for a number there are barriers that are our responsibility to overcome.

The introduction of the Inclusive Swimming Framework is intended to provide the swimming and aquatics industry with a consistent approach to enabling access and participation. It is an approach that highlights the common factors that contribute to achieving diversity, rather than focusing on difference.

Swimming Australia's purpose is to inspire Australians to be the best swimmer they want to be. To fulfil this purpose we have identified three strategic pillars - People First, Lifetime Participation and Peak Performance. The Inclusive Swimming Framework has links across all key strategic pillars of the organisation. It applies at all levels of the sport from grassroots participation to the podium and in the administration of SAL and its stakeholders.

While Swimming Australia seeks to take a leadership role in this endeavour, I acknowledge that this is not something that Swimming Australia can do alone. The key to success is ensuring all stakeholders in the swimming and aquatics community feel empowered and involved. In providing access to the Inclusive Swimming Framework and associated resources we look forward to working with our key deliverers to implement and improve inclusive practices. Our key objective is to create a welcoming culture that fosters diversity.

Every Australian should have the opportunity to be involved in swimming in the role and level of their choosing. Through the Inclusive Swimming Framework, it is Swimming Australia's goal to achieve this by ensuring our sport is reflective of the Australian community.

A handwritten signature in black ink, appearing to read 'Mark Anderson', written in a cursive style.

**Mark Anderson**  
Chief Executive Officer - Swimming Australia

## Play By The Rules – Peter Downs



Play by the Rules is all about keeping sport safe, fair and **inclusive**. For over a decade now Play by the Rules has been the 'go to' place for resources, information, training and education around a range of issues at the grassroots of sport, including child protection, complaint handling, harassment and discrimination, member protection, racism, homophobia and, more recently, issues such as supplements use and doping.

When it comes to **inclusion** as a core objective, our approach has focused on a simple human rights based mind-set. We believe that everyone has the right to participate in sport at a level and setting of their choice. Sport should not unfairly disadvantage people on the basis of a personal attribute, such as race, gender, disability or culture.

Similar to other national approaches to inclusion and diversity, Play by the Rules has, historically, taken a very targeted approach to tackling disadvantage. We have tools and resources targeting the inclusion of people with disability: we have developed national media campaigns addressing racism and homophobia and we have interactive scenarios about girls playing in boys' teams, to name a few.

While these have proved beneficial and necessary, collectively, they fail to provide people with a broad understanding of inclusion. They tend to highlight only the differences between targeted populations, not the similarities. In retrospect, this was very much a 'cart before the horse' approach. The reality is that there are similarities *and* differences between targeted populations and, ideally, we should understand the similarities first and address the differences later. This would give sport a platform to build on, where recognition of the similarities gives context to more specific strategies that can be employed for targeted populations if and when required.

With this in mind, in mid 2013 Play by the Rules started a process of identifying the common elements of inclusion across targeted populations. We spoke to many leading advocates and practitioners of inclusion and it soon became clear that there were common elements to addressing disadvantage. People were speaking broadly about the same issues, regardless of their specific expertise or interest. This was the birth of the *7 Pillars of Inclusion*.

We produced a series of audio-visual resources highlighting the 7 Pillars and promoted them through our networks nationally. Fortuitously, by 2014 Swimming Australia saw that the 7 Pillars complemented their own plans for an Inclusive Swimming Framework. The challenge then was to develop a tool, based on the 7 Pillars, which could be used by the swimming and aquatics community that would help them identify their own status across the 7 Pillars. We think we have achieved this.

It's been a great pleasure to work directly with Swimming Australia and to contribute to their development of the Inclusive Swimming Framework. We hope you find it useful in starting your journey toward a more inclusive and diverse community.

*Play by the Rules* is a joint initiative between the Australian Sports Commission, the Australian Human Rights Commission, all state and territory departments of sport and recreation and equal opportunity commissions, the Australian and New Zealand Sports Law Association and the Office of the Children's Guardian.



**Peter Downs**  
National Manager - Play By The Rules

## About the Framework

The Inclusive Swimming Framework (ISF) is a blueprint to guide Swimming Australia, its stakeholders and aquatic partners toward achieving full inclusion of people from a diverse array of circumstances and backgrounds in swimming and aquatic activities. The ISF incorporates the direction, thoughts and opinions of the swimming and aquatic community and aims to establish a consistent approach to planning and policy development for the swimming and aquatics sector.

From the outset of the ISF's development it has been evident that *'knowing where to start' in addressing issues of inclusion is a major sticking point*. This is common across all levels and all circumstances. With this in mind the ISF has been developed to be a practical framework that assists organisations and individuals delivering swimming and aquatic opportunities to understand where to start with inclusion and subsequently enact real change.

“Sport has the power to unite people in a way that little else can. Sport can create hope where there was once only despair. It breaks down racial barriers. It laughs in the face of all kinds of discrimination. Sport speaks to people in a language they can understand.”

Nelson Mandela

## Inclusiveness, an organisational value

Swimming Australia has identified 'inclusiveness' as a core value for the organisation. The ISF will guide the application of this value in the context of our business operations and planning and how we interact with and influence our stakeholders. By engaging the broader swimming and aquatics sector in applying the ISF principles, inclusiveness is a value that becomes instilled in the other peak organisations representing the swimming and aquatics sector, if it isn't already!

Inclusiveness is often used in reference to specific targeted populations, such as people with disability, Indigenous Australians or people from culturally and linguistically diverse backgrounds. However, focusing on targeted populations in isolation does not reflect the breadth of diversity across the swimming and aquatic community.

**Inclusiveness is simply about ensuring our sport reflects the diversity of the broad Australian community.**

This means removing barriers to participation, eradicating discrimination and understanding the important role swimming and aquatics can play in the lives of all Australians. The ISF will be our road map to achieving this.



## The challenge

In Australia sport is part of our daily lives. 65% of Australians aged 15 years and over participate in sport on a regular basis<sup>1</sup>. However, it's not the same for all of us. People who migrate to Australia from other countries access sport less than the general population and, significantly, less than half (49%) of children aged 5-14 from non-English speaking countries participate in organised sport<sup>2</sup>. Only 30.1% of Indigenous Australians participate in sport and active recreation regularly<sup>3</sup>. People with disability participate even less, with only 23.7% getting involved in sport<sup>4</sup>. Generally, women participate less than men and participation rates decrease as we get older<sup>5</sup>. Lesbian, gay, bisexual and transgender Australians continue to face discrimination and many have experienced homophobia while participating in sport<sup>6</sup>.

While the challenge is clear, it presents the swimming and aquatics community an opportunity to create environments that welcome all Australians who turn up to swim regardless of their background or motivation.





## Foundations of the ISF

**The ISF is built on the common drivers of inclusion across the diverse groups within our population.**

The ISF takes a ‘helicopter’ view of inclusion, while acknowledging that there are differences between targeted populations when it comes to barriers to participation and therefore differences in how these groups can be included. However, the primary focus of the ISF is the common drivers that should be addressed in order to successfully be inclusive. Recognising the differences is important but devising strategies to address the common factors that influence inclusion will provide the building blocks for achieving diversity.

The development of the ISF began in late 2013 through a partnership with Play by the Rules, a national government and non-government initiative that promotes safe, fair and inclusive sport. Play by the Rules had developed the *7 Pillars of Inclusion* project to address issues of inclusion across targeted populations. This was a perfect fit for Swimming Australia and the ISF. Play by the Rules and Swimming Australia were trying to achieve the same thing – to give sporting organisations, at whatever level, a starting point to creating greater opportunities for people who face disadvantage when it comes to getting involved in sport. In this respect it was the *approach* to inclusion, in its broadest sense, that was important – rather than the detail of how this was to be done. It is the common approach and understanding of inclusion that was missing and the ISF aims to fill that gap.



## A whole of sport approach

Swimming Australia recognises that the swimming and aquatics sector is represented by a range of peak agencies, each responsible for various aspects of swimming and aquatics. It is important that the ISF be developed collaboratively as a philosophical approach and guideline that can be adopted by the broader aquatics sector. The ISF is intended to provide guidance and support beyond the institution of Swimming Australia.

While each organisation remains ultimately responsible and accountable for the achievement of inclusive outcomes the ISF offers a consistent starting point and context that can be used by all.

**By engaging the full breadth of the swimming and aquatics community the ISF will have collective impact at all levels – the ultimate aim being sustainable cultural change.**

These peak agencies have been invited to make a collective commitment to adopt and promote the ISF.



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northern territory



swimming  
queensland



swimming  
south australia



swimming  
tasmania



swimming  
victoria



swimming  
wa

## Statement of Commitment

The Inclusive Swimming Framework (ISF) is an initiative developed by Swimming Australia Limited in partnership with Play by the Rules and in consultation with the swimming and aquatics sector. It provides the sector with a clear guide to achieving full inclusion of people who face disadvantage when it comes to getting involved in swimming and aquatic activities.

As representatives of the swimming and aquatics industry we recognise that inclusion is about ensuring the swimming and aquatics community reflects the diversity of the broader Australian community and we sincerely commit to work together towards achieving this.

We commit to applying the ISF principles in the development of clear strategies and policies to achieve inclusion and remove discrimination within our respective organisations.

We commit to establishing clear targets for measuring success in the context of our respective organisational priorities and core business.

We commit to promoting a culture of inclusion through application of the ISF and promotion of associated resources and tools to our respective stakeholders, constituencies and members.

We commit to contributing to the ongoing development and delivery of the ISF in the swimming and aquatics community.

In making this commitment we recognise the important role we play in leading the aquatics sector at all levels towards full inclusion of people in swimming and aquatics activity. We understand that the impact of our commitment will reach beyond our own organisations.

With swimming and aquatics holding such importance in the Australian culture and identity we recognise the power we have to shape the culture of not only swimming and aquatics but the wider Australian community through the Inclusive Swimming Framework.

## The framework

The ISF brings together three core elements, each supported by tools aimed at putting theory into practice. Importantly the framework also incorporates measures of success.



## Define the commonalities of inclusion

There are many groups within the Australian population that face challenges when it comes to getting involved in sport. While there are many factors that contribute to this, it is the focus of the ISF to identify how we, as a community, can change things for the better.

The *7 Pillars of Inclusion* represent the common areas of inclusion – providing a starting point for achieving diversity. The 7 Pillars can be used to address the ‘how to’ of achieving inclusion.



## Pillar 1: ACCESS

How to get there and get in?

**This Pillar explores the importance of a welcoming environment and the habits that create it.**

Access is both physical and attitudinal. While the Access Pillar does consider physical built access, the main focus of our attention is on how to create a welcoming environment. Creating a welcoming environment for people who come to a swimming and aquatic program for the first time can be challenging. That first point of contact is very important, particularly for people where, for example, English may not be their first language or who have never been in contact with a swimming or aquatic environment before. In this situation *what* is said and *how* it is said are critically important to create a place where people from all walks of life feel welcomed.

***“Venues and facilities need to provide physical access ... but it also means the environment and the feeling in the environment...”***

*Graeme Innes OAM, Disability Advocate.<sup>i</sup>*

## Pillar 2: ATTITUDE

How willing are you to make it happen?

**This Pillar looks at the difference between positive intention and change in behaviour.**

Attitudes underpin all 7 *Pillars of Inclusion*. Without doubt a positive attitude goes a long way to making inclusion a reality. While most people feel they have a positive attitude the challenge is that often the non-inclusive habits that we display are not recognised by us, in the first instance, as being something that excludes people. In many cases this is not intentional exclusion, it is unnoticed exclusion! This Pillar aims to identify exclusionary habits. By identifying these habits we can then do something to change them. We can change the routines that cause the habit to exist in the first place.

***“There’s a big gap between positive intention and actual behaviour.”***

*Peter Downs, Play by the Rules and founder of The Inclusion Club.<sup>ii</sup>*

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<sup>i</sup> Graeme was the Australian Disability Discrimination Commissioner from 2005 to 2014. As a human rights advocate he has played a role in many human rights and disability initiatives, including the drafting of the United Nations Convention on the Rights of Persons with Disabilities.

<sup>ii</sup> Peter has 25 years’ experience in the areas of inclusive sport, integrity and ethics.

### Pillar 3: CHOICE

What can you do?

**There needs to be choice to make inclusion work. The trick is developing choices relevant to diverse populations.**

Everyone deserves to have choice in how they want to participate in sport. In swimming and aquatics there is already a range of choices available. There are choices for people of different ages, genders, and skill levels. There are competitive and non-competitive choices. There are also playing and non-playing roles. Despite the numerous choices on offer it is difficult to cater for the full diversity of human existence. It is hard for sport to keep up with changes in society. Our communities are getting more and more diverse. A key question to ask when considering choice is: does your club/organisation reflect the community that it is in? If not, then it is likely that you are not offering diversity of choice.

***“Often a great way to help create the choice is to engage directly with the people who are seeking to be involved.”***

*Hamish MacDonald OAM, Paralympian.<sup>iii</sup>*

### Pillar 4: PARTNERSHIPS

Who will you work with?

**Inclusion happens best when there are effective partnerships – either formal or informal.**

Inclusion relies on partnerships. Even at an individual level, in the pool or on pool deck, it takes cooperation and joint understanding to make sure the best possible opportunity is there for someone from a disadvantaged background. Partnerships can be formal or informal. They may involve individuals and/or organisations. Formally, there are contracts, memorandums of understanding, service agreements and so on. Informally, effective partnerships can be hand-shakes or simply based on friendships and existing relationships.

This Pillar looks at the factors that go into determining how partnerships are formed and how effective they are. Habits can easily dictate the nature of partnerships. Long established partnerships are often difficult to break, even if they are no longer effective. Similarly, new partnerships can be tricky in the early stages where expectations are talked about but untested.

***“The best partnerships whether in business, personal relationships or in sport are those that communicate most effectively.”***

*Paul Oliver, Oliver and Thompson Consultancy.<sup>iv</sup>*

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<sup>iii</sup> Through his sporting achievements and work as an administrator at the Australian Sports Commission Hamish has inspired and educated people about inclusive sport.

<sup>iv</sup> Paul has over 20 years' experience in the sport, human rights and social justice sectors

## Pillar 5: COMMUNICATION

Who will you tell?

**Good, open and transparent communication is critical to the success of inclusion. This Pillar examines what effective inclusive communication is.**

The issue of effective communication is often underestimated, or not even thought about. Again, how people and organisations communicate is often linked to existing cultures and habits. We rarely question our communication style because that is how we naturally communicate and that's the way things are always done! But if, for example, you are interested in attracting new members and participants from different cultures, where English is a second language, then your communication style may need to change.

***“There’s no use keeping your commitment as the best kept secret... if nobody knows about it then you are not really articulating and living that commitment to inclusion.”***

*Debbie Simms, Simms Sports Consultancy.<sup>v</sup>*

## Pillar 6: POLICY

How are people responsible?

**This Pillar considers how an organisation takes responsibility for inclusion through the implementation of policy.**

For inclusion to become part of core business for any organisation there needs to be a firm commitment and responsibility for inclusion. This is best done in the form of policy. A policy does not have to be complicated. Good policy contains statements of values and strategy allied to a particular issue.

This Pillar addresses how to implement the aspects of inclusion that are important. One of the common organisational habits here is the general assumption that ‘inclusion’ is just something that is done and does not require a written policy. This, however, is not taking responsibility for inclusion. A policy makes clear to all what the expected behaviour and approach is and provides a mechanism for holding people accountable.

***“It’s important to have policies to ensure you have an inclusive approach to why you want people to participate in your sport.”***

*Carl Currey, Left Field Business Solutions.<sup>vi</sup>*

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<sup>v</sup> Debbie has 35 years’ experience in the sport industry and helps organisations build their capability to create and sustain safe, respectful and ethical environments.

<sup>vi</sup> Carl has over 20 years’ experience in Local and Australian Government and advises on coordinated indigenous service delivery including in the mainstream sport sector.



## Pillar 7: OPPORTUNITIES

What do you want to do?

**This Pillar explores the habits that dictate the opportunities that are available for people from disadvantaged backgrounds.**

Swimming and aquatics offer many different ways people can participate. This might include different types of aquatics activities, competitive or non-competitive, in age groups or grade levels or even non-swimming roles such as coaches, officials and volunteers. Although sport in general has increased its options in recent years it is still a real challenge to cater for the increasingly diverse Australian community. Adapting existing or creating new opportunities for diverse communities entails figuring out the details of how that will happen. Do you need particular equipment for people with disability? Do you need to have promotional material translated into different languages? This Pillar addresses how to adapt and modify in order to create opportunities suitable to people who may not otherwise have the chance to participate. It is important for health and wellbeing that all Australians are offered this opportunity.

*“... through sport what we do is create connections, shared experience and a sense of community.”*

*Pino Migliorino, Cultural Perspectives.<sup>vii</sup>*



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<sup>vii</sup> Pino is a leading expert on multicultural marketing and communications strategies, access and equity policies, and arts and cultural policies.

## Achieve Cultural Change

### **Rationale**

Essentially, the ISF, through application of the *7 Pillars of Inclusion* is about cultural change. It is about positively influencing the attitudes and behaviours of people and organisations so that, as a result of positive attitudes and new behaviours, more opportunities for participation are created. Individual and organisational cultures are built up over time through what people say and how they behave. These form habits that, over time and repetition, form cultures. The most engrained cultures are often invisible. We become so used to the habit that we don't even notice it.

Research has shown that in any given day we do not even think consciously about approximately 40% of our decisions. They are automatic and engrained habits. Organisations behave in a similar way. Habits can even be legislated through policy and codes of behaviour.

### **Adopting inclusive habits**

Using the language of habits gives us an understanding of how difficult it may be to change. Regardless of who we are or what role we play in sport, we all have habits. Some of these habits are already very inclusive. The swimming and aquatics community already exhibit many positive habits that promote inclusion and these are engrained in initiatives delivered at all levels, none more important than those delivered in clubs, swim schools and aquatic centres across the country. At the national level, Swimming Australia has national championships, which include swimmers with disability in multi-class events at the same time as able bodied.

At the local level there are many examples of highly innovative and creative programs that have been very successful in creating new opportunities for participation. These inclusive habits are valuable lessons and we need to articulate and share these habits throughout the swimming community. At the same time we must also recognise that there are exclusive habits too, habits that do not promote inclusion and serve only as a barrier to greater participation. These are often harder to identify and articulate but are important to address.

## Provide support

### Rationale

Having identified areas for improvement through the 7 Pillars Self-Assessment Tool and then determining which habits can be changed, it is important to ensure sufficient support is provided in order to enact change. Templates, case studies and examples of good practice are vital in helping people and organisations put into practice the right activities that will ultimately lead to cultural change and therefore create truly inclusive opportunities.

### Practical Delivery Tools

It is recognised that many organisations and individuals already do amazing things and have great inclusion knowledge already in use. Through a freely accessible resource library valuable information will be captured and shared. The resource library will be located on [www.7pillarsofinclusion.com](http://www.7pillarsofinclusion.com) and will include a range of practical and informative resources, case studies and templates designed and inspired by the aquatics community at large. The resource library is intended for community contribution so that the swimming and aquatics community can share and learn in an ongoing and collaborative way. Involving and engaging with grass roots deliverers of swimming and aquatics programs is important as this enables ownership and accountability across the whole swimming community. The resource library will put the tools directly in the hands of those who deliver the sport and share their success for the benefit of everyone.



## 7 Pillars of Inclusion website

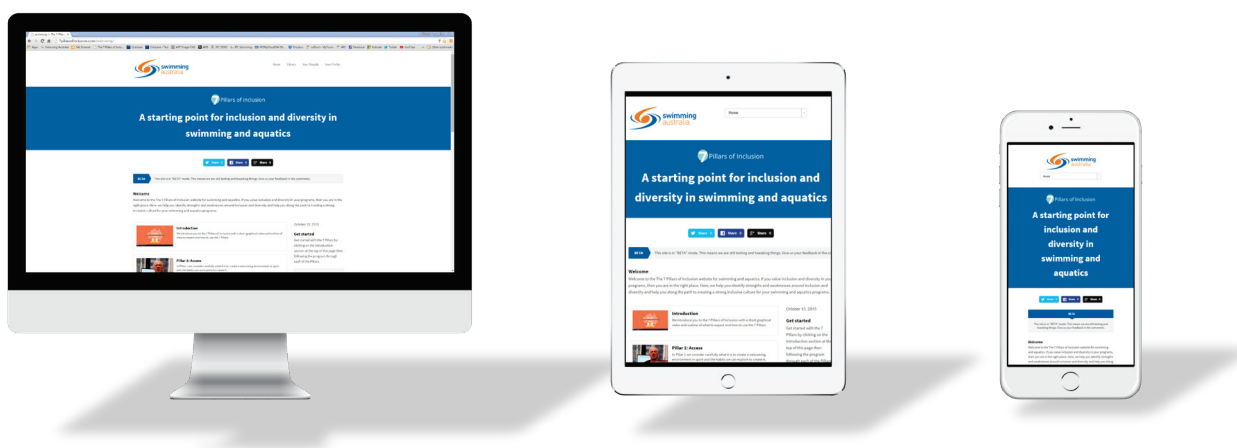
Through the partnership between Swimming Australia and Play by the Rules, an innovative new web platform has been developed to further assist the practical application of the ISF.

The website [www.7pillarsofinclusion.com](http://www.7pillarsofinclusion.com) provides a unique platform to help swimming and aquatics deliverers identify its strengths and weaknesses around the inclusion based on the 7 *Pillars of Inclusion*. The website will educate, inform and give practical direction so that swimming and aquatics deliverers can become more inclusive and diverse. Importantly, it will also be the home of the resource library.

## 7 Pillars Self-Assessment

At the core of the ISF and [www.7pillarsofinclusion.com](http://www.7pillarsofinclusion.com) will be the 7 Pillars Self-Assessment tool. This tool will consist of a series of simple online questionnaires based on the 7 *Pillars of Inclusion*.

It is designed for people who have an interest in and an influence on what happens in their organisation – this can be at local grass roots level in clubs, swim schools and aquatic centres or even at state or national organisation level. Typically, the person that uses the Self-Assessment tool is someone who can complete it on behalf of the organisation and who is able and willing to share their results and learnings with their organisation. This simple self-assessment process provides organisations with an action plan that will form the starting point from which to address their inclusive practice.



## Targets

By 2017, Swimming Australia aims to achieve the following targets in an effort to ensure the swimming and aquatics sector is more reflective of the broader Australian community:



PEOPLE ENGAGED IN ACTIVE PARTICIPATION	People with disability	1000	↑
	People from CaLD backgrounds	1000	↑
	Indigenous Australians	6000	↑
	Women and Girls	50%	=

## References

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- <sup>1</sup> Australian Bureau of Statistics. 2012. *Sport and Physical Recreation: A statistical overview*, (cat. No. 4156)
- <sup>2</sup> Australian Bureau of Statistics. 2009. *Feature article 4: Migrant attendance and participation in cultural and sporting activities, by proficiency in spoken English*
- <sup>3</sup> Australian Bureau of Statistics. 2012. *Sport and Physical Recreation: A statistical overview*, (cat. No. 4156)
- <sup>4</sup> Australian Bureau of Statistics. 2012. *Sport and Physical Recreation: A statistical overview*, (cat. No. 4156)
- <sup>5</sup> Australian Bureau of Statistics. 2012. *Sport and Physical Recreation: A statistical overview*, (cat. No. 4156)
- <sup>6</sup> Victoria University. 2010. *Come Out To Play: The Sports experiences of Lesbian, Gay, Bisexual and Transgender (LGBT) people in Victoria*. [ONLINE] Available at: <http://www.glhv.org.au/files/ComeOutToPlay.pdf>. [Accessed 15 April 15]



## Appendix

### Self-Assessment Questionnaire

#### PILLAR 1: ACCESS

How well do you consider your premises and facilities meet physical access needs?

- Not dealing with the issue
- Some, but little, attention to this issue
- Adequate attention, but could improve
- Pretty good, always room to improve
- Good, happy with how we deal with this

Have you conducted a physical access audit of your premises or facilities in the last 12 months?

- Yes
- No

Has your organisation taken any actions to address physical access issues in the last 12 months?

- Yes
- No

Have you created any print or online materials to improve access for people with sensory impairment or for people from different cultural backgrounds in the last 12 months?

- Yes
- No

Does your organisation conduct any form of training or distribute any form of educational material that aims to increase the awareness of diversity among staff or volunteers?

- Yes
- No

Thinking about your local community - how well do you think your organisation reflects the local community population?

- Not dealing with the issue
- Some, but little, attention to this issue
- Adequate attention, but could improve
- Pretty good, always room to improve
- Good, happy with how we deal with this

## PILLAR 2: ATTITUDES

Do you think your organisation, on the whole, has a good attitude toward welcoming diverse population groups?

- Not dealing with the issue
- Some, but little, attention to this issue
- Adequate attention, but could improve
- Pretty good, always room to improve
- Good, happy with how we deal with this

Has your organisation conducted any form of awareness or education program to increase understanding of inclusion issues?

- Yes
- No

Has your organisation been proactive in welcoming different population groups?

- Yes
- No

Has your organisation, to your knowledge, had to deal with any discrimination issues in the past 2 years?

- Yes
- No

Do you think your organisation would welcome more training and education on inclusion issues?

- Yes
- No

Are inclusion issues ever talked about in your organisation?

- Yes
- No



### **PILLAR 3: CHOICES**

Has your organisation clearly identified the range of possible participation choices offered to different population groups?

- Not dealing with the issue
- Some, but little, attention to this issue
- Adequate attention, but could improve
- Pretty good, always room to improve
- Good, happy with how we deal with this

Has your organisation actively developed different opportunities for participation of targeted population groups?

- Yes
- No

Does your organisation promote a wide range of choices for participation?

- Yes
- No

Has your organisation asked local community groups about their needs and ideas about participation in your sport?

- Not dealing with the issue
- Some, but little, attention to this issue
- Adequate attention, but could improve
- Pretty good, always room to improve
- Good, happy with how we deal with this

Are there different competition choices available for a wide range of participants offered by your organisation?

- Yes
- No

Has your organisation considered 'non-playing' roles for participation?

- Yes
- No

#### **PILLAR 4: PARTNERSHIPS**

Does your organisation actively seek partnerships with local community groups?

- Not dealing with the issue
- Some, but little, attention to this issue
- Adequate attention, but could improve
- Pretty good, always room to improve
- Good, happy with how we deal with this

Does your organisation have a formal process, such as contracts or MoUs, for forming partnerships?

- Yes
- No

Do you think your organisation values partnerships with outside agencies?

- Yes
- No

Has there been any process to identify potential partners your organisation might work with to increase participation?

- Yes
- No

Do you think your organisation is good at maintaining effective partnerships over a long period of time?

- Yes
- No

Do you think the partnerships you do have reflect the local community?

- Yes
- No

## **PILLAR 5: COMMUNICATION**

Does your organisation have regular planned communication with staff, members and volunteers?

- Not dealing with the issue
- Some, but little, attention to this issue
- Adequate attention, but could improve
- Pretty good, always room to improve
- Good, happy with how we deal with this

Does your organisation produce and distribute information in accessible formats?

- Not dealing with the issue
- Some, but little, attention to this issue
- Adequate attention but could improve
- Pretty good, always room to improve
- Good, happy with how we deal with this

Has your organisation actively addressed communication issues for targeted populations?

- Yes
- No

Is your organisation proactive in communicating positive messages to targeted population groups?

- Yes
- No

Does your organisation show-case examples of good inclusive practice in marketing materials or on the website?

- Not dealing with this issue
- Some, but little, attention to this issue
- Adequate attention but could improve
- Pretty good, always room to improve
- Good, happy with how we deal with this

Has your organisation met with and spoken to community groups about their communication needs?

- Yes
- No

## PILLAR 6: POLICY

Does responsibility for inclusion go beyond one person?

- Yes
- No

Has your organisation gone through the process and developed a broad inclusion policy?

- Yes
- No

Are staff and/or volunteers, through education and training, aware of the different requirements under discrimination law?

- Not dealing with the issue
- Some, but little, attention to this issue
- Adequate attention, but could improve
- Pretty good, always room to improve
- Happy with how we deal with this

Does your organisation have good reporting processes and accountability measures in place to report on inclusion initiatives?

- Not dealing with this issue
- Some, but little, attention to this issue
- Adequate attention but could improve
- Pretty good, always room to improve
- Good, happy with how we deal with this

Is your policy well known and easily accessible for staff and/or volunteers?

- Yes
- No

Would you say your organisation has a good understanding of their responsibilities to address inclusion and discrimination issues?

- Not dealing with the issue
- Some, but little, attention to this issue
- Adequate attention, but could improve
- Pretty good, always room to improve
- Good, happy with how we deal with this

## PILLAR 7: OPPORTUNITIES

Does your organisation provide training and/or education opportunities for staff and/or volunteers specifically about adapting and modifying programs for different needs?

- Not dealing with this issue
- Some, but little, attention to this issue
- Adequate attention but could improve
- Pretty good, always room to improve
- Good, happy with how we deal with this

Does your organisation have a flexible cost and/or fee structure to accommodate disadvantaged people?

- Yes
- No

Has your organisation developed any cultural or disability awareness training program for staff and/or volunteers?

- Yes
- No

Has your organisation invested in new equipment or facilities that encourage new opportunities for participation?

- Yes
- No

Do you think your organisation has the expertise and experience to provide new opportunities for participation and competition for targeted population groups?

- Yes
- No

Has your organisation consulted with community groups to help determine their participation needs?

- Not dealing with the issue
- Some, but little, attention to this issue
- Adequate attention, but could improve
- Pretty good, always room to improve
- Good, happy with how we deal with this



**INCLUSION IS ABOUT MAKING SURE  
SWIMMING AND AQUATICS REFLECT  
THE DIVERSITY OF THE AUSTRALIAN  
COMMUNITY.**



**HANCOCK PROSPECTING**

Principal Partner