

## Purpose and Background

Netball Australia and the eight state and territory Member Organisations recognise the need to make the sport of netball more accessible to the diverse needs of our changing population. According to the 2011 ABS Census, more than 300 languages are spoken in Australian homes by more than 4 million people, one in four people are born overseas, more than 4.2 million Australians identify as having a disability and 2.5% of the population identify as having Aboriginal and/or Torres Strait Islander heritage. Our communities are changing and so too must our sport and the environments in which it operates.

The barriers to participation in sport experienced by many Australian communities can be more profound than others, including (but not limited to) multicultural communities, Aboriginal and Torres Strait Islander communities, people with an intellectual or physical disability, socio-economically disadvantaged communities, LGBTI communities, and regional and remotely located communities. Women and girls across all these communities face lower participation levels in organised sport than men and boys.

Whilst discrete programs are needed to address specific barriers to these barriers to participation for each unique community, a unified approach is required to encompass the various elements of change necessary to reach and engage these communities, whilst also supporting the existing netball community to support the involvement of a growing and changing audience.

Netball in Australia's vision is that everyone in Australia values their connection with netball. To achieve this netball is working to position the sport so that it engages with Australia's diverse population and ensures that everyone, regardless of their background or ability, is able to participate in the sport of netball as a player, umpire, coach, volunteer, supporter or fan.

## Policy Statement

Netball Australia is committed to providing welcoming, inclusive and supportive netball environments, programs and competitions for people from all backgrounds, at all levels of the game.

To achieve this, Netball in Australia will address the barriers to participation in netball through specific strategies and programs that provide opportunities for those new to the sport to participate in fair, safe and inclusive netball environments.

## Inclusion Principles

Netball Australia and the Member Organisations will consider the following inclusion principles when developing and implementing strategies, programs and competitions:

**Partnerships:** Working with and learning from local, state and national stakeholders, community brokers and partners to engage, support and learn from new communities.

**Capacity building:** Increasing awareness and capacity of Australia's netball community to better engage and support the diverse needs of different communities from the grassroots

to the elite level, whilst building the capacity of communities to support their own netball initiatives.

**Community-specific strategies:** Identifying specific opportunities and initiatives for communities to engage with netball as players, coaches, umpires, volunteers or fans, relevant to community needs.

**Policy:** Continued development of specific diversity and inclusion components of Netball Australia's policies and strategies.

**Communication:** Targeted communication through channels specific to key communities, celebrating success and rewarding and recognising examples of best practice.

**Leadership:** Using netball's position as the preeminent sport of choice for women and girls in Australia to promote the importance and value of diversity and inclusion, and to identify and promote positive role models to lead and inspire the netball community.

**Evaluation and Research:** Measuring and monitoring the progress and impact of One Netball programs and initiatives.

### **Definitions**

**CALD:** The terms 'Culturally and Linguistically Diverse' (CaLD) and 'Non-English Speaking Background' (NESB) are both commonly used to refer to all of Australia's non-Indigenous ethnic groups other than the English-speaking Anglo-Saxon majority (Sawrikar & Katz, 2009).

**Indigenous:** The term 'Indigenous' is used to refer to the diverse groups of people indigenous to Australia. An Aboriginal and/or Torres Strait Islander person is a descendant of an Indigenous inhabitant of Australia, identifies as Aboriginal and/or Torres Strait Islander, and is recognised as Aboriginal and/or Torres Strait Islander by members of the community in which they live (Nelson, 2009).

**LGBTI:** A frequently-used acronym that stands for Lesbian, Gay, Bisexual, Transgender/Transexual and Intersexed.

**People with a disability:** A disability may be generally defined as a condition which may restrict a person's mental, sensory, or mobility functions to undertake or perform a task in the same way as a person who does not have a disability.

### **Legislative Requirements**

At all times and in all situations, Netball Australia and the Member Organisations will take reasonable steps to identify and eliminate unlawful direct, indirect and, and systemic discrimination, in accordance with applicable Federal, State and Territory laws.

### **Related Documents**

Netball Australia Member Protection Policy  
Netball Australia Code of Conduct  
Netball Australia Junior Policy