

# SLSA INCLUSION STRATEGY

May 2007

<b>STRATEGIC OUTCOME</b>	SLSA embraces diversity and difference by recognising and adapting to the needs of all Australians in order to reflect relevancy to the Australian community.					
<b>STRATEGIES</b>	1. Provision of support to Australians from cultural and linguistic diverse backgrounds to engage in the Surf Life Saving experience.		2. Provision of opportunities to give a voice to a range of identified membership groupings.		3. Encouraging participation of members with a disability through the provision of pathways of opportunities.	
<b>STRATEGIC PLAN OBJECTIVES</b>	A.2 ; B.6 ; C.4 ; D.3 ; E.1 , E.4		C.1 ; C.4 ; D.5		D.5 ; E.1 ; E.3 ; F.2	
<b>DEFINING and MEASURING SUCCESS</b>	<b>OUTCOMES</b>	<b>PERFORMANCE INDICATORS</b>	<b>OUTCOMES</b>	<b>PERFORMANCE INDICATORS</b>	<b>OUTCOMES</b>	<b>PERFORMANCE INDICATORS</b>
	<p>1.1. Increased awareness and understanding of water safety and SLS in CALD communities</p> <p>1.2. Greater openness of clubs to members from CALD backgrounds.</p> <p>1.3. Program modelling to support the above.</p> <p>1.4. Increased membership from CALD communities.</p>	<p>1.1.i Resources developed 1.1.ii Program attendance numbers</p> <p>1.2.i Club outreach program data 1.2.ii SLSA/Club communications</p> <p>1.3.i Program models published and communicated to clubs.</p> <p>1.4.i Surfguard membership statistics</p>	<p>2.1. Targeted groups within SLSA are provided with opportunities to have a voice in the development of SLSA.</p> <p>2.2. SLSA policy and practice is representative of the views across all members.</p> <p>2.3. Consultation from targeted groups is documented and articulated in decision making forums.</p>	<p>2.1.i Evidence of voice opportunities.</p> <p>2.2.i Analysis of changes to policy and practice to highlight consultation with targeted groups.</p> <p>2.3.i Reports outlining voice from targeted groups are tabled in decision making forums.</p>	<p>3.1 Disability Action Plan is established for SLSA.</p> <p>3.2 Participation rates for members with a disability increases.</p> <p>3.3 Career pathways are established for members with a disability.</p>	<p>3.1.i Disability Action Plan published and circulated. 3.1.ii Disability Recruitment and 'champions' initiatives in place.</p> <p>3.2.i 2006/7 participation rate audit figures 3.2.ii 2007/8 participation rate audit figures.</p> <p>3.3.i Career pathways published on website 3.3.ii Pamphlet printed encouraging participation and identifying pathways options.</p>
<b>PROGRAMS And INITIATIVES</b>	<b>ON THE SAME WAVE</b>		<b>FORUM SERIES</b>		<b>PROJECT CONNECT</b>	
<b>OUTCOMES EVALUATION</b>	<p>BOD quarterly review</p> <p>National Reference Group consultation</p> <p>Half Yearly AC report</p> <p>Annual report to DiaC</p> <p>SLSA Annual Report</p>		<p>BOD quarterly review</p> <p>Half Yearly AC report</p> <p>SLSA Annual Report</p>		<p>BOD quarterly review</p> <p>ASC Disability Unit consultation</p> <p>Half Yearly AC report</p> <p>Annual report to ASC</p> <p>SLSA Annual Report</p>	

# SLSA Inclusion Strategy & Action Plan (ISAP)

2006/07 - Green Phase

Outcome	Strategy	Performance Measure	Category	Timeframe	Responsibility	Achievement			NSO Comment
						Yes	No	In Prog	
<b>1. Policy &amp; Practices</b>									
Commitment to Inclusion SLSA & State/Territory Senior Management and Leaders	Conduct an Inclusion Situational Analysis Workshop	Involvement of 75% of State Centres & SLSA departments	General, Disability	Dec-06	NDM				
	Education of Senior Management and Board members	Education provided	General	Feb-06	NDM				
	Public Statement of commitment to Inclusion and the ISAP implementation	Commitment provided via SLSA website and media release	General	Jun-07	NDM/NCM				
	In Principal Support for Inclusion Strategy	In Principal support provided by the SLSA Board of Management	General	Feb-06	NDM				
Development of Draft Disability Action Plan	Liaise with Case Manager to develop action plan identifying future strategies, Performance Measures, Time Frames and Budget allocation	Action plan approved by ASC and NSO Budget approved	General, Disability	May-06	DOD				
	Whole of organisation commitment and sign off for the ISAP	ISAP is approved by all 7 SLSA state/territory centres	General, Disability	Aug-07	NDM/States				
	Preparation of Draft ISAP registration with HREOC		General, Disability	Aug-07	NDM				
National audit of current inclusion strategies	Undertake a situational analysis of Activities that promote and encourage Inclusive Practices	Desktop Audit undertaken and areas of opportunity for advancement identified	General, Disability	Sep-06	NDM				
		The development of an 'inclusion audit' tool to examine existing organisational inclusiveness	General, Disability	Jun-07	NDM/Case Manager				
		Strategy for advancement provided and agreement of strategies by Board, State CEOs and partners	General	Nov-06	NDM				

National audit of current inclusion strategies (cont.)	Liaise with State affiliates to determine activities and opportunities for CALD Australians within SLSA	Current good practice in relation to CALD engagement audited	CALD	Dec-06	Div Mgr				
		Focus Groups with non-surf lifesavers conducted	CALD	Aug-06	Div Mgr				
		Education strategy developed based on Focus Group findings	CALD	Sep-06	Div Mgr				
	Liaise with State affiliates to determine activities and opportunities for Women within SLSA	Regional women's workshops conducted in all Australian states	Women	Oct-06	Chair - Womens Panel				
		National women's forum conducted	Women	Dec-06	Chair - Womens Panel				
		Women's forum report presented to SLSA BOD	Women	Apr-07	Chair - Womens Panel				
	Liaise with State affiliates to determine activities and opportunities for Indigenous Australians within SLSA	Meeting conducted with ASC Indigenous Sport Unit to look at whole of organisation strategy	Indigenous	Jun-07	NDM				
		Further Government Partners identified for Indigenous engagement	Indigenous	Jun-07	NDM				
	Liaise with State affiliates to determine activities and opportunities for People with a disability within SLSA	Current participation and competition opportunities for PWD audited (desktop audit)	Disability	Jun-07	NDM/States				
		Identified Competition & Participation opportunities (if appropriate) at State and National Level	Disability	Jun-07	NDM/States				
		A determination of the level of Disability awareness within SLSA is established	Disability	Jun-07	NDM				

## 2. Networks and Partnerships

SLSA is providing programs based on community needs	Initiate formal relationships with community representatives	SLSA engages with key CALD community leaders	CALD	Jul-06	Div Mgr				
		On the Same Wave reference group formed	CALD	Sep-06	Div Mgr				
		Initial contact made with National Disability Sport Organisations	Disability	Mar-07	NDM				
SLSA seeks guidance from a panel of experts	Form and maintain strategic reference groups to advise SLSA in relation to Inclusion	Disability Reference Group members sourced from ASC, disability organisations, SLSA	Disability	Jun-07	NDM				
		Diversity Reference Group reviewed and extended	CALD	Jun-07	Div Mgr				
		BOD discusses overall issues in relation to 'inclusion'	General	Jun-07	NDM				

# SLSA Inclusion Strategy & Action Plan (ISAP)

2007/08-2008/09 - Bronze Phase

Outcome	Strategy	Performance Measure	Category	Timeframe	Responsibility	Achievement			NSO Comment
						Yes	No	In Prog	

## 1. Policy & Practices

Commitment to Inclusion SLSA & State/Territory Senior Management and Leaders	ISAP registered with HREOC		General	Dec-08	NDM				
	SLSA members are provided with awareness of the importance of Inclusive practices	Education support provided	General	Jun-08	NDM				
	Public Statement of commitment to Inclusion and the ISAP implementation	Website commitment to inclusion is maintained	General	Ongoing	NDM/NCM				
Meet strategies established in the Inclusion Strategy and Action Plan	National ISAP established, endorsed and being implemented	SLSA and Sports CONNECT Case Manager complete NSO Report Card and gather any supporting documentation to the Inclusion Strategy and Action Plan and submit to the BOD, AC and ASC	Disability, General	Annual	NDM/Case Manager				
National audit of current inclusion strategies	SLSA and States have a (clear) knowledge of the membership demographics within SLSA and what structures/programs are in place to cater for all Australians (eg. Specific programs for PWD, CALD Australians, etc).	The audit of current surf sports opportunities for people with a disability	Disability	Jun-08	NDM/GMSS				
		The audit of current lifesaving opportunities for people with a disability	Disability	Jun-08	NDM/NLM				
		The annual survey of membership to demonstrate demographics in relation to people with a disability, people from CALD backgrounds and gender	General	Annual	NDM				
		Opportunities for the adaption of 'nippers' activities to better include young participants (5-13 years) with a disability	Disability	Dec-08	NDM				
		Update previous audit of CALD engagement programs	CALD	Dec-08	Div Mgr				

## 2. Networks and Partnerships

SLSA is providing programs based on community needs	Utilise existing relationships to further grow the strategy & program	On the Same Wave reference group maintained	<b>CALD</b>	<b>Jul-08</b>	<b>Div Mgr</b>				
		PWD Reference Group established	<b>Disability</b>	<b>Jul-08</b>	<b>NDM/Case Manager</b>				

## 3. Community Engagement

Develop a network of 'champions for inclusion' across SLSA	Provide tools to support the implementation of inclusion/contact officers	A set of guidelines/position descriptions is developed for the inclusion/contact officer role	<b>General/ Disability</b>	<b>Jul-08</b>	<b>NDM</b>				
		Establish Inclusion/Contact officers within states	<b>General/ Disability</b>	<b>Jul-08</b>	<b>NDM/States</b>				
		Provide Training for Inclusion/Contact Officers & Inclusion Champions in catering for people with a disability	<b>Disability</b>	<b>Dec-08</b>	<b>NDM</b>				
	Provide awareness of the cultural sensitivities that exist.	Cultural awareness training provided to key state staff	<b>CALD/ General</b>	<b>Jul-08</b>	<b>NDM/Div Mgr</b>				
		Cultural awareness resource provided to all clubs	<b>CALD/ General</b>	<b>Dec-07</b>	<b>NDM/Div Mgr</b>				
	Develop inclusion champions from within key groups in the organisation (eg. Women, people with a disability, CALD)	Champions identified across the organisation	<b>General</b>	<b>Dec-08</b>	<b>NDM/Div Mgr</b>				
Pilot a number of specific club strategies in engaging PWD	States identify key participation strategies for PWD	All SLSA states have identified participation strategies for PWD within various areas of the organisation	<b>Disability</b>	<b>Jun-09</b>	<b>States</b>				
	Identify clubs with the capacity to pilot specific PWD inclusion initiatives	PWD Inclusion Strategy pilots are identified for clubs in at least 4 states	<b>Disability</b>	<b>Jun-09</b>	<b>NDM/States</b>				
Provide a welcoming environment	Guidelines developed for clubhouses to become more welcoming	Guidelines published and communicated to clubs	<b>General</b>	<b>Jun-08</b>	<b>NDM/States</b>				
Develop an Inclusive Recruitment Strategy	'Image audit' conducted on SLSA	Review conducted	<b>General</b>	<b>Jun-08</b>	<b>NDM/GNMM</b>				
	Inclusive image strategy developed	Strategy developed	<b>General</b>	<b>Jun-08</b>	<b>NDM/GNMM</b>				
	Marketing material based on new strategy is developed (see section 4)	Marketing materials developed	<b>General</b>	<b>Dec-08</b>	<b>NDM/GNMM</b>				

#### 4. Education/Participation/Resource Development

Develop CALD engagement resources for clubs and states	Posters, brochures and 'how to' guides developed	Resources provided to all SLSA clubs and state/territory centres	<b>CALD</b>	<b>Dec-07</b>	<b>Div Mgr</b>				
	CD/DVD resource to support physical resources developed	Resources provided to all SLSA clubs and state/territory centres	<b>CALD</b>	<b>Dec-07</b>	<b>Div Mgr</b>				
Ensure gender differences are identified	Develop a women in surf life saving resource	Women's resource developed and distributed	<b>Women</b>	<b>Dec-08</b>	<b>Chair - Womens Panel</b>				
Provide Marketing Material that suits a diverse group of people	Modification of imagery within current resources to better reflect diversity within the organisation	SLSA Image library contains appropriate images to reflect the 'true demographics' of SLSA (incl CALD, PWD, etc)	<b>General</b>	<b>Jun-08</b>	<b>NDM/NCM</b>				
	SLSA brochures produced in different languages	Brochures distributed	<b>CALD</b>	<b>Aug-07</b>	<b>Div Mgr</b>				
	Marketing material based on new strategy is developed (see section 4)	Marketing materials developed	<b>General</b>	<b>Dec-08</b>	<b>NDM/GNMM</b>				
Awareness of the need for inclusive practices exists across the organisation	Review and update resources in order to educate key SLSA groups	Resources updated for coaches	<b>CALD/ Disability</b>	<b>Jun-09</b>	<b>GMSS</b>				
		Resources updated for officials	<b>CALD/ Disability</b>	<b>Jun-09</b>	<b>GMSS</b>				
		Resources updated for patrol captains	<b>CALD/ Disability</b>	<b>Jun-09</b>	<b>NLSM</b>				
		Resources updated for chief instructors	<b>CALD/ Disability</b>	<b>Jun-09</b>	<b>NLSM</b>				
		Resources updated for club executives	<b>CALD/ Disability</b>	<b>Jun-09</b>	<b>NDM</b>				
		Resources updated for junior activities age managers	<b>CALD/ Disability</b>	<b>Jun-09</b>	<b>NDM</b>				
		In-servicing of members (including trainers) built into the requalification system (proficiency, re-licensing, etc)	<b>CALD/ Disability</b>	<b>Jun-09</b>	<b>NDM</b>				
		Development of participation guides/guidelines for people with a disability initiated	<b>Disability</b>	<b>Jun-08</b>	<b>GM-SS</b>				