

**What is Your Game Plan?**

This Your Game Plan tool is designed to help you develop an action plan to help you work towards becoming a more culturally inclusive sports club.

The sections in the tool are based around the information and strategies contained in the [Game Plan Resource Kit](http://cmy.net.au/publications/game-plan-resource-kit).

Some sporting clubs will already have a range of these strategies in place, while others may not have started yet. The aim of this tool is to help you decide what to focus on next or where to begin.

**How to develop Your Game Plan**

1. Read through each section and think about what your club currently does well and what it could do better. Record you thoughts in the columns provided.
2. Choose one or two areas that you want to improve. We suggest starting with a few small things that you think will work well for your club. Remember, you don’t need to do everything at once.
3. Once you’ve decided on a strategy to focus on, decide how you will put it in place including who will be responsible and when you want it implemented. Complete the ‘action’ column for your chosen strategies.
4. Have a go at implementing your chosen strategy.
5. Regularly re-read Your Game Plan and see how your club is changing. As you successfully implement strategies, choose another one that builds on the work you’ve done so far.

Need more help to get started? You will find case studies about local clubs that have implemented some of the strategies that Game Plan outlines on the [Game Plan website](http://cmy.net.au/article/game-plan). You can read about how they have increased cultural inclusion and the success they had on that journey.

****Remember, you don’t have to develop Your Game Plan alone. It is a good idea to work through this tool with others in your club and if needed, many State Sporting Associations have Participation or Inclusion Officers or Club Development Officers who may be able to help you to develop and implement Your Game Plan. You could also consider collaborating with other clubs in your area to help with this.

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| **Strategy to increase cultural inclusion** | **We do this well** | **We could do this better** | **Action**What action will you or your club take? How will you do it?Who will be responsible for it? When will you achieve it by? |
| **Being accessible and welcoming** |
| **Example only**Are your club’s signs and promotion materials clear, easy to read and understand, and in languages other than English? | 🞎 | 🗹 | **Example action**Club promotions officer will contact the local Migrant Resource Centre to ask for assistance in translating current club posters and signs into common local languages (and then post them on the community noticeboard at the centre). Aim to complete it within 3 months. |
| Are your club’s signs and promotion materials clear, easy to read and understand, and in languages other than English? |[ ] [ ]  Click here to enter text. |
| Do you have an induction for new members? |[ ] [ ]  Click here to enter text. |
| Do you have a buddy system for new members? |[ ] [ ]  Click here to enter text. |
| Can new people easily find where club rooms are or where training is held? |[ ] [ ]  Click here to enter text. |
| Do you hold ‘Come and try’ days? |[ ] [ ]  Click here to enter text. |
| **More ideas and support** |
| See page 13-14 of the [Game Plan Resource Kit](http://cmy.net.au/publications/game-plan-resource-kit) for more information on these strategies.‘Come and try’ days can be an excellent way to start increasing engagement and interest with the local community. Consider attending a community cultural event or festival and running a ‘have a go’ session or exhibition game, or consider setting up a regular free informal game night.[Seek advice](http://cmy.net.au/sites/default/files/Useful%20Contacts_1.pdf) from your local council, State Sporting Association or local migrant resource centre on getting documents and promotional material translated into languages other than English. |

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| **Strategy to increase cultural inclusion** | **We do this well** | **We could do this better** | **Action**What action will you or your club take? How will you do it?Who will be responsible for it? When will you achieve it by? |
| **Transport** |
| **Example only**Do you provide transport, have a car pooling roster or buddy system for players to training and games? | 🞎 | 🗹 | **Example action**Nominate the common local schools that players attend as a regular pick up place for after school training sessions. Team managers and coaches will determine who will be responsible for the weekly pick up. Communicate with players and their families as to the new arrangement at the start of the training season or upon joining the club. |
| Do you provide transport, have a car pooling roster or ‘buddy’ system for players to training and games? |[ ] [ ]  Click here to enter text. |
| Do you plan activities and training with public transport in mind? |[ ] [ ]  Click here to enter text. |
| **More ideas and support** |
| See page 14-15 of the [Game Plan Resource Kit](http://cmy.net.au/publications/game-plan-resource-kit) for more information on these strategies.Consider allowing each team to develop their own appropriate car pooling system.Review training schedules and locations to see if this can make car pooling or public transport access easier. |

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| **Affordability** |
| **Example only**Do you provide sports equipment and uniforms for free or at a low-cost? | 🞎 | 🗹 | **Example action**Create a club stock of second hand uniforms. Club manager will source them from a local op shop and ask for old uniform donations from past and current players. Members will be advised that uniforms are available for free on an exchange basis (i.e. return once they need a new size/leave club).  |
| Do you provide concession and family membership rates? |[ ] [ ]  Click here to enter text. |
| Do you provide sports equipment and uniforms free or low-cost? |[ ] [ ]  Click here to enter text. |
| Do you keep down the costs of presentation nights and other club social events? |[ ] [ ]  Click here to enter text. |
| Have you explored funding and grant opportunities to subsidise the cost of membership fees, uniforms or equipment? |[ ] [ ]  Click here to enter text. |
| **More ideas and support** |
| See page 15 of the [Game Plan Resource Kit](http://cmy.net.au/publications/game-plan-resource-kit) for more information on these strategies.[Contact](http://cmy.net.au/sites/default/files/Useful%20Contacts_1.pdf) your State or Regional Sporting Association or your local council for advice in seeking sponsorship or grants.Consider holding regular fundraising events and/or dedicating an existing fundraising event to raising money for uniforms, equipment or special memberships.Consider asking current members to ‘sponsor’ a member by paying an extra registration fee to the club. |

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| **Working with community and organisations** |
| **Example only**Do you promote your club and sport with local community organisations? | 🞎 | 🗹 | **Example action**Two of the coaches will visit the local English Language School to provide information on free club activities, joining a team and what support is offered. |
| Do you know the local migrant and refugee community organisations in your area? |[ ] [ ]  Click here to enter text. |
| Do you promote your club and sport with local community organisations? |[ ] [ ]  Click here to enter text. |
| Do you participate in community events, festivals and cultural celebrations? |[ ] [ ]  Click here to enter text. |
| Do you run joint initiatives with local community organisations? |[ ] [ ]  Click here to enter text. |
| **More ideas and support** |
| See page 16 of the [Game Plan Resource Kit](http://cmy.net.au/publications/game-plan-resource-kit) for more information on these strategies.Current club members who are from migrant or refugee backgrounds are an excellent source of information on what local community organisations may exist and can provide insights into the best way to engage with their community. Supporting current members to ‘spread the word’ in their own community can work well. As your membership becomes increasingly diverse, it will be easier to form community organisation partnerships. |

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| **Catering to diversity** |
| **Example only**Does alcohol consumption play a large role in your club culture? Do you hold alcohol-free events? | 🞎 | 🗹 | **Example action**The committee will create a new alcohol policy (aligned with a new ‘healthy sports’ campaign for the club) which prohibits consumption of alcohol at the club rooms after training for endorsement at the next meeting. The club president will communicate the new policy to all coaches and team managers including why the club has chosen to do this after the meeting.  |
| Does your club feature diverse cultural celebrations into your calendar? |[ ] [ ]  Click here to enter text. |
| Do your activity times clash with significant religious celebrations, observances or practices? |[ ] [ ]  Click here to enter text. |
| Does your club have a flexible uniform policy, including supporting women who where a head scarf or observe a dress code? |[ ] [ ]  Click here to enter text. |
| Does your catering reflect different cultural or religious requirements? |[ ] [ ]  Click here to enter text. |
| Does alcohol consumption play a large role in your club culture? Do you hold alcohol-free events? |[ ] [ ]  Click here to enter text. |
| **More ideas and support** |
| See page 17-18 of the [Game Plan Resource Kit](http://cmy.net.au/publications/game-plan-resource-kit) for more information on these strategies.The best approach to catering for diversity is to ask the current members or consider the specific backgrounds and religions of the young people in your area that you hope to attract to your club. Find out from them what their specific requirements are e.g. do they need a quiet space and permission to leave training briefly to pray? Do they require Halal or vegetarian food at club events? Would changing the time of training make it easier for your target group to attend so it doesn’t clash with a regular community or religious commitment.See the [Calendar of cultural and religious dates](https://www.dss.gov.au/our-responsibilities/settlement-and-multicultural-affairs/programs-policy/a-multicultural-australia/government-building-social-cohesion/calendar-of-cultural-and-religious-dates) for more information and ideasUtilise the Sample Uniform Policy Template at the back of the Game Plan Resource Kit or [download](http://cmy.net.au/sites/default/files/Editable%20Sample%20-%20Uniform%20Policy.docx) it from the Game Plan website for an editable version. |

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| **Strategy to increase cultural inclusion** | **We do this well** | **We could do this better** | **Action**What action will you or your club take? How will you do it?Who will be responsible for it? When will you achieve it by? |
| **Including young women** |
| **Example only**Do you have female coaches and officials involved? | 🞎 | 🗹 | **Example action**The club president will write an advertisement for a female coach and promote it in appropriate sports-related and community channels over the next 3 months. |
| Are there spaces at your club rooms, training sites or game events where women can sit separately to men? |[ ] [ ]  Click here to enter text. |
| Do you have female coaches and officials involved? |[ ] [ ]  Click here to enter text. |
| Do female players have flexibility of choosing mixed or female-only teams? |[ ] [ ]  Click here to enter text. |
| **More ideas and support** |
| See page 20 of the [Game Plan Resource Kit](http://cmy.net.au/publications/game-plan-resource-kit) for more information on these strategies.A good starting point is to talk with the young women (or perhaps the young men) in your club or community to discover whether anything about your club makes it hard for them or their female friends or sisters to participate.  |

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| **Strategy to increase cultural inclusion** | **We do this well** | **We could do this better** | **Action**What action will you or your club take? How will you do it?Who will be responsible for it? When will you achieve it by? |
| **Supporting cultural diversity** |
| **Example only:** Does your club have a cultural inclusion or cultural diversity policy or statement? | 🞎 | 🗹 | **Example actions:**The committee chairperson will review and update old multicultural policy based on CMY’s Sample Cultural Inclusion Policy and table new policy for discussion at next Executive meeting.  |
| Does your club have a cultural inclusion or cultural diversity policy or statement?  |[ ] [ ]  Click here to enter text. |
| Do your management, volunteers and members reflect the cultural diversity of your community?  |[ ] [ ]  Click here to enter text. |
| Are your club officials and members regularly made aware of your policies, statements and strategies supporting cultural diversity? |[ ] [ ]  Click here to enter text. |
| Do you record the cultural backgrounds of your members at registration? |[ ] [ ]  Click here to enter text. |
| **Creating a safe environment** |
| Does your club have a racial and religious vilification code of conduct and/or an anti-discrimination policy? |[ ] [ ]  Click here to enter text. |
| Are club officials and members aware of the code of conduct and/or anti-discrimination policy? |[ ] [ ]  Click here to enter text. |
| Do players, spectators and family members know where to get help in the event of racial and religious vilification or abuse? |[ ] [ ]  Click here to enter text. |
| Does your club promote a sporting culture that does not tolerate racial or religious abuse, sledging or discrimination? |[ ] [ ]  Click here to enter text. |
| **More ideas and support** |
| See page 17 and 18 of the [Game Plan Resource Kit](http://cmy.net.au/publications/game-plan-resource-kit) for more information on these strategies.Utilise the Sample Policy Templates at the back of the Game Plan Resource Kit or [download](http://cmy.net.au/article/game-plan) them from the Game Plan website.[Contact](http://cmy.net.au/sites/default/files/Useful%20Contacts_1.pdf) your State Sporting Association as many of them have existing policies, statements and codes of conduct around cultural inclusion and anti-discrimination that you could use.There is a list of further resources on preventing discrimination in sports on page 31 of the Game Plan Resource Kit or in the [Resources document](http://cmy.net.au/sites/default/files/Useful%20Resources_1.pdf) available on the Game Plan website. |