



## **Berwick Netball Club (BNC) Cultural Commitment and Safety Plan**

### **Background and Context**

The home of BNC is located in a municipality that is home to the largest number of Aboriginal and Torres Strait Islander residents across the Southern Metropolitan Region (1,616 people). This is the third highest number of Aboriginal people in Metropolitan Melbourne and the seventh highest in Victoria.

Therefore, sporting clubs within the municipality have a substantial role to ensure that Aboriginal and Torres Strait Islanders (ATSI) residents are active participants within safe environments. As a local sport club, BNC plays a key role in creating safe and inclusive environments for children, young people and adult participants to enjoy netball and thrive.

ATSI participants play a central and crucial role in both competitive success and the greater outcomes achieved through the social connection and health outcomes achieved through participation in sport.

Clubs that have strong policy and procedures that support inclusion and respond to racism, provide environments that support the development of ATSI athletes and participants.

### **Purpose**

This policy outlines the key expectations and actions that BNC will take to ensure cultural safety for all BNC members.

### **Relationship to the Victorian Child Safe Standards**

#### *Standard One*

*Organisations establish a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children and young people are respected and valued.*

### **Requirements**

- 1.1 A child's ability to express their culture and enjoy their cultural rights is encouraged and actively supported.
- 1.2 Strategies are embedded within the organisation which equip all members to acknowledge and appreciate the strengths of Aboriginal culture and understand its importance to the wellbeing and safety of Aboriginal children and young people.
- 1.3 Measures are adopted by the organisation to ensure racism within the organisation is identified, confronted and not tolerated. Any instances of racism are addressed with appropriate consequences.

1.4 The organisation actively supports and facilitates participation and inclusion within it by Aboriginal children, young people and their families.

1.5 All of the organisation's policies, procedures, systems and processes together create a culturally safe and inclusive environment and meet the needs of Aboriginal children, young people and their families.

### **BNC commitment to cultural safety**

We will

- encourage all children and young people to express their culture and enjoy their cultural rights
- support the participation and inclusion of Aboriginal and Torres Strait Islander children, young people and families
- act when we see or become aware of racism
- promote, acknowledge, and celebrate the strength of aboriginal culture
- facilitate access for volunteers to training that supports their inclusion of ATSI children and young people
- Have zero tolerance for racism.

### **What is a Statement of Acknowledgement?**

A Statement of Acknowledgement is a way that someone who is not of ATSI descent can show awareness of, and respect for the Traditional Owners of the land where a meeting or event is being held, and of recognising the long and continuing connection of ATSI peoples to their Country.

A Statement of Acknowledgement is provided at the beginning of proceedings at an event or meeting.

### **BNC Statement of Acknowledgement of Traditional Owners**

*On behalf of all at BNC I would like to acknowledge the Bunurong People, the Traditional Owners and Custodians of the land on which we meet and play. I acknowledge their unique and enduring connection to land, waterways and culture. I extend this respect to any Aboriginal and Torres Strait Islander peoples here today. I recognise the tremendous contribution that Aboriginal and Torres Strait Islander people make to sport, and particularly to netball in Victoria. I acknowledge the power of netball to promote reconciliation, enhance belonging and reduce inequality.*

### **When and by whom should the Statement of Acknowledgement be provided?**

- A Statement of Acknowledgement will be given at formal events, forums and functions such as special events, committee meetings, and official openings.
- The statement occurs immediately after the general welcome and is completed by the chair, delegate or most senior member of the BNC committee
- Subsequent speakers may also give an Acknowledgement.

## **Key Events**

National Reconciliation Week – 27 May - 3 June (each year)

National Reconciliation Week (NRW) is a time for all Australians to learn about our shared histories, cultures, and achievements, and to explore how each of us can contribute to achieving reconciliation in Australia.

NAIDOC Week- first Week of July each year (Sunday to Sunday)

NAIDOC Week (National Aborigines and Islanders Day Observance Committee) occurs annually in July, and celebrates the history, culture and achievements of Aboriginal and Torres Strait Islander peoples. NAIDOC is celebrated not only in Indigenous communities, but by Australians all over the country and overseas.

## **Complaint Process**

A complaint and reporting procedure is to be developed.

In the interim, complaints regarding racism or recommendation for improving BNC as a culturally safe organisation can be made to a BNC committee member or a Child Safety Officer.