

Boroondara Sport and Recreation Inclusion Guide



Acknowledgement of Traditional Owners

The City of Boroondara acknowledges the Wurundjeri Woi-wurrung people as the Traditional Owners and original custodians of this land, and we pay our respects to their Elders past and present.

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**Every person has the
ability – and the right –
to participate in sport.**

Introduction

Inclusion and sport go hand in hand. Everyone has the right to be involved, and it's beneficial to all when club membership represents and reflects the local community. Boroondara sport and recreation facilities are important spaces, not just for sport and recreation but for people to make friends and connect with their local community, as well as promoting good mental health and wellbeing.

Being inclusive means welcoming everyone to your club, regardless of characteristics like gender, age, ethnicity or ability. To be inclusive, clubs need to be proactive in the way they plan, lead and manage the delivery of sport and recreation opportunities.

The Sport and Recreation team at the City of Boroondara have produced this guide to help support clubs to be more inclusive which aligns with our aim to enhance health and wellbeing of all people in Boroondara, regardless of their circumstances. The guide contains advice, ideas, resources, contacts and practical ways clubs can support all members of our community in their participation journey.

The Victorian Government's Active Victoria¹ provides a strategic framework for sport and active recreation, that includes broadening and making participation more inclusive. To achieve this, sport and recreation organisations should provide choice and opportunities to support greater participation from:

- Women and girls
- LGBTQIA+ communities
- People with disability
- Culturally and linguistically diverse communities
- Aboriginal and Torres Strait Islander peoples
- Older adults.

When thinking about inclusion, it's important to consider the distinction between equality and equity, as the implementation of one versus the other can lead to dramatically different outcomes across our communities.

Equality means everyone is given the same resources and opportunities. While on the other hand, equity recognises that our individual circumstances are different, and allocates specific resources and opportunities needed to reach an equal outcome. Equality aims to promote fairness, but it can only work if everyone starts from the same place, has the same abilities and needs the same thing. Equity may appear unfair, but it actually recognises that we're not all starting from the same place, and actively moves everyone closer to success by 'levelling the playing field.'

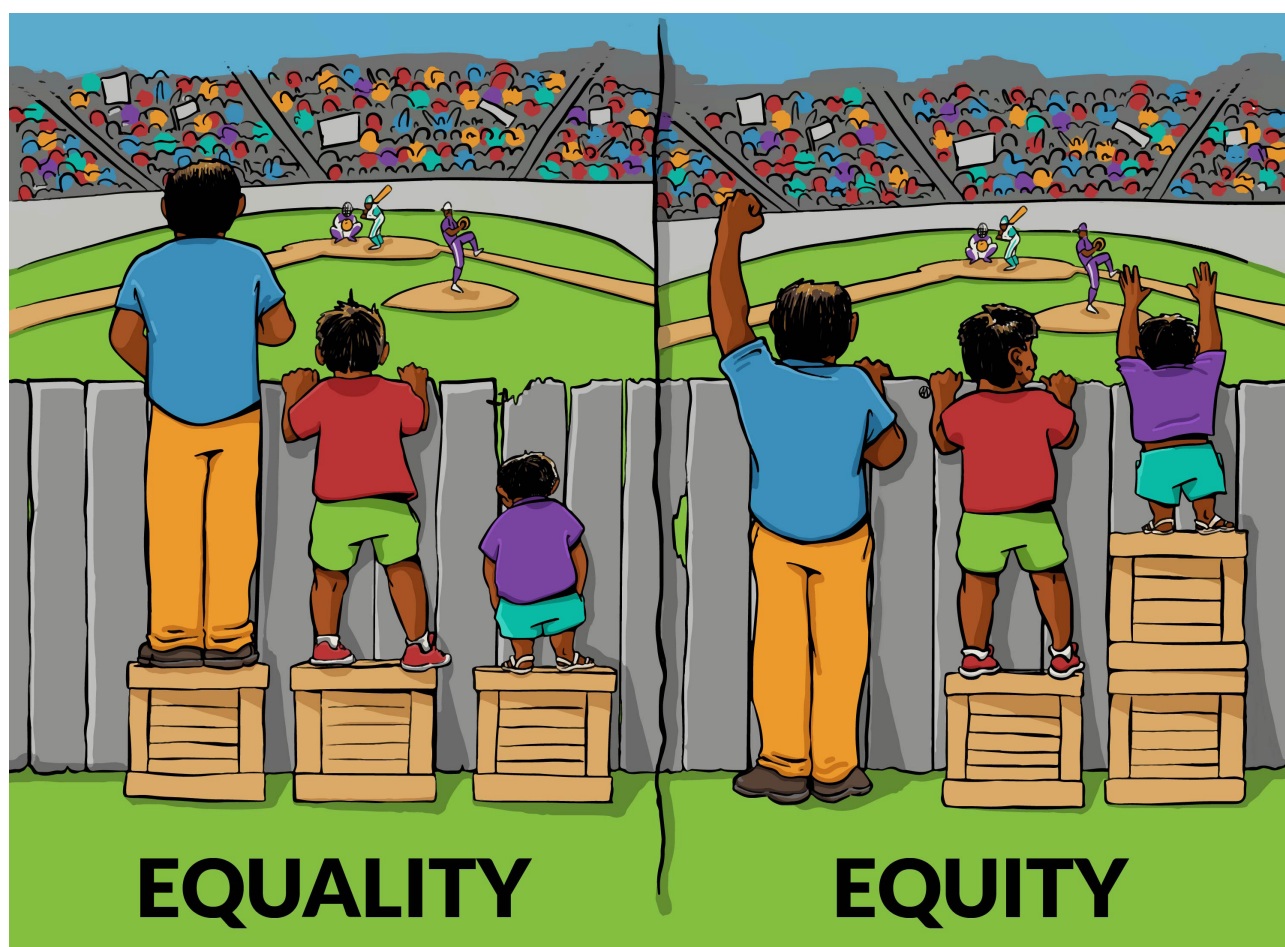


Image credit: Interaction Institute for Social Change | Artist: Angus Maguire

The benefits of inclusion

Positioning your organisation as a champion of inclusion will:

- Attract new participants and aid the retention of existing participants and volunteers
- Enhance your brand and reputation
- Ensure consistency in 'walking the talk' to meet your strategic objectives
- Allow you to meet sport regulatory obligations
- Improve governance and risk management and decrease potential legal risks
- Increase pathway and participation opportunities
- Increase sponsorship opportunities
- Increase public support and volunteer base
- Ensure greater publicity and positive public image
- Provide a better connected and diverse sports community
- Break down barriers and promote social inclusion.

Also, by completing an Inclusion Assessment and developing an Inclusion Action Plan, which are resources provided as part of this guide, your club will be meeting some of the criteria set out in Council's Sports Club Accreditation Program².

**Everyone benefits when
everyone is included.**

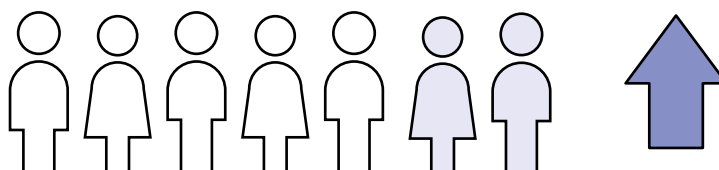
Community snapshot³

For suburb and postcode level demographic breakdown refer to [Appendix 1](#) and [Appendix 2](#) of this guide.

Who we are

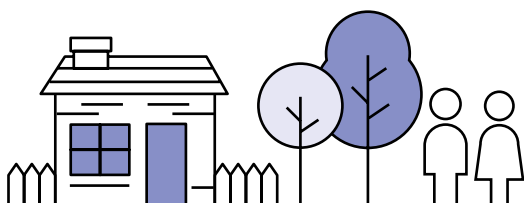
Population forecast

176,678 in 2023⁴



194,742 in 2033 an increase of 10%⁵

Household forecast



68,329

in 2023⁶

76,167

in 2033 an increase of 11%⁷

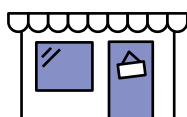
Our economy

84,684

people employed in local jobs in Boroondara in 2022⁸

26,160

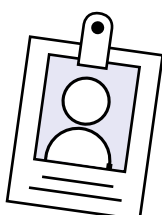
registered businesses in Boroondara in 2022⁹



In the December quarter of 2022,

1,977

Boroondara residents were unemployed¹⁰

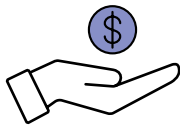


and a total of

1,820

residents were receiving Job Seeker or Youth Allowance for job seekers¹¹

From 2021 Census



12.4%

of households have a weekly income less than \$650



41.4%

of households have a weekly income more than \$3000

\$451

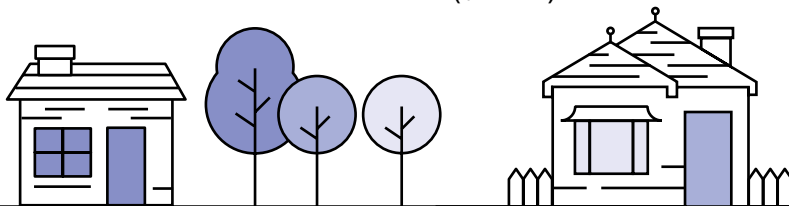
was the median weekly rent, which is higher than the median for Greater Melbourne (\$390)

\$3000

was the median monthly mortgage repayment, which is higher than the median for Greater Melbourne (\$2000)

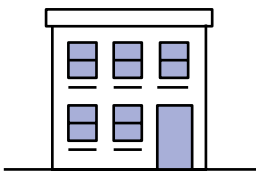
52.7%

of dwellings are stand alone houses



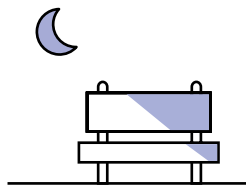
610

households live in social housing



320

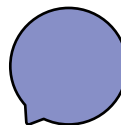
people were identified as being homeless



More than

150

countries of birth and more than **120** languages spoken



28.7%

speak a language other than English at home.

Top 3 languages have not changed (Mandarin, Cantonese, Greek)

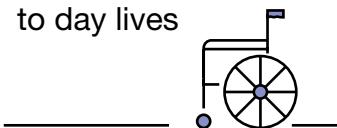


436

residents identify as Aboriginal or Torres Strait Islander

7,516

residents need help in their day to day lives



32.5%

were born overseas

Top 3 languages have not changed (Mandarin, Cantonese, Greek)

18.6%

volunteer



50.5%

of residents identified as having one of more than 70 religions, while

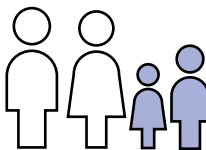
45.0%

identified as having no religion



52.3%

of residents over 15 years hold a bachelor degree or higher



22,003

households were couple households with children, which is the most common household type

The City of Boroondara is recognised as one of Victoria's healthiest local government areas. This is due largely to the municipality's high socio-economic status with income levels and rates of educational attainment as some of the highest in the state. Boroondara's participation rate in sport and recreation compares favourably in comparison with Australian and Victorian averages. For example, Boroondara's participation rate for people aged 15 years and over is 95%, compared to 90.5% Australia wide and 90.8% in Victoria. For children and young people aged 5 to 14 years, Boroondara's participation rates are 98.4%, compared to 88.5% Australia wide and 89.8% in Victoria¹².

Boroondara is becoming increasingly diverse. The number of Boroondara residents born in China grew by 2,330 between 2016 and 2021¹³. The number born in Malaysia grew by 416 over the same period. Boroondara is also expected to see increases to the following groups in the coming years:

- Number of residents aged 50 years and over
- Number of children that attend secondary school (12-17 years)
- Number of people with disability.

How to be inclusive

There are many ways to include people with individual needs at your club and everyone has a role to play. It's not necessary to have in-depth knowledge of every different health condition, ethnicity and culture given everyone's needs are likely to differ.

Clubs can instead focus on understanding the members' experiences, needs and how they can make their club welcoming to all members. Clubs should also seek to understand your members' needs and local community demographics ([Appendix 1](#)) and utilise the tips below to improve your inclusion efforts more broadly and through targeted initiatives to engage diverse community groups.

General tips for inclusion

Everyone can

- Do your best to establish open communication about individual needs
- Use plain language that is easy to understand
- Offer to contribute your skills to the club e.g., scoring, operate a barbecue, organise carpools.

Clubs can

- Use the 7 Pillars of Inclusion resources developed by Play by the Rules
- Partner with other organisations in your community who share your inclusion goals
- Establish a buddy system to welcome new members
- Promote volunteer opportunities at your club
- Use images that reflect your diverse community and diverse abilities in club marketing and promotions
- Ensure accessible toilets are clean and clear of any obstructions
- Ask people and their caregivers about their needs when they sign up for the club
- Conduct annual club surveys
- Accept the Companion Card
- Offer low-cost programs or discounted memberships for students and low-income health care card holders
- Use social media to engage with the broader community and your members
- Participate in events such as Pride Round, Indigenous Round, Harmony Round and 16 Days of Activism that support different sections of our community and/or worthwhile causes
- Ensure all members, their families and spectators are aware of your codes of conduct and behaviour expectations in these areas
- Encourage members from minority groups outlined in this guide to take on leadership roles within the clubs such as a coach, committee member, official or event organiser.

Women and girls

In Australia, women are under-represented in organised sport as participants, coaches, officials, administrators, and board members when compared to their male cohort. Women and girls make up just over half of the Victorian population however females have lower participation rates through sporting or recreational clubs than males.

Some of the common barriers to participation in sport by women and girls include:

- Concern about appearance and body image
- Feeling self-conscious in sports uniform
- Around one in three women believe sport clubs are not welcoming to people like them
- 41% of women feel too embarrassed to exercise in public compared to 26% of men¹⁴
- Young women see sport clubs to be intimidating, particularly for those who are not currently active
- Girls' and adolescents' time constraints, with academic activities, social activities and paid employment
- Mothers can feel guilty about spending time away from their family and spending family resources on themselves
- Lack of confidence, knowledge and belief in their own ability
- Old facilities that are not female friendly.

General tips to encourage participation by women and girls

Everyone can

- Acknowledge, celebrate and encourage women and girl's involvement in the club
- Invite female friends to participate or to be involved in the club's social activities
- Stop using gendered language or insults such as, 'be a man' or 'you kick like a girl'
- Call out others who use gendered language or insults, when you feel safe and comfortable to do so.

Clubs can

- Provide equitable access to facilities during peak times for women's sports
- Create opportunities for non-participating women and girls to be included, such as volunteering and in social activities
- Provide childcare options or fun activities organised for children whilst mothers or carers participate
- Provide activities at flexible times and create flexible payment options to remove any investment barrier concerns
- Use real images that women and girls can relate to and see themselves doing
- Make women and girls aware of participation opportunities available at your club
- Ensure privacy in change rooms and whilst using the facilities
- Provide sanitary bins in all unisex and female change room and toilet facilities
- Support, encourage and provide relevant training to women and girls to undertake leadership roles - coaching, committee etc
- Ensure staff, volunteers and committee undergo regular equality training
- Ensure accessible/family toilets are clean and clear of any obstructions
- Encourage men to get involved in roles traditionally filled by female volunteers at the club (e.g. organising fundraising events, working in the canteen)
- Support and promote gender equality through activities such as; International Women's Day (8 March), 16 Days of Activism Against Gender Based Violence (25 November - 10 December) and/or White Ribbon Round.



Women and girls case study

Old Scotch Football Club

Playing in the Victorian Amateur Football Association, the Old Scotch Football Club was a male exclusive club for 97 years. The club realised that in order to thrive in the future they needed both genders involved in their club. In 2018 the club introduced their first women's team the 'Stars', partnering with Methodist Ladies College. In 2019 the Stars created history winning their first premiership. In 2021 the club were able to add a second women's team called the 'Sharks' which acknowledges their partnership with the Camberwell Sharks Junior Football Club.

The Old Scotch Football Club have since seen a great change in their club's culture and the involvement of women across all sections of their club including, team managers, physiotherapists, trainers, general & social committee members, coaches and in other volunteer roles. Old Scotch Football Club are still on a journey to make their club an inspirational environment for the development of young people, male and female, however this initiative has been an outstanding success and one of the best things that the club has ever done.

LGBTQIA+ communities

The LGBTQIA+ community makes up an estimated 5.7% of Victoria's adult population but research shows LGBTQIA+ communities have some of the lowest rates of participation in sport, recreation and physical activity of any community in society. Avoidance of participation is often linked to poor experiences in sport due to discrimination or harassment.

Australian research shows that:

- Over 80% of people have either witnessed or experienced homophobia in sport¹⁵
- 81% of gay males and 74% of lesbians completely or partially hide their sexuality while playing youth sports¹⁶
- The culture around sport and physical exercise is considered hostile and unwelcoming to young people with diverse sexualities and genders¹⁷
- 63.8% of LGBTQIA+ people aged 14 to 21 reported having ever being diagnosed with a mental health condition¹⁸
- 78% people believe an openly gay person would not be very safe as a spectator at a sporting event¹⁹.

As a result of poor inclusion efforts, many LGBTQIA+ communities too often miss out on the physical, mental and social benefits that participating in sport and physical activity can bring. Sport provides amazing opportunities to not only increase social participation through club membership, but also promote inclusion more broadly in the community. It is also an important way to address health and wellbeing inequities experienced by LGBTQIA+ communities.

General tips to encourage participation by LGBTQIA+ communities

Everyone can

- Use gender neutral language when addressing groups of teammates such as 'hey everyone' or 'hey folks' instead of 'hey guys' or 'hey girls'
- Learn the preferred names and pronouns of teammates and use these once known
- Don't assume that everyone is heterosexual (straight), or that this is the norm
- Use language which acknowledges that we have diverse relationships and families. This can mean using words like 'partner' or 'parents,' particularly when describing groups of people
- Offer to be an ally to the LGBTQIA+ community.

Clubs can

- Create an inclusion policy outlining the expected behaviours of club members toward LGBTQIA+ communities
- Encourage the use of personal pronouns people use to identify themselves, with club leaders modelling these articulations on badges or email signatures
- Hang posters in club rooms and amenity facilities outlining the club's stance on the inclusion of LGBTQIA+ communities
- Establish a LGBTQIA+ subcommittee within the club which specialises in the promotion and evaluation of LGBTQIA+ club related activities
- Have a variety of uniform sizes and cuts available so that participants have a choice of what uniform they wear
- Participate in events such as Pride Round and promote days of significance for the LGBTQIA+ community such as IDAHOBIT (17 May), Pride Month (June) and Wear it Purple day (last Friday in August)
- Host forums and training opportunities for club members surrounding common issues and exclusion that LGBTQIA+ communities face.



LGBTQIA+ communities case study

Camberwell Hockey Club

In 2020, the Camberwell Hockey Club (CHC) introduced a new sub-committee called PRIDE. The Pride committee's key focus was around awareness, support and inclusion for LGBTQIA+ communities and growing relationships between CHC and the broader LGBTQIA+ community. While the regular 2020 winter competition didn't run due to COVID the club was still able to compete in various events held by the Pride Cup Organisation and in Hockey Victoria's six a side LGBTQIA+ 'Stand Out Cup'. During 2020 lockdown the CHC Pride sub-committee prepared for a range of activities on and off the field for when COVID-19 restrictions lifted. These included utilising social media to promote Wear It Purple Day which is aimed at raising awareness for rainbow young people and expanding the club's activities for Hockey Victoria's Pride Cup Round. It also included increasing the awareness, support and educational material and events around LGBTQIA+ safe spaces and developing relationships with community groups. 'Safe spaces' provide safe official, or player change rooms and or toilet spaces for all, to demonstrate respect and understanding.

The education of all members around acceptance and understanding of diversity is a key pillar to ensure the club creates a safe environment for all. The club is proud of offering the community a club for all ages, genders and abilities. The club supports inclusivity across all levels including juniors to provide age specific support, awareness and activities over the coming years. Importantly the Pride Group and Club's Mental Health committee work together to tie in their programs as the two areas often go hand-in-hand. The club is proud to have diversity within their club family and embrace all points of view that this brings. The club strives to be as good as they are off the field as they are on it for all members of the community!

People with disability

People with disability should have equal opportunity to participate in a community club. Participation in community sport and recreation provides an opportunity to develop physical skills and social connectedness. This can be a life-changing experience, increase people's social networks and support people feeling connected to the community.

Some common barriers to participation in sport experienced by people with disability include:

- Assumptions about a person's abilities
- Fear of asking people with disability about their access requirements
- Unsafe and inaccessible environments (steps, sensory overload, no room to manoeuvre etc.)
- Activities that don't allow open participation
- Limited supporting facilities (such as accessible toilets, ramps, hoists, interpreters and sensory friendly spaces)
- Communications using non-inclusive language about people with disability
- Communications that do not include or are unclear about access provisions
- Lack of access services (such as an Auslan interpretation).

Some things your club can do to encourage participation by people with disability

If your club has a program, team or activity that caters for people with disability we strongly encourage you to get this listed on Access for All Abilities (AAA) Play's website. Requests to get activities listed can be made via their website AAA Play²⁰ or direct email request@aaavic.org.au. Access for All Abilities (AAA Play) provides Australia's only dedicated referral and connection service for people with disability to sports and recreational opportunities in Victoria. This is a great place for clubs to source new participants.

Clubs can also request to have your activity listed on Council's all abilities sport and fitness webpage²¹ by emailing sport@boroondara.vic.gov.au.

Clubs are encouraged to recruit people with disability as volunteers or committee members. People appreciate seeing a representative of themselves present, which may encourage them choose to participate in your sport.

Clubs can also participate in events and promote days of significance that support people with disability, including International Day of People with Disability (3 December).

General tips for working with people with limited mobility and/or who are wheelchair users

Everyone can

- Aim to talk to the person using their name and avoid referring to their disability. Use positive language. Use person first language unless a person requests a different language. Respect the language people use themselves
- Speak directly to the person with disability when communicating with them
- If you have the permission forms from a person with disability, let the club or other club members know their access requirements
- Offer assistance if required. It's ok to ask about someone's access requirements if it's relevant
- Clear obstacles from pathways.

Clubs can

- Ask and don't assume. Ask the person with disability how they would like to participate and don't make assumptions about what they can and can't do
- Provide education to your club members about disability so everyone can be more inclusive
- Keep entrances, exits and travel paths within the club facilities clear from trip hazards
- Have seating available throughout club facilities and space for wheelchair users and mobility aids
- Make sure club members who are non-disabled don't park in disability parking spaces
- Make sure the accessible toilets are clean and clear of any obstructions.

General tips for working with people with intellectual disability

Everyone can

- Aim to talk to the person using their name and avoid referring to their disability. Use positive language. Use person first language unless a person requests a different language. Respect the language people use themselves
- Speak directly to the person with disability when communicating to them, not to their carer or support worker (if accompanied by one)
- Be patient and supportive
- Provide the person with simple and clear instructions
- Give feedback and encouragement.

Clubs can

- Make sure that feedback is framed positively and delivered with enthusiasm
- Inform coaches and officials of a person with intellectual disability so they're aware and can support them
- Educate club members on intellectual disabilities and how to support players with intellectual disabilities
- Use visual cues and objects to help support the delivery of instructions
- Be open and supportive towards players/participants
- Seek feedback from the person with disability about their experience.

General tips for working with people who are blind or have low vision

Everyone can

- Aim to talk to the person using their name and avoid referring to their disability. Use positive language. Use person first language unless a person requests different language. Respect the language people use themselves
- Ask if any assistance is needed navigating an environment
- Say who is present when joining a conversation
- Ask before interacting with any support animal or mobility aid (e.g., guide dog)
- Ask if they want you to describe the layout of the area - especially any obstacles like stairs or furniture
- Say when you are leaving the group or conversation.

Clubs can

- Keep entrances, exits and travel paths within the club facilities as clear from obstacles and trip hazards
- Provide water bowls for service animals
- Have handrails and colour contrasting edges on steps and ramps
- Ensure signs are clear and use large print or Braille and symbols
- Ensure information is available in large print on request
- Make sure that lights are turned on within club facilities
- Consider how online promotions / communication, images and information can be read by screen readers.

General tips for working with people who are deaf or hard of hearing

Everyone can

- Aim to talk to the person using their name and avoid referring to their disability
- Use positive language. Use person first language unless a person requests different language. Respect the language people use themselves
- Ask a person who is deaf or hard of hearing how they would like to communicate. It can be by speech, using Auslan, gesturing or writing
- Speak clearly and adjust the rate and volume of your speech
- Look directly at the person whilst speaking, have their attention first and speak clearly without shouting and with normal inflection
- Do not cover your mouth or turn away while speaking
- Try to reduce background noise around people who are deaf or hard of hearing (e.g., loud conversations or music).

Clubs can

- For people who are hard of hearing consider creating a quiet space where communication can take place uninterrupted
- Use visual aids to display information
- Make simple modifications to the sport environment to assist a person who is deaf or hard of hearing
- Ensure hearing loop systems are available in places where sound amplification is provided, or public announcements are made
- Investigate interpreter services to see if they can support people who are deaf or hard of hearing participate in club activities.



People with disability case study

Old Xaverians Athletic Club

Old Xaverians Athletic Club (OXAC) welcomes athletes with disabilities who train and compete, not in isolation rather they join in with all the club's regular activities. Athletes with disability are treated equal to any other member. This has been made possible due to the partnerships with Inclusive Sports Training (IST). IST was established in 2015 after it was identified post school athletes with intellectual impairments or learning disabilities, interested in athletics didn't have a pathway to continue competing after they left school. These runners wanted to train more and compete in mainstream competitions. They needed to join a registered Athletics Victoria club in order to compete. IST consulted those in the know, within the athletics community and OXAC was identified due to their historical inclusive approach. IST and OXAC are in their seventh year of a "partnership" and numbers of runners have grown enormously.

IST athletes have an intellectual impairment and they receive the same respect as any other member. They are included in the annual club awards, weekly recognition at club training sessions and in the club newsletters. Some of the club's able bodied athletes have supported para athletes to compete overseas by acting as pacers and even driven them to local competitions as many athletes with disability don't have a licence. This has proven to be a highlight for many of these athletes. The involvement of people with disability has enriched the club in many ways and reflects the clubs motto 'men and women for others'. Just because someone has a disability they are not viewed as a burden, they are viewed as an asset to the club. The Para points gained in competition are a huge boost for the club. This creates an equal respect between the athletes.

'Clubs can be inclusive of people with disability, they just need to shift how they perceive themselves. Traditionally the focus has been on the result of competition rather than being about the community. Every club should have an Inclusion Officer and having a partner like IST has made this a success for the club'.

Quote from Old Xaverians Athletics Club Coach.

Culturally and linguistically diverse communities

In Victoria, despite many newly arrived migrants, refugees, and people from culturally and linguistically diverse communities being involved in sport and active recreation, there is still a gap in the participation rates when compared to the broader population.

Although sport is generally seen as a vehicle to promote integration, social cohesion and inclusion, the structure and culture within sporting clubs and organisations as well as under-representation can lead to exclusionary practices and be unwelcoming or inaccessible for people from culturally and linguistically diverse communities.

Some common barriers to participation in sport experienced by people from culturally and linguistically diverse communities include the following:

- Lack of transport and knowledge on how to get around for newly arrived migrants
- Language and lack of well translated information
- Unfamiliar with sports or Aussie terminology 'volunteering', 'roster', 'team app' or 'bye' or expectations around traditional roles taken on by members of a club
- Difficulties understanding the concept of structured sporting activities after a lifetime of living in countries without structured, community-based sporting opportunities
- Memories of torture, trauma and extreme violence that affects the ability to trust, engage and participate fully in society
- Difficulties engaging with other community members, some of whom react negatively to perceived cultural differences
- Cost of program, membership, or competition fees, especially for newly arrived migrants
- Lack of parental support or encouragement of young people or women to participate.

When you consider the wealth of sporting prowess that exists in people's home countries and the vibrant cultures they are part of there is great potential for sporting associations and clubs to expand their membership and improve club cultures by encouraging people of diverse backgrounds to join and participate.

General tips for encouraging participation by culturally and linguistically diverse communities:

Everyone can

- Be considerate of other peoples' cultures and differences
- Be mindful of cultural dietary requirements and beliefs
- Hold other club members accountable for their words and actions regarding racial discrimination
- To gain an understanding of cultural beliefs and customs use/provide opportunities for players to share information about their background
- Partake in cultural activities (where appropriate) and encourage other club members to participate
- Befriend new members
- Offer to help with transport
- Help new members learn the rules.

Clubs can

- Embed in the club code of conduct the club's stance toward racial discrimination
- Display posters regarding the promotion of a safe and inclusive club for all
- Develop and display promotional material and key information in languages other than English that is reflective of the club demographic
- Hold training and education sessions on cultural awareness and the importance of being inclusive. Plan cultural activities i.e. welcome dinner or themed meals night for players to share and celebrate their culture etc. Example - South Asian players help breathe new life into Australian club cricket²²
- Have a club welcoming officer who is responsible for introducing new culturally and linguistically diverse participants to club members and dignitaries
- Be flexible toward cultural requirements for club uniform
- Many older people who are of non-English speaking background participate more confidently when using their first language even though they may have functional English. Try bringing in a club member who can speak the language of the person or group
- Host a come and day event or Harmony Round in support of Harmony Week (15-21 March)
- Some migrant communities will be unfamiliar with the sports or Aussie terminology 'volunteering', 'roster', 'team app' or 'bye' or expectations around traditional roles taken on by members of a club. This can cause tension if they aren't putting up their hands to volunteer or registering on the team app etc. Consider assigning a buddy or making it part of the welcoming officer's role to help explain what these are to new participants
- Recruit / encourage culturally and linguistically diverse people to volunteer so participants see a representation of themselves in the club.



Culturally and linguistically diverse communities case study

Hawthorn Tennis Club

The Hawthorn Tennis Club aims to reflect and celebrate the diversity of their local community. The club knows tennis is great for both physical and mental wellbeing and they want to share this sport with as many people in the local community as possible. The club encourages tennis players of culturally diverse communities to join as well as actively seeking opportunities to further engage with different cultural community groups within Hawthorn and Boroondara.

One great avenue for people to join the club is through coaching. The head coach works with all club coaches to ensure they are equipped to work with people that may have a language barrier. The coaching team in itself is diverse, from both a gender diversity perspective and includes coaches from South Asian and Chilean descent.

Although the club has not sought to develop programs specifically for culturally and linguistically diverse communities, it has been recognised that a number of partnerships and initiatives have helped to increase participation of this community. An example includes the partnership that the Hawthorn Tennis Club has had with Swinburne University over a number of years.

The club's involvement in Inclusive Clubs Project ran by Access Health and Community in partnership with the City of Boroondara gave them much needed support to help them realise their aim. In order for the club to reflect their local community they wanted to understand who made up their local population. With the support of staff from Access Health and Community, provided through the Inclusive Clubs Project, the club were able to do this. They identified that their local community was made up of a larger proportion of people who were born in South Asia and Asia, than from other areas.

Since being involved in the Inclusive Clubs Project the club have added an inclusion page on their website. This page includes 'welcome' in several different languages, including Chinese, Hindi and Welsh and it proudly includes their recent Inclusive Club video which they produced in 2019. The Club intends to run a Harmony Day event in future (cancelled in 2020 due to the COVID-19 pandemic). The club see these initiatives as great ways to attract and make people from culturally and linguistically diverse groups feel more welcome to their club.

'We look forward to serving our local community, reflecting our local community and finding more ways we can celebrate the diversity of our local community in the future'.

Quote from Hawthorn Tennis Club.

Aboriginal and Torres Strait Islander peoples

Aboriginal and Torres Strait Islander peoples of Australia possess diverse languages and customs and are one of the world's oldest continuous cultures with a history dating back more than 50,000 years.

Many Aboriginal and Torres Strait Islander people and communities have a strong connection to sport. When sport organisations engage with Aboriginal and Torres Strait Islander communities it provides mutual benefits. Sports can gain larger and more diverse participation and fan bases. In return, sport can offer enhanced social, education and health outcomes, and pathways to careers, on or off the field.

However Aboriginal and Torres Strait Islander people can face various challenges to participating in sport and recreation, particularly within a club environment. Some barriers to participation in sport by Aboriginal and Torres Strait Islander people can include:

- Lack of time due to other commitments, especially to family or community
- Personal illness or injuries
- Financial constraints
- Access issues (transportation and availability of services)
- Lack of cultural inclusiveness
- Lack of motivation (feeling in a rut)²³.

General tips for encouraging participation by Aboriginal and Torres Strait Islander peoples

Everyone can

- Use respectful and inclusive language in your written and verbal communications
- The term 'Aboriginal and Torres Strait Islander' is most often considered best practice. The acronym ATSI should be avoided as this can be seen as lacking respect of different identities
- Always capitalise the words Aboriginal and Torres Strait Islander, Elders and Country
- Many Aboriginal and Torres Strait Islander people do not like to be referred to as 'Indigenous' as the term can be considered offensive. If however a person identifies themselves as Indigenous, this should be respected and upheld
- Improve your understanding of Aboriginal and Torres Strait Islander customs, languages, cultural activities and local histories by visiting websites such as:
 - Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation²⁴
 - First Peoples - State Relations²⁵
 - Koorie Heritage Trust - Discover Aboriginal Victoria!²⁶
 - Or by visiting your local library or historical societies
 - Research your local history via the City of Boroondara's website²⁷.
- Visit one of the cultural places in Boroondara that are significant to local history and reconciliation including:
 - The Canoe tree monument on Bowyer Avenue in Kew
 - The Wurundjeri Trail in Chandler Reserve along the Birrarung Yarra River
 - For more information visit www.boroondara.vic.gov.au/community/aboriginal-and-torres-strait-islander-peoples.
- It is important to celebrate the strengths and contributions of local Aboriginal and Torres Strait Islander peoples. Many Aboriginal people use the word "deadly" to mean awesome, strong, brilliant. Visit Deadly & Proud www.igem.vic.gov.au/publications/media-releases/deadly-proud to learn more about stories of pride from Aboriginal and Torres Strait Islander people from across Victoria.

General tips for encouraging participation by Aboriginal and Torres Strait Islander peoples

Clubs can

- Engage Aboriginal and Torres Strait Islander organisations to deliver annual or biennial cultural awareness training to your club members so that your club fosters continuous learning of Aboriginal and Torres Strait Islander histories and cultures. You can find out more by visiting: Wurundjeri services www.wurundjeri.com.au/services/education-tours-cross-cultural-awareness-training
- Make your club feel and look more inclusive. Consider permanently raising the Aboriginal and Torres Strait Islander flags or including an Acknowledgement of Traditional Owners signage at the entrance to your club
- Reflect on how your club can contribute to reconciliation and consider developing a club vision for reconciliation in collaboration with your members, and in particular with guidance and advice from Aboriginal and Torres Strait Islander members
- Double check outside commitments of Aboriginal and Torres Strait Islander people prior to offering extra club duties
- Explore opportunities for your club to network and collaborate with local Aboriginal and Torres Strait Islander stakeholders. Give your club time to build trust, rapport, and positive two-way relationships with Traditional Owners, Aboriginal Community Controlled organisations and the local Aboriginal and Torres Strait Islander communities. You can learn more about key local Aboriginal organisations in the Inner East, including Boroondara by visiting www.boroondara.vic.gov.au/community/aboriginal-and-torres-strait-islander-peoples
- Consider booking a Wurundjeri Woi-wurrung Elder to perform a Welcome to Country and smoking ceremony. Be mindful of the Elder's time and availability and consider holding events in the weeks before or after a national celebration. For more information visit the Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation www.wurundjeri.com.au/request-council-traditional-ceremony
- On membership forms include the question: 'Are you of Aboriginal or Torres Strait Islander origin?' so that you can understand who your members are and provide services, programs, spaces and places within your club that are welcoming and respectful of Aboriginal and Torres Strait Islander peoples' cultures and individual differences and needs. For more information about how to ask this question visit: Indigenous Status Standard, 2014, Version 1.5 | Australian Bureau of Statistics www.abs.gov.au/statistics/standards/indigenous-status-standard/latest-release
- Before club events or formal gatherings, clubs could undertake an 'Acknowledgement of Traditional Owners' before the first speaker or presenter is introduced
- Participate and organise events that support and celebrate Aboriginal and Torres Strait Islander cultures and histories including, Indigenous Round, National Reconciliation Week (27 May - 3 June), NAIDOC Week (8 - 15 November), National Sorry Day (26 May) and/or Aboriginal and Torres Strait Islander Children's Day (4 August).



Aboriginal and Torres Strait Islander peoples case study

Hawthorn Amateur Football Club

Boroondara is a remarkable place to live, work and play. The Hawthorn Amateur Football Club is a prime example of this. Over the years the club have placed a great emphasis on supporting the people that form their club, one great example of this is the development of their Wings Mental Health Fund.

Recently the club identified that they had four Aboriginal players. Not all of these players reside within the municipality however were coming to play for the club through friendship groups and study opportunities nearby. The club already did things like an Acknowledgment of Traditional Owners before all meetings and participated in the Sir Doug Nicholls Indigenous Round however true to form they wanted to find out how they could do more and make these players feel welcome and part of their club. Rather than making assumptions on the players behalf, the committee decided it would be best to ask these players for their feedback about what the club could do to make them to feel welcome.

Following these discussions, the club has taken action including:

- Adding an acknowledgment of Aboriginal and Torres Strait Islander people on their website
- Acknowledged National Reconciliation Week and NAIDOC week in club social media posts. In these posts they asked their members to support the 2021 National Reconciliation Week theme of #MoreThanAWord, not only during National Reconciliation Week but beyond
- Meet with Council representatives to explore ways to connect with local Wurundjeri Woi-wurrung Elders and explore ways the club can make some type of formal statement of support.

The club are at the beginning of their inclusion journey for Aboriginal and Torres Strait Islander peoples; however, they are committed to making sure the club is set up to accommodate all members of the community and are considering further opportunities to show their support to Aboriginal and Torres Strait Islander peoples.

'Being a community club, we are committed to fostering a welcoming environment, where everyone in our community can feel comfortable. We are also aware of our responsibility to provide education to our community to drive inclusion and acceptance in all areas. We meet, live, play and dream on the traditional lands of the Wurundjeri People of the Kulin Nation, we want to assist in sharing their cultures and traditions with our community'.

Quote from Hawthorn Amateur Football Club.

Older adults

Older Victorians are living longer. Over the coming years the number of residents aged 50 years and over in Boroondara is expected to increase. The ageing population in Australia represents a dramatic evolutionary shift with the number of people aged 65 years and over exceeding the number of children by 2025. With a life expectancy of 87 years, the added years of life for many Victorians are lived free from disability. Sport and physical activity offer physical and mental health benefits for older adults and can be an enabler of their on-going community engagement.

Common barriers to participation in sport faced by older adults include:

- Limited/lack of appropriate playing opportunities for older adults - often a greater focus on junior/senior sides
- Less confidence to try a new activity
- Concerns about the risk of developing injuries
- Cost of activity
- Accessibility of facilities/transport to the venue
- Possible lack of mobility or other health issues.

Some things you can do to encourage participation by older adults

Everyone can

- Consider the ageist stereotypes which we all inadvertently hold
- Remember, there are many different abilities across the ages of 55 - 105, assuming that older people don't have skills or understanding only perpetuates ageism and discriminates against your future self
- Consider car-pooling with other participants to reduce transport costs
- Encourage people who you know are not participating in any physical activity to join in
- Ask an older club member for advice - you'll be surprised by how much they have to share with you
- Be kind and welcome new participants.

Clubs can

- Offer a breadth of physical activities that encourage all older adults to participate in some way. Some older adults are confident and physically strong to join in irrespective of their age. Many prefer to exercise with peers
- Make sure all activities include warmups, cool downs and stretches
- Have open conversations about the needs and requirements of participants with certain health conditions
- Encourage participation and social activity afterwards. This could be as simple as a cuppa afterwards
- Promote the social benefits of being involved with your club/activity
- Provide modified options of the activity that are less formal, low impact/low contact. Provide introductory programs to encourage older adults new to the sport
- Provide opportunities for intergenerational interaction and promote the benefits of having older adults as members. Intergenerational activity could be mixed age group competitions where appropriate (e.g., grandchildren/grandparent competitions), volunteer coaching roles, younger members running introductory programs for older adults etc
- Have subsidised membership options available or casual options
- Where older adult programs are available, promote these opportunities to local community groups and on the Over 55s section of Council's website
- Consider the extensive experience and knowledge that older people can bring to your club, whether it be on your committee, coaching, umpiring, or scoring
- Educate club members to be accepting and supportive of others. Reassure the participants that your club is a welcoming club for all people and that it looks after everybody
- Look at ways to recruit new younger seniors - i.e. bowls clubs and tennis clubs
- Participate in or develop events that support older adults including, International Day of Older Persons and Ageism Awareness Day (both on the 1 October).



Older adults case study

North Balwyn Bowls club

The North Balwyn Bowls Club is more than your typical bowls club. Back in 2011 it undertook an analysis to determine just what sort of club it wanted to be. The outcome was a change away from focusing solely on lawn bowls and toward inclusiveness and friendship as its core principles.

This change allowed the Club to expand its activities into areas that offer members both physical and mental experiences at both the competitive and social levels. It now provides members the opportunity to participate in lawn bowls, indoor bias bowls, bridge and solo cards, arts and craft and community garden plots. Recently the club also provided an area for the establishment of a local Men's Shed onsite.

Having such a variety of activities available has led to an increase in membership to over 360 participants, with ages ranging from 18 to 105 years of age. The Bridge Club now exceeds 150 participants and is one of the largest in Victoria. This offers a wonderful social opportunity as well as a challenging get together for players, which is especially appreciated by the many members who live by themselves. The Arts and Craft and the indoor bowls activities continue to see increasing numbers year on year.

With members able to participate in any activity they choose there is a seamless social interaction across the entire Club. It is also great to see the various social functions held throughout the year are well attended, and the club has first class clubrooms, a bar and kitchen to facilitate this. In addition to this, the Club organises two Country Weekends away each year, combining bowls, bridge and dining activities, and these are very popular with members.

Like many, the COVID-19 pandemic played havoc with day-to-day events. In an effort to keep members involved a few dedicated people took the initiative to provide a link between many members. Online Bridge competitions were organised, chat groups were established, and, in some cases, meals organised and delivered to members who were unwell or in need of assistance.

Looking back, the correct calls were made in 2011 and North Balwyn Bowls Club can now stand proud of its achievements since then. It continues to place friendship and inclusiveness at its centre and trusts it will continue to provide members with a friendly atmosphere and competitive opportunities for years to come.

‘Like most things, what you get out of being part of the club will depend on what you put into it’.

Quote from North Balwyn Bowls Club

What can your club do?

1. Incorporate the tips above and use resources in this guide to support inclusion efforts at your club
2. Undertake an Inclusion Assessment and develop an Inclusion Action Plan for your club based on your Inclusion Assessment results
3. Commit to implementing your Inclusion Action Plan and ensure more than one person is responsible, e.g. a commitment from the committee or a group of champions
4. Check out the Inclusive Clubs Project run by Access Health and Community in partnership with the City of Boroondara; link to video²⁸ and website²⁹
5. Contact our Sport and Recreation Team via email sport@boroondara.vic.gov.au to express interest in being involved in the Inclusive Clubs Project
6. Have club leader's champion their support of the plan to provide an environment for all participants that is free from discrimination and promotes respectful, positive behaviours and values
7. Communicate how your club's being inclusive on the club's website and through social media posts. **You can't be what you can't see.** Make sure images and graphics on your website, publications and social media reflect the diversity of your community
8. Review your progress annually.

Testimonials from clubs who participated in the Inclusive Clubs Project in 2020/21:

Burwood Cricket Club

"The Inclusive Clubs series opened my eyes to the importance of ensuring our programs, events and facilities are welcoming to all members of the community. Through new initiatives we have already put in place since the program our Club's culture is noticeably richer, enthused and actively engaged in the inclusion and diversity space. I would highly recommend this program to all Clubs."

Camberwell Central Bowls Club

"The Inclusive Clubs program has supported the club's development of an inclusive policy, strategy and action plan which has raised awareness amongst club members, encouraged activities that promote more youth and female participation and provided an audit of the club facilities to support rationale for development of future infrastructure for people with disabilities. Thanks for their ongoing support."

**Your inclusion journey will
have a start but not an end.**

Resources

Use these resources to support the development of an inclusion action plan or implement inclusion initiatives at your club. There are both general inclusion resources available and then those more targeted resources for minority groups including women and girls, LGBTQIA+ communities, people with disability, culturally and linguistically diverse communities, Aboriginal and Torres Strait Islander peoples and older adults.

General resources

The 7 Pillars of Inclusion

The 7 Pillars of Inclusion is a broad framework to give sports clubs and associations a starting point to address inclusion and diversity. The 7 Pillars model is about giving you an overview of inclusion which looks at the common elements that contribute to creating inclusive environments that reflect the communities that we live in.

www.playbytherules.net.au/repositories/videos/2014/february/the-7-pillars-of-inclusion

Boroondara Volunteer Resource Centre

Council's Boroondara Volunteer Resource Centre provides a suite of free services to community organisations, including sport and recreation clubs. They can connect skilled volunteers with your club and have free online training to support your existing volunteers.

www.boroondara.vic.gov.au/community/volunteering

Design for Everyone Guide and Resource Guide

A practical resource to assist the planning, design and development of inclusive sport and recreation facilities. This guide encourages stakeholders to make sport and recreation facilities and settings more accessible to everyone. It includes information and checklists for a number of sport and recreation settings.

<http://sport.vic.gov.au/publications-and-resources/design-everyone-guide/resources>

Play By The Rules - Free Online Training Courses

Learn more about inclusion in sport through free online training courses provided by Play by the Rules.

www.playbytherules.net.au/online-courses

Everyone Wins - Community Sporting Club

Everyone Wins provides practical tools and resources to help Victorian community sports clubs become more inclusive and welcoming of everyone in their community.

www.vichealth.vic.gov.au/media-and-resources/publications/everyone-wins_clubs

Sport Australia's - Inclusive Sport Framework

Sport Australia have a five step process your club can use to develop your own Inclusive Sport Framework.

www.sportaus.gov.au/participation/inclusive_sport

Youth Communication and Engagement Playbook

VicHealth and YMCA have developed this playbook, similar to a toolkit to share learnings and tips to the sector in particular those who are looking to engage in youth projects or campaigns.

www.vichealth.vic.gov.au/media-and-resources/publications/Youth-Communication-and-Engagement-Playbook

Commission for Children and Young People Empowerment and Participation Guide

This guide shows organisations ways to empower children and young people and foster their participation as an important measure to prevent abuse, as well as responding to it effectively when it does occur. It includes information for empowering and supporting children who are Aboriginal and/or Torres Strait Islander, from newly arrived communities, who identify as LGBTQIA+ or who have a disability.

<http://ccyp.vic.gov.au/news/empowerment-and-participation-make-children-safer-from-abuse-new-guide-for-organisations-launched-today>

Doing Sport Differently

These resources are designed to help the sporting sector 'do sport differently' to attract, engage and retain less-active Victorians in sport.

www.vichealth.vic.gov.au/sites/default/files/DSD-Female-WEB.pdf

Community Reporting Tool

If you have experienced racism, sexual harassment or discrimination of any kind, or if you have any human rights issues or concerns, the Victorian Equal Opportunity and Human Rights Commission would like to hear from you. The Community Reporting Tool is a quick way to tell us what has happened, or what you are worried about.

www.humanrights.vic.gov.au/get-help/community-reporting-tool

Orygen - Supporting Mental Wellbeing in Community Sport

A suite of resources designed to help sporting organisations support the mental wellbeing of young people aged 12-24 years. It includes a toolkit, checklist, guide and educational videos.

www.orygen.org.au/Training/Resources/Physical-and-sexual-health/Toolkits/Supporting-mental-wellbeing-in-community-sport/MH-in-community-sports-toolkit-WEB

Head to Health

Head to Health is a Commonwealth Government initiative and the online website can be used to search for different mental health supports and resources.

www.headtohealth.gov.au

Victorian's Physical Activity Across Life Stages

Physical activity insights are available for the following groups:

- Youth (12-17)
- Young adults (18-24)
- Adults (25+) with no children
- Parents
- Retirees.

These insights also explore what influences them to be more active, and what would motivate them to change their existing behaviours.

www.vichealth.vic.gov.au/sites/default/files/Life-stages---Infosheet.pdf

Women and girls

Change Our Game Initiative

The Victorian Government created this initiative to address gender inequality in Victorian sports and recreation. This initiative has a range of resources to help clubs address this inequality.

<http://changeourgame.vic.gov.au>

Quick Wins for Sporting Clubs Checklist

This resource includes a series of short questions and a section you can use to develop two key actions that your club can undertake to improve the promotion, participation and/or leadership opportunities for women and girls at your club.

www.vichealth.vic.gov.au/sites/default/files/VicHealth-Quick-Wins-for-Sporting-Clubs.pdf

Female Participation in Sport - physical activity insights, physical activity across life stages

Physical activity insights are available for the following groups:

- Girls and adolescents
- Women 18-55 years
- Mothers
- Older women 55+ years
- Females of all ages (summation).

These insights also explore what influences them to be more active, and what would motivate them to change their existing behaviours.

www.vichealth.vic.gov.au/sites/default/files/Female_participation_in_sport_Evidence_Aug15.pdf

This Girl Can Campaign - Getting Women Active

Clubs can sign up to receive This Girl Can Toolkit which includes resources on how to attract more females to sign up and get active.

www.gettingwomenactive.com.au

Mentoring Women and Girls

Information on how clubs can mentor women and girls.

www.vichealth.vic.gov.au/sites/default/files/33_Mentoring-women-and-girls.pdf

Creating a Place for Women in Sport

A gender equity self-assessment for sport and recreation clubs.

www.knox.vic.gov.au/sites/default/files/2021-04/creating-a-place-for-women-in-sport.pdf

Making Facilities and Equipment Accessible for Women and Girls

Guidance on how to ensure equitable access is provided to facilities, equipment, grounds regardless of gender.

www.vichealth.vic.gov.au/sites/default/files/33---Making-facilities-and-equipment-accessible.pdf

Women and Girls in Leadership Positions

A tool to help your club encourage and support increased participation and representation of women and girls in club activities.

www.vichealth.vic.gov.au/sites/default/files/31_Women-and-girls-in-leadership-positions.pdf

Flexible Sport Uniform Policies to Keep Girls in the Game

Read findings of studies that will help guide decision-makers at sports associations, clubs and schools on what uniform options and choices will encourage the participation and retention of girls in sport and physical activity.

<http://changeourgame.vic.gov.au/leadership-centre/flexible-sport-uniform-policies-keep-girls-in-the-game>

LGBTQIA+ communities

LGBTQIA+ Inclusion Checklist for Community Sports Clubs

Kickstart an LGBTQIA+ inclusion conversation in your club with this simple checklist to reflect on and improve your current practice.

<https://a3febde3-d370-46a8-84c6-270a6a7dfac2.filesusr.com/ugd/eda345a949a03f06db4fc4abdb18d962745af6.pdf?index=true>

Proud 2 Play - Online Resource Hub

Access a number of resources for the sports community to better support LGBTQIA+ Inclusion.

www.proud2play.org.au/resources

Rainbow Roadmap

Vicsport in partnership with Proud 2 Play has created the Rainbow Roadmap to assist sport organisations in achieving rainbow ready status. It includes a 5-step plan for organisations.

<http://vicsport.com.au/rainbow-roadmap>

Creating an LGBTQIA+ Inclusive Club

Free interactive online training course suitable for coaches, administrators, officials, players and volunteers.

<http://playbytherules.net.au/online-courses/creating-an-lgbti-inclusive-club>

Guidelines for the Inclusion of Transgender and Gender Diverse People in Sport

Sport Australia, Australian Human Rights Commission and the Coalition of Major Professional and Participation Sports have developed Guidelines to provide guidance to sporting organisations on promoting the inclusion and participation of transgender and gender diverse people in sport.

www.prideinsport.com.au/content/uploads/2019/06/Trans_and_Gender_Diverse_Guidelines_2019.pdf

Sport Australia - Resources: Trans and Gender Diverse Inclusion in Sport

Resources to support clubs to create more inclusive and welcoming sporting environments for everyone, including trans and gender diverse people.

www.sportaus.gov.au/integrity_in_sport/transgender_and_gender_diverse_people_in_sport/resource

Pride In Sport Index

The Pride in Sport Index™ is the first and only benchmarking instrument specifically designed to assess the inclusion of people with diverse sexualities and genders within Australian sporting organisations and codes more broadly. Participating in the index will allow Australian sporting organisations to not only assess their own practice, but determine that which constitutes good practice, along with the ability to benchmark their own initiatives against an external measure and other sporting organisations.

www.prideinsport.com.au/psi/

People with disability

Access for All Abilities (AAA Play)

AAA Play provides Australia's only dedicated referral and connection service for people with disability to sport and recreation opportunities in Victoria. Various resources are available including AAA Play's three step process to become a disability Inclusive Club.

<https://protect-au.mimecast.com/s/x2cJCgZ0MGFGXnlcox71J?domain=aaaplay.org.au>

Blind Sport and Recreation Victoria - 'Opening Doors' inclusion training videos

Blind Sport and Recreation Victoria have produced two training videos to assist sport and recreation providers in developing knowledge and awareness of meaningfully including people who are blind and vision impaired in their programs.

www.blindsports.org.au/news-article/watch-our-vision-loss-awareness-training-videos

AllPlay Move program

A place the community can access strengths and evidence-based resources to support the 1 in 6 Australian children who experience a development challenge or disability to take part in formal and informal physical activity programs.

<http://allplay.org.au/allplay-move>

Deaf Sports Australia - resources

Deaf Sports Australia has downloadable resources available to support people who are deaf or hard of hearing to participate in sport, including how to build and strengthen participation for all; hearing aid and cochlear implant wear in sports; communication tips and sport modifications.

<http://deafsports.org.au/resources/downloadable-resources>

Active Deaf Sports Club

The Active Deaf Sports Club (ADSC) is run by Deaf Sports Australia to provide mainstream sports organisations the opportunity to integrate inclusion practises for their deaf and hard of hearing sports participants.

<http://deafsports.org.au/active-deaf-programs/active-deaf-sports-clubs>

Sport4All

The Sport4All program exists to give people with disability the opportunity to participate in sport at both a club and school level when, where and how they choose to. Clubs can register to undertake an inclusion survey, Sport4All team will analyse the response and generate a Scoreboard Report and clubs can then take online learning modules to support their inclusion journey.

<http://sport4all.com.au/for-clubs>

The Disability Resource

Resources available to support creating opportunities for greater participation, creative programming, disability information, program delivery, volunteer and staff management and volunteer management.

<http://disability-resource.org.au/resources>

VisAbility

Provides individuals and organisations with access to information, facilities and services. This can range from providing students with vision loss their study resources in an accessible format, to assisting organisations creating accessible websites.

www.visability.com.au/empathy-library/providing-access/1460-2/

Adapting and Modifying Sport for People with Disability

Fact sheets that guide clubs on how they can adapt and modify sports to cater for people of all ages, abilities and backgrounds in the most appropriate manner possible, using the TREE model.

www.ideas.org.au/uploads/resources/214/2 - Adapting and Modifying for People with Disability - Part One.pdf

www.ideas.org.au/uploads/resources/212/3 - Adapting and Modifying for People with Disability - Part Two.pdf

Inclusion Spectrum

The Inclusion Spectrum allows games and activities to be delivered in different ways, with more choices. The aim is to encourage higher quality participation by people with disability, both with or away from their able-bodied peers. Clubs can provide a range of choices by adapting and modifying their sport in different environments.

www.inclusivesportdesign.com/blog-posts/the-inclusion-spectrum-planning-sport-activities-for-everyone

NDIS Sports Guide

Disability Sport & Recreation has created a NDIS Sports Guide for people with disability who have been approved to receive the funding. Steps involve support with finding a sport or recreation activity you would like to get involved in and researching into the equipment, transport, accessibility and support that you will need and aligning them with your physical activity goals. The NDIS Sports Guide will assist with all the steps required.

<https://dsr.org.au/ndis-sports-guide>

Special Olympics Australia (SOA) - online learning platform

SOA Learn, will help students grow and enhance skills and abilities to mentor people with intellectual disabilities and autism, and provide them with greater sporting opportunities. An SOA Learn student may be a coach, teacher, family member, volunteer, or someone simply charged up to change others' lives and their own.

www.specialolympics.com.au/index.php/soa-learn

Special Olympics Affiliate Program

The Special Olympics Affiliate Program has been developed to support and acknowledge programs that strive to offer an inclusive environment for athletes with intellectual disabilities and/or autism. Clubs can express interest in becoming an Affiliate.

www.specialolympics.com.au/affiliate

I'mPOSSIBLE Education Program

Through education of inclusion and the Paralympic values, I'mPOSSIBLE aims to challenge and change the perceptions of how young people perceive people with impairment, thus bringing about a more inclusive society.

<http://education.paralympic.org.au/?s=Inclusion>

Coaching Athletes with Intellectual Disability

General coaching tips for athletes with intellectual disability.

<https://sportinclusionaustralia.org.au/wp-content/uploads/2017/01/CoachingTipsFactSheet.pdf>

Are You on Board? Sport For All Abilities

Vicsport has developed the 'Are You On Board?' (AYOB) campaign to start the conversation around diversity and inclusion within Victorian sport. This campaign aims to raise awareness and assist State Sport Associations, Clubs, Leagues and Associations to spread positive messages about the benefits of diversity and inclusion in sport.

<https://vicsport.com.au/are-you-on-board>

Are You On Board? Call to Action

Vicsport's 'Are You On Board?' campaign makes the case for Victorian sport organisations to do more to be inclusive of people with disability.

http://goodcdn.app/memberhq/vicsport/uploads/A3_Infographic_3-FINAL.pdf

Sport Inclusion Australia

Sport Inclusion Australia is a national sporting organisation to assist the inclusion of people with intellectual disability into the mainstream community using sport as the medium.

<http://sportinclusionaustralia.org.au/resources>

Access Ability Australia - Access Keys

Access Keys, is a means of reducing obstacles, enhancing opportunities, and delivering user-friendly guidance on how to access venues and events, irrespective of an individual's abilities.

<https://accessabilityaustralia.com>

Culturally and linguistically diverse communities

Welcoming Clubs

Welcoming Clubs is Welcoming Australia's overarching initiative for programs that embrace the power of sport and recreation as a vehicle for inclusion, opportunity and belonging for all members of the community – including, recently arrived migrants, refugees and people seeking asylum.

<http://welcoming.org.au/initiatives/welcoming-clubs>

Vicsport - Tips on Welcoming CALD Communities

Tips on welcoming people from culturally and linguistically diverse communities into sporting clubs.

<http://vicsport.com.au/blog/2910/welcoming-people-from-culturally-and-linguistically-diverse-cald-communities->

Tip Sheet: Embracing Diversity within Club Structures

Encouraging diverse participants to your club is a vital first step in promoting inclusion and diversity but for your club to be inclusive it is important that your club structures (such as your committee) also consist of diverse groups of people and include them in decision making where possible. This fact sheet includes some prompts and tips to consider, to ensure your club culture is inclusive.

www.cmy.net.au/resource/embracing-diversity-within-your-club-structures-and-developing-an-inclusive-club-culture

Tip Sheet: Coaching Inclusively

Coaches are a critical link between clubs' commitment to inclusion and diversity, and practice on the ground. They can make the difference as to whether a young person and their family feels welcome and part of the club or not. This tip sheet provides some tips and guidance to help with coaching inclusively.

www.cmy.net.au/resource/coaching-inclusively

Coaching People from Diverse Communities

Helpful tool that outlines what coaches can do before, during and after a training session, alternative terms and tips on things to remember.

www.vichealth.vic.gov.au/sites/default/files/29_Coaching-people-from-diverse-communities.pdf

Case Study Series

A compilation of case studies showing how sport can power the increase of cultural inclusion.

www.cmy.net.au/resource/game-plan-a-case-study-series-on-cultural-inclusion-in-sports-programs

AFL - Culturally & Linguistically Inclusive Australian Community Football Clubs

This toolkit has been developed to provide community football clubs around Australia with information and solutions to make their club a culturally and linguistically inclusive environment.

[https://s.afl.com.au/staticfile/AFL Tenant/AFL/Files/AM 3855 Multicultural Toolkit FINAL.pdf](https://s.afl.com.au/staticfile/AFL%20Tenant/AFL/Files/AM%203855%20Multicultural%20Toolkit%20FINAL.pdf)

Centre for Multicultural Sport

CMSport is a new initiative by Centre for Multicultural Youth (CMY) aiming to drive social change through sport.

www.cmy.net.au/cmsport

Aboriginal and Torres Strait Islander peoples

Inclusive and Respectful Language Guide

Using respectful and inclusive language and terminology is an essential component of reconciliation. Reconciliation Australia have developed guidelines to assist when communicating with Aboriginal and Torres Strait Islander people.

www.reconciliation.org.au/wp-content/uploads/2021/10/inclusive-and-respectful-language.pdf

Indigenous Sport and Recreation Program (ISRP)

The Indigenous Sport and Recreation Program (ISRP) aims to create a sport and recreation sector that is inclusive of and accessible to Indigenous Victorians.

<http://sport.vic.gov.au/our-work/participation/inclusive-sport-and-recreation/aboriginal-sport-and-recreation>

Cultural Awareness Training

The local Traditional Owners, Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation, provide education and cultural awareness experiences specific to their heritage and culture. You can book their services via their website.

www.wurundjeri.com.au/services/education-tours-cross-cultural-awareness-training

Learn More About Local Aboriginal Organisations

Learn more about key local Aboriginal organisations in the Inner East, including Boroondara via the website link provided.

www.boroondara.vic.gov.au/about-council/history-and-demographics/local-history/boroondaras-aboriginal-and-torres-strait-islander-peoples

Welcome to Country and Acknowledgment of Traditional Owners

A Welcome to Country or an Acknowledgment of Traditional Owners recognises the continuing connection of Aboriginal Traditional Owners to their Country. Find out if you should do a Welcome to Country or Acknowledgment of Traditional Owners for your event via the website link provided.

www.aboriginalvictoria.vic.gov.au/welcome-country-and-acknowledgement-traditional-owners

Coaching Indigenous People

Helpful tips for coaching Aboriginal and Torres Strait Islander players.

www.vichealth.vic.gov.au/sites/default/files/30_Coaching-Indigenous-people.pdf

Advancing Partnerships with Aboriginal and Torres Strait Islander Organisations

This webinar explored the value of Aboriginal and Torres Strait Islander and non-Indigenous services working together to support families.

https://aifs.gov.au/cfca/webinars/advancing-partnerships-aboriginal-and-torres-strait-islander-organisations?utm_source=CFCA+Mailing+List&utm_campaign=7790101da5-EMAIL_CAMPAIGN_2020_03_11_COPY_01&utm_medium=email&utm_term=0_81f6c8fd89-7790101da5-211575547

Older adults

How to Engage Older People in Sport and Physical Activity

This resource offers sports clubs, recreation and fitness organisations practical strategies and resources to encourage older people to participate in sport and recreation clubs and associations.

<http://outdoorsvictoria.org.au/wp-content/uploads/2015/09/20150617-COTA-Vic-How-to-Engage-Older-People-in-Sport-and-Physical-Activity-Resource-Guide-July-2015.pdf>

Physical Activity Insights for Retirees

Physical activity insights for retirees. These insights also explore what influences them to be less or more active, and what would motivate them to change their existing behaviours.

www.vichealth.vic.gov.au/-/media/ResourceCentre/PublicationsandResources/Life-Stages/VH-Life-Stages_retirees.pdf?la=en&hash=8ECDBED183C5473FB56593CE99E4B1D192EAB281

Attracting Older Adults to Your Sporting Club

Some tips and benefits to your club by encouraging older adults to be active in physical participation.

www.clubhelp.org.au/club-people/older-adults/attracting-older-adults-your-sporting-club

Older Australian's Participation in Sport and Physical Activity

This report focuses on Older Australians' participation in sport and physical activity using data collected in the AusPlay survey.

www.clearinghouseforsport.gov.au/data/assets/pdf_file/0008/762119/AusPlay_Focus_Older_Australians_Participation.pdf

Sport specific guides/resources

Some National and State Sport Associations (SSA's) have developed their own diversity and inclusion resources and guides. We've included links below and encourage you to review ones relevant to your sport. Another great thing clubs can do who are considering being more inclusive or developing a new program or activity is to reach out to your relevant SSA to see how they can help support you with these endeavours.

Athletics Victoria

Diversity and Inclusion

<https://athsvic.org.au/clubconnect/diversity-and-inclusion>

Australian Rules Football

Women and Girls in Football Resources

www.play.afl/clubhelp/women-girls

Female Football Club Guide

https://aflnswact.com.au/wp-content/uploads/2017/04/AM-3987-Womens-Football-Club-Guide_d054-LR.pdf

Disability Resources

www.play.afl/play/disability-inclusion

AFL Community Clubs

Multicultural Toolkit

This toolkit has been developed to provide community football clubs around Australia with information and solutions to make their club a culturally and linguistically inclusive environment.

https://s.afl.com.au/staticfile/AFL_Tenant/AFL/Files/AM_3855_Multicultural_Toolkit_FINAL.pdf

Baseball Victoria

Inclusive Club Ideas

<https://baseballvictoria.com.au/wp-content/uploads/2020/02/Sample-Inclusive-Club-Ideas.pdf>

Baseball Victoria Inclusion Checklist

<https://baseballvictoria.com.au/wp-content/uploads/2020/02/Sample-Inclusion-Checklist.pdf?swpmtx=ead8817bad8374a4d04232072fc33dc5&swpmtxnonce=3d37c9907a>

Basketball Victoria

Inclusion

www.basketballvictoria.com.au/resources/diversity-and-inclusion-resources/hub

Bowls Australia

Inclusion

www.bowls.com.au/club-support/all-abilities

Cricket Australia

Diversity and Inclusion

www.cricket.com.au/social-impact-and-sustainability/diversity-and-inclusion

Football Victoria (Soccer)

All Abilities Resources

www.footballvictoria.com.au/community/programs/all-abilities/resources

Golf Australia

Inclusion in Sport

<https://sportinclusionaustralia.org.au/wp-content/uploads/2017/01/GolfAustraliaInclusionInSport.pdf>

Hockey Victoria

Inclusion and Diversity

www.hockeyvictoria.org.au/info-hub/inclusion-diversity

Lacrosse Victoria

Inclusion Policy

<https://lacrossevictoria.com.au/participate/diversity-inclusion>

Netball Victoria

Netball for All

<https://vic.netball.com.au/netball-all>

Rugby Australia

First Nations

<http://australia.rugby/diversity/first-nations>

Gender Equality

<http://australia.rugby/diversity/gender-equality>

Modified Rugby

<http://australia.rugby/diversity/all-abilities>

Pride in Sport

<http://australia.rugby/diversity/LGBTQ-inclusion/pride-in-sport>

Swimming Australia

Inclusion

www.swimming.org.au/get-involved/get-swimming/diversity-and-inclusion

Table Tennis Victoria

Inclusive Club Statement

www.tabletennisvic.org.au/epictt/inclusive

Tennis Victoria

Inclusion and Diversity

www.tennis.com.au/play/inclusion-and-diversity

Grants

The City of Boroondara wants to support local sport and recreation clubs on and off the field. Grant funding is one way we can do this. We understand that funding is the lifeblood of every club. Grants can provide sport and recreation organisations with the valuable funds required to establish and support new programs and activities, purchase equipment and uniforms, improve infrastructure and more.

The Sport and Recreation Team at Council can help support clubs develop grant applications by providing data, letters of support, grant writing tips etc. If you would like assistance please contact us by emailing sport@boroondara.vic.gov.au.

We've included a list of grant opportunities and funding bodies below and encourage clubs to monitor these throughout the year. Some State and National Sporting Associations often offer their own sport specific grants. Clubs should also visit your sports National or State Sporting Association website to discover these additional grant opportunities to help support your inclusion efforts.

City of Boroondara

Annual Community Strengthening Grants

www.boroondara.vic.gov.au/community/community-grants-programs-and-permits/community-grants/annual-community-strengthening-grants

Individual Participation Grants

www.boroondara.vic.gov.au/community/community-grants-programs-and-permits/community-grants/individual-participation-grants

Victorian State Government

Change Our Game Community Activation Grants

<https://changeourgame.vic.gov.au/the-initiative/change-our-game-grants>

Sport and Recreation Victoria

SRV Grants and Funding

<https://sport.vic.gov.au/grants-and-funding/our-grants>

Sport Australia

Grants Programs

[www.sportaus.gov.au/grants and funding](http://www.sportaus.gov.au/grants_and_funding)

VicHealth

Funding Opportunities

www.vichealth.vic.gov.au/funding

Australian Sports Foundation

Funding Opportunities

<https://asf.org.au/grants>

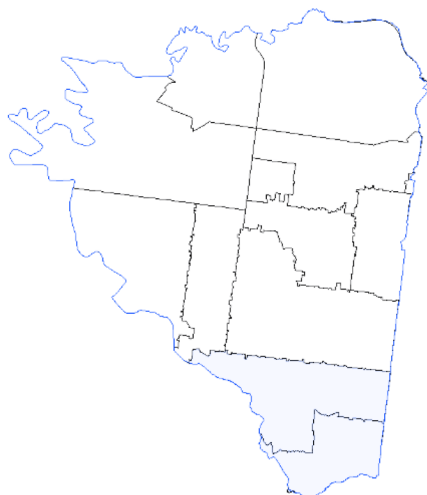
Good Sports

Grants Overview

<https://goodsports.com.au/grants>

Appendix 1:

Precinct Profiles



Profile of the South East Precinct in the City of Boroondara

The South East precinct includes the suburbs of Ashburton and Glen Iris and borders the Stonnington and Monash local government areas.

Demographic information in this profile is from the 2021 ABS Census unless otherwise stated. For more information about the community and for up to data you can visit the History and Demographics page on the City of Boroondara website profile.id.com.au/boroondara/about-profile-id

Population and Age

- At 30 June 2021, the South East precinct had an estimated residential population of 25,035, the lowest of the five precincts.³⁰
- Compared to Boroondara as a whole, the South East precinct in 2021 is estimated to have a lower proportion of residents aged 20 to 34 years.³¹
- Between 2021 and 2026, it is expected that the South East precinct's population will have a net gain of approximately 896 residents, an overall area growth rate of 3.7%.³²
- Between 2021 and 2026, the age groups in the South East precinct with the greatest forecasted increase include 15 to 24 years (+162 people) and 55 to 84 years (+540 people).³³

Cultural diversity

- 26.7% of residents in the South East precinct were born overseas compared to 32.5 % of residents from Boroondara.
- The highest percentage of South East residents born outside of Australia are from China (1379 or 5.6%).
- 21.8% of residents speak a language other than English at home. The top three languages other than English spoken are Mandarin (7.3% of residents), Greek (2.4% of residents) and Cantonese (1.8% of residents).
- The fastest growing language spoken at home was Mandarin, with an increase of 519 residents between the 2016 and 2021 Censuses. The number of residents that speak Greek has decreased by 63 residents, while the number of residents that speaks Cantonese has increased by 38 residents.

Disability

- In 2021, 1,032 people residing within the South East Precinct were living with disability which required a need for assistance to undertake core activities. This was the lowest rate of any precinct across the municipality.



Profile of the South West Precinct in the City of Boroondara

The South West precinct includes the suburbs of Hawthorn and Hawthorn East and borders the Yarra and Stonnington local government areas.

Demographic information in this profile is from the 2021 ABS Census unless otherwise stated. For more information about the community and for up to data you can visit the History and Demographics page on the City of Boroondara website profile.id.com.au/boroondara/about-profile-id

Population and Age

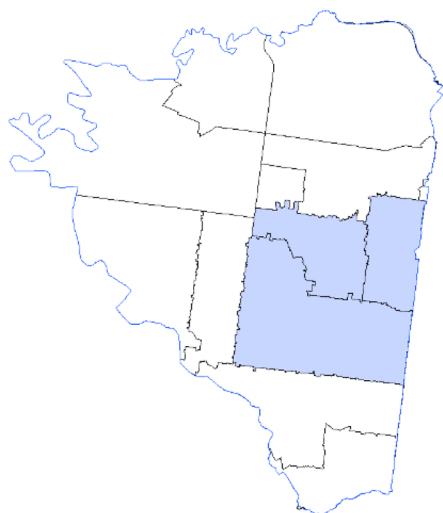
- In 2021, the South West precinct had an estimated residential population of 38,086, the largest of the five precincts in Boroondara.³⁴
- Compared to Boroondara overall, the South West precinct in 2021 is estimated to have a higher proportion of residents 20 to 39 years.³⁵
- Compared to Boroondara overall, the South West precinct in 2021 is estimated to have a lower proportion of residents aged 5 to 19 years and 45 years and over.³⁶
- In 2026, it is expected that the South West precinct's population will have a net gain of approximately 5,938 residents, an overall area growth rate of 15.7%.³⁷
- Between 2021 and 2026, all age groups in the South West precinct are expected to increase. The age groups with the greatest forecasted increase include 20 to 24 years (+1,172 people), 25 to 29 years (+940 people) and 15 to 19 years (+809 people).³⁸

Cultural diversity

- The South West precinct is home to a culturally diverse community with 29.1% of residents born overseas compared to 32.5 % of residents from Boroondara.
- The highest percentage of South West residents born outside of Australia are from China (1506 or 4.1%). The number of residents born in China has decreased by 180, since 2016. Similarly, the second highest country of birth, the UK, decreased by 35 residents over the same period.
- Over one in five (22.1%) residents speak a language other than English at home. The top three languages other than English spoken at home by South West precinct residents are Mandarin (5.4% of residents), Greek (1.7% of residents) and Cantonese (1.6% of residents).
- The fastest growing language spoken at home was Cantonese, with an increase of 38 residents over the same period.

Disability

- In 2021, 1,310 people residing within the South West Precinct were living with disability which required a need for assistance to undertake core activities.



Profile of the Central Precinct in the City of Boroondara

The Central precinct includes the suburbs of Camberwell, Canterbury and part of Surrey Hills and borders the Whitehorse and Monash local government areas.

Demographic information in this profile is from the 2021 ABS Census unless otherwise stated. For more information about the community and for up to data you can visit the History and Demographics page on the City of Boroondara website profile.id.com.au/boroondara/about-profile-id

Population and Age

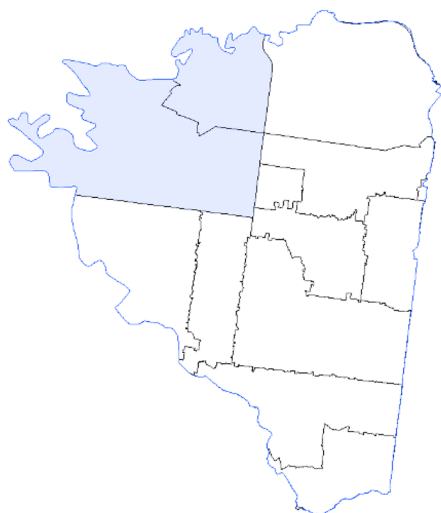
- In 2021, the Central precinct had an estimated residential population of 37,602.³⁹
- Compared to Boroondara as a whole, the Central precinct in 2021 is estimated to have a higher proportion of residents aged 15 to 19 years and 50 years and over.⁴⁰
- Compared to Boroondara as a whole, the Central precinct is estimated to have a lower proportion of residents aged 20 to 44 years.⁴¹
- In 2026, it is expected that the Central precinct's population will have a net gain of approximately 3,800 residents, an overall area growth rate of 9.7%.⁴²
- Between 2021 and 2026, all age groups are expected to increase in the Central precinct except for people aged between 50 to 54 years (-40 people). The age groups with the greatest forecasted increase include 40 to 44 years (+486 people), 75 to 79 years (+407 people) and 20 to 24 years (+332 people).⁴³
- 32.5 % of residents from Boroondara.
- The largest overseas country of birth is China where 7.4% of the population, or 2,824 residents, were born. The number of residents who were born in China increased by 542 residents between the 2016 and 2021 Census.
- One in four residents speak a language other than English at home (24.5% compared to 28.7% for Boroondara). The top three languages other than English spoken by Central Precinct residents are Mandarin (9.6% of residents), Cantonese (2.1% of residents) and Greek (2.1% of residents).
- The fastest growing language spoken at home in the Central Precinct was Mandarin, with an increase of 821 residents between the 2016 and 2021 Censuses. The next fastest growing language was Vietnamese and Persian with increases of 96 and 61 residents, respectively, over the same period.

Cultural diversity

- The Central precinct is home to a culturally diverse community with 30% of residents born overseas compared to

Disability

- In 2021, 1,978 people residing within the Central Precinct were living with disability which required a need for assistance to undertake core activities, which was the highest rate of any precinct across the municipality.



Profile of the North West Precinct in the City of Boroondara

The North West precinct includes the suburbs of Kew and Kew East and borders the Darebin, Banyule, and Yarra local government areas.

Demographic information in this profile is from the 2021 ABS Census unless otherwise stated. For more information about the community and for up to data you can visit the History and Demographics page on the City of Boroondara website. profile.id.com.au/boroondara/about-profile-id

Population and Age

- In 2021, the North West precinct had an estimated residential population of 31,435.⁴⁴
- Compared to Boroondara as a whole, the North West precinct in 2021 is estimated to have a slightly higher proportion of residents aged 50 to 79 years.⁴⁵
- Compared to Boroondara as a whole, the North West precinct is estimated to have a slightly lower proportion of residents aged 5 to 29 years.⁴⁶
- In 2026, it is expected that the North West precinct population will have a net gain of approximately 3,128 residents, an overall area growth rate of 9.9%.⁴⁷
- Between 2021 and 2026, the majority of age groups in the North West precinct will increase except for 50 to 54 years (-62 people), and 85 years and over (-45 people). The age groups with the greatest forecasted increase include 15 to 19 years (+443 people), 40 to 44 years (+355) and 20 to 24 years (+339 people).⁴⁸
- The fastest growing overseas country of birth is China, with an increase of 212 residents between the 2016 and 2021 Censuses. The next fastest growing country of birth was Malaysia, with an increase of 95 residents over the same period.
- One in four (26.5%) North West precinct residents speaks a language other than English at home. The top three languages other than English spoken by North West precinct residents are Mandarin (8.1% of residents), Greek (3.2% of residents) and Cantonese (2.8% of residents).
- The fastest growing language spoken at home in the North West precinct was Mandarin, with an increase of 392 residents between the 2016 and 2021 Censuses. The next fastest growing language was Cantonese, with an increase of 28 residents over the same period.

Cultural diversity

- The North West precinct is home to a culturally diverse community with 29.9% of residents born overseas compared to 32.5 % of residents from Boroondara.

Disability

- In 2021, 1,551 people residing within the North West Precinct were living with disability which required a need for assistance to undertake core activities.



Profile of the North East Precinct in the City of Boroondara

The North East precinct includes the suburbs of Balwyn, North Balwyn, Deepdene and a small part of Mont Albert and is bordered by the Whitehorse and Manningham local government areas.

Demographic information in this profile is from the 2021 ABS Census unless otherwise stated. For more information about the community and for up to data you can visit the History and Demographics page on the City of Boroondara website. profile.id.com.au/boroondara/about-profile-id

Population and Age

- In 2021, the North East precinct had an estimated residential population of 37,743.⁴⁹
- Compared to Boroondara as a whole, the North East precinct in 2021 is estimated to have a higher proportion of residents aged 10 to 19 years and 50 years and over.⁵⁰
- Compared to Boroondara as a whole, the North East precinct is estimated to have a lower proportion of residents aged under 4 years and 20 to 39 years.⁵¹
- In 2026, it is expected that the North East precinct's population will have a net gain of approximately 2,696 residents, an overall area growth rate of 7.2%.⁵²
- Between 2021 and 2026, the majority of age groups in the North East precinct will increase except for 20 to 24 years (-43 people), 50 to 54 years (-14 people) and 85 years and over (-120 people). The age groups with the greatest forecasted increase include 40 to 44 years (+487 people), 35 to 39 years (+346 people) and 10 to 14 years (+339 people).⁵³

Cultural diversity

- The North East is the most culturally diverse of the five Boroondara precincts: 43.6% of residents were born overseas

compared to 32.5 % of residents from Boroondara.

- The fastest growing overseas country of birth is China, with an increase of 1,472 residents between the 2016 and 2021 Censuses. The next fastest growing country of birth was India, with an increase of 300 residents over the same period.
- Almost half of residents in the North East precinct speak a language other than English at home (46.2% compared to 28.7% in Boroondara overall). The top three languages other than English are Mandarin (19.8% of residents), Cantonese (6.5%) and Greek (4.0% of residents).
- The fastest growing language spoken at home in the North East precinct was Mandarin, with an increase of 2,104 residents between the 2016 and 2021 Censuses. The next fastest growing language was Persian, with an increase of 141 residents over the same period.

Disability

- In 2021, 1,638 people residing within the North East Precinct were living with disability which required a need for assistance to undertake core activities.

Appendix 2:

City of Boroondara diversity statistics by suburb (ABS Census 2021)

Ancestry is defined as the cultural association and ethnic background of an individual going back three generations. Ancestry is a good measure of the total size of cultural groups in a local area regardless of where they were born or what language they speak. In contrast, Country of Birth data identifies where people were born and is indicative of the level of cultural diversity in a local area. Languages at home show the proportion of the population who speak a language at home other than English. They indicate how culturally diverse a population is and the degree to which different ethnic groups and nationalities are retaining their language.

Ashburton 3147

Ancestry Top 3

Nationality	n	%
English	2477	31.1
Australian	2327	29.2
Chinese	1078	13.5

Place of Birth Top 3 Overseas Born

Nationality	n	%
China	464	5.8
United Kingdom	269	3.4
India	170	2.1

Languages at Home

Nationality	n	%
Mandarin	598	7.5
Cantonese	169	2.1
Greek	167	2.1

Balwyn 31037

Ancestry Top 3

Nationality	n	%
Chinese	4685	34.5
English	2878	21.2
Australian	2296	16.9

Place of Birth Top 3 Overseas Born

Nationality	n	%
China	2354	17.3
India	491	3.6
Malaysia	450	3.3

Languages at Home

Nationality	n	%
Mandarin	2994	22.0
Cantonese	899	6.6
Greek	343	2.5

Balwyn North 3104

Ancestry Top 3

Nationality	n	%
Chinese	6776	32.1
English	3830	18.1
Australian	3041	14.4

Place of Birth Top 3 Overseas Born

Nationality	n	%
China	3066	14.5
Malaysia	802	3.8
India	562	2.7

Languages at Home

Nationality	n	%
Mandarin	3953	18.7
Cantonese	1446	6.8
Greek	1106	5.2

Camberwell 3124

Ancestry Top 3

Nationality	n	%
English	7077	31.9
Australian	5523	24.9
Chinese	3518	15.9

Place of Birth Top 3 Overseas Born

Nationality	n	%
China	1560	7.0
United Kingdom	878	4.0
India	442	2.0

Languages at Home

Nationality	n	%
Mandarin	2056	9.3
Greek	531	2.4
Cantonese	460	2.1

Canterbury 3126

Ancestry Top 3

Nationality	n	%
English	2278	30.0
Australian	1998	26.3
Chinese	1514	19.9

Place of Birth Top 3 Overseas Born

Nationality	n	%
China	794	10.5
United Kingdom	310	4.1
Malaysia	132	1.7

Languages at Home

Nationality	n	%
Mandarin	1009	13.3
Cantonese	172	2.3
Greek	105	1.4

Deepdene 3103

Ancestry Top 3

Nationality	n	%
Chinese	592	28.2
English	584	27.8
Australian	427	20.4

Place of Birth Top 3 Overseas Born

Nationality	n	%
China	322	15.4
United Kingdom	62	3.0
Malaysia	53	2.5

Languages at Home

Nationality	n	%
Mandarin	407	19.4
Cantonese	58	2.8
Greek	37	1.8

Glen Iris 3146

Ancestry Top 3

Nationality	n	%
English	5369	32.2
Australian	4922	29.5
Chinese	2280	13.7

Place of Birth Top 3 Overseas Born

Nationality	n	%
China	915	5.5
United Kingdom	605	3.6
Malaysia	311	1.9

Languages at Home

Nationality	n	%
Mandarin	1200	7.2
Greek	435	2.6
Cantonese	267	1.6

Hawthorn 3122

Ancestry Top 3

Nationality	n	%
English	7651	34.3
Australian	5961	26.7
Irish	3204	14.3

Place of Birth Top 3 Overseas Born

Nationality	n	%
United Kingdom	805	3.6
India	786	3.5
China	690	3.1

Languages at Home

Nationality	n	%
Mandarin	944	4.2
Greek	354	1.6
Cantonese	312	1.4

Hawthorn East 3123**Ancestry Top 3**

Nationality	n	%
English	4629	31.2
Australian	3859	26.0
Chinese	2042	13.8

Place of Birth Top 3 Overseas Born

Nationality	n	%
China	816	5.5
United Kingdom	509	3.4
India	445	3.0

Languages at Home

Nationality	n	%
Mandarin	1072	7.2
Greek	295	2.0
Cantonese	277	1.9

Kew 3101**Ancestry Top 3**

Nationality	n	%
English	7127	29.1
Australian	5837	23.8
Chinese	3974	16.2

Place of Birth Top 3 Overseas Born

Nationality	n	%
China	1622	6.6
United Kingdom	824	3.4
Malaysia	539	2.2

Languages at Home

Nationality	n	%
Mandarin	2115	8.6
Greek	723	3.0
Cantonese	696	2.8

Kew East 3102**Ancestry Top 3**

Nationality	n	%
English	1823	27.6
Australian	1611	24.4
Chinese	883	13.3

Place of Birth Top 3 Overseas Born

Nationality	n	%
China	321	4.9
United Kingdom	196	3.0
India	141	2.1

Languages at Home

Nationality	n	%
Mandarin	449	6.8
Greek	297	4.5
Cantonese	189	2.9

Surrey Hills 3127**Ancestry Top 3**

Nationality	n	%
English	3011	36.1
Australian	2426	29.1
Irish	1136	13.6

Place of Birth Top 3 Overseas Born

Nationality	n	%
China	470	5.6
United Kingdom	358	4.3
Malaysia	150	1.8

Languages at Home

Nationality	n	%
Mandarin	625	7.5
Cantonese	162	1.9
Greek	148	1.8

NOTE: China = excludes Special administration regions (SARs) and Taiwan

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