



Sunbury United Football Club Diversity Action Plan

Our commitment to diversity

Australia is home to the world's oldest and continuous cultures, as well as people who identify with more than 270 ancestries. The Sunbury United Football Club strives to develop an environment that is free from discrimination and favouritism. We value and respect all members and volunteers and the positive contributions that each makes towards enriching our club and the experience at the club overall.

Sunbury United Football Club seeks to foster, recruit and retain a diverse volunteer base that reflects and makes the best use of the diversity of the members of our community. We strive to achieve this through the development and implementation of specific strategies and, wherever possible, participating in training programs.

What is diversity?

Diversity and inclusion mean valuing and respecting all Volunteers and Members.

Diversity includes differences in:

- age
- language
- ethnicity
- gender
- sexual orientation
- cultural background
- disability
- religious beliefs
- social and community responsibilities
- caring and family responsibilities

Club diversity also encompasses differences between individuals in educational level, life experience, work experience, socio-economic background and personality.

The importance of diversity

To have a Club that reflects the diversity of the community is recognition that diverse environments drive innovation, creativity, problem-solving capabilities and individual and organisational productivity.

Aims

The Diversity Action Plan aims to ensure Sunbury United Football Club will:

- celebrate and value diversity in everything we do
- create a fair and respectful club culture
- build and retain diverse capabilities and experiences.

Priorities

The priorities of this Diversity Action Plan are to:

1. Increase Volunteer awareness of diversity and encourage the adoption of inclusive behaviours at the Club.
2. Build capabilities and retain volunteers from diverse backgrounds.
3. Wherever possible and appropriate, adopt recruitment strategies that support a diverse Club.

Monitoring

The President will develop performance indicators that will enable the Sunbury United Football Club to evaluate the effectiveness and outcomes of the Club's Diversity Action Plan. Results on the effectiveness and outcomes of the diversity program will be reported in our Annual Report. The Club's Committee will approve a proposed schedule of activities prior to the commencement of each financial year.