



INCLUSIVITY & DIVERSITY POLICY

1. Purpose

Melbourne Spectres Basketball Club is committed to being an inclusive association that prides itself on recognising and valuing the individual differences, backgrounds, perspectives, qualities and insights provided by our association members, committee members and friends. Melbourne Spectres Basketball Club strives to ensure that all our members feel supported and comfortable at all times.

We appreciate that our members bring a range of differing skills and ideas to the club. This may be due to individual perspectives, life experience, gender, gender identity, sexual orientation, ethnicity, cultural background, religious belief, socio-economic background, disability, marital or family status, or age.

2. Objectives

This Policy assists Melbourne Spectres Basketball Club in ensuring that we offer an inclusive association where all members are able to be themselves, and access opportunities to allow them to participate in a safe space regardless of individual differences or background.

Melbourne Spectres Basketball Club recognises that there is strength in the inclusivity and diversity of our members, and harnessing these can assist us to improve the club, as well as enhancing our overall performance and decision-making.

3. Application

To apply this policy we will develop strategies that are in line with recognising and valuing such diversity. This will include:

- (i) ensuring that our election of committee members and process is fair with candidates being considered on the basis of their skills, qualifications and abilities without any direct or indirect discrimination in keeping with our constitution;
- (ii) providing reasonable adjustments for members or potential members with disabilities to allow them to have equal terms, conditions and opportunities in the club;
- (iii) reviewing member fees on a regular basis to ensure there is no direct or indirect discrimination towards any potential members of diverse backgrounds;
- (iv) conducting regular club reviews and only providing awards based on merit while ensuring the selection processes are applied consistently between members;
- (v) ensuring that policies and processes are in place to provide an inclusive association while also



meeting legislative and other responsibilities relating to anti-discrimination, bullying or harassment and equal employment opportunity;

- (vi) ensuring diversity strategies are reviewed and based on a consultative process that includes the participation of a diverse range of members where possible;
- (vii) ensuring all association processes and policies are reviewed for unconscious bias;
- (viii) setting measurable goals to assist in achieving a diverse association and committee in line with the association's constitution;
- (ix) identifying and addressing any systemic barriers that prevent any members from returning to the association; and
- (x) ensuring that our members feel comfortable sharing information about their background or circumstances, as well as raising any grievances;

4. Review

These strategies will be monitored and reviewed on an annual basis by the association committee.

We encourage all members to provide feedback on this policy.

If you have any enquiries or complaints in relation to this Policy, please contact the Melbourne Spectres Committee on melbournespectres@gmail.com.

This Policy is binding and should be read in conjunction with other club policies and the Code of Conduct.