



**HEALTHY  
SPORTS CLUBS  
KINGSTON**

# CASE STUDY: FOSTERING DIVERSITY AND INCLUSION AT MORDIALLOC SAILING CLUB

*Eliza and Maria share their experiences with Healthy Sports Clubs Kingston and Breaking Barriers inclusion training.*



## Tell us a little about your club

Mordialloc Sailing Club is run by volunteers and is a down to earth, genuine club that recognises how much the community benefits from a sport like sailing. We're family-oriented and as a club we try to break down the stereotypes surrounding sailing. The club is welcoming, friendly, inclusive, non-discriminatory, professional, responsible, safe, supportive and environmentally responsible.

What makes the club is our people. Everyone chips in to get things done, and this "can-do" attitude contributes to the overall vibrancy of the club and helps drive it forward.







### **Why was your club interested in attending the Breaking Barriers training?**

We recognised that a whole section of the community is under-represented in the sport of sailing. We want our club to reflect our contemporary community more accurately through membership and the people who come and participate. We understand that increasing diversity can enhance and enrich the club in many ways. We jumped at the chance to learn more when we saw the Breaking Barriers workshops advertised. Any opportunity to learn more about improving our club is a good opportunity.

### **Thinking back to the Breaking Barriers training, what has been most valuable for your club?**

One important takeaway was that changes can happen slowly and in small steps, making them sustainable in the long term. It's worth having the patience to build the right foundations so that you can continue the good work. It was reassuring to know we're on this journey as a club and making good progress, but it doesn't happen overnight.

We enjoyed being amongst other sports clubs and sharing experiences, learnings, challenges and successes. And to make connections with Better Health Network and the City of Kingston.

### **What health area has your club chosen to focus on as part of Healthy Sports Clubs Kingston?**

We have chosen 'Inclusion', focusing on culturally and linguistically diverse communities, as they tend to be under represented in sailing.

We've been through the process of self-assessing our club against the CALD inclusion targets in the Healthy Sports Clubs framework. Our Inclusion Working Group has been meeting over the past few months to brainstorm ideas and to develop a plan to address gaps. The next step is to work on it as a club and proactively inform the wider community.

Currently, the national peak body, Australian Sailing, is developing and implementing a Diversity Equity Inclusion framework, and they have shown support to our club and our journey towards working to make sailing more inclusive.

### **What advice can you give to sporting clubs considering being involved in Healthy Sports Clubs Kingston?**

There is a lot to gain by participating that goes beyond creating connections and sharing experiences. The program recognises that many clubs are run by volunteers, so there are no deadlines to implement the changes. It provides a structured framework that you can do at your own pace and there's support along the way.