



# Inclusion: What it is and how to be inclusive

Inclusion is a human right. Inclusive and welcoming communities value the role that people of all abilities play and offer everyone the opportunity to actively participate. This resource is designed to help community groups and clubs work towards being more inclusive.

## What is inclusion?

What is Inclusion?	What is NOT Inclusion?
Feeling welcome	Feeling secluded, isolated or lonely
Everyone having the same opportunities	No opportunity to participate in everyday activities
Being valued for who you are and your contribution	Being seen as a burden
Being accepted socially	Being discriminated against
Being able to choose and make decisions	Being controlled or told what to do, with who and when
Belonging to a community	Feeling separated from the real world
Having facilities and areas that are accessible to all	No access or limited access to a facility
Mixed ability groups and pathways programs	Segregated or 'special' groups

“An inclusive community is vibrant because it appreciates the value of having input and contributions from people of different walks of life and experiences.”

Ivan Hernandez



## Benefits for Clubs

- > Increase in membership
- > Increase in volunteers
- > Thriving social vibe due to mixed demographic of people
- > Development of greater club diversity
- > Increase in positive media exposure
- > Access to a range of resources and funding opportunities
- > Access to club mentoring and training

## Our five top tips:

1. If you're not sure what someone can do just ask them!
2. Provide regular social activities so people can make friends.
3. Promote your club/group in a range of different places e.g. local library, schools etc.
4. Provide people with other ways to get involved in your club/group
5. Celebrate diversity and share stories about its benefits

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## Benefits to the individuals that attend

- ✗ Improved physical and mental health
- ✗ Development of social and support networks
- ✗ Obtaining a sense of purpose and reward through valued role/s in the local community
- ✗ Increase in connectivity within the local community
- ✗ Development of new skills and confidence
- ✗ Greater community satisfaction
- ✗ Pathway into long term association with local clubs

## Benefits to the wider community

- > Community education & breaking down of stereotypes
- > Greater child safety and reduction in anti-social behaviour
- > Positive influence on community attitudes
- > Greater community connections and relationships
- > Improvement in physical and mental health in the community
- > Skills acquisition across the board
- > Increased rate in volunteering throughout the community

## Tips on how to be an inclusive club/group

- ✗ If you're not sure what someone can do just ask them!
- ✗ Work on ways to make your club/group welcoming of all people in the community, e.g. provide people with a welcome pack that has key contacts listed.
- ✗ Offer programs, groups or training for absolute beginners. These should be for all beginners, not just for a segregated group, such as people who have a disability.
- ✗ Provide regular social activities so people have the opportunity to make friends.
- ✗ Make new members feel welcome by introducing them to other members in the club and invite them to social activities.
- ✗ Check in with new members on a regular basis to see if they are enjoying the group/club.
- ✗ Provide people with an opportunity to give feedback about the group or club.
- ✗ Provide the community with open days or trial sessions so that they can experience your club/group before paying membership fees.
- ✗ Provide concession rates and honour companion cards.
- ✗ Assist people to complete membership forms if they have difficulty filling out paper work.
- ✗ Find out if you can adapt or modify activities to suit different needs.
- ✗ Make your club/group as accessible as possible – with ramps, wide doors, rails, accessible changing rooms etc.
- ✗ Make your website accessible to people that may be visually or hearing impaired.
- ✗ Ensure that your club/group adequately reflects your local community, promote your club/group in a range of different places e.g. websites, community directory, local library, recreation centres, community newspapers, schools etc.
- ✗ Provide people with other opportunities to become involved in your club/group for example, volunteering, score keeping, being a supporter, organising social events etc.



“If I lived in a society where being in a wheelchair was no more remarkable than wearing glasses, and if the community was completely accepting and accessible, my disability would be an inconvenience and not much more than that. It is society which handicaps me, far more seriously...”

**Shut Out Report 2009**