

## Sunshine Heights CC

### Developing a welcoming, inclusive Club environment

Recognising the rich cultural diversity of their membership and local community, Sunshine Heights CC's leadership group encourages a Club culture that sincerely nurtures respect for each person's background by:

- Highlighting local media news articles in the Club newsletter that promote inclusion. e.g. a racial vilification article written in the Melbourne Age
- Incorporating a variety of culinary options at club functions, offering food choices such as Indian, Greek, Turkish, and Italian
- Incorporating national music and dance at functions
- Reinforcing expectations of all players by the president, captains and coaches re sportsmanship, attitudes, respect for opponents and the Spirit of Cricket
- Encouraging attitudes sensitive to religious beliefs and discouraging any mocking of minority groups, particularly involving nationality, religious or other cultural practices. Should this occur, the leadership group takes those concerned aside discusses these issues as early as possible.

New members to the club are inducted with a 30-minute presentation outlining the club's history, player requirements, membership costs, club highlights and other relevant information. Expectations and standards required of members are communicated from the outset.

Participation on the Club's committee is encouraged from all demographics of the club - juniors, seniors, women, younger seniors, one-day side etc. This consultative approach enables all members to be represented in decision making processes and fosters a feeling of ownership within the Club.

Additional benefits derived by the Club as a result of developing an inclusive environment include:

- A widened Club network assisting the Club in seeking grants, donations and sponsorship
- An entrenched feeling of mutual respect amongst members that the Club has been able to use as a recruitment tool
- Development of a strong standing within the local community
- The Club's all-embracing philosophy has introduced many people to cricket who otherwise may have taken up something else