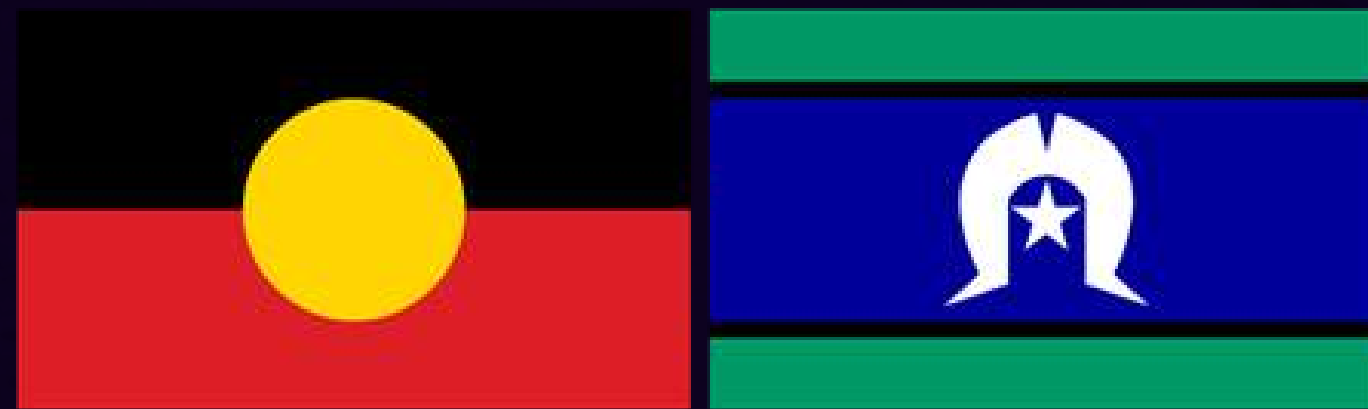


VAF A INCLUSION STRATEGY



ACKNOWLEDGMENT OF TRADITIONAL OWNERS

The VAFA acknowledge the traditional owners of country, on which we play our great game, and pay our respects to them, their culture and Elders past and present.



VAFA INCLUSION STRATEGY

Background

The VAFA Inclusion Strategy is a key initiative that has resulted from the development of the VAFA Strategic Plan 2023-2026. The overwhelming response to consultation in the development of the Strategic Plan was that the VAFA and its stakeholders could improve their engagement with inclusive practices and help provide a safe, welcoming and inclusive environment for all members of the association current and future. The VAFA Inclusion Strategy articulates 4 key priority areas and associated activities. The 4 areas are:

- Education
- Partnerships
- Representation
- Environment

Purpose

The purpose of the VAFA Inclusion Strategy is to act as a reference for VAFA Inclusion practices and ensure that a strategic and considered approach is given to adopting Inclusive practice throughout the association.



VAFA INCLUSION STRATEGY

**VAFA
VALUES**

INCLUSIVE RESPECT INTEGRITY COMMUNITY

INCLUSION PRIORITIES

Education

Provide education to all VAFA stakeholders to increase the knowledge of inclusive practice and inclusive action

Partnerships

Connect with external organisations that provide 'best practice' support in delivering Inclusive practices within Community football clubs

Representation

Highlight and acknowledge the various represented groups within the VAFA Community in an equitable manner

Environment

Provide a safe, welcoming and inclusive environment for all within the VAFA Community

ENABLERS

- Appropriate reporting of outcomes to VAFA stakeholders.
- Ensuring activities and actions connect to VAFA 2023-2026 Strategic Plan.
- Utilising knowledge and experience of VAFA stakeholders

EDUCATION

Key activities

1. Introduce Inclusion training programs for club committees, VAFA staff and board members, umpires and players which increases the understanding of inclusive behaviours.
2. Create the 'Inclusive Communication Standards' that defines the language and inclusive expectations to be used for all VAFA communications and publications.
3. Connect clubs to education programs that support the delivery of Inclusive practices such as themed rounds, club education workshops, inclusive sub-committees etc
4. Provide clubs tools and resources that can support the delivery of inclusive practices within VAFA clubs eg. D&I checklist, inclusion auditing tools, 'how to' documents etc



PARTNERSHIPS

Key activities

1. Develop partnerships with organisations that support the delivery of education relating to Inclusive practice.
2. Utilise the lived experience and knowledge of Community Partners to review VAFA practices to ensure an Inclusive lens is applied to VAFA operations.
3. Review Community partnerships periodically to ensure that the VAFA has appropriate Community partnership's with organisations that can support all marginalised groups within the VAFA.



REPRESENTATION

Key activities

1. Media coverage is provided for all VAFA competitions and VAFA community stories.
2. Establish an Inclusion Advisory group that is representative of the VAFA Community
3. Ensure all marginalised groups within the VAFA are represented in a variety of publications and events.
4. Provide opportunities for all marginalised groups within the VAFA to contribute to consultation and decision making processes.



ENVIRONMENTS

Key activities

1. Ensure VAFA policies and procedures promote a safe, welcoming and inclusive environment for all.
2. Provide signage and imagery at VAFA events that supports an inclusive environment for all.
3. Support VAFA clubs to create inclusive environments that support the recruitment and retention of members from all areas of the VAFA Community.
4. Support VAFA clubs to respond to 'non-inclusive' behaviour.





The VAFA Inclusion Strategy has been developed in support with the VAFA Inclusion Advisory Group and reviewed by relevant VAFA Community Partners