

What's the score?

A survey of cultural diversity and racism
in Australian sport



Human Rights and Equal
Opportunity Commission
www.humanrights.gov.au

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ISBN 0 642 27001 5

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Report to the Department of Immigration and Citizenship.

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Cover photograph: *Aboriginal Football*, © Sean Garnsworthy/ALLSPORT. Aboriginal boys play a game of Australian Rules football along the beach in Weipa, North Queensland, June 2000.

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Foreword

Racism in sport is a reality. Incidents of discrimination and vilification are prevalent across many sporting codes, involving professional and amateur sportspeople, coaches and spectators.

While it is clear that the fear of racism in Australian sport is a major barrier to participation for many individuals and groups in society, what isn't so evident is what we are doing to address the issue.

This report attempts to shed some light on this by highlighting existing strategies and programs that have been adopted by 17 national sporting organisations, federal and state governments, various non-government sporting agencies and human rights institutions to combat racism within sport.

The level of participation in sport by people from a Culturally and Linguistically Diverse (CALD) background and the barriers limiting their involvement are also areas where very little is known. To remedy this, the report also surveys these sporting codes and government agencies to see what initiatives and projects are being conducted to promote an inclusive and non-discriminatory environment for Indigenous people and CALD communities.

It seems clear to me, if participants find their involvement in sport safe, enjoyable and welcoming then they will be much more likely to continue this sport from childhood into their adult lives. As such, our sporting organisations need to ensure that their policies and programs are focused on making sport fun, inclusive and fulfilling to those who take part – then everyone is on a winning team.

Yours sincerely



Tom Calma
National Race Discrimination Commissioner
& Aboriginal and Torres Strait Islander Social Justice Commissioner

24 November 2006





Introduction

Racism and prejudice in Australian sport

Is racism in sport an issue in Australia? After all, Australians of various colour, race and ethnic origin united as one to cheer home Cathy Freeman to gold in the final of the Sydney Olympic Games 400 metres. And in June 2006, an estimated 6.7 million Australians got up between one and three in the morning to watch Australia play Italy in the second round of the FIFA World Cup.¹ That translates as one in three men, women and children in the country watching a game formerly known as ‘wogball’ and passionately barracking for a multicultural mix of players, with names such as Aloisi, Grella, Bresciano, Schwartzler and Viduka to name a few.

Every week, team-mates and fans alike get out to support Indigenous players and those from culturally and linguistically diverse backgrounds in national, state and local sporting competitions – be it league, union, netball, hockey, Australian football or basketball.

It would seem that sport and sporting events are *the* ultimate cross-cultural mixing pot in Australia; a place where respect for ability and the camaraderie of teamwork overcomes intolerance and exclusion, and where we cheer on our champions no matter what the colour of their skin or the sound of their surname. Or do we?

Research suggests that while racist attitudes have remained strong in Australia over the last 10 years, there has been a considerable reduction in overt racist behaviour, due in part to the development of strong social norms against openly expressing racist views. Such a shift in attitudes is backed up by comprehensive racial discrimination laws administered by the Human Rights and Equal Opportunity Commission (HREOC) at a federal level, as well as state and territory anti discrimination commissions.

However, the research also indicates that these social norms are not well developed in all areas of Australian life – one such public forum where racism still rears its ugly head is the sporting arena.

A long history of racism and sport

Racism has been the ugly underbelly of Australian sport for over a century.

Take for example Eddie Gilbert; a Queensland fast bowler who took 5 for 65 against the touring West Indies in 1929 and who once bowled Sir Donald Bradman for a duck in 1931, who was excluded from higher honours because of his Indigenous background.² Or Doug Nicholls, the champion Fitzroy Australian rules football winger, and later the Governor of South Australia, who was initially rejected by blue-blood Carlton in the late 1920s “because he smelled”.³

During the early years of Australia’s federation ‘to the dominant culture racist abuse was normal and legitimate; it was simply a part of playing the game.’⁴ Attitudes of racism and exclusion have persisted across sporting codes since those days.

Racial abuse between players on the field only attracted any real attention following the first ever formal complaint lodged by Essendon's Michael Long in 1995, and even this only became public following Long's dissatisfaction at the outcome of the hastily organised mediation. As a result, in June 1995 the AFL implemented 'Rule 30: A Rule to Combat Racial and Religious Vilification'. A decade later, these vilification rules have filtered down to junior, suburban and regional Australian football competitions in all states, and have been replicated by other sporting organisations and codes.

Indeed it is only in the last five to ten years that racism has been identified by a range of national sporting codes in Australia as being a significant issue. As a result, many individual codes have put in place a range of anti-racism strategies and initiatives to address the issue.

Legal protections

In Australia, federal laws exist to protect people against racial discrimination in all areas of life, including sport. The *Racial Discrimination Act 1975 (Cth)* (RDA) (which is administered by HREOC) aims to ensure that people are treated equally, regardless of their race, colour, national and ethnic origin, descent, ethnic or ethno-religious background.⁵

The *Racial Hatred Act 1995 (Cth)* extends the coverage of the RDA to allow people to make a complaint if they feel they have had racially offensive or abusive behaviour directed at them. The RDA aims to strike a balance between the right to communicate freely and the right to live free from vilification.⁶

There is also legislation in place in every state and territory making discrimination and harassment in relation to a person's race, colour, national and ethnic origin, descent, ethnic or ethno-religious background unlawful.

Under racial discrimination legislation a sporting organisation may also be held vicariously liable if people representing the organisation (such as coaches, board members, managers, officials, etc.) behave unlawfully in the course of their duties. The sporting organisation would need to show that they took all reasonable steps to prevent the unlawful act, (e.g. establishing codes of conduct, policies and procedures, and providing education and training to their members) to avoid liability.⁷

Racial discrimination legislation also defines certain harassing behaviours as 'offensive behaviours' and as being unlawful. Under the legislation, offensive behaviour is doing an act in public because of the race, colour or national or ethnic origin of a person or group of people that is reasonably likely to offend insult, humiliate another person or a group of people.

Racial vilification is defined as any act or form of behaviour that happens publicly which could incite others to hate, threaten, ridicule, insult or show contempt towards another person on the basis of that person's race, religion, colour, descent or national or ethnic origin.

The nature of racism in sport

Racism in sport is a complex problem. It can include: racism, discrimination, harassment or vilification by players directed at other players; by spectators directed at players; or racist behaviour among rival spectator groups which spill over into disruptions and violence in the stands. It also includes the actions of sporting officials and coaches, as well as media commentators.

In his book *'Aborigines in sport'*, Colin Tatz's observation that "they're Australians when they're winning, and Aborigines at other times"⁸ sums up the public treatment of Aboriginal and Torres Strait Islander sportsmen and women over the last century. It has taken great courage for many Indigenous sportsmen and women to overcome racial prejudices in order to excel at their chosen sport.

Their efforts have paved the way for change, albeit slow, as the sporting community shows a greater understanding of the issues confronting Aboriginal players. Further, their achievements have broken down barriers and made them role models for Indigenous and non-Indigenous people alike.

However, racist attitudes and racist behaviour is just as likely to include an emphasis on 'culture' as it is on 'colour', including religion, language, ethnicity and national origins. Recent incidents of racism and vilification might include a young Muslim woman being abused for wearing her headscarf during a junior soccer match, or an Iraqi refugee being harassed at a basketball game.

Racism still exists

In some quarters, there is a perception and portrayal that the battle against racism has been won.⁹ But just when it seems as though racial and religious vilification laws and anti-discrimination policies in our national sporting codes are working effectively, along comes another racial incident by one of our sportspeople or commentators to remind us that the issue remains very much alive.

If it's not former South Sydney NRL captain Bryan Fletcher giving the Indigenous Parramatta player Dean Widders a verbal racist spray in an NRL game in 2005, then it's Australian Rugby Union player Justin Harrison racially sledging his opposition's winger in a 2005 Super 12 game, or it's an Under 12 football coach allegedly screaming racist abuse at young Sudanese boys in a North Melbourne league.

These incidents are not isolated.

In the summer of 2005-06, crowd racism reared its ugly head at the WACA ground in Perth as spectators hurled a range of racist insults at black members of the South African cricket team. This behaviour continued at the Melbourne, Brisbane and Sydney test matches. The visiting Sri Lankan team didn't escape this treatment either with a group of drunken fans hurling abuse at their fielders during a one day match with Australia in Adelaide.

And again in 2005, ethnic-based violence at a Premier League soccer match between the Bonnyrigg White Eagles and Sydney United resulted in a near riot, with a group of 50 fans throwing flares and other projectiles at each other.

Don't believe the spin doctors - racism still exists in sport.

No room for racists

While the issue of racism in sport is still prevalent, attitudes condoning racism have gone by the wayside. The age old adage 'what happens on the field stays on the field' is not sufficient justification anymore. Respected journalist and former international rugby union star Peter Fitzsimons, writing under the headline *'No room for racists'* in the *Sydney Morning Herald* in

2005, raised concerns about three former international Indigenous rugby league players and their take on the 'Widders' incident.¹⁰ He wrote:

'Another line of defence has come from former league stars such as Colin Scott, Sam Backo and Tony Currie, who said that when they were playing they, too, were sledged for their Aboriginality, and yet their view was that they were happy to leave it on the field.

*Gentlemen, with respect, it's not just about you. The point of nailing those who utter such sledges is not just to ensure that Aboriginal players are protected from racist nastiness – it is to make sure that all Australians understand they are in a culture where this is no longer acceptable.'*¹¹

Fitzsimons' last line sums it up – "it is to make sure that all Australians understand they are in a culture where this is no longer acceptable". That's it. Full stop. End of argument.

Dean Widders illustrated the point in another way. He said:

"I remember being at a function where two players who had played in the same team for over 10 years were part of a general discussion. The non-Aboriginal player turned to the Aboriginal player and said: '...it's like when I used to call you a black so and so. You knew it was a joke'.

"The Aboriginal player, who has accepted this for years, finally had the courage to say 'No, I didn't'.

"They were friends, but that night was the first step in them reaching a better understanding of each other. All Australians from all backgrounds need to get to know each other better. Making a stand against racial comments is only one step in the process."¹²

Sport as a cultural and racial bridge-builder

Academic, Lawrence McNamara, states that 'racist abuse is of special relevance because it concerns not only issues of participation but also speaks to broader attempts to combat racism and racial hatred in the wider community when sport becomes a forum for debate and even, at times, a model for change and progress'.¹³

Sport does provide an excellent vehicle for establishing norms of behaviour that can be emulated by the rest of society, particularly by young people. Sport offers opportunities to break down barriers and encourage participation in a way that other areas of society may struggle to match.

As Waleed Aly from the Islamic Council of Victoria said: "The benefit is that sport is largely a meritocracy. Where sport is the vehicle for culture anyone can jump on board. You do not need a genetic link to the nation's past. Cultural life is not so much about a shared history as it is a shared present".¹⁴

McNamara goes on to say that 'Even with all its limitations, sport is a place where racism might be meaningfully tackled with regard to participation at all levels, where Indigenous achievement and identity can dominate on their own terms, and where spectator behaviour might recognize and respect difference. To the extent that sport builds social and cultural bridges, and to the extent that it reaches out across the community in both practical and symbolic ways, it is an exemplary site in which to combat racism and racial hatred'.¹⁵

The road ahead

Racism exists in Australian sport, just as it does in the rest of society. However, much can, and is, being done to counter racism and prejudice in sport, through a range of member protection policies and programs established by sporting codes that promote positive awareness of cultural, religious and ethnic diversity, and which are described in the following report.

In his book *'Obstacle Sport'*, Colin Tatz said: "Sport is not divorced from life, from the civic culture of a society, from its institutions and processes, its economic, legal and educational systems, its national policies and foreign relations".¹⁶

Hopefully by tackling prejudice and bigotry in sport, the effects will ripple through all other aspects of society and that racism, xenophobia and intolerance will be dealt a red card for good.

Endnotes

¹ Roy Morgan poll claim in Football Federation Australia Chief Executive Officer Mr John O'Neill's address to the National Press Club on July 26, 2006.

² Colin Tatz, *Obstacle Race: Aborigines in Sport*, UNSW Press 1995.

³ Colin Tatz, *Obstacle Race: Aborigines in Sport*, UNSW Press 1995.

⁴ McNamara L, *'Tackling Racial Hatred: Conciliation, Reconciliation and Football'* in Australian Journal of Human Rights 2, 2000.

⁵ http://www.hreoc.gov.au/racial_discrimination/guide_law/index.html.

⁶ http://www.hreoc.gov.au/racial_discrimination/guide_law/index.html.

⁷ Australian Sports Commission Racial Discrimination and Harassment fact sheet.

⁸ Colin Tatz, *Aborigines in sport*, Australian Society for Sport History, 1980, p90.

⁹ P Bone, 'Taking the "c" out of football', *The Age*, 5 May 1997.

¹⁰ Hagan S, 'Uncle Tom and Coconuts - racism in sport' on www.onlineopinion.com.au.

¹¹ Fitzsimons P, 'No room for racists', *Sydney Morning Herald*, 9 July 2005.

¹² 'Widders looks forward' story by Dean Widders for the *Voices of Australia* CD.

¹³ McNamara L, *'On the field and off the field: Sport and Racial Hatred'*, Paper for the Racism and Civil Society: A national summit on racism, Canberra, 8-9 May, 2001.

¹⁴ Aly W, 'The Next Issue' in *The Age*, 21 May 2006.

¹⁵ McNamara L, *'On the field and off the field: Sport and Racial Hatred'*, Paper for the Racism and Civil Society: A national summit on racism, Canberra, 8-9 May, 2001.

¹⁶ Colin Tatz, *Obstacle Race: Aborigines in Sport*, UNSW Press 1995, p342.



Project Overview and Methodology

So what are our national sporting organisations, federal and state government departments, human rights and anti-discrimination agencies and non-government bodies doing to combat racism and prejudice in sport? And what steps have been taken to develop an inclusive, non-discriminatory culture within sport by players, spectators and the broader viewing public?

To find an answer to this, over the past six months the Human Rights and Equal Opportunity Commission (HREOC) has been working on a project funded by the Department of Immigration and Citizenship to conduct a survey of these different groups to see what strategies and projects have been put in place to achieve these goals.

Project outline

The following activities were undertaken as part of this project.

- An audit of the existing strategies that have been adopted by selected sporting organisations, codes, government and non-government sports' agencies and human right institutions, both domestically and internationally (selective), to combat racism and prejudice within sport.

Included in this audit are those strategies that utilise sporting events and/or sportspeople to convey a message of cultural inclusion and non-discrimination directed to sporting spectators and the broader viewing public.

This audit will identify gaps in the existing strategies and identify potential new strategies.

- Gather available baseline data in relation to the level of participation by Indigenous and Culturally and Linguistically Diverse communities in sport.
- Consult broadly with relevant organisations to expand on available material in this area.
- Provide the audit report as a basis for DIAC to consider future policy strategies aimed at both addressing racism within sport, as well as promoting an inclusive and non-discriminatory attitude by players, supporters and the broader viewing public.
- Provide specific recommendations for future strategies and provide a draft strategy on future directions for sport and racism projects.

Who is included in this project?

In a project of this nature and timeframe (the reporting period was six months) it is impossible to survey every sporting code and organisation in Australia, so the report was limited to cover the following sporting codes and their respective national organisations (and various state bodies and clubs within the codes):

- *Australian Rules Football* – Australian Football League (AFL)
- *Athletics* – Athletics Australia
- *Basketball* – Basketball Australia
- *Boxing* – Boxing Australia Inc
- *Cricket* – Cricket Australia
- *Cycling* – Cycling Australia
- *Football (soccer)* – Football Federation Australia (FFA)
- *Hockey* – Hockey Australia
- *Netball* – Netball Australia
- *Rugby league* – Australian Rugby League (ARL)/National Rugby League (NRL)
- *Rugby union* – Australian Rugby Union (ARU)
- *Softball* – Softball Australia
- *Surf lifesaving* – Surf Life Saving Australia (SLSA)
- *Tennis* – Tennis Australia
- *Touch football* – Touch Football Australia
- *Triathlon* – Triathlon Australia
- *Wrestling* – Australian Wrestling Union Inc.

These sports were selected on the basis that they include: some of the largest participation sports in Australia (according to ABS statistics); are some of the highest profile sports in Australia; are sports that have had issues with racism in the past; have had links to DIAC as Harmony Day partners; have taken part in cross cultural awareness training conducted by the Australian Sports Commission (ASC); have Indigenous Sport Programs; and are national sporting organisations recognised by the ASC.

International

The international section of the report focusses on racism in football in Europe and surveys some of the best practice strategies and projects operating to address the issue. The international organisations surveyed included:

- Fédération Internationale de Football Association (FIFA)
- Union of European Football Associations (UEFA)
- FARE – Football against Racism in Europe
- ‘Let’s Kick Racism Out of Football’ campaign
- Various community-led projects in different countries throughout Europe.

Federal and state government agencies

The report surveyed the projects and strategies to address racism in sport within the following federal and state government agencies:

Federal

- Australian Sports Commission (including the Sports Ethics Unit, Indigenous Sport Unit, Women and Sport Unit and the All Australian Sporting Initiative)
- 'Play by the Rules' (joint government /EOCs project)
- Department of Immigration and Citizenship
- Department of Communications, Information Technology and the Arts
- Department of Families, Community Services and Indigenous Affairs
- Indigenous Land Corporation
- Office of Indigenous Policy Coordination
- Department of Education, Science and Training
- Department of Human Services.

State

- Sport and Recreation ACT
- New South Wales Department of Tourism, Sport and Recreation
- Northern Territory Office of Sport and Recreation
- Sport and Recreation Queensland
- Office for Recreation and Sport South Australia
- Office of Recreation and Sport Tasmania
- Sport and Recreation Victoria
- Department of Sport and Recreation WA.

Human rights and equal opportunity agencies

The report also surveyed the following federal and state and territory equal opportunity commissions and anti-discrimination boards:

- Human Rights and Equal Opportunity Commission
- Office of the Anti-Discrimination Commissioner Tasmania
- Anti-Discrimination Board of New South Wales
- Australian Capital Territory Human Rights Commission
- Anti-Discrimination Commission Queensland
- Equal Opportunity Commission South Australia
- Victorian Equal Opportunity and Human Rights Commission

- Equal Opportunity Commission of Western Australia
- Northern Territory Anti-Discrimination Commission.

Non-government sports organisations

The following non-government sports organisations were surveyed:

- Centre for Multicultural Youth Issues
- Confederation of Australian Sport
- National Aboriginal Sports Corporation Australia
- The RePlay Group
- School Sports Australia
- Human Rights Council of Australia
- Victorian Centre for Cultural Ethnicity and Health.

Methodology

Sporting organisations

Interviews, discussions and electronic correspondence were held with representatives of each of the sporting organisations mentioned to gain information on their existing strategies to combat racism in sport and discuss the effectiveness of these strategies.

Examples of relevant resources that each organisation has produced to promote strategies that utilise sporting events and sportspeople to convey a message of cultural inclusion and non-discrimination were collected, including reports, brochures, strategic plans, case studies, annual reports and submissions. Relevant promotional material such as posters, videos, DVDs, stickers, cards and flyers were also compiled.

Research was also conducted on the national and state and territory association websites for each sport and on documentation such as annual reports, development plans, strategic plans, speeches, government submissions, member protection policies, codes of conduct, anti-discrimination and harassment policies, racial vilification policies and complaint processes. In addition, international websites, newspapers articles and research and conference papers were scanned for information.

Federal and state government agencies

Meetings were held with the Australian Sports Commission's Sports Ethics Unit and Indigenous Sports Unit. All state and territory departments of sport and recreation, state and territory institutes of sport, state and territory equal opportunity commissions, and various non-government sporting agencies and community organisations were also consulted to source information and resources relevant to the project.

A 'snowball' technique was used to obtain information from selected organisations and contacts, whereby relevant information, strategies and projects were suggested and as these were followed up new contacts were made and new information, strategies and projects were discovered.

Feedback and accuracy

All sporting organisations and state and federal government agencies received a draft copy of the report in order to verify that all of the information was correct and up-to-date. All feedback and comments received were included in the final report.

Literature review

A meeting was held with the Manager of the Australian Sports Commission's National Sport Information Centre to obtain articles, papers, book reviews and reports on racism and sport and cultural diversity in sport.

All state sport and recreation libraries and information centres were consulted for similar information. Various academics provided ideas and suggested topics and areas of interest for inclusion in the report.

Baseline data research

Research was conducted to obtain all relevant reports, census', surveys and publications related to the level of participation in sport by Aboriginal and Torres Strait Islander people and people from Culturally and Linguistically Diverse backgrounds.

This information was sourced from the Australian Sports Commission, the Australian Bureau of Statistics, all sporting organisations, the Standing Committee on Recreation and Sport Research Group, the Centre for Multicultural Youth Issues, state and federal government reports and various NGO reports.



Executive Summary

Today, nearly one in four Australian people were born overseas, representing new arrivals from over 200 countries. This melting pot of cultures and identities has made an invaluable contribution to business, politics, society and sport.

Sport is an essential part of Australia's identity. It has long played an important social and cultural role, acting as a social glue to bind communities and individuals together.

But to members of Indigenous communities it can be much more than this; it can be a vital pathway to improving their social and economic well-being. Sport can also be very important for people from Culturally and Linguistically Diverse (CALD) backgrounds, helping them to become involved in the community and interact with people from different backgrounds.

Sport can break down barriers in ways that other areas of society can struggle to match, by encouraging participation, integration and diversity. It also plays an important role in creating 'social capital' by developing connections, openness and respect between different individuals and groups. This can lead to better understanding, cooperation and social cohesion within communities.

However, people from CALD backgrounds remain under-represented in the numbers participating in sporting organisations and competitions, and the range of sports participated in. Aboriginal and Torres Strait Islander people are also not represented proportionally in sporting organisations, and very few have represented at the elite and national level.

While there is a plethora of information available on the general number and characteristics of Australian people who participate in sport and recreational activities (including age, gender, frequency and type of participation), very little data focuses on the ethnic or cultural background of participants. Without reliable information about who is playing what sports in Australia – and why those sports are or are not attracting Indigenous or CALD participants – it is difficult to determine what specific programs need to be developed to increase the participation rates of different groups. Sporting organisations need to make this data collection a priority.

There are a significant number of barriers faced by Indigenous and CALD people with regards to participation in sport. One critical element is the experience of, or the potential for, racism and discrimination; something that denies participants the right to be treated with respect, dignity and fairness and to participate in an environment that is fun, safe and healthy. Sporting organisations that have comprehensive policies to address discrimination, harassment and vilification and that provide a welcoming, inclusive atmosphere have a far greater chance of attracting participants from a diverse range of backgrounds.

Some significant barriers to participation identified by the report include:

- Lack of access to sport and facilities due to remote geographical location
- the exclusiveness of the current structure of some sports
- lack of familiarity with sporting clubs and environments and available services/activities

- lack of understanding of the rules of some sports or lack of confidence in physical ability to play certain sports
- arriving in Australia from countries without structured community-based sport
- potential threat or experience of discrimination or racism
- feelings of isolation
- language barriers
- lack of financial resources for activities and equipment
- lack of role models working in and playing the game
- absence of effective public transport
- family or cultural communities may take priority over sport, and
- barriers for young women within their own communities and from sporting organisations.

In view of this, the report examines the existing policies, programs and strategies to combat racism in sport that have been developed by 17 national sporting organisations; federal, state and territory government departments; selected non-government sporting agencies; and federal, state and territory equal opportunity commissions. The project also outlines the wide range of existing projects which seek to encourage participation of Indigenous and CALD community members in sport. In addition, the report includes the available baseline data on the participation in sport by members of Indigenous and CALD communities.

The report recognises that racism in sport still exists. To tackle this, federal, state and territory government agencies are working on a range of strategies, initiatives, grants and projects, in collaboration with sporting organisations and other agencies, to combat racial prejudice and encourage diverse participation. The main strategies being implemented on a national level include the Australian Sports Commission's (ASC) Harassment Free Sport strategy and the Indigenous Sports Program, as well as the online information and training program *Play by the Rules*.

Consultation and collaboration between all stakeholders is the key to breaking down barriers, building trust and ensuring sustainable, productive mutually-beneficial relationships and outcomes.

The report reveals that while many sporting organisations have dedicated Indigenous sporting programs, some have yet to develop specific initiatives to promote Indigenous participation in sport. The ASC's Indigenous Sports Program (ISP) plays an important role in this area and works closely with 16 national sporting organisations to increase participation, infrastructure and skill development in Indigenous communities. The centrepiece of the program is a national network of 50 Indigenous sport development officers working within each of the state and territory departments of sport and recreation.

The ISP, along with state and territory sport and recreation departments and equal opportunity/anti-discrimination boards, support this by delivering sport-specific cross-cultural awareness training.

Some sports surveyed for the report, such as soccer and wrestling, have had no problems encouraging participation from people from diverse backgrounds, due primarily to these sports rich 'ethnic' roots. Many others, such as the Australian football and rugby league, have put in place comprehensive programs to reach out and engage people from CALD

communities. However, other sporting organisations surveyed have not developed specific initiatives to promote an inclusive environment, or if they have, they have done so on an ad-hoc basis.

Those national sporting organisations that have not already done so should consider implementing dedicated Indigenous and CALD sports programs to promote a greater diversity of participation, and allocate appropriate time, staff and resources to these programs. They should also consider employing specific Indigenous and CALD development officers to develop and implement relevant programs.

National sporting organisations should also look at using role models within their sport to promote the health and social benefits of sport, as well as the importance of standing up to racism. Special sporting days and promotional events that celebrate the sporting contributions of people from diverse backgrounds could also be built into the calendars of national sporting organisations.

These recommendations support the directions currently being taken by most national sporting organisations. These sporting bodies realise that their long-term future is dependant upon encouraging participation from people of all backgrounds, irrespective of their age, gender, race, ethnicity, religion or ability.

Many sporting organisations are making a greater effort to engage Indigenous and CALD communities in their sports. They (along with state associations and clubs) are also beginning to understand that their programs and strategies are unlikely to succeed if they have not identified and addressed the potential barriers to participation in their sports, and taken steps to ensure that their sporting clubs and associations provide a welcoming culture.

All sporting organisations surveyed now have a range of member protection policies and codes in place to address concerns and complaints of discrimination, harassment, vilification, child abuse and other inappropriate behaviour. In addition, all codes are encouraged to implement the ASC's Harassment Free Sport strategy resources, state sport and recreations departments and anti-discrimination agencies training programs and *Play by the Rules*.

To ensure that their members are protected from harassment, discrimination and inappropriate behaviour, national sporting organisations, state associations and local clubs should audit their current policies and ensure that there are adequate processes in place for effective complaint handling. This includes ensuring there are policies to deal with racial abuse by spectators at sporting events.

The benefits for sporting organisations in stamping out racism in sport and encouraging greater cultural diversity are significant. They include:

- increased membership base and more funds for club activities
- the opportunity to increase the number of skilled or gifted players in a club
- more potential volunteers or administrators
- lifting the profile of a club in the local community and beyond
- learning more about other cultures
- more spectators and increased social benefits associated with new members and their family groups
- assist new arrivals to settle in

- raise the awareness of the benefits of sport in culturally diverse families, and
- builds relationships between cultures.

The significance of these actions in helping to build improved relationships, community understanding and social cohesion between the diverse groups in Australia should not be underestimated.



Australian rules football: *Australian Football League*

'Football brings together people from all cultural backgrounds and all walks of life. Everyone is equal – united by their love of the game'.¹

Australian football is a strange paradox – for a game that is played almost exclusively in one part of the globe it is able to transcend cultural barriers and ethnic divides and bring communities together.

Australian Football League (AFL) CEO Andrew Demetriou said: “The game invites us all to be involved. We estimate we have more than 20 nationalities represented on our current playing lists and we are certain that this will continue to rise into the future as we welcome more people from more communities to the AFL.”²

The fact is more people are flocking to participate in Australian football than any other football code in Australia. A total of 539,526 registered participants played football in 2005 (a 4.6 % rise from 2004), and membership of the 16 AFL clubs reached a record 506,509 in 2005, the first time the 500,000 mark has been surpassed.³

Spectator support at games is also at record highs – the attendance record for the Toyota AFL premiership season of 6.28 million was set in 2005, up six per cent on 2004 figures. In addition, total attendances for the Wizard Home Loans Cup, Toyota AFL premiership season and Toyota AFL finals series passed seven million for the first time.⁴

On average, 4.02 million people watched AFL matches on television in 2005 (up 1.2 per cent on 2004), and the 2005 AFL grand final between the Sydney Swans and the West Coast Eagles was the most-watched television program in Australia that year, with an average audience in the five mainland capital cities of 3.386 million people.⁵

Like the spectacular marks which signify the game – Australian football is flying high.

The Aboriginal game

Australian football and our nation’s first inhabitants share a rich intertwined history. In fact, many believe that the sport was developed from an Aboriginal game called *marngrook*.⁶

One of the purported founders of the game, Tom Wills, had a close relationship with Indigenous Australia – he spoke the language of the people with whom he grew up, the Tjapwurrung, he knew some of their dances, and the first games he played were with local Aboriginal children. It is also well documented that the Tjapwurrung played the Aboriginal football game *marngrook*.⁷

The first football club, Melbourne, was formed on August 7, 1858 – the year of the code’s first recorded match between Scotch College and Melbourne Grammar School. The game quickly

blossomed. The Geelong Football Club was established in 1859 and in 1866 an updated set of rules was put in place for a competition that started that year.

In 1896, the Victorian Football League (VFL) was established and the following year the league's first games were played among the foundation clubs – Carlton, Collingwood, Essendon, Fitzroy, Geelong, Melbourne, St Kilda and South Melbourne. In 1908, Richmond and University joined the competition (University left in 1914).⁸

In 1925, Hawthorn, Footscray (now the Western Bulldogs) and North Melbourne (now the Kangaroos) joined the VFL and the 12-team competition remained fundamentally unchanged until 1987. The only significant change during that period was when the South Melbourne Football Club relocated to Sydney in 1982 to become the Sydney Swans.

In 1987, the league expanded nationally in order to guarantee the growth and development of the game at all levels. Two interstate teams, West Coast (from WA) and Brisbane (from Queensland), joined an expanded VFL competition and started a transformation that would change the VFL into the modern national competition. In 1990, VFL was changed to the AFL (Australian Football League) to reflect the game's reach, which was cemented in 1991 when the Adelaide Crows (from South Australia) joined the AFL and in 1995, the Fremantle Dockers (from WA) were also welcomed.

At the end of 1996, the most recent changes in the structure occurred. Fitzroy merged with the Brisbane Bears to become the Brisbane Lions, playing home games out of Brisbane, and Port Adelaide became the 16th team to join the competition.⁹

Australian Football League

The AFL is the peak body responsible for managing and administering Australian rules football. Its mission is to actively support all levels of football from juniors to the elite level. Operating as a non-profit organisation, it distributes the great proportion of its operating surplus – after administration and game development costs – to its constituent clubs.

The national body supports seven state and territory football bodies, 94 regional offices, 180 community football staff, over 2,400 AFL Auskick centres, 2,589 clubs fielding some 11,500 teams each week, 20,000 coaches and 9,200 umpires.¹⁰ National objectives and strategies are delivered by the state bodies and adapted to meet local needs.

The AFL's infrastructure is divided into six key areas: football operations, finance and administration, game development, commercial operations, marketing and communications and broadcasting, strategy and major projects.

Game development is a very important area for the AFL. It provides broad national objectives and strategies across six core areas, including: participation, coaching and sports first aid, talent, umpiring, community development (including multicultural programs) and Indigenous programs and events. Last year the AFL invested \$23 million in grants via the state and territory football bodies to support the grass roots development of the game in communities throughout Australia. Total development investment by the AFL and its state affiliates is estimated to be more than \$50 million.¹¹

Australian football is a remarkable entity. As an industry sector it generated \$2.67 billion in financial contribution to the Australian economy in 2003 and employs 6,400 people directly, excluding players, coaches and umpires. Remuneration paid to players, coaches, trainers and umpires accounted for the equivalent of another 5,600 full-time jobs.¹²

Who plays AFL?

It is widely acknowledged that Australian rules football is Australia's pre-eminent football code in terms of numbers of players, non-playing membership of football clubs, spectator attendances at annual competitions and total impact on the Australian economy.

Over the past decade, the AFL and affiliated bodies have been developing their strategic planning and information systems in order to implement long-term programs for the enhancement of the game. Among these initiatives is a national census which has been conducted (by independent firm Street Ryan and Associates) on an annual basis since 1993 to monitor player participation rates across 94 development regions of Australia.



The census is compiled with the cooperative efforts of the peak Australian football organisations in each state and territory. These organisations are responsible for recording the number of teams and/or registered players within their jurisdiction for each Australian football program area, including: AFL *Auskick* (the entry level program for children), club football (encompassing junior, youth and open classifications), school football (encompassing primary and secondary schools), recreational football programs, veterans football and women's football.

The census only includes formal participants and players in organised competitions and programs. It does not include football matches or competitions arranged by organisations other than football clubs, associations, or schools, nor does it include participants in social/informal football activities.

2005 Census

In 2005, the National Census of Australian Football was compiled for 93 regions; 39 metropolitan and 54 country regions.

There were 491,689 actual players in Australian football competitions (of at least six weeks duration) and the AFL *Auskick* Program in 2005. This was an increase of 32,722 (or 7.1% on 2004).¹³

The actual players in 2005 were:

- 139,549 in AFL *Auskick* programs,
- 265,157 in club football (who were not also involved in AFL *Auskick*),
- 71,171 in school programs (who were not involved in either club or AFL *Auskick* programs),
- 4,973 in veterans football competitions,
- 9,530 in women's football competitions,
- 1,297 in recreational football programs.¹⁴

In 2005, there were 2,589 football clubs in Australia; 1,044 in metropolitan areas and 1,545 in country regions. These clubs fielded 11,352 competition teams comprising 4,089 junior teams, 3,984 youth teams and 3,279 open teams.¹⁵

The number of school teams competing in Australia grew to 5,024 in 2005 (3,300 primary school teams and 1,724 secondary school teams) – a 6.4 per cent increase on 2004.¹⁶

The census results also revealed that:

- 7.7% of football players in 2005 were girls and women,
- 6.7% of football players in 2005 were people of non-English speaking origin, and
- 3.5% of football players in 2005 were Aboriginals or Torres Strait Islanders.¹⁷

The AFL has set a target of 700,000 participants in Australian football by 2011 – an increase of 25 per cent.¹⁸

The AFL is also maintaining a considered strategy towards international markets. Through its game development department, it successfully promoted and administered an International Cup series in 2005 involving 10 AFL playing nations. It has also lent limited support to individuals or organisations developing competitions overseas through materials and outlines on how to develop a competition.¹⁹

Indigenous participation

In AFL history, only 155 players known to be of Aboriginal descent have played AFL football. The first known player of Aboriginal descent to play at AFL level was Fitzroy's Joe Johnson, who played 55 games, including premierships in 1904 and 1905. Geelong's Graham 'Polly' Farmer, who revolutionised the game with his use of handball and was named in the AFL Team of the Century, and Carlton's Syd Jackson were stars of the 1960s and early 1970s.²⁰

However, it has taken great courage for many Aboriginal players to play Australian football as they have had to overcome racial prejudices and a lack of cultural awareness in order to excel at their chosen sport. With innovations such as the AFL's Racial and Religious Vilification Rule and the leadership and actions of people such as Essendon's Michael Long, former Brisbane player and assistant coach Michael McLean and former St Kilda and Western Bulldogs player Nicky Winmar (the first player of Aboriginal descent to play 250 AFL games), the football community has gained a greater understanding of the issues confronting Aboriginal players. Their achievements have also made them role models for other Indigenous people.

In a recent speech AFL CEO Andrew Demetriou said: "From 1906–1980, records show there were only 18 players who claimed indigenous heritage to have played in the Victorian Football League".²¹

"This was not about racism on the field. This was about ignorance, about limiting opportunity, about a superiority complex. It's extraordinary to consider what a blight that is on our history, but there are much happier statistics to show how dramatic our attitudes have changed."²²

In 2005, there are 52 Indigenous players on AFL lists representing about seven per cent of the total player list. This is more than enough top-class players to make a team of its own – a fact highlighted in the bi-annual matches played between the Aboriginal All-Stars and an AFL club in Darwin.²³

In last year's AFL Draft ten per cent of players were Indigenous. This growth recognises the ability of players of Aboriginal descent, the success of the AFL's Indigenous community programs and the commitment of clubs to recruit them.²⁴

An Indigenous player with the Brisbane Lions, Chris Johnson, summed it up: “The way the game has embraced us, they know we’re electric and a pretty exciting bunch, they know if they can get two or three Aborigines in their team, they know there’s something special going to happen”.²⁵

The 2005 National Census of Australian Football Participation revealed that 3.5% of football players in 2005 were Aborigines or Torres Strait Islanders.²⁶ (see Table 1).

	Aboriginal and Torres Strait Islanders				% of Players
	5–12	13–18	19–39	Total	
New South Wales/ACT	987	217	182	1,386	2.4%
Northern Territory	2,393	1,149	1,473	5,015	37.4%
Queensland	2,454	538	136	3,128	5.5%
South Australia	709	491	556	1,755	2.6%
Tasmania	15	134	112	261	0.9%
Victoria	1,317	729	600	2,647	1.4%
Western Australia	1,452	898	571	2,921	3.9%
Total Australia	9,327	4,156	3,629	17,113	3.5%

A multicultural tradition

Australian football has a long tradition of multicultural players. Wally Koochew was the league’s first Chinese footballer who defied the White Australia Policy to play for Carlton in 1908. Great names from the past are easy to rattle off: Ron Barassi, Peter Daicos, Carl Ditterich, Robert DiPierdomenico, Glen Jakovich, Alex Jesaulenko, Sam Kekovich, Tony Liberatore, Wayne Schimmelbusch, Sergio and Stephen Silvagni, Paul Van Der Haar and Murray Weideman to name a few.²⁷

Then there are today’s stars, including: Scott Camporeale, Josh Francou, Anthony Koutoufidis, Daniel Giansiracusa, Angelo Lekkas, Paul Licuria, Matthew Pavlich, Simon Prestigiacomo, Peter Riccardi, Mark Ricciuto, Nick Riewoldt, Saverio and Anthony Rocca, Richie Vandenberg and Brett and Michael Voss, who have all made significant contributions to football. Even the AFL’s Chief Executive Officer, Andrew Demetriou, hails from an ethnic background – the son of Cypriot parents who migrated to Australia more than 50 years ago.²⁸

The 2005 National Census of Australian Football Participation revealed that 6.7% of football players in 2005 were people of non-English speaking origin.³⁰

	People of Non-English Speaking Origin				% of Players
	5–12	13–18	19–39	Total	
New South Wales/ACT	701	230	265	1,196	2.09%
Northern Territory	535	197	134	866	6.17%
Queensland	277	178	116	571	1.01%
South Australia	2,108	1,003	585	3,697	5.57%
Tasmania	230	61	6	297	1.03%
Victoria	13,396	7,045	4,351	24,792	12.83%
Western Australia	765	471	98	1,334	1.77%
Total Australia	18,012	9,186	5,556	32,754	6.66%

While the AFL has had many star players from various European backgrounds, Andrew Demetriou says it is a different story among Australia's Asian and African communities.

"There are certainly parts of the community we haven't had much success in at all. It would be terrific if we could start to recruit some players out of the Asian community. We can see some real potential in the African community," he said.³¹

Increasing participation

One of the AFL's main objectives is to 'aggressively drive high levels of participation in well-managed community programs for all people throughout Australia'.³² The AFL and state and territory football bodies do this in earnest, invested more than \$30 million in the development of Australian football in 2005 through strategies and programs designed to grow the game at the community level. This level of investment has seen the number of players increase by 102,000 in the past five years, creating a major challenge for the game to cater for this level of growth.³³

Considerable additional infrastructure has been required to support such growth in terms of facilities, uniforms, volunteers, coaches and umpires even in football's heartlands. Participation growth is most clearly evident in New South Wales and the ACT, where numbers have risen from 38,497 in 2000 to 61,201 in 2005, and in Queensland, where numbers have more than doubled from 30,120 in 2000 to 62,599 in 2005.³⁴

AFL community camps

The AFL's community camps have become an integral component of the AFL's commitment to connect directly with local communities. Each February, AFL clubs take their full player list to specific locations for three-to-four-day camps. This gives local residents direct contact with AFL players and club officials at senior training sessions, practice matches, AFL *Auskick* sessions and local promotions.

During the 2005 AFL community camps, coaches and players reached 80,000 students in 422 primary and secondary schools, and 8000 children attended AFL Superclinics. Players visited 3,700 people in hospitals and aged-care facilities and 4,500 people attended functions that raised more than \$83,000 for local communities.³⁵

AFL players were more active in the community than ever before due to the joint planning undertaken by AFL clubs and their players with state and regional development staff, devoting more than 15,000 hours to community visits.³⁶

Increasing growth overseas

More than 10,000 people in 12 countries (Canada, Denmark, Great Britain, Ireland, Japan, Nauru, New Zealand, Papua New Guinea, Samoa, South Africa, Spain and the United States) are participating in well-structured Australian rules football competitions that are formally affiliated with the AFL. Several countries also conduct very successful school and AFL *Auskick* programs.

The AFL program in South Africa has grown to about 50 clubs with 2,500 youngsters playing under-14 and under-16 football. The AFL has increased its commitment to the South African market with four South Africans appointed to drive the growth of the game. Officials are confident participation will reach 10,000 over the next few years.³⁷

As part of their efforts to promote the game on the international stage, the second Australian Football International Cup, involving 10 countries (New Zealand, Papua New Guinea, United States, Ireland, Samoa, Great Britain, Canada, South Africa, Japan and Spain) with teams comprised entirely of nationals, was held in Victoria in August 2005.

Thirty matches were played over 11 days at six venues, with New Zealand 7.8 (50) beating Papua New Guinea 5.2 (32) in the grand final. The next International Cup will be held in 2008 as part of Australian Football's centenary celebrations.³⁸

Junior development

The Carter Report titled '*Investing in the Future of Australian Football* (October 2001)', identified segment gaps in Australian football and its demographic reach. The research found that it did not have a version of the game to cater for the growing recreational participation market. As a result, *AFL Recreational Football* was developed.³⁹

This non-contact game is played between two teams of eight with an unlimited number of interchange players, on a field with a maximum length of 100 metres by 50 metres wide.

Recreational Football is designed so that everyone can play; it is less physically demanding; has a minimal time commitment; has no risk of serious injury; and has a major emphasis on fun and safety. The game is played in a friendly social environment and enables people of all ages, sexes and abilities to participate.⁴⁰

Auskick

AFL Auskick is the key introductory coaching program for primary school aged children and their parents. It is played in a fun, safe, community environment managed by parents and other volunteers. The program consists of a skill program of graded warm-up games, skill activities, skill games and a match program based on *Auskick* rules.

The program runs for a minimum of 10 weeks. In addition to the coaching and playing experience, each child receives a package that includes a football, cap, membership card, CD ROM, poster, book, backpack and skills guide.

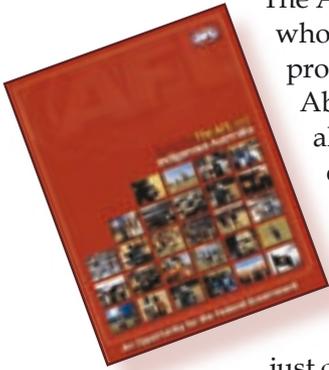
Registered participants in *AFL Auskick* program rose by 74 % from 80,074 in 2000 to 139,549 in 2005. There are 18,000 volunteers who run the program in 2,426 *AFL Auskick* centres and around 23,000 children and young umpires participated in *AFL Auskick* during half-time of premiership matches.⁴¹

Schools resources

The AFL has produced a range of quality resources for schools to integrate Australian football activities into the school curriculum. These curriculum learning activities are designed for early, middle and adolescent years and are provided across a number of key learning areas.

The resources include: 'AFL sport education', 'AFL – our national game', 'Eat well play well', 'AFL heritage' and an AFL multicultural schools resource 'Welcome to the AFL'.⁴²

AFL Indigenous programs



The AFL is a leader in community relations, particularly with the Indigenous community, who have always been drawn to the game and its culture. The AFL has developed many programs and policies to enhance this relationship and provide opportunities for young Aboriginal and Torres Strait Islander peoples to participate in the game. They have also used the strength of AFL and its heroes to increase awareness of programs in education, health, safety, and welfare.

The AFL's Indigenous programs are managed centrally, with a current investment of around \$3 million. This significant financial commitment and holistic approach to address the priorities of Indigenous communities has the potential to bring about generational change and make a real impact. The AFL states that they don't just deliver a sport program, 'our aim is to reach communities and leave a legacy resulting in lifetime behavioural change'.⁴³ Following are a range of programs and events developed to achieve this goal.

Kickstart program

The AFL *Kickstart* commenced in 1997 in the Northern Territory, the Kimberley region of Western Australia and North Queensland, and is now conducted in all states and territories.

The program consists of five key integrated elements, including: health, education, participation, partnerships and community capacity building. The program provides:

- opportunities for boys and girls to play the game
- a focus on education and attendance at school
- forums on health and social issues (petrol sniffing, alcoholism, substance abuse, men's health, community values)
- road safety forums (via local police), and
- participation for females in AFL *Auskick* programs and linkages to netball.⁴⁴

School participation is paramount and benefits (posters, footballs, caps, backpacks with an AFL theme) are provided to those who attend and participate in the programs.

All programs are developed with local communities in leadership and co-ordination roles and link closely with local and state governments, small and large business, authorities and institutions. Many of the messages are delivered directly or via promotional material by high profile AFL Indigenous heroes, including: Michael Long (Essendon), Andrew McLeod (Adelaide) and Daryl White (Brisbane Lions). The consistent message through the program is: 'strong culture, strong spirit, strong community'.

Research conducted by the Curtin University Indigenous Research Centre in 2000, showed that the AFL *Kickstart* program increased: self-esteem and confidence; community cohesion and sense of purpose; individual well being and awareness of healthy lifestyle issues and;

school attendance and academic achievement. The research also showed that the program decreased: community level vandalism; alcohol and substance abuse and; anti-social behaviour and crime at public events and locations.⁴⁵

Auskick program

A major component of AFL *Kickstart* is AFL *Auskick* – the AFL’s national introductory development program for primary school-aged children. Supported by the Australian Sports Commission, the program has made deep inroads into Indigenous communities.

Through the provision of education and training, communities are empowered to manage their own AFL *Auskick* centres, making the programs sustainable and providing them with a sense of ownership.

A key feature of the 2005 AFL *Auskick* calendar was the launch of the AFL *Auskick* Grand Final competition – the biggest competition in the program’s history. One AFL *Auskick* participant and a parent from each of the 91 development regions across Australia was able to join in the grand final parade, in grand final pre-match entertainment and in half-time grid games.

Another highlight in 2005 was the AFL *Auskick* Celebrity Match held at the Gabba during ‘Family Round’ (round 14). In another *Auskick* ‘first’, the AFL strengthened its relationship with Netball Australia by showcasing *Netta* (Netball Australia’s junior participation program) at half-time in AFL games at all venues during ‘Family Round’.

The AFL *Auskick* Roadshow, hosted by Ambassador Robert ‘Dipper’ DiPierdomenico, continued to promote the program in regional Australia. The roadshow consisted of major events and clinics for more than 22,000 children.⁴⁶

Clontarf Academy

The AFL is working with the Clontarf Foundation to develop and expand an academy concept for young Indigenous men based on the successful model established in Western Australia.

The foundation believes that a failure to experience achievement when young, coupled with a position of under-privilege, can lead to alienation, anger and more serious consequences. As a prelude to tackling these issues, participants in the academy are first provided with an opportunity to succeed through Australian football. The Academy program aims to improve the discipline, life skills and self-esteem of young Aboriginal men.⁴⁷

Showcase events

The AFL has developed a range of events to showcase the skills of Indigenous players, at junior and elite levels, while also celebrating the importance and influence of Aboriginal culture.

A regular pre-season match between an AFL club and the Indigenous AFL All Stars in Darwin showcases the skills of Aboriginal footballers from the AFL and those with the potential to make it to the big league. In the week before the game, the visiting AFL club conducts a community camp featuring clinics, club and hospital visits, and leadership courses.

Other showcase events include: the annual Sydney vs Essendon match at Telstra Stadium for the Marngrook Trophy; 'Dreamtime at the G' played between Richmond and Essendon; and the first NAIDOC-themed match between Richmond and Essendon in round 15, 2005, at the MCG.

The AFL also supports the National Indigenous Championships played between all states and territories, and state-based championships for primary, secondary and youth championships in central Australia, far north Queensland, and the Northern Territory.

The Regional Schools Championships have been held at primary level in far north Queensland (Crusader Cup), Northern Territory (Michael Long Cup), Western Australia (David Wirrpunda Cup); while at secondary level, the championships play for the Andrew McLeod Cup (Northern Territory) and the Darryl White Cup (far north Queensland).⁴⁸

Developing opportunities

The AFL aims to increase support for Indigenous players in their transition from junior football to the national competition, and to provide opportunities in work and education. They achieve this through the following programs:

- The AFL and the AFL Players' Association conduct an annual camp program for Indigenous players in November. The program addresses issues of transition (leaving home), welfare and education, and provides links to other training and personal development programs to plan for life after football.
- The AFL provides funding for the AFL Group Training Company (AFL SportsReady) to increase the education and training of boys and girls. AFL SportsReady provides opportunities for Indigenous youth to undertake traineeships.
- The AFL introduced an inaugural Community Award in 2004, which was awarded to David Wirrpunda from the West Coast Eagles for work done in Aboriginal communities across Western Australia. The AFL Players Association also presents the MarnGrook Award which recognises an up and coming Indigenous player.
- The AFL Rising Stars Program provides an elite player pathway for Indigenous youth. Regional carnivals and camps form vital links between participation programs and the talented player pathway.⁴⁹

Future goals

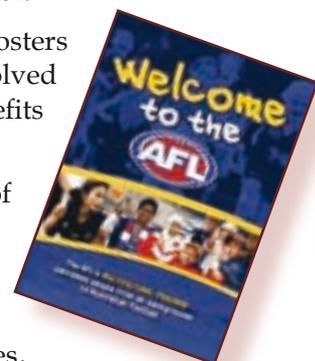
The AFL is looking to expand its programs and initiatives to reach further into Indigenous Australia and build on its existing results.

They state: 'the demand for Australian football and the success of our programs has resulted in the capacity of our development network being stretched. We need to expand our broad-based AFL *Kickstart* Program and the Clontarf Academy model, as two key initiatives'.⁵⁰

The AFL considers that further investment is required to enhance the current level of resource provision and to develop new initiative resources, including:

- *School curriculum* - to engage Indigenous children in learning and improving truancy levels, the AFL want to develop further relevant school curriculum resources for all key learning areas themed around Australian football.

- *Equipment* – to directly engage Indigenous youth in sport and physical activity, the provision of footballs, handball targets, portable goalposts and jumpers are vital.
- *Communication collateral* – there is a need to develop and distribute role model posters and videos featuring targeted messages relating to education, the dangers involved in drug and alcohol misuse, codes of conduct, and the health and wellbeing benefits of active participation.
- *Educational resources* – to build community capacity, the provision of administration and coaching manuals, CD-Roms and videos designed and tailored to accommodate numeracy and literacy levels is vital, to complement the practical course delivered by the AFL’s development network.⁵¹



In summing up the remarkable number and extent of the AFL’s Indigenous policies, programs and events, Michael Long said: “Through connecting people from diverse backgrounds at a local football club, the game of Australian football contributes significantly to the social fabric and health and wellbeing of all people, in all communities. I am proud of the role the AFL, and Australian football, has taken in changing attitudes, and bringing Australians together in harmony”.⁵²

Introducing migrants, new arrivals and refugee groups to the game

One of the biggest differences in today’s environment is the varied and diverse amount of choices people have with their leisure pursuits. It is not just Australian football, cricket or tennis any more – sports have to be much more strategic in their approach.⁵³ The AFL understands that over 120,000 new people have arrived in Australia over the past 10 years and they want them to get to know *their* game.

The AFL also recognises that Australian football has the capacity to bring together people from diverse cultural backgrounds. Through its multicultural program the AFL is building strong bonds with diverse communities to develop strategies to encourage their involvement in the game and in the wider community. The program is an initiative of the AFL and Football Victoria, established in partnership with the Victorian Government’s Department for Victorian Communities.

The three key objectives of the program are to:

1. introduce Australian football as part of settlement and integration;
2. implement community capacity building in culturally and linguistically diverse communities; and
3. influence community leagues and clubs to embrace multicultural diversity.⁵⁴

The AFL has assembled a dedicated team through its Multicultural Program to assist and encourage migrant and refugee communities to access Australian football. Last year the AFL appointed their first Multicultural Project Coordinator and five multicultural development officers currently work within the Western Bulldogs, Hawthorn, Collingwood, Essendon and Richmond Football Clubs to implement the program in clubs and schools.



A range of resources and programs have been developed to help local leagues and clubs take action to ensure their activities are welcoming and inclusive of all cultures and that they are creating safe and family-friendly environments for people.

The Victorian Multicultural Commission identified that newly arrived immigrant and refugees are placed at a great social disadvantage when they first migrate to Australia. They often feel disconnected and isolated from Australian social experiences. The AFL hopes the Multicultural Football Program will combat this level of isolation and encourage refugees and immigrant young people to become involved with Australian football.

However, implementing a multicultural plan is not without its hurdles. Winning the confidence of the young players and their families, taking into consideration the problems of communication, transport, cultural background and explaining how Australian football is played, are just some of the challenges the AFL is facing.⁵⁵

Welcome to the AFL round

In an effort to introduce the game to more communities, including those recently arrived in the country or those not familiar with how it is played, matches played over the split round 12 from June 16–24, 2006, were part of the *'Welcome to the AFL'* themed promotion.

In launching the concept, CEO Andrew Demetriou said many immigrants found Australian football helped them become involved in the community and start conversations with people from different backgrounds.

"To many people football is a fantastic introduction to life in this country," Demetriou said. "People may not share the same language, same beliefs or same heritage, but they can join together and certainly share the same passion for a football club."⁵⁶

Former Hawthorn player Angelo Lekkas, a Greek-Australian who grew up in Melbourne's northern suburbs, was the 2006 *'Welcome to the AFL'* Ambassador. He visited schools and community groups to educate young people about the values and benefits of playing team sports such as Australian football.

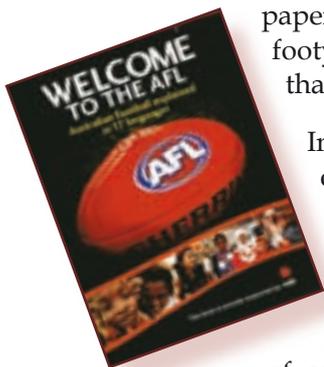
'What crystallized for me the broad appeal of Aussie Rules was a beautiful picture in the paper recently of a group of young Muslim Australian women making their way to the footy with team scarves over their hijabs - if pictures could tell a thousand words, well that one conveyed so much more,' Lekkas said.⁵⁷

In addition, a booklet produced by the AFL to assist people become familiar with the essential elements of the game, was translated into 17 different languages and stitched into the Round 12 edition of the AFL Record.

The AFL also signed the Victorian Multicultural Commission's Community Accord as part of the launch of *'Welcome to the AFL'* round. The Community Accord is a document recognised by the Victorian Government and is an outward affirmation of community harmony. It emphasises respect for all ethnic, cultural, religious and linguistic communities and the need to promote respect for diversity across the community. The AFL is the first sporting body to sign the Community Accord and joins the Victorian Police, the Lions Club International, and many local government and community groups who have done so.

Visit to the G

As part of the AFL's Multicultural Football Program, the Western Bulldogs, the Victorian Multicultural Commission and the AFL invited young people and their families from



Victoria's culturally and linguistically diverse communities to attend a game of Australian football for the first time.

Approximately 450 people from the Libyan, Sudanese, Somali, Cambodian, Vietnamese, Ethiopian, Kenyan and Eritrean communities watched the Western Bulldogs play St Kilda on 3 July 2005 at the Melbourne Cricket Ground – as part of the AFL's 'Family Round'.

As part of the pre-game entertainment, an African band performed cultural songs using traditional instruments called *Krare* and *Mancinko* and wore traditional costumes.⁵⁸

Annual footy day at King Khalid Islamic College, Coburg

In April 2006, former Kangaroos player and Bali bombing survivor Jason McCartney visited an inner-Melbourne Islamic school under the AFL's Multicultural Program. Girls wearing traditional head scarfs and AFL team jumpers kicked footballs in a display of the game's cohesive role in society.

"It was a really good opportunity because there's been a lot of negative publicity about Muslims of late," McCartney said. "If I can come here after what I've been through and share my experiences and promote footy and healthy living and good values, hopefully that can contribute to understanding between groups".⁵⁹

Australian Football Multicultural Cup

Almost a quarter of Victoria's population was born overseas and come from over 200 countries. They speak over 180 languages and dialects and follow 116 religious faiths. To reflect this diversity, teams representing Melbourne's multicultural communities battled it out in June 2005 for the second Australian Football Multicultural Cup at Optus Oval.

The eight teams represented were: Australia (an all Indigenous team), Croatia, Israel, Lebanon, Greece, Italy, Vietnam and Turkey.

The one-day tournament, which began in 2004 as part of the federal Government's Harmony Day program, is designed to promote AFL football in a tournament that celebrates Melbourne's multiculturalism. The event was not held in 2006, primarily due to a clash with the 2006 Commonwealth Games being held in Melbourne, but is likely to return in 2007.

Racism and AFL

In June 2005 a junior football coach was suspended for life from a Northern Melbourne League after an incident in which spectators screamed racist abuse at Sudanese boys. The under-12s coach was reportedly among a small group of adult spectators screaming taunts such as "Get back to where you came from, you little f . . . black bastards" at Maribyrnong Park players. The abuse continued even as the team posed for photos after the game.⁶⁰

In another incident in the Western Region Football League in Victoria, a junior player with an African background was called 'nigger' and 'black f . . .' by an opponent.⁶¹ As a result of these growing incidents, Football Victoria produced a new anti-racism pamphlet (to complement the 'Bouncing Racism out of sport' video) to almost 2,000 junior, amateur and women's club in 2006.

At an elite level, players such as Michael Long have been successful at raising an awareness of racism, however it seems the message has not reached some clubs, players and spectators at the grassroots level. Former sport and recreation project officer at the Centre for Multicultural Youth Issues, Assunta Morrone, said: "The Essendon league incident highlights the fact that, for newly arrived communities, the fear of racism and discrimination in sport is still a reality and a barrier to participation".⁶²

And the incidents are not restricted to the football field. Earlier this year, Brisbane Lions star Jason Akermanis had his regular radio show on Brisbane Indigenous radio network 4AAA axed after calling managers of the network "monkeys" during a live broadcast. Network Manager Tiga Bayles said: "I questioned does this bloke know what he's saying? Does this bloke know that this terminology has been used in racist societies across the country, across the world?"⁶³ This was followed by high-profile AFL football caller Rex Hunt describing Collingwood's Aboriginal player Leon Davis "as black as a dog" during a game in July.⁶⁴ Both men apologised, but it highlighted that racist language in sport remains a live issue.

Former AFL chief executives Ross Oakley and Wayne Jackson, who were responsible for implementing the league's code of conduct on racism, which covers both on-field incidents and racist remarks directed to players by members of the crowd, believe education has helped the AFL reduce racism from the field and from the terraces.

"We would always take every opportunity to promote our position on racism and that was through promotional brochures, putting information in the Football Record and talking publicly about it on TV and radio, so that no one is any doubt what our position is," Jackson said.⁶⁵

There are a range of educational programs and material to reinforce this message. One of the best examples is *'Bouncing Racism out of Sport'*.

Bouncing racism out of sport

A *'Bouncing Racism out of Sport'* booklet and DVD were developed by Cricket Victoria, Football Victoria and Netball Victoria in partnership with the Department of Victorian Communities. They combined resources and expertise to develop a comprehensive racial and religious tolerance education program which is available and distributed to clubs.

The education program includes two videos hosted by ex-AFL footballer Michael Long, which focus on ways to increase participation from diverse population groups in sport by minimising the risk of inappropriate behaviour, and by conducting activities that engender welcoming and harmonious environments.

In the introduction, Long (who is also Chairman of the Australian Indigenous Football Foundation) says: "Players often make racial comments because they feel the other player made them miss a mark, lose the ball or miss a shot at goal. Sometimes these comments are used as 'jokes' or to 'let off steam'. But there is no excuse; these comments are clearly either racial or religious vilification or both. The old line that 'what's said on the field stays on the field' is not acceptable anymore."⁶⁶

"Leagues and clubs implementing the *'Bouncing Racism out of Sport'* virtues, will not only have a better chance to increase participation, but will enhance their image as valued family friendly community organisations."⁶⁷



Rule 30

Racial abuse between players on the field only attracted considerable attention by the sports' governing code and the media following the first ever formal complaint, lodged by Essendon's Michael Long in 1995 – and even this only became public following Long's dissatisfaction at the outcome of the hastily organized mediation.

Talking of the incident, Long said: "Anyone who knew me at that time knew I was a person of very few words, and someone who never wanted attention. It was about a much bigger cause than myself. It wasn't even about Indigenous Australia or white Australia. It was about the whole of Australia, and our future."⁶⁸

"I got a lot of criticism and negative feedback over the whole saga – even some Indigenous players didn't agree with the stance I took – but I saw no other way to bring about change, real change. Here was a man, Damian Monkhorst, who didn't know anything about me – who I was, where I'm from, my family and cultural background – but in the blink of an eye he was willing to label me with those words."⁶⁹

As a result, the AFL deemed that a system of education and resolution was required for such incidents. In 1995, they became the first sporting body in Australia to adopt procedures to deal with racial and religious vilification when they developed *Rule 30: A Rule to Combat Racial and Religious Vilification*.

Rule 30.1 states that 'No person subject to these Rules shall act towards or speak to any other person in a manner, or engage in any other conduct which threatens, disparages, vilifies or insults another person on the basis of that person's race, religion, colour, descent or national or ethnic origin'.⁷⁰

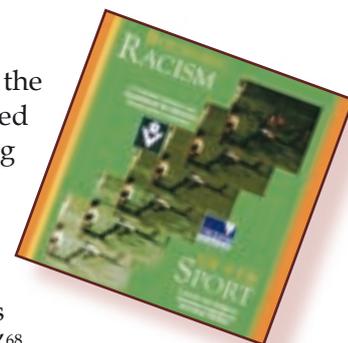
To reinforce its message to the football community that such behaviour is not acceptable, the AFL upgraded Rule 30 in the 1997 season to include new conditions for conciliation, education and confidentiality. The rule has new penalties, and its provisions extend to employees of AFL clubs with on-field access, as well as players.

Under the rule, an umpire, player or club can raise a complaint. Initially the matter is dealt with through confidential conciliation between the people involved, but if it cannot be resolved in that way, it is referred to the AFL Tribunal or the AFL Commission for determination. After a first offence, the AFL Complaints Officer may send any complaint about a player straight to the Tribunal or the AFL Commission.

Michael Long said: "The AFL's racial and religious vilification rule doesn't just cover Indigenous players; it's for everyone of all colours, races, and religions. It doesn't only apply to football: it's the way we must live".⁷¹

Education and conciliation

The AFL believes that racial and religious abuse is best tackled by education and conciliation. They also recognise that they have an opportunity and responsibility to relay the message to the public and raise community awareness that vilification at any level is unacceptable. As such, clubs are required to conduct annual education programs for all players, coaches, officials and other employees.



A complaint can be brought by an umpire, a player or a club. Initially the matter is dealt with through confidential conciliation between the people involved. The conciliation is held in confidence to give all parties the opportunity to come together face-to-face to resolve their differences with the assistance of a suitable independent person appointed by the AFL Commission upon agreement between the parties.

Any person alleged to have contravened the rule, and attending conciliation for the first time (whether the conciliation resolves the issue or not) is required to attend an approved education program in relation to racial and religious vilification. If the conciliation fails, the meeting remains private – nothing said or done during conciliation is used as evidence before the Tribunal or the AFL Commission.

Penalties

Penalties are determined by the AFL Tribunal or AFL Commission and all matters discussed in conciliation hearings remain confidential. Any offences under this confidentiality agreement can elicit fines of up to \$20,000 for a first offence, and up to \$40,000 for subsequent offences. If a complaint is proven at the tribunal or before the AFL Commission, a club can be fined up to \$50,000. Fines will not apply when it is seen that a club has taken all reasonable steps to prevent offences by its employees.⁷²

Coaches code of conduct

Australian football coaches (and officials who appoint them) are becoming increasingly aware that, as members of the wider community and the sports industry, they have legal and ethical obligations to present themselves in public in accordance with acceptable standards of behaviour.

The coaches code of conduct states: 'I will respect the rights, dignity and worth of all individuals within the context of my involvement in Australian football, including refraining from any discriminatory practices on the basis of race, religion, ethnic background, or special ability/disability' and 'I will display and foster respect for umpires, opponents, coaches, administrators, other officials, parents and spectators'.⁷³

Study of the code is an integral part of AFL coach accreditation courses and coaches are required to sign their agreement to comply with the code as part of the accreditation process. Increasingly, clubs and leagues are reinforcing codes of behaviour for coaches and other participants at the local level as part of a drive to improve the quality of club environments.⁷⁴

National umpiring cultural awareness policy

This policy was developed as part of the AFL Umpire's Association *Whistling in Harmony* program, which was made possible by the provision of a grant from the Department of Immigration and Multicultural Affairs (DIMA) *Living in Harmony* initiative.

As well as being posted on their website, 500 copies of the policy have been distributed to all controlling bodies and umpiring organisations nationally. They urge all groups to adopt the policy and implement its recommendations on an ongoing basis.

One of the challenges faced by the Umpire's Association is to ensure that the art of umpiring is fostered and nurtured, and that those people who umpire are appreciated, recognized and respected. The association considers that through implementing the policy the desired attitudinal change and resultant cultural shift in the manner in which people who umpire are treated will be achieved quickly and effectively.⁷⁵

Endnotes

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Athletics: *Athletics Australia*

*'For as long as sport has been a part of Australian culture, athletics has been a significant part of sport.'*¹

Athletics is sport stripped back to its barest essentials; to run, walk, jump or throw are basic human activities. To run the fastest, jump the highest or throw farthest is both sport and athletics at its most pure.²

From inscriptions found in Cyprus about athletic games dating back to the second Century B.C. to the original event at the first Olympic Games back in 776 BC – where the only event held was the stadium-length foot race³ – athletics is a sport that spans time and civilisations.⁴

In the modern era, the world governing body for the sport of athletics – the International Association of Athletics Federations (IAAF) – was founded in 1912 in Stockholm by representatives from 17 national athletics federations.⁵

Athletics has now evolved to include a wide range of athletic challenges for men and women of all ages, including track and field events, road running races, cross country races, mountain running and race walking events.⁶

Athletics in Australia

Evidence shows Australia's Indigenous people engaged in athletics events based around survival skills, such as spear and boomerang throwing, mock fights, a form of soccer and hockey and tree climbing.⁷

However, the earliest record of formal athletics competition in Australia dates from 1810 in Sydney, when Dicky Dowling won a sprint race over 50 yards. Professional athletics grew considerably around this time, and stories of huge crowds placing enormous bets on the success of athletes paint a picture of the sport in these early days.⁸

The first amateur athletics club in Australia was formed in Adelaide in 1867. As more and more athletics clubs began to be established there became need for a governing body. This was first recognised in New South Wales in 1887 when the Amateur Athletics Association of New South Wales was formed to take the management of amateur athletic sports in the colony. Other states followed suit.

In 1897, the Australasian Athletic Union was established to coordinate the activities of the states. It encompassed New Zealand and catered only for male athletes. New Zealand separated in 1928 and the name changed to the Amateur Athletic Union of Australia. In 1932, the Australian Women's Amateur Union was formed.

In 1977, the men's and women's unions amalgamated to form a united body. The organisation changed its name to Athletics Australia in 1989.⁹

Over the past 100 years Australia has produced many athletics champions. At the first modern Olympic Games in Athens in 1896, Australia's Edwin Flack won the 800m and 1500m – Australia's first Olympic gold medals.¹⁰

Since then the sport has provided many household names including: Herb Elliott, Betty Cuthbert, Shirley Strickland, Marjorie Jackson, Ron Clarke, John Landy, Raylene Boyle, Robert de Castella and Cathy Freeman.

Athletics Australia

As the Australian member of the International Association of Athletics Federations, Athletics Australia is responsible for fostering the development of athletics in Australia and for ensuring that the rules and regulations of the IAAF are applied to sanctioned athletics events in Australia.

Athletics Australia is responsible for national age events such as: the Australian Open and Under 20 Track and Field Championships; the Australian All Schools (under 14, under 16, under 18 and under 20) Track and Field Championships; the Australian Youth (under 16 and under 18) Track and Field Championships; the National Schools Knockout competition; Australian Clubs Championships; and the Australian Cross Country Championships.

Athletics Australia is also responsible for the elite Telstra A Series meets, which are held at capital cities around the country in conjunction with the particular state or territory association. These meets see the cream of Australia's athletes compete against a number of international stars and has helped lift the profile of track and field events in this country.

Athletics in Australia is delivered through multiple national and state associations, many with overlapping roles and interdependence. Each state and territory athletics association are responsible for the conduct and development of athletics in their particular locality, however there are also regional associations who look after the sport in their specific area.

Historically athletics in Australia has relied on a club system to support and develop athletes from secondary school ages upwards. Primary school age children are supported in their development through Australian Little Athletics (ALA) and its network of local centres. There are separate organisations for walks clubs, mountain running, schools sports and coaches.¹¹

In broad terms the track and field season runs from October to March/April and the cross country and road season from April/May to September. While some fun runs and marathons are conducted outside this latter period, organised weekly competition in road and cross country tends to be limited to the winter months.

Who participates in athletics?

The Little Athletics movement in Australia claims a national membership of over 95,000 children. In contrast, Athletics Australia's national registration is approximately 16,000, down from its peak of 25,000 in the late 1970s.¹²

There appears to be some problems, however, with recruitment and retention of participants, with most member associations reporting that there is significant turnover in those registered from year to year.

Athletics Australia does not produce any census or data on membership or participation. Therefore there are no figures on the number of Indigenous people or those from CALD backgrounds taking part in structured athletics competition.

Developing the sport

In January 2005, Athletics Australia released its corporate vision, titled '*Planning for the Future – Strategic Plan (2005–2008)*', which is based on five key themes: High Performance, Development, Brand, Governance and Structure, and Financial Stability.

When it comes to development, there have been significant changes over the last few years to Athletics Australia's projects, priorities and funding levels. The organisation has refocused its development objectives in line with its National Development Program to target, in particular, schools and secondary school age athletes and to develop a productive and lasting Indigenous program.

Schools and junior development programs

The STAR program

Launched in November 2004, the STAR resource was produced in conjunction with some of the country's best coaches and athletes and is aimed at secondary school teachers who may have never taught athletics before or who want a greater understanding of the sport.

The electronic resource, which was sent to every secondary school in Australia, covers all disciplines of athletics, including less popular events such as pole vault, hammer throw and walks. Each event is covered in detail with sequential photographs of event drills, sample training programs, lesson plans and a self assessment certificate allowing coaches and students to chart their progress.¹³

Athletics Australia has recently updated the original STAR program to incorporate it into the STAR Award format. This is a comprehensive athletics program designed to teach everything required to know about grading, teaching and scoring the events involved in athletics, and how to set up and stage a school athletics carnival.

The STAR Award program is an integral part of the Athletics Australia development pathway, which also includes the Schools Knock Out competition.

The Athletics Australia development pathway is linked to their education website which is found at www.athletics.org.au/education. The education website features areas for both primary and secondary students and teachers.¹⁴

Schools Knockout competition

The Schools Knockout competition is the premier secondary schools athletics competition in the country. It provides schools with a track and field competition which promotes team spirit and participation.

The modified team-based competition is open to all Australian schools, with only eight to ten students required to compete in the event.

The competition starts with regional rounds throughout each state and territory, with successful schools progressing to the state final where they have the opportunity of becoming the premier athletic school in their state and representing both their state and school at the national final.¹⁵ 45 schools contested the Athletics Australia Schools Knockout national final in December 2005 at Sydney's Olympic Park.

Indigenous athletes

Indigenous athletes have a long and rich history of involvement in athletics. In fact Bobby McDonald, a professional runner in the late 1890s to early 1900s, is co-credited with inventing the crouch-start which is used by runners to this day.¹⁶

Indigenous runner Bobby Kinnear won the prestigious Stawell Gift in 1883, followed by Tom Dancey in 1910 and Lynch Cooper in 1928. Bundjalung man, Joshua Ross, became only the fourth Indigenous athlete ever to win the event, when he won in 2004. He became only the third person to win a second title when he won the following year.¹⁷

Percy Hobson was the first Indigenous athlete to win a gold medal for Australia at the Commonwealth Games when he won gold in the high jump in 1962. Cathy Freeman was the first Indigenous woman to win a track gold medal for Australia at the Commonwealth Games, in the 4 x 100m relay in Auckland in 1990. She went on to become one of Australia's greatest ever athletes winning World, Commonwealth, and Olympic titles, including her famous 400m victory at the Sydney Olympic Games.

She was made Young Australian of the Year in 1990 and Australian of the Year in 1998 – the first person to receive both awards.

National Indigenous Sport Development Program

Athletics Australia aims to increase Indigenous participation in athletics through its Indigenous Development Program.

One of the objectives of the program is to engage in athlete talent identification and investigate how this talent can be fostered. This may entail encouraging local Indigenous people to become qualified coaches and providing the support mechanisms for this to happen. It might also require discussions with Elders from the local Indigenous community to discuss the best means by which participation in the sport can be achieved.

Athletics Australia conducts education programs in areas where there is a high population of Indigenous people. Community members are encouraged to take part in coach education courses to assist them in running year-round athletic programs which promote healthy lifestyles.

Athletics Australia and the Indigenous Sport Program also supply athletics equipment to Indigenous communities, and encourage training teachers and leaders in the community to motivate kids to keep using the equipment regularly.

They also work with Indigenous students in regional and metropolitan centres to link them with existing clubs and carnivals in the area.¹⁸

Assisting Indigenous athletes

Each year the Indigenous Sport Program awards numerous *Indigenous Sporting Excellence Scholarships* to Indigenous coaches, athletes, and officials. Each scholarship is valued at \$500 and can be spent on anything which will further the recipient's participation in athletics. Athletics Australia allocates its share of scholarships to developing athletes.

In addition, the *Elite Indigenous Travel and Accommodation Assistance Program* provides travel and accommodation assistance to Indigenous athletes competing at a National Championship or representing Australia internationally.

Another scheme called the *Sport Leadership Grants Program for Rural and Remote Women* provides women in country areas with an opportunity to undertake accredited sport leadership training in the areas of coaching, officiating, sports administration and sport management. The program provides successful applicants with a grant of up to \$5,000 for individuals and up to \$10,000 for incorporated organisations. One of the program's specific grant areas is for Indigenous women.¹⁹

The *Accor Indigenous Employment Program* aims to increase Indigenous employment within the hospitality industry by providing Aboriginal and Torres Strait Islander people with employment and training opportunities at Accor hotels and resorts across Australia. Running since 2000, the program has resulted in the employment of over 140 Indigenous people.²⁰

As part of the partnership, Accor has agreed to provide opportunities for participants in Athletics Australia's Indigenous Development Program to apply for employment within the company. In return, Athletics Australia actively promotes the Accor Indigenous Employment Program as part of its Indigenous development initiatives.

Athletics for the outback

The '*Athletics for the Outback*' program was launched in 2004 by Ambassadors Cathy Freeman and former national and Olympic hurdler Kyle Van der Kuyp.

The program provides education, participation opportunities and equipment to remote areas, and promotes athletics as a viable option for young people to compete and progress to an elite level.

The program pays particular attention to Indigenous athletes, but it is not its only purpose. Cultural awareness and career education options are discussed with students, as well as encouraging them to attend school and complete their education and aim for a higher level of competition in athletics.²¹

Respect yourself – respect your culture

Athletics Australia and Little Athletics New South Wales recently joined forces to attend the 2006 Croc Fest in Kempsey, New South Wales, for a two-day promotion of athletics.

Croc Fest is a youth program held annually in eight locations in rural and remote Australia. A principal goal of Croc Fest is to motivate and inspire Indigenous and non-Indigenous young people to live healthy lifestyles without tobacco, alcohol and other drugs. The festivals engage young Australians in education, careers, health expos, sporting events and performing and visual arts.

Over 250 students aged from 8–17 years participated in 45-minute sessions of athletics at the Kempsey festival, where they were shown the fundamentals of events such as hurdles, javelin and long jump. Elite Indigenous athletes Kyle Van der Kuyp, Benn Harradine and Robbie Crowther ran the different activities.²²

First inclusive Indigenous track and field camp

Scotts Head in NSW was the venue for the first inclusive Indigenous track and field camp ever held in Australia from 17–20 August 2006. A total of 31 athletes (16 boys and 15 girls) aged between 12–17 years were taken through training sessions with a variety of coaches, including the 2004 Indigenous coach of the year, Jacko Whitby, and Indigenous Commonwealth Games discus finalist, Benn Harradine.

As well as participating in training sessions, the young people also attended education programs on topics such as alcohol, nutrition and athletic pathways. The camp included an athletics competition with non-Indigenous athletes from local clubs in the area. Athletics Australia hopes to hold similar camps in other states to encourage Australia's talented Indigenous youth.²³

Member Protection Policy

In July 2005, Athletics Australia amended its By-Laws and adopted a Member Protection Policy, which aims to ensure that every person involved in the sport is treated with respect and dignity, and is safe and protected from abuse.

The policy reaffirms Athletics Australia's commitment to eliminating discrimination, harassment, child abuse and other forms of inappropriate behaviour from the sport and ensuring that everyone is aware of their legal and ethical rights and responsibilities.²⁴

Codes of Conduct

Athletics Australia's general Code of Conduct affirms the need to 'treat all persons with respect and courtesy and have proper regard for their dignity, rights and obligations'.²⁵

The Athletes Code of Conduct requires all members to 'respect the rights, dignity and worth of fellow athletes, coaches and officials' and 'abide by the rules and respect the decision of the officials, making all appeals through the formal process and respecting the final decision'.²⁶

Anti-Discrimination and Harassment Policy

Athletics Australia recognises that people cannot enjoy themselves, perform to their best, or be effective or fully productive if they are being treated unfairly, discriminated against or harassed because of their sex, marital status, pregnancy, parental status, race, age, disability, homosexuality, sexuality, transgender, religion, political belief and/or industrial activity.²⁷

The organisation aims to provide a sporting environment where all those involved in its activities are treated with dignity and respect, and without harassment or discrimination. As such, they have adopted the ASC's Harassment Free Sport policy.

Under the policy, discrimination is defined as ‘treating or proposing to treat a person less favourably than someone else in certain areas of public life on the basis of an attribute or personal characteristic they have, including race or religious belief/activity’.²⁸

Discrimination is not permitted in the areas of employment (including volunteer and unpaid employment); the provision of goods and services; the selection of any person for competition or a team (domestic or international); the entry of any player or other person to any competition; obtaining or retaining membership of an organisation (including the rights and privileges of membership).²⁹

Harassment is defined as ‘any type of behaviour that the other person does not want and does not return and that is offensive, abusive, belittling or threatening. The behaviour is unwelcome and of a type that a reasonable person would recognise as being unwelcome and likely to cause the recipient to feel offended, humiliated or intimidated’. Unlawful harassment includes ‘targeting a person because of their race, sex, pregnancy, marital status, sexuality or other characteristic’.³⁰

Vilification is described as ‘a person or organisation doing public acts to incite hatred towards, serious contempt for, or severe ridicule of a person or group of persons having any of the attributes or characteristics within the meaning of discrimination. Public acts that may amount to vilification include any form of communication to the public and any conduct observable by the public’.³¹

Complaints

Athletics Australia provides an easy to use, confidential and trustworthy procedure for complaints, based on the principle of natural justice. All complaints are dealt with promptly, seriously, sensitively and confidentially.

A complaint should be reported to a Member Protection Information Officer who is trained to be the first point of contact for a person reporting a complaint. This officer provides confidential information and moral support to the person with the complaint or who is alleging harassment or a breach of their policy. A complaint may be reported as an informal or formal complaint.³²

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Basketball: *Basketball Australia*

'Our strength as a sport lies in our strength of participation nationally and our broad offering to all participants, men and women, masters and juniors, able and disabled'.¹

Basketball is a welcoming and inclusive sport that can be enjoyed by all Australians. From the three year old playing 'tot ball' in Darwin to the 73-year-old playing masters basketball in Victoria, basketball is a game that is accessible to people of all abilities.²

It is also another sport where Australia is proving very successful on the world stage – following the 2004 Athens Olympics, Australia held a combined world ranking of third. The women finished the 2004 tournament with a silver medal performance, and the men in ninth position. The women went one better at the 2006 World Championships - taking out the title.

The history of basketball

The first official game of basketball was played between teachers and students of the YMCA in Springfield, Massachusetts in 1892, and in 1898 the first professional league was created in the USA. The first recorded game in Australia was played in 1905 at the YMCA in Melbourne.

Initially created under the name of International Basketball Federation (FIBB), the Fédération Internationale de Basketball (FIBA) was born in 1932 with eight countries as its founding members: Argentina, Greece, Italy, Latvia, Portugal, Romania, Switzerland and Czechoslovakia. In Australia, the forerunner to the Australian Basketball Federation, the Amateur Basketball Union of Australia was formed in 1939, an association between the NSW and Victorian Basketball Associations.

In 1946, the first Australian National Men's Championships were played in Sydney and the first National Women's Championships were played in 1955. The National Basketball League (NBL) started play as the first national professional competition in Australia in 1979, followed two years later by the Women's Interstate Basketball Conference competition, predecessor of the WNBL.³

Basketball Australia

Basketball Australia is the governing body for basketball in Australia, overseeing the sport at all levels, from the grass roots to national teams and national leagues.

The organisation has developed extensive national and state-based programs to ensure that development opportunities are provided for all participants in the sport. These pathways,

which include the National Intensive Training Centre Program and the Australian Institute of the Sport, are regarded as some of the best in the world. It is not only athletes who reap the benefits of development opportunities, but also coaches, officials and administrators.⁴

The flagship domestic basketball competitions are the Philips Championship National Basketball League (NBL) and the Women's National Basketball League (WNBL), which run from October to March. A total of 12 teams compete in the men's competition (eight teams in the women's league) representing all states (except Tasmania) and the two territories (and a New Zealand team in the men's competition).

The Australian Basketball Association (ABA) is the national development competition under the NBL and WNBL. It features over 120 member teams from major cities and key regional centres. The season runs from March and culminates in the national finals weekend in August.



One Basketball

'One Basketball' is the concept which arose out of a major strategic review that was conducted across Australia and took 18 months to complete.

Basketball Australia's plan is for everyone in the sport to have a shared vision and a clear sense of their strategic direction. The vision is to provide good value for their customers; high quality services consistently delivered; outstanding leadership from top to bottom; and integrate people into new networks to achieve common goals.

Its immediate focus is:

- to integrate the four national bodies (BA, NBL, WNBL and ABA) under one roof.
- a new schools/junior development program across Australia (*Aussie Hoops*).
- the Basketball Network – a new on-line presence connecting everyone in the sport.
- common sponsorship and marketing programs.⁵

Who plays basketball?

Basketball is one of the top participation sports in the country. This is likely to strengthen in years to come with basketball playing an integral part of the Australian Sports Commission's (ASC) national Active After School Communities Program, which provides free and structured physical activity to children after school, and the ongoing development and expansion of the *Aussie Hoops* program.⁶

There are 161,200 people who play basketball in Australia; the majority of whom are males (accounting for 58.5% of all basketballers). Male participation is higher than female participation in all age groups.⁷

Participants in basketball show a younger age profile than that of participants in other sports and activities – 74.6% of people are less than 35 years of age, while just 48.2% of all other sports participants fall into this age group.⁸

Basketball is extremely popular within many local Indigenous communities and community groups. Basketball Australia has recognised the need to provide initiatives (like the Indigenous

Sports Program) that contribute to the growth of basketball within Indigenous and Torres Strait Islander communities.⁹

Basketball Australia President John Maddock said: “Our strength as a sport lies in our strength of participation nationally and our broad offering to all participants – men and women, masters and juniors, able and disabled. We are a safe sport that is appealing to juniors and parents and provides a legitimate national and global pathway for athletes, officials and administrators”.¹⁰

Building Better Basketball

For associations, strong numbers in junior competitions will create a pool of players, coaches and officials that will move into senior ranks. Strong junior competitions can also help to generate interest in senior programs, such as ABA teams. To create strong junior competitions, opportunities for young people to participate as well as retaining interest, needs to be a prime area of focus.

Basketball Australia has produced a series of free educational pamphlets which are specifically designed to help coaches, administrators and referees improve the standard of their contribution to the game.

Each ‘*Building Better Basketball*’ installment includes helpful hints on how to overcome common problems faced in basketball and to improve overall performance. There are three different series available – one for referees, administrators and coaches. A new issue for each series is added every month.¹¹

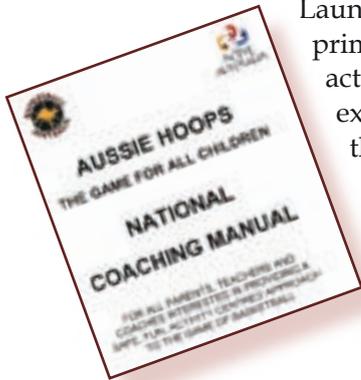
Doing Basketball Better!

Much of the work associations do is focused on the delivery of junior sport. Time spent running ‘learn to play’ programs, development programs, junior competitions and junior representative teams would make up more than half the activity in almost every association.

Doing Basketball Better! is an initiative of Basketball Australia in conjunction with the state and territory basketball associations (and supported by the Australian Sports Commission) and is designed to help local associations to deliver a safe, fun, quality and healthy environment that welcomes all people to the sport – whether as players, officials, administrators or spectators.

Doing Basketball Better! highlights strategies that may help associations to present a sport that young people want to be involved in. This includes providing: modified games; flexible and contemporary uniforms (relaxing uniform requirements to cater for cultural and religious beliefs may encourage young people from cultural backgrounds to participate); attractive competitions (schedule competitions at times/days that are ‘friendly’ to other things young adults want to do); and running short or informal (‘pick up’) sessions to attract people that have not played before.¹²

Aussie Hoops



Launched in 2002, *Aussie Hoops* is Basketball Australia's development program for primary school aged children. It features a range of fun games that use basketball activities to help children develop skills. Hundreds of thousands of children are exposed to *Aussie Hoops* each year, building the interest and participation base of the sport.

The program is player-centred, fun-focused and affordable to all. Girls and boys; abled or disabled; naturally gifted or sporting battler, *Aussie Hoops* caters for all.¹³

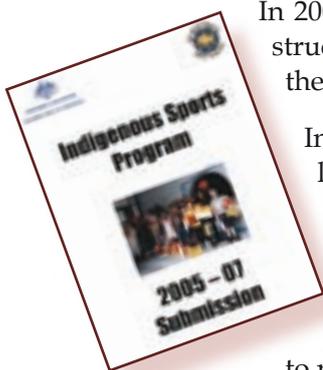
It is delivered throughout Australia by local associations, who have trained presenters providing activity sessions at local schools, community centres or local stadiums.

The *Aussie Hoops* program continued to gain momentum in 2005, with approximately 210 associations (including NBL/WNBL clubs) currently running programs – an increase of about 30 per cent from 2004.¹⁴

Aussie Hoops was also featured in the first edition of Fit Kidz, a new series of DVDs aimed at helping kids be active. The DVD, features Belinda Snell (G.E.T. Sydney Uni Flames and Price Attack Opals), Jason Smith (Trendwest Sydney Kings and Boomers) and Jeremy Van Asperan (Rollers) demonstrating basketball skills, and giving kids tips on nutrition and looking after themselves.¹⁵

The Australian Sports Commission's (ASC) funding through the Targeted Sports Participation and Growth Program (TSPGP) finished on 30 June 2005, however Basketball Australia and each state/territory remain committed to the growth of the *Aussie Hoops* program. Basketball Australia will continue to provide funding to state/territories/associations for the program.

Indigenous Sports Program



In 2005, the Australian Sports Commission (ASC) conducted an extensive review of the structure and delivery of Indigenous services, which has created significant changes to the funding programs nationally.

In 2006, this resulted in Basketball Australia and the state and territory associations liaising with newly-established Indigenous Coordination Centres (ICCs) as part of the Indigenous Sport and Recreation Program, while continuing to work closely with the ASC's Indigenous Sports Unit.

The Basketball Australia Indigenous Sports Program (ISP) is designed to provide the opportunity for multicultural, Torres Strait Islander and Indigenous Australians to participate in basketball.

The program contributes to the Indigenous community by providing necessary health and social outcomes. It provides opportunities for Indigenous and Torres Strait Islander people to have ownership of programs and competitions within their communities, as well as being able to connect with mainstream associations.

There are programs delivered to 500 Indigenous schools and 450 Indigenous communities nationally. There were also 100 coaching courses and 30 officiating courses conducted in Indigenous communities across Australia during 2005.¹⁶

The inaugural National ATSI Basketball Championships will be held in 2006, providing another opportunity for all ATSI participants to be involved with basketball from all around Australia.

In 2005, Basketball Australia conducted an Indigenous Sports Program workshop comprising of a representative from each state and territory association, as well as representatives from the Department of Sport and Recreation in Victoria, New South Wales and the ACT. From this workshop, Basketball Australia's plan was compiled for implementation from 2006. Basketball Australia proposes to conduct a National Indigenous Workshop in 2006 and 2007.

2006 Indigenous Sports Program

Basketball Australia works closely with state and territory associations in the delivery of the National Indigenous Sports Program (ISP). Each state and territory association submits a project plan, with Basketball Australia providing resources, coordination and strategic direction. Specifically the national ISP objectives are to:

- Provide access for multicultural and Indigenous Australians to mainstream competition and training programs.
- Increase participation in basketball through culturally aware associations, programs and servicing of Indigenous communities.
- Improve the capacity to deliver sustainable basketball competitions and programs within Indigenous communities.
- Provide adequate, purposeful resources for the community to assist in the delivery of basketball programs and competitions.
- Promote the values of engaging equity, fairness, friendship and respect in our culturally diverse society.
- Promote initiatives within the school sectors that engage multicultural and Indigenous Australians to basketball.¹⁷

Basketball Australia will coordinate the national ISP and will:

- Produce a *'The Little Red Book'* – a local community resource that encompasses a range of information from how to run a competition to useful links on various aspects of managing an association.
- Develop on-line learning, education and professional development systems for coaches, officials, administrators and volunteers.
- Include a Basketball Australia Indigenous Person of the Year at the National Junior Championships Awards.
- Develop a better understanding nationally of the number of people from multicultural, Indigenous and non-English speaking backgrounds through *'The Basketball Network'* database.
- Continue to form stronger links with ICC's, DCITA and other organisations that will assist basketball become more accessible for participants and families within the local community.

- Improve the number of sustainable 'Aussie Hoops' programs within local communities.
- Actively participate in and recognise Harmony Day in March 2007.

Basketball Australia also uses Indigenous role models from its national teams: currently Rohanee Cox (Townsville) and Michelle Musselwhite (Sydney), and Nathan Jai Wai (QLD) and Patrick Mills (ACT).

There are also a range of Indigenous Sports Program in each state and territory. Following is a focus on Basketball Northern Territory's programs.

Northern Territory Indigenous Sporting Development Program

The focus of Basketball Northern Territory's program is to develop sustainable basketball competitions within and between Indigenous communities. This requires education in the rules and skills of the game, as well as competition structures.

The focus of the program is identifying and skilling people within communities who will be responsible for the ongoing development of referees, players, coaches and administrators to ensure a sustainable participation in basketball.

Providing resources to communities

Resources such as modified rules for basketball, competition administration (scoresheets, draws etc.) can be provided to communities either directly or through Indigenous Sport Development Officers. There is also a need for physical resources (playing equipment, bibs, training equipment) in many communities and community schools.

A leadership course has been very well received in a number of community schools and can be extended to the broader communities. These visits incorporate teaching basketball skills, rules and running competitions, which are vital to the creation of sustainable outcomes. To date, the course has been run in schools, with senior students being skilled to run sessions for the junior students. As a follow up to these courses a number of communities have identified a need for more specific referee courses.

Regional clinic

Basketball Northern Territory is participating in the Katherine Regional Project, a joint initiative of the NT Department of Sport and Recreation and the Australian Sports Commission.¹⁸ This will involve a Level 1 coaching course and participating coaches will be provided with a start-up kit, including equipment and training aids.

The National Vibe 3on3 basketball and hip hop challenge

Over the past seven years, the Vibe 3on3 challenge has been run in Indigenous communities around the nation.

Vibe 3on3 is a two-day Aboriginal youth weekend festival that incorporates basketball, dancing, art, culture and health. The Challenge also welcomes non-Indigenous people to attend and participate. It aims to promote healthy lifestyles, strengthen communities and

boost self-esteem, and is an excellent opportunity for health services and related organisations to introduce themselves to the wider community.

The Vibe 3on3 challenge is sponsored by Rio Tinto Aboriginal Foundation, the Department of Health and Ageing through the Office of Aboriginal and Torres Strait Islander Health and the Department of Communications, Information Technology and the Arts.

Fostering inclusion

Obviously there must be rules for any sport and for the conduct of any association or their competitions. However, sometimes these rules may act as 'rules of exclusion' and stop rather than encourage people from playing. Associations must be conscious of a number of factors that can impact upon getting young people involved in basketball.¹⁹

Young people from some cultural backgrounds have relatively low rates of participation in general sporting activities. This may be particularly relevant to basketball associations in areas where there are a large proportion of young people from culturally and linguistically diverse (CALD) backgrounds.²⁰

Cost is a powerful factor in determining opportunities for participation in sport. While basketball requires relatively inexpensive equipment, it does not mean it is a cheap sport to play. Long seasons and the cost of indoor facilities are two factors that can make traditional basketball competitions relatively expensive compared to some other sports.²¹

Young people (and associations) from rural and remote regions can be disadvantaged because of the limited number of young people available to play, the distances they have to travel and the limited expertise available in the areas of coaching and officiating.²²

A range of state associations have developed programs to engage young people from CALD communities into the sport. A sample of these follow.

South Australia New Arrivals Basketball Program

The New Arrivals Basketball Program offers basketball training and competition to new and recent arrivals to South Australia. The program aims to make participation in basketball accessible to refugees and new arrivals by providing regular training and games in a welcoming and fun environment that is centrally located and close to public transport.²³

Any player interested in becoming a member of the New Arrivals Basketball Program is invited to attend a training session. The program welcomes people of all abilities and backgrounds and seeks to constantly challenge and support each participant to develop sporting, language and social skills.

The current program has three male teams competing in the social competition at the Wayville Sports Centre. In addition, the program provides opportunities for more experienced and skilled players to compete at higher levels, through junior/senior district clubs.²⁴

The majority of participants are male refugees aged 13–39 who have arrived within the previous two years from a variety of countries including Nigeria, Sudan, Sierra Leone, Kenya, Russia, Serbia, Croatia, Bosnia, Philippines, Malaysia, Samoa and Iraq.²⁵



At June 2006, well over 100 new arrival students have attended the sessions since the program began. At present there is an average of 20–30 regular male participants, but a larger number of more transient participants.²⁶

Some members are eligible to receive a subsidy to partially cover the cost of playing; this subsidy is possible thanks to the support of the Migrant Resource Centre of SA. Members of the program that qualify for the subsidy need to have been in Australia for less than three years and be aged between 10 to 25 years. Those players who are eligible for the subsidy pay \$4.00 per game; players who don't qualify for the subsidy pay the full \$7.50 per game.²⁷

Uniforms are also provided to all participants in the social competition free of charge for matches, along with a basketball to use before and during the match. The team is coached and players are given equal court time wherever possible.

Basketball South Australia is looking to expand the Program and provide greater opportunities to primary and high school age youth to become involved in the sport.

Key issues in delivering the program

Approximately 75 per cent of participants use public transport to get to activities so being close to these networks is very important. Providing information about which buses to catch and from where has been an important part of the program. Matches are played in the early evening so participants can use public transport to get home.

Behaviour that Basketball South Australia considers unacceptable is dealt with on the spot. In nearly all cases, problems encountered are resolved due to a careful explanation of what is expected within the Australian sporting environment. Examples encountered so far include:

- use or consumption of alcohol before or during the game
- abusive verbal and physical behaviour towards referees, opponents, team members and coaches
- taking referee decisions personally and the perception they are being picked on due to race
- participants only wanting to play with better players or those of the same background, and
- participants struggling with females in an authoritarian role and lack of understanding about appropriate behaviour towards a female in such a position.

Many of the participants are not regular in their attendance of games and training sessions. This creates a set of issues of not having enough or having too many people to run sessions. With irregular attendance it is difficult to develop skills and team/game concepts within the group. However, by being flexible and not demanding that those involved attend every session, there has been a large number and variety of participants through the program.

Basketball Victoria Multicultural and Indigenous Program

Basketball Victoria received a 'Go for your life' Physical Activity Grant for a Multicultural Development Program. The project enabled the organisation to employ a dedicated Multicultural and Indigenous Development Officer for two years. The officer is developing and implementing a Multicultural Inclusion Plan, a Multicultural Policy, and sustainable Ethno-Specific Basketball Programs. The project will facilitate widespread organisational change, enabling Basketball Victoria to include multiculturalism in all areas of its strategic planning, policy and program delivery.²⁸

Multicultural Young Women's Basketball League

The Centre for Multicultural and Youth Issues (CMYI), Sunshine Basketball Association and Basketball Victoria started a new basketball league which ran from January to March 2006. The Multicultural Young Women's Basketball League is for young women between the ages of 14 and 17 and registration is free. The competition was funded by the Department of Victorian Communities and the Office of Commonwealth Games.²⁹

3 Ball competition

3 Ball is a new outdoor half court 3 on 3 social basketball competition for youth from 12 to 18 years of age (in particular for new arrivals, refugees and migrants) held in various locations around Adelaide. 3 Ball is supported by the Multicultural Communities Council, City of Port Adelaide Enfield, Basketball SA, Office for Recreation and Sport (Be Active).

Providing a positive basketball experience

Basketball Australia and the state and territory associations are committed to the health, safety and well-being of all its members and participants and are dedicated to providing a safe environment to participate in basketball throughout Australia.

Basketball Australia CEO Scott Derwin says: "A positive experience in basketball can instill in young people the need to lead a healthy, balanced lifestyle and to show compassion, support and understanding of all people in society. Young people want a safe and supportive environment which encourages them to do their best. As with all of our customers it is the responsibility of associations to provide a welcoming environment".³⁰

However, harassment in sport can serve to drastically undermine the intrinsic benefits of being involved in basketball. The unfortunate reality is that basketball, like all sports, is not immune from acts of discrimination, harassment and abuse.³¹

Harassment, discrimination and abuse are behaviour which can manifest itself in many ways within an association, including:

- verbal abuse of players or officials during games
- abuse or harassment of coaches or officials
- discrimination in selection of teams, coaches or officials.

Depending on the nature of the case, instances of harassment or abuse in sport can have devastating effects, not only the individuals involved but also the sporting organisation itself. Apart from exposing the club or association to potential legal liability, officials may be faced with low morale, an unpleasant environment, higher turnover of personnel and the prospect of long-term damage to the organisation's image and reputation. These are all unnecessary harms which Basketball Australia is keen to avoid.³²

Member Protection Policy (MPP)

Harassment in sport has become an issue that many sports have had to face. Basketball Australia has acknowledged that a proactive and preventative approach needs to be taken in dealing with the issue.

'Member Protection' is a term that is now widely used in the sports industry. Member protection is all about practices and procedures that protect a sports organisation's members – including players/participants, administrators, coaches and officials. It involves: protecting members from harassment and inappropriate behaviour; adopting appropriate measures to ensure the right people are involved in an organisation; and providing education.³³

Basketball Australia's Member Protection Policy provides information on what is acceptable behaviour and provides guidelines for the protection of the health, safety and well being and participants in basketball.

The MPP sets out the procedures to be followed in dealing with complaints of harassment (which includes sexual harassment, racial harassment, sexuality harassment, disability harassment, abuse, child abuse, vilification and discrimination), in an effective, appropriate and timely manner. This includes procedures for informal and formal resolution of complaints and an appeal mechanism. The MPP applies to basketball associations and clubs, officials, coaches and players.

From 1 July 2005, affiliated associations must comply with Basketball Australia's Member Protection Policy. Some strategies that associations should have in place are:

- implement Codes of Behaviour for coaches, officials, players and spectators. Have parents and players sign 'contracts' agreeing to abide by Codes of Behaviour
- have appropriate people within the association undertake Member Protection Officer training (courses are run by state/territory departments of sport and recreation)
- conduct education/information courses for players, coaches, parents and officials on harassment and discrimination (state/territory departments of sport and recreation can assist with this).

Codes of Conduct

Sport may be damaged by any impairment of public confidence in the honest and orderly conduct of sporting events and competitions or in the integrity and good character of the participants. Basketball Australia's Code of Conduct is designed to ensure that the high standard of sportsmanship, fairness, honesty and honour involved in basketball continues to prevail.³⁴

The code states that players must: 'not do anything which is likely to intimidate, offend, insult or humiliate another participant on the basis of their sex, disability, race, colour, age, religion, national or ethnic origin'.³⁵

The Coaches Code of Conduct and Ethics also states that coaches must: 'Respect the rights, dignity and worth of every human being within the context of the activity, treat everyone equally regardless of sex, ethnic origin or religion'.³⁶

Complaints

Basketball Australia, states and territories and league associations are required to establish procedures for dealing with complaints made under the Member Protection Policy. If an association has established procedures, then all complaints at association level will be dealt with by the association. If the association has not established the procedures for dealing with complaints, the complaint will be dealt with by the relevant state or national body.

Complaints can be made informally or formally and the MPP contains a resolution procedure for handling both. An individual making a complaint will be referred to the appropriate Member Protection Officer (appointed by the local or state association or shared with another sport) who will be available to: listen to and inform the complainant about their possible options; act as a support person for the complainant, including supporting them through any mediation process undertaken to resolve the complaint; and refer the matter to a hearings convener for a hearing to be held under the MPP if required.³⁷

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³⁴ Basketball Australia – *Code Of Conduct* at http://www.basketball.net.au/_uploads/res/1_22747.doc.

³⁵ Basketball Australia *Coaches code of conduct and ethics* at http://www.basketball.net.au/_uploads/res/1_22748.doc.

³⁶ Basketball Australia – *Code Of Conduct* at http://www.basketball.net.au/_uploads/res/1_22747.doc.

³⁷ Basketball Australia *Coaches code of conduct and ethics* at http://www.basketball.net.au/_uploads/res/1_22748.doc.



Boxing: *Boxing Australia Inc.*

'Boxing follows the general principles that everyone is to be treated fairly and equitably'.¹

The first record of pugilism was found in Egypt and dates back to year 3000 BC. Boxing evolved over time and became part of the first Olympic Games held in 688 BC in Olympia. More than 2600 years later, boxing remains part of the Olympic Games programme. The first boxing competition at the modern Olympic Games was held in 1904 at St-Louis (USA) with bouts in seven weight divisions.²

Several years later, representatives of the national associations of England, France, Belgium, Brazil and the Netherlands met at a preparatory conference for the foundation of an international boxing federation FIBA (the *Fédération Internationale de Boxe Amateur*).

International boxing competitions rapidly appeared, allowing amateurs to compete in prestigious tournaments. In 1946, the FIBA was dissolved and the English Amateur Boxing Association, in partnership with the French Boxing Federation, created AIBA (the *Association Internationale de Boxe Amateur*).

With a total of 195 countries and territories currently affiliated to AIBA, the International Boxing Association is among the world's largest sporting organisations.³

Australian boxers have represented their country at the Olympic Games since Snowy Baker won a silver medal in the middleweight division at the 1908 London Olympic Games. Our boxers have won silver and bronze medals at previous Olympics, but Australia is yet to produce an Olympic gold medallist. This is a major objective for amateur boxing, along with the broader development of the sport in Australia.⁴

Australian Boxing Inc.

Boxing Australia Inc. is the national federation for amateur boxing in Australia. It was established in 1924 when the six states agreed to form the Boxing Union of Australia, which changed its name to the current one in the late 1990s.

The organisation is recognised as the national sporting body for boxing by the Australian Sports Commission, the Australian Olympic Committee, the Australian Commonwealth Games Association and the International Amateur Boxing Association (AIBA).

The national body conducts the Australian Championships each year, and sends teams to major international events including the Olympic and Commonwealth Games. It also administers Australia's Olympic representative boxers and develops the sport throughout Australia.

Boxing Australia has full responsibility for all state and territory member associations, who in turn have responsibility for amateur boxing matters in their region, including: the training and accreditation of amateur boxing coaches, judges and referees, the registration of boxers, coaches and officials, and the enforcement of strict safety standards in the sport.

Boxing Australia is faced with many challenges and responsibilities that require a dynamic and strategic approach to the planning and conduct of the sport. Their vision is to provide good leadership, efficient administration, sound financial management, and the provision of services to state and territory member associations, amateur boxers, boxing trainers, referees and judges and the amateur boxing community as a whole.⁵

To help achieve this Boxing Australia adopted a new governance structure in December 2004, which took effect in April 2005. In the last 18 months the organisation has worked to establish this new corporate governance structure across all member associations and ensure that it complies with ASC principles.

Who boxes?

Boxing Australia is aiming to establish a national membership database system in the next 12 months to formally record who is participating in the sport.

There are no actual membership figures available, nor is there any official data on participation from CALD and Indigenous people in the sport. However, anecdotal evidence suggests that many boxing members are from a working class background and there are a large number of migrants or children of migrants as participants.⁶

Top boxers such as Anthony Mundine and Jeff Fenech (now trainer) attract many Indigenous and culturally diverse kids to their gyms to train and many join local YMCA or Police Citizen Youth Clubs in their local community.

Issues affecting participation

There are several issues affecting participation in boxing, including gender and age restrictions in some states.

The rules and safety procedures for amateur boxing are set out by amateur boxing organisations and generally reflect the rules of the International Amateur Boxing Association (AIBA). However, there are some differences in amateur rules between countries, and between boxing organisations in any given country, in relation to matters such as juniors and masters.⁷ In some states, government policy or legislation restricts younger boxers from competing, for instance in NSW boxing is banned for boys aged under 14 years.

Women have been competing in amateur codes in most states for several years, and Boxing Australia introduced a senior women's division to the Australian Championships in March 2002. However, the most populous state (New South Wales) has a legal bar against women competing in amateur competitions.⁸

Safety concerns

Another issue which affects the participation and growth of boxing are concerns about the safety of the athletes, given the sport's contact nature, particularly head contact.

In a message addressed to the International Boxing Association, former IOC President Juan Antonio Samaranch explained that “enormous progress has been achieved in the measures of safety and the rules concerning the practice of this sport”.⁹

Over the past 20 years, safety precautions in amateur boxing have been increased significantly and, as a result, the rate of injury has decreased. In fact, the injury rate in amateur boxing today is lower than for many other commonly-played sports.¹⁰

Amateur boxers in Australia, must (when competing) wear a head-guard, mouthpiece and a genital protector (males) or breast protector (females). Referees may stop a bout at any time if one of the contestants appears unable to continue because of injury.

If a boxer is knocked out, or where the referee stopped the contest because of a head injury, the incident is recorded in the boxer’s records and they cannot box or spar for several weeks. Where several knockouts occur over a period of months, the boxer’s period of exclusion is increased accordingly, up to one year.

These precautions are necessary for the safety of boxers and to convince a cautious public of the positive benefits of the sport. Of course, professional boxing is entirely different with a different set of rules and regulations.

Cultural diversity within boxing

Many of Australia’s present boxing champions have a diverse multicultural background. Russian born Kostya Tszyu and ‘The Marrickville Mauler’ Jeff Fenech are Australian heroes and Armenian born IBF world flyweight champion Vic Darchinyan is rapidly following in their footsteps. Nedal ‘Skinny’ Hussein and Lovemore Ndou are but two others who are flying the Aussie flag in the world boxing ring.

There are no specific programs or strategies adopted by Boxing Australia to increase the participation of people from CALD backgrounds in the boxing as there is already a large multicultural mix involved in the sport. However, the national body has been involved in cross cultural awareness training with the Australian Sports Commission.

Islam and drug testing

In June 2006, reigning under-19 Australian amateur middleweight champ Omar Shaick refused to take a drug test because of his Islamic faith. Shaick said: “Being a Muslim doesn’t mean I am different to any other athlete. But the procedure is against my belief”.¹¹

In what is believed to be the first case of its kind in Australia, the Lebanese Muslim informed Australian Sports Anti-Doping Authority (ASADA) testers his religion prevented followers from exposing their genitals to others. Shaick could be outed for a mandatory two years and stripped of his title, pending an upcoming hearing before the Court of Arbitration for Sport (CAS).

Concerned about the consequences, Shaick sought advice the following day from Dr Mohammed Abdullah – an imam at his local mosque and director of Griffith University’s Islamic Research Unit – Abdullah confirmed Shaick’s stance was “consistent with” the Islamic tenant of modesty, Haya”.¹² Abdullah also said: “Unless it’s extremely necessary, or an emergency, one must not expose their private parts in front of others”.¹³

The case has the potential to rock drug-testing procedures across the globe and may affect millions of Islamic athletes world-wide if they are forced to adhere in conflict with their faith. Champion boxers Hussein Hussein and brothers Ahmed and Mohammed Elomar have already pledged to also put faith ahead of sport.

Indigenous boxers

Australia has a strong tradition of elite Indigenous boxers. This was fostered early last century by the widely-acclaimed Sharman Boxing Troupe, which originated when Jimmy Sharman was crowned the Riverina Lightweight Champion in 1910.

His boxing troupe made its debut at the Ardlethan Show in 1911 and continued for some 50 years, in which time many of the champion boxers (mostly Indigenous) commenced their boxing careers in the Sharman tent.

Jimmy Sharman's boxing troupe was known Australia-wide. These shows relied heavily on Aboriginal boxers and audiences and he insisted on tight contracts, prohibited consumption of alcohol by both performers and spectators, discouraged punch-drunk fighters and opposed colour discrimination.

His troupe left a legacy that was carried forward by many other Indigenous Australians, none more so than the legendary Lionel Rose.

From poverty to world champion - Lionel Rose

Lionel Rose is one of Australia's greatest sporting heroes. He was the first-ever Aboriginal Australian and the second-ever Australian to win a world title when he defeated Japanese world champion Masahiko 'Fighting' Harada to become world bantamweight boxing champion - a title which he successfully defended twice. Rose was named 'Australian of the Year' in 1968 - the first Aboriginal person to receive this honour - in a ceremony conducted by Governor-General Richard Casey. He was later awarded an MBE for services to sport.¹⁴

He finished his career with a record 53 fights, 42 wins and 11 losses. Rose captured the imagination of the Australian sporting public by rising from poverty and obscurity and earned a place in Australian sporting folklore as one of the country's greatest fighting champions.

While there had been many great Indigenous boxers before him, Rose was the first to become a star on the world stage, and he paved the way for the success of other Aboriginal boxers who have followed, including father and son boxing champions Tony and Anthony Mundine.

Anthony 'The Man' Mundine

Few other athletes can boast that they have made it to the top in two sports, as Anthony 'The Man' Mundine has done. A first grade rugby league player with St George Illawarra and a NSW State of Origin representative, Mundine left the sport in 2000 to pursue his dream of becoming a world boxing champion.

The son of former world title contender, Tony Mundine, Anthony never fought as an amateur but after just 18 months he challenged for the IBF super middleweight belt, and in 2003 won the WBA title. An inspiration to many Indigenous people, Mundine defeated Danny Green in Australia's most watched fight in 2006 and is set to challenge for another world title.

Boxing Australia are hoping to find another 'Rose' or 'Mundine' through a project they are currently developing with the Australian Sports Commission to discover new Indigenous boxing champions.

Youth development

Young promising boxers are developed through the Australian Institute of Sport boxing program – an Olympic Athlete Program initiative. International coach Bodo Andreass was appointed national head coach in 1997 and is based at the AIS in Canberra. Initially he worked around the country with Australia's leading amateur boxers and coaches and conducted national team camps at the AIS. Scholarships are now offered to high performance boxers considered by Boxing Australia to achieve success at the international level.¹⁵

Member protection

Boxing Australia aims to ensure that every person involved in the sport is treated with respect and dignity, as well as being safe and protected from abuse. They also ensure that everyone involved in the sport is aware of their legal and ethical rights and responsibilities.¹⁶

To ensure that AIBA standards are observed throughout the sport, Boxing Australia and its member associations only permit members to participate in boxing competitions or bouts which they conduct or approve. Any 'toughman' contest, however titled, is not approved by Boxing Australia and can not be approved by a member association.¹⁷

Over the last 12 months the organisation has developed their Member Protection Bylaw in line with the Australian Sports Commission Member Protection Policy template. Boxing Australia has also developed contracts with state and territory member associations to deliver these bylaws. They are working on ensuring that the states and territory associations have a similar contract in place with affiliated clubs and organisations by the end of 2006.

Discrimination and harassment

Boxing Australia recognises that those involved in the sport cannot enjoy themselves, perform to their best, or be effective or fully productive if they are being treated unfairly, discriminated against or harassed. The organisation is opposed to all forms of harassment and discrimination.

Any person who feels they are being harassed or discriminated against by another person or organisation bound by their Member Protection Bylaw is encouraged to contact a member protection officer to lodge a complaint.

Under the Bylaw:

Discrimination is defined as 'treating or proposing to treat a person less favourably than someone else in certain areas of public life on the basis of an attribute or personal characteristic they have (such as race, sex, age) or are thought to have'.¹⁸

Harassment is defined as 'any type of unwelcome behaviour that a reasonable person would recognise as being unwelcome and likely to cause the recipient to feel offended, humiliated or intimidated'.¹⁹

Vilification 'involves a person or organisation doing public acts to incite hatred towards, serious contempt for, or severe ridicule of a person or group of persons having any of the attributes or characteristics within the meaning of discrimination. Public acts that may amount to vilification include any form of communication to the public and any conduct observable by the public'.²⁰

Code of conduct

The purpose of Boxing Australia's Code of Conduct is to declare the standard of conduct they expect of its members, and to declare specific behaviour considered inappropriate and contrary to the interests of the sport. Actions or behaviour which are found to breach the code can result in disciplinary action.

All coaches, athletes, officials, representatives, volunteers, and members of Boxing Australia and its state and territory member associations are bound by this Code.

Under the Code, Boxing Australia expects its members to:

- treat all persons with respect and courtesy and have proper regard for their dignity, rights and obligations;
- always place the safety and welfare of children above other considerations;
- comply with all relevant federal and state laws, particularly anti-discrimination and child protection laws; and
- be responsible and accountable for their conduct.²¹

Inappropriate behaviour may include:

- discriminatory or offensive conduct towards or treatment of a person, related to their actual or presumed gender, marital status, pregnancy, parental status, race, age, disability, sexuality;
- transgender, religion, political belief or industrial activity;
- abusing, denigrating, harassing or attempting to intimidate any athlete, coach or official;
- victimising a person for making a complaint.²²

ACT Equal Opportunity Policy

Of interest, the ACT Boxing has an Equal Opportunity Policy which requires that the association shall provide equal opportunity to all members, including: boxers, coaches and officials, to participate in the affairs of the association without discrimination on the basis of race, colour, religion, age, sexual orientation or gender.²³

Complaints

Any person may make a complaint about a person or organisation bound by Boxing Australia's bylaw if they reasonably believe that it has been breached. A complaint should be reported to a Member Protection Officer and will be kept confidential.

A complaint can be about an act, behaviour, omission, situation or decision that someone thinks is unfair, unjustified, unlawful, or a breach of this Bylaw.²⁴

The bylaw also states that if a person feels they have been harassed or discriminated against, they can seek advice from a state or territory equal opportunity commission without being obliged to make a formal complaint. If the commission advises the person that the problem appears to be a type of harassment that comes within its jurisdiction, they may then make a decision as to whether or not to lodge a formal complaint with that commission.

Endnotes

¹ Boxing Australia Inc Chairman Ted Tanner.

² <http://www.aiba.net/home.aspx>.

³ <http://www.aiba.net/home.aspx>.

⁴ Boxing Australia 2005-2009 Strategic Plan at <http://www.boxing.org.au/documents/StrategicPlan2005-2006finalversion.pdf>.

⁵ Boxing Australia 2005-2009 Strategic Plan at <http://www.boxing.org.au/documents/StrategicPlan2005-2006finalversion.pdf>.

⁶ Boxing Australia Chairman Ted Tanner.

⁷ <http://www.ozboxing.org/rules.htm>.

⁸ <http://www.ozboxing.org/rules/gender.htm>.

⁹ <http://www.aiba.net/home.aspx>.

¹⁰ <http://www.ozboxing.org/health/safety.htm>.

¹¹ http://townsvillebulletin.news.com.au/common/story_page/0,7034,20087360%255E23218,00.html.

¹² 'Muslim boxer says no to test' by Josh Massoud in the *Daily Telegraph*, 10 August 2006.

¹³ 'Muslim boxer says no to test' by Josh Massoud in the *Daily Telegraph*, 10 August 2006.

¹⁴ http://www.dfat.gov.au/facts/indg_excel.html.

¹⁵ <http://www.ais.org.au/boxing/>.

¹⁶ <http://www.boxing.org.au/documents/MemberProtectionPolicy3%20on%20web.pdf>.

¹⁷ Boxing Australia ByLaws at <http://www.boxingaustralia.org.au/documents/BY-LAWS.pdf>.

¹⁸ Boxing Australia ByLaws at <http://www.boxingaustralia.org.au/documents/BY-LAWS.pdf>.

¹⁹ Boxing Australia ByLaws at <http://www.boxingaustralia.org.au/documents/BY-LAWS.pdf>.

²⁰ Boxing Australia ByLaws at <http://www.boxingaustralia.org.au/documents/BY-LAWS.pdf>.

²¹ Boxing Australia Code of Conduct.

²² Boxing Australia Code of Conduct.

²³ <http://boxingact.org.au/documents/policies/fairness.pdf>.

²⁴ Boxing Australia ByLaws at <http://www.boxingaustralia.org.au/documents/BY-LAWS.pdf>.



Cricket: *Cricket Australia*

‘The long term future of the game is dependent upon embracing all people irrespective of their age, gender, race, religion or ability’.¹

Much more than a game

Cricket is very much a world game. The International Cricket Council was founded in 1909 by Australia, England and South Africa. These three founding members have been joined by seven further full members, 32 associate members and 54 affiliate members. The game now boasts 96 member countries from all parts of the globe.

Cricket has been an important part of the Australian way of life for over a century. It is part of our national psyche and firmly entrenched in Australian culture. Famous players like Sir Donald Bradman and Steve Waugh are idolised and some of the great Test Matches – such as the infamous Bodyline series – have become important moments in our nation’s brief history.

Cricket is our nation’s main summer sport in terms of participants, spectators and media coverage. However, it is sometimes seen as an exclusive game, one reserved for certain groups in Australian society. Cricket Australia is adamant this is not the case and wants to change this perception.

Cricket Australia Chief Executive Officer (CEO) James Sutherland said: “Cricket is a genuinely national sport and for that to continue into the future, we must ensure it remains a game for all Australians to access, to participate and to be involved in”.²

Cricket Australia

Cricket Australia is the governing body of the game in Australia.

It is made up of six member associations: Cricket New South Wales; Queensland Cricket; South Australian Cricket Association; Tasmanian Cricket Association; Cricket Victoria; and Western Australian Cricket Association. The Australian Capital Territory Cricket Association and the Northern Territory Cricket Association are affiliate associations.

With the composition of Australia’s population rapidly changing, so too is the attention given to different sports in this country. While cricket may have a strong place in Australian culture today, it does not mean that it will remain that way unless the game evolves and continues to remain relevant to the broad community.

Cricket Australia understands that 25 per cent of Australians are born overseas and many have arrived in the country without any knowledge of cricket, its rules and its culture.³ Part of Cricket Australia’s Strategic Plan *‘From Backyard to Baggy Green’* acknowledges the need

for cricket to embrace the changing population, to encourage participation and involvement from non-traditional cricket groups, and to develop strategies to foster greater participation and inclusion.

In recognition of this fact, one of the most important areas of Cricket Australia is their Game Development Department, which is responsible for overseeing all cricket development activities. Among other things, one of the department's responsibilities is to increase cricket participation across the nation.

The annual Australian Cricket Census is an important tool to assess this support and a vital information system which is used for game development, setting targets, and monitoring successes and trends for the long-term enhancement of Australian cricket.

Who plays cricket?

To determine the number of players registered throughout Australia each year, Cricket Australia joins with the state/territory associations to send census forms to individual clubs. The Census results provide an insight into the demographics of participation in Australian cricket so that appropriate planning and programs can be set up.

The 2005–06 Australian Cricket Census showed that there were 4,094 cricket clubs, 35,189 club and school cricket teams and 543,433 participants in Australian cricket competitions and programs (of at least four games/sessions) in 2005–06. Of these participants, 486,639 (or 89.55%) were males and 56,749 participants (or 10.45%) were females.⁴

These figures do not include cricket matches or competitions arranged by organisations other than cricket clubs, associations, or schools, nor does it include participants in social/informal cricket activities.

In 2005–06 there were:

- 308,253 participants in traditional club cricket competitions (including women's competitions).
- 7,270 participants in non-traditional club cricket programs.
- 123,636 players in traditional school cricket competitions.
- 56,701 players in non-traditional school cricket programs.
- 47,573 players in entry level skills development programs, comprising:
 - 40,227 in the *Have a Go* Program,
 - 4,932 in *Kanga* Cricket,
 - 1,063 in *CricHit*,
 - 1,351 in other entry level programs.⁵

Table 1: Characteristics of Cricket Participation in Australia used in 2005–06	
JUNIORS	
In more than one team	7.03%
Club and HAG	17.07%
School	23.27%
Women/girls in clubs	2.49%
Indigenous	1.35%
Non-English speaking origin	11.25%
SENIORS	
In more than one team	11.45%
Women/girls in clubs	1.57%
Indigenous	1.94%
Non-English speaking origin	6.76%

SOURCE: *Survey of Cricket Clubs in Australia, 2004–05*.

The Census also presents the trends in cricket participation since the first national census in 2002–03, identifying 5.4 per cent per annum growth in total participation since 2002–03 and 13.61% growth in the most recent year (between 2004–05 and 2005–06).⁶

Cricket Australia does not, nor do any of the state and territory associations, collect data relating to socio-economic strata, disability, Indigenous or Culturally and Linguistically Diverse (CALD) people.⁷

At the launch of the Census in 2004, Cricket Australia’s CEO James Sutherland said: “The information provided by the Census enables us to be more strategic in our planning, and gives us an in-depth analysis of exactly who is playing cricket in Australia”.

“From this information, we can analyse cricket participation in specific regions and tailor our local programs accordingly. For example, statistics show us which regions need more coach education programs, which require more emphasis in schools, and where our Indigenous cricket programs will have the greatest impact.”⁸

Flagging the sport’s major challenge, Sutherland went on to say: “Cricket’s major battle is not winning the next Test or One Day International series. Our major challenge is overcoming inactivity amongst children, encouraging schools to keep playing cricket, having councils support more community cricket initiatives, ensuring more girls play cricket and helping make cricket accessible to Indigenous and minority groups”.⁹

Late last year Cricket Australia appointed a Senior Officer – Indigenous cricket. The new role, which is based in Darwin, was created to help drive Australian cricket’s strategy to substantially increase participation in cricket among Indigenous people.

The primary responsibility of this role is to develop and implement services and programs for Indigenous people to increase the current participation rate. The officer will also undertake significant work within the federal and Northern Territory cricket systems to work closely with the staff responsible for Indigenous cricket in the state and territory programs.¹⁰

The following report outlines strategies and projects that Cricket Australia (and state associations and cricket clubs) have implemented to achieve greater participation in the game from juniors, CALD groups and Indigenous people.

Youth and cricket

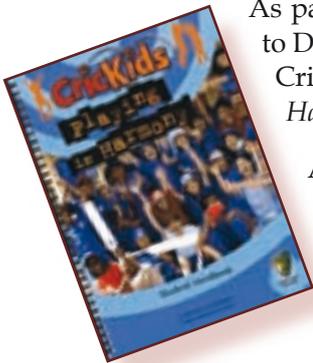
Cricket Australia, together with the state and territory cricket associations, run a comprehensive junior cricket program, which includes: *Milo Have-A-Go*, *Milo Have-A-Game*, *Milo Kanga Cricket* and *Milo Super 8's*. Over half-a-million young Australians participate in these development programs each year.

These cricket programs, which began in 1982, are conducted in a safe learning environment and teach children the fundamentals of the game, assist in developing co-ordination and ball skills, and maximise cricket participation for young boys and girls.

Cricket Australia's school education strategy has identified three goals:

1. A National Schools Cricket Strategy, which encompasses resources and programs to make cricket Australia's favourite sport.
2. The development of programs and resources to introduce and keep people in the game by building skills, participation levels and cricket pathways.
3. The retention of participants through the provision of a positive first experience of the game in whatever shape or form that may take.

CricKids Playing in Harmony program

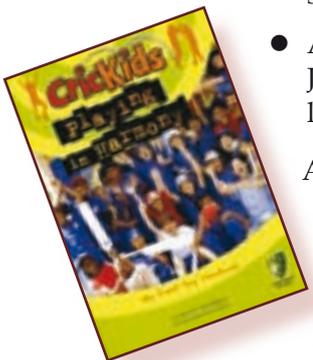


As part of the partnership with the federal Government, Cricket Australia's commitment to DIMA's Harmony Day initiative has identified some key links to their National Schools Cricket Strategy. As a result, Cricket Australia has developed the *CricKids Playing in Harmony* cricket resource.

A pilot of this program has recently been completed at specifically selected schools throughout Australia in 2006, with over 7,500 participants taking part in the initiative nation-wide. Cricket Australia's *CricKids* resources aim to introduce children to cricket through enjoyable and meaningful activities using tools available through the education sector. They include implementation using key learning areas, technology and alternative curriculum methodology.

The *CricKids* Playing in Harmony curriculum-linked resource includes:

- A Teacher's Handbook, a Student's Handbook and CD-Rom prepared for classroom activities: Topics within the module include bullying, anti-racism, harmony and respect.
- The Event Day Handbook: includes activities for students to work through with teachers, peers and parents about racism and respond to the reasons why we should say no to racism messages.
- A range of posters featuring Australian players such as Ricky Ponting, Brett Lee and Justin Langer, which highlight themes such as respect, racism, bullying, fair play, leadership and the spirit of cricket.

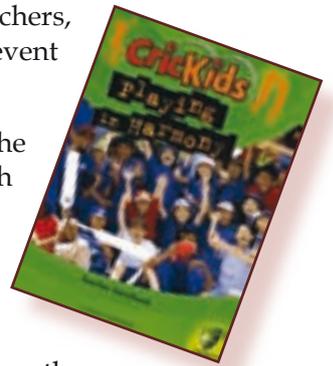


At a teaching resource and professional development day held in May 2006, the program was delivered to 26 pilot school representatives and officials from state cricket associations from around Australia. The program is endorsed by Cricket Australia's coach John Buchanan, and representatives from the Australian men's and women's cricket teams.

The 2006 *CricKids* Playing in Harmony pilot program's direct reach was to 117 teachers, 2,502 students (pilot schools) and 5,038 students (feeder schools involved in the event day).

The success of the pilot will result in over 13,000 Australian schools having the opportunity to be involved in the full program in March 2007, to coincide with Harmony Day activities throughout Australia.

CricKids programs are designed to be inclusive and provide meaningful engagement for all students regardless of age, ability, gender or culture. Currently *CricKids* programs include *CricKids* Ashes Challenge, *CricKids* School Cricket and *CricKids* Playing in Harmony, with continued research and development underway to build on the National Schools Cricket initiative.



Indigenous participation in cricket

Sport is a very important part of contemporary Aboriginal and Torres Strait Islander life. It is a means to enhance better health and has the potential to create positive individual and community wellbeing and life choices for Indigenous peoples.

Indigenous cricketers have a long history of involvement in the game in Australia, dating back to mid-nineteenth century. It was at this time that the game was introduced by pastoralists to the members of isolated communities, outposts and missions.¹¹

In 1866 an Indigenous squad was selected to tour England. The team consisted of 13 Aborigines from the Western District of Victoria and an English captain/coach, and played a total of 47 matches in 115 days abroad.

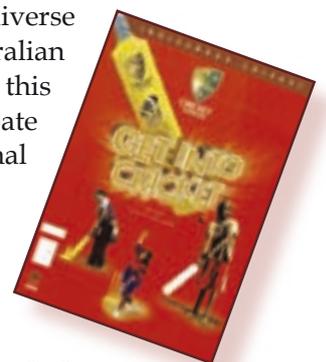
This represented the first occasion on which an Australian sporting team had ventured overseas. Interest in the history of Indigenous cricket in Australia was subsequently revived when a representative team was selected to tour England in 1988 as a means of commemorating the experience of 1868.

Aboriginal and Torres Strait Islander peoples demonstrate exceptional ability in a diverse range of sports. For example, among a population that is 2.8 per cent¹² of the total Australian population, they constitute eight per cent of Australian Football League players. At this point in time, however, few Aboriginal and Torres Strait Islander peoples participate in mainstream cricket and even fewer have competed at first class and international levels.¹³

In fact, only two Aboriginal people have represented Australia at the national level since the 1868 touring team – Faith Thomas, Women's Cricket Australia and Jason Gillespie, a member of the current Australian Men's Cricket team.¹⁴

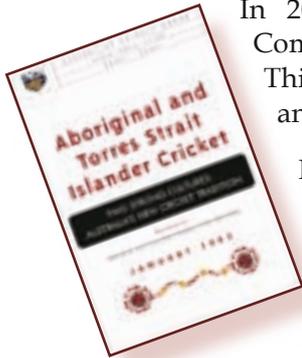
At the first Prime Minister's XI v ATSIC chairman's XI match in 2001, won by the ATSIC team, Mr Howard said: "There are a lot of things that contribute towards the reconciliation process and this is one of them". He praised the event as an opportunity for Indigenous cricketers to show their talent and a chance to redress what he called "a surprising imbalance of first class Indigenous cricketers".¹⁵

The match has since been abandoned following the demise of ATSIC. However, Cricket Australia's efforts to encourage Indigenous participation in the game have not suffered this same fate, and since 2000, continue to flourish.



Lifting the appeal of cricket among Indigenous Australians is one of the key priorities of Cricket Australia's strategic plan *'From Backyard to Baggy Green'*. It is committed under this plan to having 25,000 Indigenous players among its projected 550,000 participants by 2009.¹⁶

Two Cultures: Australia's New Cricket Tradition



In 2001, Cricket Australia established the National Indigenous Cricket Advisory Committee (NICAC) to help facilitate the growth of cricket in Indigenous communities. This committee consists of an Indigenous representative from each state and territory and several cricket representatives.

NICAC established a strategic plan titled *'Two Cultures: Australia's New Cricket Tradition'* in 2002 that outlines the main barriers to participation, key steps to develop programs and provide Indigenous Australian's with the opportunity to play cricket.

The main barriers to participation in cricket for Aboriginal and Torres Strait Islander peoples have been identified as:

- the difference and diversity of geographical location,
- the exclusiveness of the current structure of cricket,
- lack of financial resources,
- lack of role models working in and playing the game,
- lack of information and knowledge about the game, and
- the need for respect.¹⁷

Cricket Australia's Indigenous cricket program is about 'the Indigenous and cricket cultures working together for the benefit of both cultures'¹⁸ to overcome these barriers.

James Selby, from the Australian Sports Commission's Indigenous Sport Unit, believes the strength of *'Two Cultures: Australia's New Cricket Tradition'* is its holistic approach. "It is not just about running player clinics, it is also about developing skills in the community such as coaching, administration, umpiring and sports training," he said.¹⁹

The program has continued to thrive with assistance from the Australian Sports Commission's Indigenous Sport Program, state and territory cricket association representatives and Indigenous cricket representatives.

Other Cricket Australia initiatives to promote Indigenous cricket include: the employment of Indigenous Cricket Development Officers in several states, the implementation of Indigenous cricket coaching and umpiring courses around the country and the provision of equipment in Indigenous communities.

Former Australian captain Ian Chappell believes role models at the elite level are a key to cricket becoming a part of life within Indigenous communities. Previously "there was no real pathway to the top and I'm almost certain there was a prejudice, so that's what Cricket Australia is trying to do now, let people know that there is a way to the top," he said.²⁰

Indigenous cricket carnivals

The Imparja Cup, an all-Indigenous cricket carnival, was first held in 1994 as a Northern Territory community-based event between Alice Springs and Tennant Creek. Since then, it has expanded to become a national tournament and an important fixture on the Australian cricket calendar.

Hosted by Cricket Australia and Northern Territory Cricket, the Imparja Cup consists of four divisions to cater for cricketers of all capabilities.

Imparja, which means 'footprint', has grown steadily in the last few years and has encouraged Cricket Australia to intensify its efforts to reach urban, rural and remote Aboriginal communities.

NT Cricket have also developed the Indigenous Cricket Carnival in Darwin called the Larrakia Cup to increase Indigenous participation in cricket.

There are now Indigenous events in every state, such as the South Australia Lords Taverners Indigenous Cricket Carnival conducted by the South Australian Cricket Association, in conjunction with the South Australian Aboriginal Sport and Recreation Association.²¹

Encouraging diversity

Cricket Australia became an official partner of the Australian Government's Harmony Day initiative in 2006, which is celebrated on 21 March to help promote the nation's multicultural and diverse society.

The official partnership was launched by Cricket Australia CEO James Sutherland and the Minister for Citizenship and Multicultural Affairs during the Test Match at the Melbourne Cricket Ground in December 2005.

Mr Sutherland said: "Joining as a partner of Harmony Day was a natural fit in line with Australian Cricket's plans to take the game to Australians of all backgrounds and abilities. Harmony Day is also an opportunity for cricket to reinforce its zero tolerance on any behaviour that goes against our values of making our game a united one".²²

"Cricket is based on values of respect, goodwill, friendship and teamwork - the same principles that underpin the importance of Harmony Day."²³

In recent years, Cricket Australia has focussed on developing and increasing participation among females and Indigenous Australians. More recently, however, they have broadened their initiatives to embrace the wider community. State associations such as Cricket Victoria also share Cricket Australia's vision in recognising that 'the long term future of the game is dependent upon embracing all people irrespective of their age, gender, race, religion or ability'.²⁴

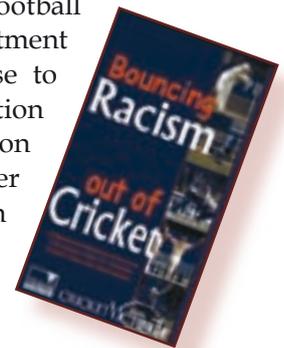
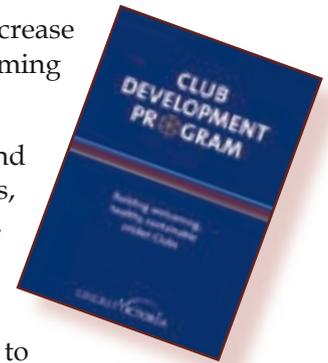
Cricket Victoria

In 2001, Cricket Victoria launched the *All-Embracing Program* with the aim of making cricket and cricket clubs inclusive for all groups within the community. Cricket Victoria identified five groups currently under-represented in cricket: people with disabilities; Indigenous people, people from Culturally and Linguistically Diverse (CALD) backgrounds; older adults and disadvantaged groups.



They have developed a range of resources not only to increase participation in cricket, but also to develop healthy and welcoming club environments. These resources include:

- *'Beyond the Boundary'* resource manual – aims to assist clubs and associations wanting to become inclusive by providing ideas, identifying potential barriers, recording success stories, describing existing programs and providing contacts for additional assistance.
- *Club development program* – CD-Rom resource available to clubs which aims to create cricket club environments that are healthy, welcoming and inclusive of all people.
- *Bounce racism out wristband* – a promotion of wristbands distributed throughout the club network and to the broader community with the message that racial abuse should not be tolerated.
- *Club forums* – held with clubs to educate members on the issue of racism.
- *'Bouncing Racism Out of Cricket'* video – Cricket Victoria, Football Victoria and Netball Victoria in partnership with the Department of Victorian Communities combined resources and expertise to develop a comprehensive racial and religious tolerance education program which is available and distributed to clubs. The education program includes two videos hosted by ex-AFL footballer Michael Long, which focus on ways to increase participation from diverse population groups in sport by minimising the risk of inappropriate behaviour, and by conducting activities that engender welcoming and harmonious environments.



Club Case study – Sunshine Heights Cricket Club

Developing a welcoming, inclusive club environment

Recognising the rich cultural diversity of their membership and local community, Sunshine Heights Cricket Club's leadership group encourages a club culture that 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 regarding sportsmanship, attitudes, and 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.

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.
- A highly developed feeling of mutual respect among 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 another sport.

*(*Case study taken from Cricket Victoria website)*

A summer of discontent

Given its very high public profile, being a member of the Australian Men's Cricket team requires players and officials to conform to high standards of fair play and personal behaviour on and off the field.

In view of this, it is not surprising that Cricket Australia was highly embarrassed by the racist taunts directed at visiting cricketers during the 2005–06 international series, which led to an International Cricket Council (ICC) investigation into the behaviour of Australian crowds.

The racist sledging of players by spectators started during the Perth Test in December 2005, when some South African players were referred to as 'kaffirs' by a small section of spectators in the crowd. Similar taunting was also reported by the South African players in Sydney, Melbourne and Brisbane. Members of the Sri Lankan team were subjected to calls of 'black c . . .' from spectators at the Adelaide Oval during a One Day International match on Australia Day.

Players haven't been the only targets. The International Cricket Council's regional anti-corruption and security chief, John Rhodes, was punched by a drunken spectator at Melbourne's Telstra Dome after being identified as South African.²⁵

Cricket Australia acted quickly to reinforce its zero-tolerance policy towards racist abuse, with security staff ordered to eject any perpetrators from the ground and heavy fines for racist behaviour. They are also considering following the example of European football and devising a register of 'undesirable' fans that would be distributed to gate attendants in a bid to stop those identified spectators entering international venues.

"I think it's embarrassing for Australian cricket that we are put in a position where this review has been implemented," said Cricket Australia CEO James Sutherland, adding that Cricket Australia would talk to state and federal governments about bans and fines for offending spectators.²⁶

Australian captain Ricky Ponting also came out swinging against racism in sport after the incident in Perth, backing Cricket Australia's zero tolerance stance on the issue. "There's no room in sport for racism whatsoever. The players are all very aware of that, the crowd needs to be aware of that and enjoy the game for what it is," he said.²⁷

ICC chief executive Malcolm Speed said "... respect for each other is a key component of the game and racist comments have no place in cricket. The fact that this is an isolated incident by a small number of people in one country does not lessen the game's resolve to address the issue".²⁸

The report into the allegations of racist behaviour by India's Solicitor-General Goolam Vahanvati found that racial comments were made, but indicated that Cricket Australia's processes for dealing with the matter were appropriate.

It is now a condition of entry into the ground or matches for Cricket Australia's 2006-07 international cricket season that patrons do not 'engage in any conduct, act towards or speak to any player, umpire, referee or other official or other patron in a manner which offends, insults, humiliates, intimidates, threatens, disparages or vilifies that other person on the basis of that other person's race, religion, colour, descent or national or ethnic origin'.²⁹

Patrons can be refused entry to the venue or removed from the ground if in breach. They can also be prohibited and disqualified from purchasing tickets for, or entering into, any match played under the auspices of Cricket Australia and/or have legal action taken against them in connection with such matters.³⁰

Cricket Australia also has a racism officer (General Manager, Public Affairs, Peter Young), who was appointed by the ICC to act as a point of contact for such matters. He is one of six such officers world-wide.

However, identifying racial abuse in huge crowds is a process fraught with significant difficulties - even if it is clear what section of the ground the abuse has come from, the offenders have often left that area by the time security gets there.³¹

ICC amends Anti-Racism Code

In September 2006, the International Cricket Council Chief Executives Committee (CEC) agreed to adopt and implement an amended Anti-Racism Code signaling a new attack on racist behaviour.

The amendments are designed to allow ICC members to impose a range of punishments on spectators found guilty of racist abuse, ranging from ejection from the venue to life bans. While venues could be stripped of international status if management and ICC member countries fail to uphold the code.

ICC chief executive Malcolm Speed said: "Cricket is a sport which reflects the world's diversity with a range of races and religions all involved. That diversity is something the game can be proud of and our anti-racism code is something that emphasises the commitment of all our members to maintaining and enhancing it".³²

The ICC also agreed to a series of anti-racism initiatives including: commissioning an eminent qualified lawyer to draft legislation dealing with racist behaviour at matches; text or telephone hotlines to be installed at venues where fans can report offensive behaviour; appointing players as anti-racism ambassadors and holding 'diversity days' where fans are encouraged to embrace the range of religions and cultures among cricketing nations.

Deep concerns remain

For racism to have infected Australia's national summer pastime and a sport long regarded as one of the world's most 'civilised' games is deeply concerning for a country that prides itself on being fair-minded and multicultural.³³

So too is a recent survey of cricket fans, which indicates opinion is divided on the contentious behaviour of Australian crowds. Many seem to think there is no problem at all. A poll on cricket website baggygreen.com.au found that 46 per cent of 12,000 respondents believed crowd behaviour had been acceptable during the 2005–06 summer season.³⁴

Sydney Morning Herald journalist Alex Brown said: "Such outbursts by Australians – sportspeople, spectators, administrators or commentators – can no longer be cast aside as one-offs, giggled at behind closed doors then swept under the carpet. And no sport is more aware of this than cricket, for which race-related controversies have been damaging in recent years".³⁵

On top of last summer's controversy – and just three years after Australian batsmen Darren Lehmann was suspended for five one day matches for audibly uttering 'black c....' after his dismissal by Sri Lanka in a limited overs match in Queensland in 2003 – there was a racist outburst on international television by former Australian Test batsman Dean Jones in August 2006.

Jones was sacked from his job as a television commentator after referring to South African Muslim batsman Hashim Amla as a "terrorist". Amla is a devout Muslim who wears a beard for religious reasons and has successfully negotiated with the South African team's main sponsors, SA Breweries, not to wear the Castle Lager logo on his playing and practice gear.³⁶

While Jones did apologise to Hashim and assure him that prejudice against anybody, on any basis, is unacceptable and is not something he condones, Cricket South Africa chief executive Gerald Majola was scathing: "This kind of insulting racial stereotyping has no place in cricket and must be stamped on swiftly".³⁷

Alex Brown summed this up: "This, of course, is not merely the problem of Cricket Australia. This is a national issue. Our reputation as a fair and tolerant sporting nation has taken a battering in recent years. Yet the biggest problem is not how we are perceived outside our borders, but rather how we perceive ourselves. If, after the Jones controversy, we tolerate the outburst and roll our collective eyes at the whistleblower, we have a problem far more serious than mere overseas perception".³⁸

The Spirit of Cricket

Cricket legend Sir Donald Bradman said that: "*it is the responsibility of all those that play the game (the custodians) to leave the game in a better state than when they first became involved*".³⁹

Cricket Australia strongly believes that cricket's appeal to fans and participants is closely related to the values that are firmly entrenched in the game, whether it is at international or local level.

As such, strengthening and protecting the spirit of cricket is one of the four priorities of their formal strategic plan *'From Backyard to Baggy Green'*. Their formal strategy includes a wide range of initiatives designed to help create an environment in which the game's values can be upheld. This includes educating the cricket community on codes and policies which enforce these values, as well as promoting the positive aspects of the game.

Cricket Australia's junior cricket policy



Cricket Australia along with state and territory associations have developed policies to help make the sport of cricket, safe, fun and enjoyable for people of all ages and ability. One of these is Cricket Australia's junior cricket policy, which was launched in August 2006, and aims to provide national direction and guidance on safety and development issues for juniors, to local cricket associations, clubs, schools, officials, parents and players throughout Australia.

In this policy it outlines a code of behaviour which identifies the key principles on which coaches, teachers, umpires, officials, parents and players should base their cricket involvement.

The policy covers areas such as: equity and access; player development and game formats; safety and injury prevention; growing and managing junior clubs; spirit and etiquette of the game; and codes of behaviour.



The codes all state to: 'respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion' and for umpires to 'give all young people a 'fair go' regardless of their gender, ability, cultural background or religion'.⁴⁰

The Codes of Behaviour were developed by the Australian Sports Commission's 'Active Australia' initiative and have been adapted to reflect the principles and spirit of cricket in Australia. Cricket Australia recommends the adoption of these codes by clubs and schools, with distribution of the Codes of Behaviour to all appropriate groups at the start of the current cricket season. They should apply in addition to, rather than as a substitute for, any other codes that a school, club or association may have in place.

Racial and Religious Vilification Code

Cricket Australia has a racial and religious vilification code which has been adopted for all national competitions under their direct auspices. The code stipulates that 'a player will not engage in any conduct, act towards or speak to any other player in a manner, which offends, insults, humiliates, intimidates, threatens, disparages or vilifies the other player on the basis of that player's race, religion, colour, descent or national or ethnic origin'.⁴¹

The code makes mention of Human Rights and Equal Opportunity Commission's legislation and mentions how this code does 'not restrict or prohibit any player from pursuing other legal rights they may have in relation to racial and religious vilification'.⁴²

Cricket Australia also recommends that all cricket associations, clubs and schools adopt this code and be pro-active in educating junior participants' interpretation of it.

What if the code is breached?

Cricket Australia advises, where adults are involved with a breach of the code, that they be dealt with seriously and remedial action should be a mandatory requirement by clubs and associations. In more serious cases, a conciliation procedure should be considered and conducted by a representative of the equal opportunity commission in the state where the breach has purportedly occurred. The conciliation should involve the complainant, umpire/officials who initiate the complaint, the respondent, and any supporting documentation.

Guidelines also exist for breaches of the code by cricket coaches, which in some instances may result in the withdrawal of their coaching accreditation.

Where junior players are in breach of the code, educating the player should be paramount. Cricket Australia recommends that in the event of a vilification incident occurring, the organisation should have in place clear procedures on how to report, deal with, and take action upon it. Clear procedural guidelines must be developed and understood by participants and there must be an understanding of who, how and why problems need to be handled within associations, clubs and schools. Remediation or penalty should be appropriate to the player's maturity and comprehension of the situation.

Cricket Australia's website also links to several other important policies to assist with providing a better club environment including: the Good Sports Program; *Play by the Rules*; and School Sport Australia.

Elite level players

In 2003, Cricket Australia's contracted players wrote a code that represents the spirit in which they seek to play the game. It states: 'we do not condone or engage in sledging or any other conduct that constitutes personal abuse' and 'we acknowledge and respect that our opponents may hold different cultural values and beliefs from our own, and value the diversity and richness this adds to the game. By treating our opponents with dignity and forging bonds of mutual respect, we will overcome any cultural barriers'.⁴³

The '*Spirit of Cricket*' message is promoted to clubs and players by promotional cards featuring Australian cricket player Adam Gilchrist and Australian captain Ricky Ponting.



Australian and state players are also bound by the Code of Behaviour, which includes anti-harassment, and racial and religious vilification policies. Players are briefed and educated on the code when they become contracted players.

As an ICC full member, Australian players are also bound by the ICC Code of conduct, where penalties can apply if players are found to breach the code, which is defined as: 'using any language or gesture that offends, insults, humiliates, intimidates, threatens, disparages or vilifies another person on the basis of that person's race, religion, gender, colour, descent or national or ethnic origin'.⁴⁴

Endnotes

- ¹ Cricket Victoria CEO Ken Jacobs in the foreword to *Beyond the Boundary* Resource manual.
- ² Quote from Cricket Australia Chief Executive Officer (CEO) James Sutherland in Cricket Australia media release 'National Indigenous cricket role appointed in Darwin', 20 October 2005.
- ³ 'Stupid few shade inclusive path' by Mike Coward in *The Australian*, 4 February 2006.
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- ⁶ 2005–06 Australian Cricket Census.
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- ²⁹ Cricket Australia *Conditions of entry to the venue 2006–07* at http://cricket.com.au/_content/document/00000078-src.pdf.
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- ³⁵ 'Jones has dropped us down the order' by Alex Brown in SMH online at <http://www.smh.com.au/news/cricket/me-and-my-big-mouth/2006/08/08/1154802888117.html> 9 August 2006.
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Cycling: *Cycling Australia*

'A major player in Australian's sporting culture . . . growing from its rich heritage into a truly national sporting activity accessible to all Australians'.¹

Australians cycle for many reasons, including transport, recreation, health, economics, sport and social interaction, and are present across all socio-demographic groups.²

The profile of cycling in Australia has been elevated in recent times by the outstanding success of the national team at the Athens Olympic Games and the impact of that success has carried on into 2006. The national championships attracted widespread coverage, as did Australian performances on the international stage in track and road events and, to a lesser extent, mountain bike events.

In 2006, Australia had its largest contingent yet to ride the Tour de France, with Cadel Evans finishing fourth overall and Robbie McEwen winning the coveted green jersey for the Tour's best sprinter.³ In fact there is rarely a week when cycling does not feature in the sports section of a major daily newspaper.

Cycling Australia

Cycling Australia is the national governing body for the competitive cycling disciplines of road, track and mountain bike in Australia (and soon to integrate bicycling motocross (BMX)).⁴

Each territory and state cycling association is an affiliated organisation (member) of Cycling Australia. All cyclists are members of their state associations through cycling club membership, with over 230 affiliated cycling clubs nationally.

Cycling Australia is affiliated with the Australian Sports Commission (ASC), the International Cycling Union, the Australian Olympic Committee and the Australian Commonwealth Games Association.

Who cycles?

Cycling is available to all Australians regardless of their age, gender, race, geographical location or ability and is growing in popularity.⁵

In 2005, the sport had amazing growth in formal club membership – a record increase of over 12.5 per cent – allowing it to eclipse 12,000 (12,437) members for the first time ever.⁶

The increase was reflected across a number of membership categories, including the 'Ride It' recreational and non-competitive membership, a 10 per cent growth in masters cyclists

and good growth in junior age groups from U11 through to U17. Female membership grew by three per cent in 2005, and women now represent 17.5 per cent of total membership, compared with less than 10 per cent in the late 1990s.⁷

Much of this growth can be attributed to the work of development staff and the continued success of the sport at the elite level. The challenge is to harness and capitalise on this trend to maximise cycling's growth opportunities.⁸

The highest rates of bicycle ownership are in the Australian Capital Territory, Hobart and Perth, where more than 60 per cent of people have access to a bicycle. The lowest rate of bicycle ownership is in Sydney, where less than 30 per cent of people have access to a bicycle.⁹

There is no data on participation levels of Indigenous people or those from a cultural or linguistically diverse background.

Sport development

Cycling Australia CEO Graham Fredericks said: "2005 was a key year in the planning of the next quadrennial cycle through to Beijing (2008), and beyond. A greater focus has been placed on underpinning programs, developing the next generation of athletes, coach development and athlete welfare".¹⁰

Despite this statement, there are no identifiable programs that are specifically aimed at increasing participation amongst Indigenous people or people from culturally and linguistically diverse communities. However, Cycling Australia has stated that they see no reason to focus on particular groups as they encourage membership and participation from everyone.

Increasing participation



Cycling is characterised by a very large community participation rate in the activity of cycling, but a relatively low membership rate in the sport of cycling. To address this gap, Cycling Australia, in conjunction with the ASC, has developed a new participation program designed to attract new riders called 'Full Cycle'.¹⁰

'Full Cycle' is based around increasing participation at the grass roots level in order to provide cycling as a viable alternative sport choice for all Australians.

Full Cycle consists of three supporting programs consisting of a new participation licence category and participation event program called 'RideIt', and two skills based programs: 'J-Cycle' aimed at children ages 6-16 and 'SkillCycle' aimed at people aged 25 to 55 years.¹¹

'RideIt' provides recreational and novice cyclists with friendly events in a professionally run and managed setting. There is an emphasis on the core values of personal challenge, participation with others and fun. It is envisioned that the 'RideIt' national calendar of events will include several 'Ride with the Champions' participation rides that will allow people to meet Australia's world champion athletes.

'SkillCycle' is a club-based program targeted at recreational cyclists aged between 20 and 65 years that offers skills training, fitness development and participation in simple competitions.

'J-Cycle' is a skills-based program run over eight sessions covering the fundamental safety issues, as well as an introduction to the skills required for racing. *'J-Cycle'* is aimed to encourage children to be 'cyclist aware' as well develop an interest in cycling.¹²

The program is highly suited to regional areas where many strong clubs exist, but there is no geographic factor that limits the suitability of the program to any specific area. Regional clubs have been vocal in seeking this type of development activity for young participants.

An increase in membership in 2005 has confirmed the success of the program, *'Ride-It'* recreational events are becoming more popular, and Cycling Australia's clubs and promoters are joining in this trend with numerous small and large scale rides being organised around the country.

2006 is the third and final year of ASC funding for the *'Full Cycle'* project under the Targeted Sports Participation Growth Program. Cycling Australia is confident that *'Ride-It'* and the skills course will continue as development programs and further resources will be allocated to support their marketability and implementation. These resources will include audio visual material on DVD to promote the benefits and content of the programs.¹³

Cycling Australia has also produced a handbook titled *'Getting Started In Cycling'* on behalf of its affiliated clubs to assist new members adapt to the sport. It aims to answer questions from new members on road, track or mountain bike cycling.

Junior sport policy

Given the length of time since the junior sport policy has been reviewed and that the Australian Sports Commission now has a new framework in place as a base for such a policy, Cycling Australia is currently redrafting this document. Accordingly, the current policy has now been withdrawn (from July 2006).

The Cycling Australia Coaching Commission is reviewing this document and will submit a new policy for adoption by the Board of Management as soon as possible.¹⁴

P.E.D.A.L.

P.E.D.A.L. is a five-point plan developed by the Cycling Australia in 2004 to set fundamental guidelines that promote cultural awareness and support for the promotion of a drug-free environment in cycling; and to enhance the holistic individual development of athletes, encompassing sport, career, education and personal life skills. Of relevance to this project, this includes:

Progressive introduction

Cycling Australia will actively encourage young cyclists to either finish school or learn a trade or job skill before beginning full-time participation in the national program. They will be introduced into the program in stages to enable them to make an easier transition into the world of a full-time cyclist.

Athlete advocate

Cycling Australia will introduce 'athlete advocates'; people who are respected by both athletes and the staff and who can act as mentors and counsellors for the elite cyclists.

Advocates will also sit down with each new recruit and explain the athlete agreement, code of conduct, disciplinary procedures and anti-doping policy and answer any questions the athlete may have.

Life skills and personal responsibility

This system will form an integral part of the national program and is already in place with the Under 23 program in Italy; where athletes are given a place to live, an allowance and are responsible for their own budgets, cooking, cleaning, washing and other domestic responsibilities. Educational opportunities will be available to assist athletes to learn skills and gain experience for later life. The athletes will be actively involved in developing this scheme.¹⁵

Code of conduct

The purpose of the Code of Conduct is to describe the type of behaviour which Cycling Australia seeks to promote and encourages its members and supporters to adopt.¹⁶ This includes:

- treat all persons with respect and courtesy and have proper regard for their dignity, rights and obligations;
- operate within the rules and spirit of the sport;
- comply with all relevant Australian laws (federal and state), particularly anti-discrimination and child protection laws.¹⁷

The code states that Cycling Australia wishes to operate in an environment that is free from harassment and discrimination, where everyone is treated equally regardless of gender, ethnic origin or religion. (Cycling Australia also refers to ASC Guidelines for Harassment-Free Sport).

The code also protects against 'sledding' other athletes, officials or event organisers. Sledding is defined as a statement that is deemed to denigrate and/or intimidate another person, or behaviour likely to constitute emotional abuse and any form of harassment.¹⁸

Member Protection Policy

Cycling Australia recognises that all those involved in the sport cannot enjoy themselves, perform to their best, or be effective or fully productive if they are being treated unfairly, discriminated against or harassed because of their sex, marital status, pregnancy, parental status, race, age, disability, homosexuality, sexuality, transgender, religion, political belief and/or industrial activity.¹⁹

Cycling Australia prohibits all forms of harassment and discrimination, not only because it is against the law, but because it is extremely distressing, offensive, humiliating and/or threatening and creates an uncomfortable and unpleasant environment.

Their Member Protection Policy aims to ensure its core values, good reputation and positive behaviours and attitudes are maintained. It assists in ensuring that every person involved in the sport is treated with respect and dignity, and is safe and protected from abuse. This policy also ensures that everyone involved in the sport is aware of their legal and ethical rights and responsibilities.

Part of this MPP are policies which provide procedures to show their commitment to eliminating discrimination, harassment, child abuse and other forms of inappropriate behaviour from cycling. As part of this commitment, Cycling Australia will take disciplinary action against any person or organisation bound by this policy if they breach it.

Discrimination and Harassment Policy

Cycling Australia aims to provide a sport environment where all those involved in its activities are treated with dignity and respect, and without harassment or discrimination.

Descriptions of some of the types of behaviour which could be regarded as harassment or discrimination are provided below:

Discrimination means treating or proposing to treat a person less favourably than someone else in certain areas of public life on the basis of an attribute or personal characteristic they have – such as race or religious belief/activity.²⁰ Some states and territories include additional characteristics.

Discrimination is not permitted in the areas of employment (including volunteer and unpaid employment); the provision of goods and services; the selection or otherwise of any person for competition or a team (domestic or international); the entry or otherwise of any player or other person to any competition; obtaining or retaining membership of an organisation (including the rights and privileges of membership).

Requesting, assisting, instructing, inducing or encouraging another person to engage in discrimination may also be discriminatory conduct.

Harassment is any type of behaviour that the other person does not want and does not return and that is offensive, abusive, belittling or threatening. The behaviour is unwelcome and of a type that a reasonable person would recognise as being unwelcome and likely to cause the recipient to feel offended, humiliated or intimidated.

Unlawful harassment may include targeting a person because of their race, sex, pregnancy, marital status or sexuality. Whether or not the behaviour is harassment is determined from the point of view of the person receiving the harassment. The basic rule is if someone else finds it harassing then it could be harassment.

Harassment may be a single incident or repeated. It may be explicit or implicit, verbal or non-verbal.

Vilification involves a person or organisation doing public acts to incite hatred towards, serious contempt for, or severe ridicule of a person or group of persons having any of the attributes or characteristics within the meaning of discrimination. Public acts that may amount to vilification include any form of communication to the public and any conduct observable by the public.

Complaints

The organisation aims to provide an easy-to-use, confidential and trustworthy procedure for complaints, based on the principles of natural justice. Any person may report a complaint about a person/s or organisation if they reasonably believe that they have breached the policy. A complaint should be reported to a MPO or the CEO.

A complaint may be reported in an informal or formal way. The complainant decides whether the complaint will be dealt with informally or formally unless the MPO, in consultation with the CEO, considers that the complaint falls outside the parameters of the organisation's policies and would be better dealt with another way.

All complaints are to be dealt with promptly, seriously, sensitively and confidentially.

Promoting these policies

In the interests of ensuring these policies are understood and adhered to, Cycling Australia affiliated associations and clubs must:

- adopt, implement and comply with this policy;
- publish, distribute and promote this policy and the consequences for breaching it;
- promote appropriate standards of conduct at all times;
- promptly deal with any breaches of or complaints made under this policy in an impartial, sensitive, fair, timely and confidential manner;
- apply this policy consistently without fear or favour;
- recognise and enforce any penalty imposed under this policy;
- ensure that a copy of this policy is available or accessible to the persons to whom this policy applies;
- appoint or have access to appropriately trained people as Member Protection Officers (MPOs) to receive and handle complaints and allegations and display the names and contact details of MPOs in a way that is readily accessible; and
- monitor and review this policy at least annually.²¹

Cycling Australia is pushing ahead with the next phase of the cycling National Operations Centre (NOC), which will encompass a single content management system for all Cycling Australia and state websites, a central web structure, design and maintenance service, on-line race entry services available to all states, legislation compliant centralised e-mail server, upgraded security protocols and an e-commerce facility with provision for new membership on-line.

The online membership renewal was successful in its first year of implementation, with increased membership growth accounted in part to the easier registration processes. Further improvements to the processes will follow in 2007.²²

Endnotes

- ¹ Cycling Australia's *Vision Statement* at <http://www.cycling.org.au/Content/NavigationMenu/AboutUs/Mission/Mission.htm>
- ² Australian Cycling: *The National Strategy 1999–2004* at <http://www.abc.dotars.gov.au/downloads/auscycling.pdf>.
- ³ www.cycling.org.au.
- ⁴ http://www.cycling.org.au/Content/NavigationMenu/News_and_Media/CA_Memos/Communique_11.htm.
- ⁵ www.cycling.org.au/Content/NavigationMenu/AboutUs/Mission/Mission.html.
- ⁶ <http://www.cycling.org.au/Content/NavigationMenu/AboutUs/AnnualReport/05Annualreport.pdf>.
- ⁷ <http://www.cycling.org.au/Content/NavigationMenu/AboutUs/AnnualReport/05Annualreport.pdf>.
- ⁸ <http://www.cycling.org.au/Content/NavigationMenu/AboutUs/AnnualReport/05Annualreport.pdf>.
- ⁹ *Bicycling Australia: Bicycle Ownership, Use and Demographics 2004* at http://www.abc.dotars.gov.au/downloads/Australia_Cycling-Draft-July_2004.pdf.
- ¹⁰ <http://www.cycling.org.au/Content/NavigationMenu/AboutUs/AnnualReport/05Annualreport.pdf>.
- ¹¹ <http://www.cycling.org.au/Content/NavigationMenu/SportDevelopment/Participation/Participation.htm>.
- ¹² <http://www.cycling.org.au/Content/NavigationMenu/SportDevelopment/Participation/Participation.htm>.
- ¹³ <http://www.cycling.org.au/Content/NavigationMenu/AboutUs/AnnualReport/05Annualreport.pdf>.
- ¹⁴ www.cycling.org.au/Content/NavigationMenu/News_and_Media/CA_Memos/060713_Withdrawal_Ju.htm.
- ¹⁵ http://www.cycling.org.au/Content/NavigationMenu/AboutUs/P_E_D_A_L/P_E_D_A_L.htm.
- ¹⁶ www.cycling.org.au/Content/NavigationMenu/AboutUs/Mission/Mission.htm.
- ¹⁷ *Cycling Australia Code of Conduct* at <http://www.cycling.org.au/SourceCollections/ACFAF0F.PDF>.
- ¹⁸ *Cycling Australia Code of Conduct* at <http://www.cycling.org.au/SourceCollections/ACFAF0F.PDF>.
- ¹⁹ *Cycling Australia Code of Conduct* at <http://www.cycling.org.au/SourceCollections/ACFAF0F.PDF>.
- ²⁰ *Cycling Australia Code of Conduct* at <http://www.cycling.org.au/SourceCollections/ACFAF0F.PDF>.
- ²¹ *Cycling Australia Code of Conduct* at <http://www.cycling.org.au/SourceCollections/ACFAF0F.PDF>.
- ²² http://www.cycling.org.au/Content/NavigationMenu/News_and_Media/CA_Memos/Communique_11.htm.



Football (Soccer): *Football Federation Australia*

"I'd argue with kids at school and they all were convinced that rugby league was the most popular world sport. That shows how isolated Australia was. Soccer had to be introduced by migrants. We've come a long way."¹

A Brazilian Ambassador once wondered whether Australians had a linguistic or an anatomical problem, since they seemed to reserve the term 'football' for games in which the players predominantly use their hands.² Such is the seeming contradiction in Australia where the term for the game played with the feet is called soccer and football (which is rugby league, rugby union or Aussie rules depending on where you live) is played mostly with the hands.

Football is no longer the poor cousin of the 'big four' national sports in Australia – cricket, rugby league, Australian rules football and rugby union. Following the 2006 FIFA World Cup, the game has finally come of age in Australia and is starting to seriously challenge the other sports for spectator, sponsor and media support.

Tracing football's roots

Playing a ball game using the feet has been happening for thousands of years. Early history reveals at least half a dozen different games, varying to different degrees, which are related to the modern game of football.

The earliest form of the game for which there is reliable evidence dates back to the 2nd and 3rd centuries B.C. in China. Another form of the game, also originating in the Far East, was the Japanese Kemari, which dates from about 500 to 600 years later and is still played today.³

However, it is almost certain that the development of the modern game took place in England and Scotland. It was a game that flourished in the British Isles from the 8th to the 19th centuries, although there were a considerable variety of local and regional versions. It was also more disorganised, more violent and more spontaneous than all previously known forms of the game and was usually played by an indefinite number of players.⁴

Officially, the modern game began in 1863 in England, when rugby football and association football branched off on different courses and the world's first football association – The Football Association in England – was founded. This was followed by the Scottish FA (1873), the FA of Wales (1875) and the Irish FA (1880).⁵ National associations in other countries throughout Europe and the rest of the world soon followed.

The need for a single body to oversee the world game became apparent at the beginning of the 20th century with the increasing popularity of international fixtures. The *Fédération*

Internationale de Football Association (FIFA) was founded in Paris on 21 May 1904, with representatives from associations of: France, Belgium, Denmark, Netherlands, Spain, Sweden and Switzerland.⁶

FIFA remains the international governing body of football and today comprises 207 national federations and their associated men's national teams, as well as 129 women's national teams.⁷ It is one of the biggest – and certainly the most popular – sports federations in the world.

FIFA is split into six confederations which oversee the game in the different continents and regions of the world, including the Asian Football Confederation (to which Australia belongs having joined on 1 January 2006 after previously belonging to the Oceania Confederation).

Football in Australia

The story of Australian football began in the 1880s when British settlers brought the game to the mainland colonies of Australia. It was very much a migrants' game, with a strong Scottish influence in many areas.

The Wanderers and the Kings School played the very first recorded game in Australia on Parramatta Common in 1880.⁸ By the early 1900s, clubs and state associations had developed in every state.

In 1921 the Australian Soccer Association was formed and the Australian national team played their first games on a tour of New Zealand the following year.

During the 1950's and 1960's the British were joined by post-war migrants from all over Europe as the flood of 'new Australians' transformed football across the country and the game boomed.⁹ Many joined soccer clubs as a way to make friends, continue links with their old country and play the game they loved. The club names often reflected the players' cultural background – the Czech club was 'Prague', the Jewish club was 'Hakoah' and the Italian club was 'Apia'.¹⁰

The game came into national prominence in 1974 when an Australian team qualified for the first time for the FIFA World Cup in Germany. The team was made up of all sorts of part-timers – a private detective, a tailor, a scrap-metal merchant, a milkman, teachers, coalminers and labourers. Their captain and centre-back, Peter Wilson, who had emigrated from England in 1969, recalled that many had trouble getting time off work to go to the finals.¹¹

Jump forward to 2003 – and Soccer Australia (the previous name of Football Federation Australia – FFA) was haemorrhaging money and close to insolvency. The National Soccer League was generally considered to be sub-standard on and off the field and its image had been irreparably sullied by many years of mismanagement and ethnically-based trouble.¹²

As FFA CEO John O'Neill describes: "Relations with players were strained and unworkable, sponsorship and media deals flawed and untenable, relations between the various stakeholders were dysfunctional, and Australian Soccer had a somewhat justified reputation for nepotism, parochialism, jingoism and shoddy practices, and was constantly under attack in the media."¹³

As a result, the federal Government initiated an independent review into the running of football in Australia, titled '*the Crawford Report*', which showed what a sorry state the game

was in. The government demanded that the sport embrace fundamental structural and constitutional reforms contained in the Report and backed this up with essential funding.

Almost three years later, the situation has changed considerably. FFA now has commercial partnerships with the federal Government, Fox Sports, SBS and Qantas, which underpin a \$60m business, which has grown at close to 100 per cent each year since 2003.¹⁴

In 2005, FFA launched a new domestic national competition, known as the Hyundai A-League. The competition has eight participating clubs located in Auckland (New Zealand), Adelaide (South Australia), Brisbane (Queensland), Central Coast (New South Wales), Melbourne (Victoria), Newcastle (New South Wales), Perth (Western Australia) and Sydney (New South Wales). The inaugural season was a great success and the second season is following on just as strong.

Football Federation Australia (FFA)

FFA is the governing body for football in Australia. As such, it is responsible for the governance of the game, ensuring the highest standards of conduct and overseeing the sport's growth and development.

The FFA is committed to 'providing the leadership to foster a unifying new football culture in Australia which embraces success, diversity, professionalism, integrity and the universal appeal of the game'.¹⁵

FFA broadly follows a federation structure and includes member representatives of governing bodies of the Australian Capital Territory, New South Wales, Northern New South Wales, Northern Territory, Queensland, South Australia, Tasmania, Victoria and Western Australia. Each of these governing bodies has to comply with the FFA constitution, applicable statutes, by-laws and regulations and is responsible for the game within their respective geographic regions. FFA membership also includes a representative of the clubs participating in the A-League and representatives of FFA standing committees.

FFA is responsible for managing the new national A-League football competition and international games. It is also responsible for the Qantas open Men's team (Socceroos), Qantas Men's Under 23's, Qantas Young Socceroos (Men's U20), Qantas Joeys (Men's U17), Qantas open women's team (Matildas), Qantas Young Matildas (Women's U20), Qantas Futsalroos and Paralympic football.

In August 2006, FFA submitted new national regulations to FIFA for approval which they hope to implement at the start of 2007. These new regulations – the result of extensive consultation with state and territory federations and representatives from zone/district and club levels – aim to provide a uniform framework to govern the game by ensuring fairness, respect and protection for players, referees and coaches.

FFA Chief Executive Officer John O'Neill said: "For too long, this sport has been fractured with local committees, mostly with the best of intentions, developing their own regulations. These new national regulations will provide the framework for all clubs and districts to administer the game correctly".¹⁶

An important part of the new regulations is a National Player Registration Scheme, in line with FIFA regulations, which from 2007 will require all players to register with the FFA, as well as their club.

This scheme will be supported by a state-of-the-art, secure, online membership system that will enable the state/territory member federations, zones/districts/associations and clubs to register and communicate directly with their members, manage competitions and meet other needs of the football community.¹⁷

FFA Chairman Frank Lowy said: “These regulations ensure that from now on football will operate uniformly across Australia for the benefit of clubs, and most importantly, to ensure that all participants in the game of football are treated equally and fairly and thereby provide opportunity for all”.¹⁸

Who plays football?

Football is the biggest participation team sport in Australia with over 450,000 registered players.¹⁹

More than 700,000 players participate in organised football competition with clubs and schools affiliated to FFA. However, this does not include other non-affiliated or informal participants, like church-based competitions or corporate or social leagues. A recent Roy Morgan poll estimated that 1.218 million people in Australia ‘play football’.²⁰

FFA does not currently have any data on the number of Indigenous people or those from CALD backgrounds who play the game in Australia. However, the introduction of the national online registration system commencing next year should provide figures for these groups.

A new sport on the block

The changes to football in Australia over the last three years have been quite remarkable. The new Hyundai A-League is now built on a one-team-one-city model, the standard of competition has improved, and there is strong spectator support. More than 40,000 spectators who attended last season’s grand final at Sydney’s Aussie Stadium is testament to this fact. In addition, more than a million spectators went through the turnstiles at the 90 matches last season, with crowds averaging over 11,500.²¹

The audience is predominantly young – more than 65 per cent under 35 years of age. They are also broadly representative of Australia’s culturally diverse population – more than 44% of the A-League’s audience in the first season was at least second generation Australian (compared to 41% in the broader population).²²

What is missing is the taint of ethnic problems that blighted the old soccer league. FFA CEO John O’Neill believes that the one-team-one-city model “would appear to have both ‘united the tribes’, as well as removing many barriers to supporters which existed in the past”.²³

The success of the Qantas Socceroos over the last 12 months has also generated a level of support and interest in the game that is quite unprecedented in this country. A Roy Morgan survey showed that 6.7 million Australians got up between one and three in the morning on 27 June to watch Australia play Italy in the recent FIFA World Cup second round match²⁴.

Another huge shift in FFA’s strategic and competitive landscape is Australia’s move to membership of the Asian Football Confederation in January 2006, allowing Australia to be part of tournaments like the Asian Cup – one of the largest sports events in the world, drawing an international broadcast audience of more than a billion people.²⁵

Junior development

Community football is the heart and soul of the game in this country. From April to August each year, hundreds of thousands of children, parents, officials, administrators and football supporters converge on the local football grounds to play and watch Australia's largest team participation sport.²⁶

To introduce the game to the widest audience possible, FFA runs a number of modified football programs including 'Rooball' and 'Football Anytime'.

Rooball

Rooball is FFA's modified version of the game for children aged 6–12 years which aims to give young girls and boys the maximum opportunity to participate in the sport.

Rooball is divided into four age specific groups and is played on smaller fields with less players, fewer rules and modified equipment. As such, there is more ball contact, more goals scored, increased activity and more fun.

In *Rooball* there are no premiership points, which takes the pressure of winning off children and parents. The game encourages frequent interchanges so everyone gets equal playing time and all players are rotated so they spend time in each position on the field.

In 2006, Football Federation Northern Territory conducted the first in a series of national trials for these new age-appropriate games.²⁷ It is hoped that *Rooball* will be played in clubs and schools all year round from 2007.

Telstra Football Anytime

Football Anytime is the Targeted Sports Participation Growth Program developed by FFA in conjunction with the Australian Sports Commission. The program is designed to introduce children to football through small-sided, age appropriate (5–12 years) friendly games.

Football Anytime allows children to play a 'free' style of football in a flexible environment, with few rules and basic coaching. Using equipment such as ball, witches hats, cones and bibs, games can be played on almost any surface and in any combination of players (eg. 4 versus 4, 6 versus 6) and either indoors or outdoors.²⁸

FFA have worked closely with state member federations and Hyundai A-League clubs in the rollout of the program. They work with interested schools, clubs, associations and/or community groups in all aspects of the planning, promotion, organisation and implementation of the program.

Some A-League clubs have provided the opportunity for kids to participate in on-field demonstrations of the program either prior to, or at half-time, of league fixtures. A-League players have also attended many programs throughout the country to pass on tips and sign autographs.²⁹

In excess of 3200 kids have already participated in the program since its inception in March 2006. More than 100 clubs, schools and community groups have hosted the program, which has now been rolled out in all states and territories.³⁰

Roar Talent Development program

The *Roar Talent Development program* is a joint venture between A-League team Queensland Roar and Football Queensland and has already been enjoyed by thousands of kids across the state.

The six-week program is designed to allow young people to get involved in football. For one hour a week accredited coaches host a fun day at schools around Brisbane that involves ball skills, playing matches and being active.³¹

Active Factor Top Shots

Active Factor Top Shots is a club-based program which promotes training ideas and activities implemented by coaches throughout the course of the season.

Launched by FFA in May 2005, the program is aimed at 5–13 year old children who are already participating in football to help them develop basic skills, such as dribbling, passing and juggling in a fun and non-competitive environment.³²

Indigenous participation in football

While most NRL and AFL clubs have a number of Indigenous players on their roster, few A-League sides (or NSL clubs before them) have had Aboriginal representation. Similarly, despite some great Indigenous players in football over the years, such as John Moriarty, Harry Williams and Charles Perkins, very few have gone onto represent the national team.³³

Apart from Australia's first Aboriginal Soccerroo, Harry Williams, who was part of the first national team to make the World Cup finals in 1974, only four other Indigenous players have donned the senior Soccerroos jersey, Kasey Wehrman, Jade North, Travis Dodd and Archie Thompson.

But the growing popularity of football in recent times and the fact that some Indigenous role models are beginning to emerge could help to change things. For example, in August 2006 in an international game versus Kuwait, for the first time in the Soccerroos' history two Indigenous players – North and Dodd – were part of the starting line-up.

Each year, the national talent identification program picks up many Indigenous players of the calibre of North and Dodd. Female players of Aboriginal heritage include Belinda Downey, Bridgette Louise Starr and Leoni Carpenter. Lachlan Wright is a star at indoor soccer and Fred Agius has played for Australia at Under-17 level in the outdoor game.³⁴

As part of an exhaustive review into soccer coaching and junior development, FFA is currently considering ways in which it could put soccer on the map for Aboriginal youngsters, particularly those in rural communities.³⁵

Harry Williams is also hoping to give Indigenous players a pathway to follow in his footsteps. He was involved with an Indigenous soccer tournament, 'The Harry Williams Cup', held on 10–14 July 2006, which brought Indigenous youngsters from around NSW together for a tournament, from which a state Indigenous team (the NSW Geckos) was selected.

The fact is many Indigenous players have had to overcome considerable prejudice in order to play and have put up with abuse when they played. Moriarty, the first Indigenous person to be picked for Australia, said: "We can't go on like we did with the old system. The FFA

needs to be involved in a detailed, structured way, to reach out to Aboriginal kids and bring them into football".³⁶

FFA chief executive John O'Neill said: "We've lagged behind the other sports in this area, and we know we have a lot of catching up to do. We've now got some federal Government funding for Indigenous programs and we intend to do something about it".³⁷

Encouraging cultural diversity

Football in Australia has had no problems encouraging participation from people from a diverse, multicultural background – it was the tensions that came with this diversity that have hamstrung the sport for so many years.

However, a journalist in Brisbane's Courier Mail recently wrote: "The Socceroos, and even in their own way the A-League teams, have united Australians in a quite unprecedented manner ...it is safe to say that one sport has never before crossed social groups and ethnic communities, uniting the elderly immigrant man from Asia to the toddler in Alice Springs. Its stretch connects the banker in Martin Place to the farmer in North Queensland".³⁸

Sydney Morning Herald football correspondent Michael Cockerill put it eloquently in a column he wrote the night Australia qualified for the World Cup in November 2005. "In a multicultural nation in a fractured world, the Socceroos can bring together the sum of their parts: Muslim, Catholic, Orthodox, Anglican. German, Lebanese, Polynesian, Croatian, Italian, Melanesian, Greek. It is a rich tapestry but last night they – and we – were one thing only. Australian".³⁹

SBS TV commentator Les Murray added: "The beauty of this Australian football team (the Socceroos) is it marries a lot of qualities the migrants brought into Australia. Their cultural qualities, technical qualities. The different cultural backgrounds and football skills, they grew up learning football skills from their father, whether Croatian or Italian background kids, and Lebanese, they all carry cultural values, and because they grew up in Australia they also have that envied 'never surrender' attitude, this never surrender attitude, work ethic and discipline".⁴⁰

Football is striving to use the game as a positive vehicle for helping people from a culturally and linguistically diverse backgrounds to feel part of the community. Some of the events or programs to promote this goal include:

Onside Soccer

Onside Soccer is a program that seeks to engage and motivate marginalised young people of Aboriginal heritage, those from culturally and linguistically diverse backgrounds, those who have come in contact with the criminal justice system and young people with physical or intellectual disabilities.

The project was established following the success of the 'Kick Start' program, which was organised and conducted by Victoria Police and Collingwood Football Club in partnership with the Magistrates' Court of Victoria. This program has resulted in over 5,000 disadvantaged young people and their parents or carers attending AFL matches at the Melbourne Cricket Ground.

Onside Soccer aims to get young people actively involved in the sport of soccer and provide similar opportunities to attend international, national or local soccer matches. Onside soccer involves school holiday programs, coaching clinics, organising events/games and the establishment of new teams. The project also aims to increase the number of sporting fields available for new arrival and refugee communities.

Refugee Youth Soccer Development Program

The Refugee Youth Soccer Development Program, organised by Anne Bunde-Birouste of the UNSW School of Public Health and Community Medicine, aims to use football to help promote social cohesion and build racial harmony.

The program is designed for young people between 10–25 years who have arrived in Australia as refugees. The range of activities include skills training, referee and coaching clinics, after-school and holiday camps, and workshops on fundraising, club, team and sports management.

This program is designed to build on current fledgling initiatives such as the African-Australia All Age Cup, which supports the communities in the development of their local clubs and assists them in their integration into the world of football in Australia. Football personalities Craig Foster and Andy Harper are co-patrons and are actively involved in the program's development.

Darebin Community Strengthening Project

Funded by the Victorian Multicultural Commission, the City of Darebin has partnered with the Football Federation Victoria (FFV) to improve access to mainstream football clubs for members of small and emerging communities. Other project partners are Migrant Resource Centres and the Centre for Multicultural Youth Issues (CMYI).

FFV is working with soccer clubs and newly-arrived communities in the Darebin area to create cross-cultural awareness and provide avenues for community groups to get involved in football.

Sport and Recreation Victoria have supported the program until November 2006 and have produced translations of the Victorian Codes of Behaviour for junior sporting clubs, specifically for use by All Nations teams.⁴¹

All Nations Soccer Competition

In June 2002, the first All Nations Soccer Competition was run in the City of Greater Dandenong (Victoria). All Nations is a community-based, ethno-specific, low-cost soccer competition for newly arrived young men. The CMYI partnered with Onside Soccer and FFV to assist in the delivery of the competition.

This award-winning program provides newly-arrived young people with access to a low-cost football competition, and provides opportunities to participate in sport and recreation that they may not otherwise get due to issues of resettlement, economic constraints and language barriers.

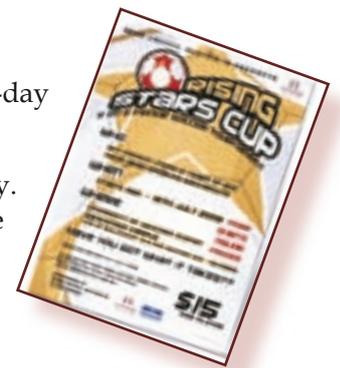
The event was postponed in 2005 due to financial constraints. However, Onside Soccer and FFV, partnering with Adult Multicultural Education Services (AMES), combined to deliver a low cost competition throughout Melbourne in 2006.

In 2006, a total of 12 teams took part in competitions, split into three regions. The teams are made up of youth from all across the globe, including East Timor, West Papua, Afghanistan, Iran, and many African and Asian players. The finals carnival included a multicultural festival organised by FFV and City of Darebin, and funded by the Victorian Multicultural Commission.⁴²

Rising Stars Cup

The Arab Council of Australia organised and hosted the Rising Stars Cup – a one-day indoor soccer competition in July 2006 at the University of Western Sydney.

The event attracted strong interest from young Arab Australians from around Sydney. A total of 16 teams participated in the round-robin event which was open to people from Arabic speaking backgrounds between the ages of 13 and 21 years.



Football and harmony

Football is the ‘world game’ and as such it is an ideal forum for delivering ‘living in harmony’ messages. The Professional Footballers Association (PFA) has been involved in the two successful ‘living in harmony’ activities described below.

PFA Equal Opportunity Education Programs and ‘Living in Harmony Cup’ – December 2000

During the 2000/01 season, the PFA conducted an extensive education program across the National Soccer League (NSL) in an attempt to remove racism from the game and promote the value of multiculturalism to Australia.

This resulted in an entire round of the NSL being dedicated to the ‘living in harmony’ message. All players across the country lined up at the start of their matches wearing ‘Give Racism a Red Card’ t-shirts and there were pitch announcements throughout all matches.

Tennis Legend Evonne Cawley kicked off the inaugural ‘Living in Harmony Cup’ between the South Melbourne Soccer Club and the Wollongong Wolves.

PFA Living in Harmony Education and Fun Day – May 2006

In conjunction with Jesuit Social Services, the PFA held an education and fun day with children from the Horn of African communities. PFA President Simon Colosimo, Adelaide United’s captain Ross Aloisi, Queensland Roar’s Ante Milicic were joined by David Clarkson for a clinic with 80 kids.

The clinic was followed by a question and answer session during which the footballers shared their personal stories about racism in sport and society and other experiences they have had over their careers.⁴³

Harmony Cup

In February 2006, Football Federation Victoria (FFV) Vodafone Cup clubs South Melbourne and Preston Lions signed a 'Statement of Harmony' ahead of the weekend's match between the two sides. The initiative will see the clubs play for the 'Harmony Cup' over two games this season.

Each side wore orange arm bands during the games to symbolise harmony between the two clubs. In keeping with this theme, young footballers from emerging migrant communities from Africa played a curtain raiser to the match, as well as accompanying players onto the field in green and gold uniforms.

FFA CEO Tony Pignata said: "Preston Lions and South Melbourne have taken the initiative to work together in building tolerance and harmony amongst their constituencies with the full support of FFV, the Victorian Multicultural Commission and Victoria Police".⁴⁴

Barriers to participation for CALD participants

Football does benefit from the fact that many new arrivals to Australia are already well acquainted with the game of football in their country of origin.

So it is important to know how best to introduce these people to a sporting club environment where they can participate on a regular, organised basis and how to overcome the barriers that can limit their ability to be involved.

Many migrants and refugees can not afford the costs associated with organised sport, such as club registration and insurance fees, taking public transport to attend training and games, and buying the necessary equipment (such as balls and boots) and club uniforms.

Keith Wise, formerly from the Football Federation Victoria, said: "New arrivals, like old arrivals, come here and want to start a new club; they also want to play with others they know and feel comfortable playing with".⁴⁵ This often creates a situation where, for example, Sudanese refugees are engaged and assisted to join a club, then all other people from a Sudanese background hear about this club and want to join, until effectively it ends up being a 'Sudanese team' which is playing against other teams in the competition.

This was exactly the case in South Australia, where the State League team, Western Districts Torros Soccer Club, was suffering from poor membership. To increase numbers they decided to attract refugees and migrants from an African background. As word spread about the club, more and more African migrants joined the team, until eventually most of the team was of African descent.

In the beginning there were many problems, including inter-racial fighting between teammates and fighting against other teams. Club Manager John Lupio said: "It was a nightmare for the club in terms of energy and finances"⁴⁶; energy from coaches, administrators and officials to deal with all of these 'extra issues', and finances as the club picked up the bill for subsidising fees, providing boot replacement schemes and organising transport to and from matches.

The language barrier was also an issue, with many players misunderstanding Australian colloquial sayings and blaming referee decisions on 'racial bias'. "It was trial and error trying to teach coaches and administrators appropriate cultural sensitivities, particularly as some of our players were of a Muslim faith," said Lupio.⁴⁷

“Now all players participate in the club, and all believe they belong and have a chance to develop as elite athletes. Acceptance is a huge element – the success of the Africans in the club was based on their perception that they were accepted by the club. This promotes confidence in their sport and in all other areas of their lives.”⁴⁸

Racism in football

While the sport today projects a new, vibrant and family-friendly image, administrators continue to be haunted by football’s troubled ethnic past and small numbers of soccer hooligans still attend games, intent on starting fights with opposing supporters.

Undoubtedly, the perpetrators are a handful of individuals intent on stoking old hatreds and rivalries – most are probably known to club administrators – but they have proved a surprisingly resilient and malign influence.⁴⁹

Former Soccerooo captain Paul Wade said: “Ethnic-based violence had been damaging the game in Australia for decades and clubs that could not control their supporters should be cut from the competition. We’ve seen it so many times. It is passed down from generation to generation with some of these people. Enough’s enough”.⁵⁰

But apparently enough is *not* enough. Crowd violence erupted at a game between Croatian-backed Sydney United and Serbian-supported Bonnyrigg White Eagles at the Sydney United Sports Centre in March 2005. As a result, an inquiry chaired by the head of the NSW Community Relations Commission, Stepan Kerkyasharian, was set up to investigate the incident. The subsequent report castigated Soccer NSW for failing to secure the venue and allowing fans to enter with flares, banners and a pig carcass painted with Serbian insignia.

The Inquiry also found Soccer NSW had failed to enforce a ban on foreign national flags, banners and emblems at soccer stadiums and on club logos. It recommended that clubs introduce a ticketing system to keep rowdier fans behind each goal area at the end of the field and position families along the sidelines.

Soccer NSW said it would accept the inquiry’s recommendations, including a finding that its slogan ‘*Local, Vocal, Tribal*’ supported “vocalisation of ethnic differences” and should be replaced. The association was also ordered to stop drawing on the ethnicity of clubs to market events such as the ‘Macedonian derby’.⁵¹

Despite these recommendations, the next game between the two clubs again erupted in violence causing the two teams to be suspended from the competition for the rest of the season. The NSW Parliament subsequently introduced new laws which will see violent fans banned from attending matches for up to 10 years, as well as bans on national and political symbols at soccer grounds and on club insignia. In addition, clubs will have to share information on troublemakers with police, provide separate seating for avid fans, and remove inflammatory material from club websites.⁵²

Member Protection Policy

FFA’s Member Protection Policy provide procedures to eliminate discrimination, harassment, child abuse and other forms of inappropriate behaviour from football.⁵³

The policy provides codes of conduct and behaviour that form the basis of appropriate and ethical conduct which everyone in the sport must abide by.

Anti-discrimination Policy

Under the FFA's Anti-discrimination Policy members must not engage in discriminatory behaviour, including public disparagement of, discrimination against, or vilification of, a person on account of their 'race, colour, religion, language, politics, national or ethnic origin, gender, transgender, sexual orientation, age, marital status, pregnancy or intellectual or physical impairment'.⁵⁴

In addition, a member must not impose a requirement, condition or practice that is the same for everyone, but which has an unequal or disproportionate effect or result on particular groups. Unless this type of requirement is reasonable in all the circumstance it is likely to be indirect discrimination, even if there was never any intention to discriminate.

Anti-harassment Policy

Under FFA's Anti-harassment Policy a member must not engage in any form of harassment, including sexual harassment or any unwelcome sexual conduct, which makes a person feel offended, humiliated and/or intimidated, where that reaction is reasonable in the circumstances. This may include:

- (a) written, verbal or physical abuse or threats
- (b) unwelcome physical contact
- (c) display of offensive materials
- (d) promises or threats in return for sexual favours
- (e) unwelcome sexual comments, jokes or propositions
- (f) homophobic comments or behaviours or
- (g) jokes or comments directed at a person's body, looks or attributes.⁵⁵

Each Member Federation of FFA is responsible for the implementation, enforcement and education of these policies throughout its jurisdiction.⁵⁶

FFA Code of Conduct

The FFA Code of Conduct seeks to promote and strengthen the reputation of football in Australia by establishing a standard of performance, behaviour and professionalism for its participants and stakeholders.⁵⁷ This code applies to the conduct and behaviour of FFA, Member Federations, competition administrators, clubs, players, officials and agents.

It is a breach of the code if any of the following occurs:

- (a) discriminatory behaviour
- (b) harassment
- (c) offensive behaviour, including offensive, obscene or insulting gestures, language or chanting
- (d) incitement of hatred or violence
- (e) spectator or crowd violence
- (f) intimidation of match officials, including use of violence or threats to pressure a match official to take or omit to take certain action.⁵⁸

Spectator Code of Behaviour

A spectator at any event held by FFA, a Member Federation, a district association or a club must: 'respect the rights, dignity and worth of every person regardless of their gender, ability, race, colour, religion, language, politics, national or ethnic origin' and 'not engage in discrimination, harassment or abuse in any form, including the use of obscene or offensive language or gestures, the incitement of hatred or violence or partaking in indecent or racist chanting'.⁵⁹

They must not attempt to, or bring into a venue, national or political flags or emblems (except for the recognised national flags of any of the competing teams), or offensive or inappropriate banners, whether written in English or a foreign language.⁶⁰

Any person who does not comply with the Spectator Code of Behaviour or who causes a disturbance may be evicted from a venue and banned from attending future matches.

The Spectator Code of Behaviour may be tailored for matches involving national teams or national league clubs (eg. the A-League competition has its own Spectator Code of Behaviour).

Racial and Religious Vilification Code

Football Federation Victoria has endorsed a Racial and Religious Vilification Code, which was developed in partnership with the APFA and the Equal Opportunity Commission of Victoria, to support the federal Government's 'Living in Harmony' initiative.

The objectives of this code are:

- to promote FIFA's guiding principles of fair play and ethical conduct to ensure a welcoming environment for everyone to enjoy the game of soccer regardless of their race, colour, descent or ancestry, national or ethnic origin or religious belief or activity
- to eliminate, as far as possible, racial and religious vilification amongst players, officials and spectators
- to take active measures to educate and raise awareness about the damaging effects of racial and religious vilification, and of the benefits to be derived by taking positive action to eliminate it and
- to provide redress for people involved in football who have been the victim of racial and religious vilification in an orderly and expeditious manner, and in accordance with the requirements of natural justice and procedural fairness.⁶¹

A person will be considered to have engaged in racial and religious vilification if they do an act, otherwise than in private, which:

- (a) is reasonably likely, in all the circumstances, to offend, insult, humiliate or intimidate another person or a group of people; and
- (b) is done because of the race, colour, descent or ancestry, national or ethnic origin or religious belief or activity of the other person or of some or all of the people in the group.⁶²

The Northern NSW Soccer Federation has also endorsed a Racial and Religious Vilification Code, which has been developed in accordance with the aims of the Australian Professional Footballers' Association and the Human Rights and Equal Opportunity Commission.⁶³

Complaints procedure

Any person may report a complaint about a member bound by these policies if they reasonably think that they have breached the policy or have engaged in unethical or inappropriate conduct or behaviour.

FFA and the Member Federations must:

- (a) deal with any complaints about breaches of the policies promptly, seriously, sensitively and confidentially and in accordance with the complaints handling procedure
- (b) keep complaints confidential and not disclose to another person without the complainants consent, except if required by law or if disclosure is necessary to effectively deal with the complaint and
- (c) recognise that natural justice is the minimum standard of fairness to be applied in the investigation and adjudication of a complaint.⁶⁴

On receipt of a formal complaint, FFA will appoint its Chief of Staff or General Counsel to consider the complaint or, if it considers it appropriate in the circumstances, an independent expert to investigate the complaint.⁶⁵

A Member Federation must investigate complaints brought by or against its district associations, clubs, players or officials within its jurisdiction; and impose disciplinary sanctions against a party found to have breached this policy.⁶⁶

Endnotes

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¹³ Football Federation Australia Chief Executive Officer Mr John O'Neill address to the National Press Club on July 26, 2006.

¹⁴ Football Federation Australia Chief Executive Officer Mr John O'Neill address to the National Press Club on July 26, 2006.

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²¹ Football Federation Australia Chief Executive Officer Mr John O'Neill address to the National Press Club on July 26, 2006.

²² Football Federation Australia Chief Executive Officer Mr John O'Neill address to the National Press Club on July 26, 2006.

²³ Football Federation Australia Chief Executive Officer Mr John O'Neill address to the National Press Club on July 26, 2006.

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- ³⁷ 'Next generation can turn Moriarty's dreamtime into reality' by Michael Cockerill in the *Sydney Morning Herald*, 4 November 2006.
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- ⁴⁵ Conversation with Keith Wise, Football Federation Victoria, August 2006.
- ⁴⁶ Conversation with Western Districts Torros Soccer Club Club Manager John Lupio, 4 August 2006.
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Hockey: *Hockey Australia*

'Hockey Australia is committed to the highest level standards of competition, coaching and technical support and opportunity for participation'.¹

The history of the game

Hockey is believed to be one of the oldest sports in the world. Hockey-like games involving sticks and balls and known as 'paganica' (Romans), 'hurling' (Irish) and 'shinty' (Scots) have been played for thousands of years.²

Hockey is now played on every continent, with 114 nations affiliated with the International Hockey Federation (FIH). FIH conducts major world tournaments and oversees the activities of the five continental federations who conduct regular qualifying tournaments through which national teams can progress to compete in events such as: the Olympic Games, the World Cup, the Champions Trophy and the Commonwealth Games.

Hockey is a sport that can be played by people of all ages and all levels of ability as a healthy and social activity. The achievements of Australia's national men's and women's teams (the Kookaburras and Hockeyroos) have made the game one of Australia's most prominent non-professional sports. This is never truer than in an Olympic Games year, when hockey's public profile blooms and its media coverage escalates.

History of hockey in Australia

The British Army has been credited with the spread of hockey throughout the world, but in Australia's case, the British Navy deserves the honours. In the late 1800s, the British Naval officers stationed in Australia taught the locals the game of hockey and laid the foundations for the sport.³

The South Australian Hockey Association was formed in 1903, while Victoria and New South Wales formed their own associations in 1906. Clubs sprang up in Melbourne and Sydney and hockey rapidly became an established sport in Australia.

The Australian (Men's) Hockey Association came into being in 1925, while the Australian Women's Hockey Association formed in 1940 and affiliated with the All England Women's Hockey Association. Australia was made a member of the International Hockey Federation (FIH) in the same year.

Hockey Australia

Hockey Australia is the national body responsible for the leadership, management, development and promotion of the sport of hockey at all levels throughout Australia.

Its vision is for the sport to be 'accessible to all Australians, that is well run and managed at all levels so that participants have the opportunity to pursue their best and be an integral member of the hockey community'.⁴

The organisation, formed in November 2000 following the amalgamation of the Australian Hockey Association and Women's Hockey Australia, is a full member of the International Hockey Federation (FIH). It comprises membership of all eight states and territories, who administer the sport within their jurisdiction. Each state association is comprised of regional associations, which in turn are made up of clubs. In some states, clubs affiliate directly with the state body.

While the hockey season at club level is held during winter, competitions are contested year-round, both in its traditional outdoor setting and as a modified indoors game. The Australia Hockey League (AHL) is the most prestigious domestic hockey competition within Australia, while national championships offer opportunities for inter-state competition. An indoor national championship is also played. At the club level, Hockey is a well-established sport in regional and metropolitan Australia.

At the junior level, both clubs and schools embrace modified entry level programs such as 'Minkey', 'Hook in2 Hockey' and 'Half field'. These offer opportunities for children and adolescents to learn and enjoy hockey and fulfill their potential in the game.

The AIS Hockey Unit, established in Perth in 1984, has also been a significant factor in the game's development and innovation, particularly at the elite level, and has contributed to the impressive record of its mens teams.

Increasing participation

While hockey is one of Australia's prominent national sports, Hockey Australia understands the need to develop strategic planning and information systems in order to implement long-term programs for the enhancement of the game.

As such, Hockey Australia commissioned Street Ryan and Associates (who also conduct an annual census for the AFL and Cricket Australia) to conduct the first national hockey census in 2004, which was repeated in 2005. The census will be an increasingly important information system for game development, setting targets, and monitoring successes and trends for the long-term enhancement of hockey in Australia.

The census was compiled with the cooperative efforts of Hockey Australia, the state and territory affiliates, as well as many clubs and associations. These organisations helped in recording, and/or estimating the number of programs, teams and registered players within their state/territory for each hockey program area: club hockey (encompassing junior, youth, senior and veterans classifications); school hockey (encompassing primary and secondary schools); modified programs (including 'Minkey'), and; summer and indoor hockey.

The census only includes formal participants in organised competitions and programs. It does not include hockey matches or competitions arranged by organisations other than hockey clubs, associations, or schools, nor does it include participants in social/informal hockey activities.

The census does not record the number of Indigenous participants nor those from a cultural or linguistically diverse background. However, Hockey Australia's Operational Plan states one of its aims is to: 'determine a method of recording Indigenous participation to club

involvement’⁵. Perhaps when this is resolved, the information can be included in the annual census to assist to the organisation to develop strategies and programs for these groups.

At a state level, the Hockey Queensland Remote and Indigenous program has tried to accumulate as much relevant data on skill-based participation, education and training and community assistance as accurately as possible.⁶

Who plays hockey?

Hockey Australia has 106,623 registered players from 808 hockey clubs across the nation.

The 2005 Australian Hockey Census produced in November that year, reveals that there were 177,127 participants in regular Australian hockey competitions and programs. In 2005 there were:

- 93,617 participants in winter club hockey competitions,
- 15,505 participants in summer club competitions,
- 9,068 club participants in indoor hockey,
- 47,794 participants in school hockey,
- 11,143 participants in modified programs, including: *Minkey*, *Hook in2 Hockey*, and half field hockey.⁷

	CLUB HOCKEY			School hockey	Modified programs	Total
	Winter competition	Summer competition	Indoor hockey			
Australian Capital Territory	2,935	432	935	733	660	5,695
New South Wales	33,209	4,235	3,156	16,765	1,434	58,799
Northern Territory	720	1,423	0	0	97	2,240
Queensland	13,697	1,500	500	6,844	2,607	25,148
South Australia	8,138	4,100	490	3,960	1,324	18,012
Tasmania	3,253	1,159	0	1,788	1,218	7,418
Victoria	16,685	1,658	1,442	14,038	1,103	34,926
Western Australia	14,980	998	2,545	3,666	2,700	24,889
Total	93,617	15,505	9,068	47,794	11,143	177,127

Note: Any differences between the sum of each column and row and the stated total are due to rounding.

There were an estimated 7,713 winter hockey club teams in 2005 in Australia, of which:

- 3,372 (or 43.7%) were senior teams,
- 3,917 (or 50.8%) were junior teams,
- 424 (or 5.5%) were veterans teams,
- 3,936 teams (or 51.0%) were male teams,
- 4,323 teams (or 56.0%) were in country regions.⁸

Game development

The objectives of Hockey Australia's Game Development Team are based on recognition (creating awareness and opportunities to participate), recruitment and retention.

While youth development is obviously a key focus, the development team have identified several initiatives within Indigenous and Cultural and Linguistically Diverse (CALD) populations to be undertaken during 2006–07, which are outlined in the Operational Plan.

The team plans to 'explore opportunities to target Indigenous populations'⁹ and to 'establish links between clubs/associations and Indigenous communities'.¹⁰

They also plan to: 'explore opportunities to target Culturally and Linguistically Diverse populations'. To do this, they aim to 'target groups from 'traditional' hockey playing nations' and 'establish links between clubs/associations and CLD communities'.¹¹

Hockey Australia's Manager – Game Development, Brendan Denning, said: "These action statements obviously require a more detailed level of planning and analysis, which will occur during the next 12 months as part of our increasing participation strategies".¹²

This report will outline work currently being undertaken in these areas, but first it will focus on Hockey Australia's new program to introduce people to the game.

Hook in2 Hockey

Hook in2 Hockey is Hockey Australia's new Targeted Sport Participation Growth Program, which is run in partnership with the Australian Sports Commission.

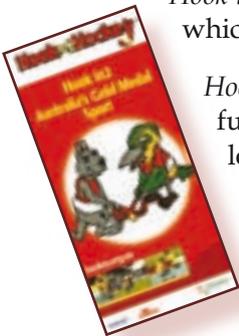
Hook in2 Hockey replaces its predecessor *Take It On!* and is designed to be a safe and fun introduction to hockey. The program incorporates the 'Game Sense' approach to learning, which involves participants learning how to play hockey by being involved in small-sided games that replicate the skills and tactics used during a game of hockey.

Hook in2 Hockey can be run over six to eight sessions. The last session is known as the 'Carnival', where the group is split into small teams and a round-robin event is held. The focus of this session is on maximum participation and fun for all those involved.

In addition to the coaching sessions, participants receive a Just Hockey 'Equipment Kit' consisting of a hockey stick, shin-pads and a ball. *Hook in2 Hockey* generates an income for a club or association as they retain a part of each participant's program fee.

Each club or association involved in *Hook in2 Hockey* receives a number of resources designed to allow them to run a successful program, these include: a step-by-step guide of how to conduct a program; promotional resources; leaders apparel and leaders Just Hockey 'Program Pack'.

Olympic gold medallists Angie Skirving (Hockeyroos) and Liam de Young (Kookaburras) are the official program ambassadors. Their role is to promote *Hook in2 Hockey* through personal appearances and promotions. Each state/territory also has a part-time *Hook in2 Hockey* Community Officer whose role is to promote the program to hockey clubs and associations.¹³



The program is proving highly successful with over 11,143 participants in the modified programs (including *Minkey*, *Hook in2 Hockey* and *Half Field*) in 2005.¹⁴

Indigenous Sports Program

The most famous Indigenous hockey player would have to be Nova Peris. She was the first Aboriginal athlete to win an Olympic gold medal, as part of the Australian women's hockey team in Atlanta in 1996. She also won two gold medals at the Commonwealth Games in Kuala Lumpur in 1998, in the 200 metres and the 4x100-metre relay. Hockey Australia is working hard to unearth more 'Nova Peris' through their dedicated Indigenous programs.

Most states and territories continue to participate in the Australian Sports Commission (ASC) funded Indigenous Sports Program (ISP). Under this program Hockey Australia has achieved:

- an increased number of Indigenous Australians participating in hockey activities,
- an increasing number of accredited coaches and officials,
- an increase in the awareness of cultural diversity of Indigenous Australians among non-Indigenous sports administrators, and
- assistance to Indigenous clubs and sporting organisations to coordinate their services and programs.

In addition, the ASC's Indigenous Sporting Excellence Scheme (ISES) scholarships provide Indigenous sportspeople the opportunity to improve their sporting performance and assist them to reach an elite level. In 2004–05, of the scholarships provided by the ASC across all sports, there were seven hockey recipients.¹⁵

Hockey Australia's Brendan Denning stated in the 2004–05 Annual Report: "There is always more that can be done in some areas to ensure hockey is made more accessible to the communities. A majority of the participating states at the very least now have a foundation to build upon, and will be striving to ensure successful programs in the near future".¹⁶

Details of some of the latest Indigenous projects in Queensland, Western Australia, South Australia and the Northern Territory are outlined below.

Hockey Queensland

In 2000–01, as part of their development plan, Hockey Queensland established a committee to plan, manage, administer and implement programs to provide opportunities for the people in remote and Indigenous communities within Queensland.

Introducing hockey into isolated communities in far north Queensland was a huge challenge for the organisation; sport and recreation opportunities are limited in these regions and many children had not even heard of hockey, let alone knew how to play the game.

The Remote and Indigenous Communities Hockey Program came about as a result of Hockey Queensland staff identifying the lack of knowledge of the sport in the Gulf of Carpentaria and Cape York regions, and the enormous growth potential that this presented. The project was made possible thanks to special initiative funding provided under the Queensland Government's State Development Program, which is administered by Sport and Recreation Queensland.

The program aims to assist communities to create self-sustaining participation and competition opportunities and provide flexibility when required to modify competition structures to meet local needs.

The project team thought it best to link the introduction of hockey with existing sporting events in the region. They first arrived in the Gulf region with sticks and balls in hand for an introductory skills session during a regional schools basketball carnival at Kurumba. The links with events such as this have continued to grow as part of an eight-week annual development program, covering everything from participation initiatives in schools to providing education and training for prospective coaches.¹⁷

Projects are conducted throughout three regions: the Lockhart River Community – Northern Cape York; Mornington Island, Doomadgee and Normanton in the Gulf Savannah, and; the Palm Island Community – North Queensland.

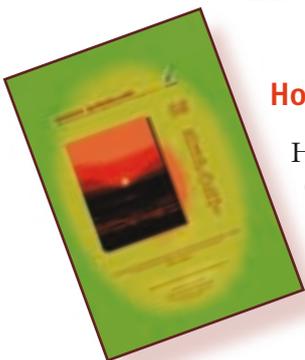
Coaching and officiating accreditation courses are delivered to each community. Skills clinics and squad training are also conducted by visiting development officers and links have been established with competitions, including: the annual Croc Festival at Cooktown, the Coral Sea Classic in Cairns, the Palm Island Hockey Cup Interschool Competition and the Karumba Hockey Festival. Hockey Art clinics are also conducted where hockey and local culture combine with hockey equipment being painted to reflect the culture of the community.¹⁸

Hockey Queensland approached the challenge by involving entire communities to gain acceptance for what they were doing. Gaining approval and support from Elders, parents and school teachers has been critical to the success of the project.

Hockey Queensland believes working closely with the local people from the ‘target’ communities is the key to the success of initiatives such as the Remote and Indigenous Communities Hockey Program. Following up on any promises that are made during this ‘integrated planning approach’ is vital, as is laying foundations which contributes to long-term sustainability. One vital consideration is to develop locally based coaches and administrators who can take over the management of development programs after they are up and running. Perhaps most importantly, persistence in the face of the many obstacles that arise is paramount to successfully implementing programs such as this.

The North Queensland Remote and Indigenous Hockey Development Program Manager Julie McNeil said: “We’re not just about showing the locals what hockey is and then going home. Getting them interested is one thing, but the main thing is working with the communities to ensure hockey can become sustainable over the long term”.¹⁹

During the course of 2006, the Hockey Queensland Remote and Indigenous program will continue to travel to various centres and conduct coaching accreditation courses, coaching clinics, umpiring clinics and representative team squad trainings.



Hockey Art

Hockey Art is an initiative of Hockey Queensland, run in conjunction with its North Queensland Remote and Indigenous Hockey Program. It aims to encourage community involvement and offer opportunities to expand horizons of thought, self awareness and self development through hockey, art, education and player development.

By combining culture, sport and art it is hoped that young people in Cape York Peninsula and the Gulf of Carpentaria Indigenous communities will feel more at ease when they take part in Hockey Queensland talent development clinics.

A number of these 'message sticks' are already on display internationally following presentations made by Hockey Queensland to organisations such as the Federation of International Hockey Council and the Beijing Institute of Sport.

"Through hockey, we have not only given children and adults the opportunity to try a new sport, we have also helped promote positive lifestyles and provided a new avenue for self-development," Ms McNeil said.

The program is made possible through the support of the Queensland Government, the Australian Sports Commission, Education Queensland, Sport and Recreation Queensland, ATSIC, Hockey Australia and Take it On.²⁰

Northern Territory Hockey

The Northern Territory Hockey Association Indigenous Sporting Development Program encourages all levels of the community to be involved in the sport. Through the assistance of Indigenous Ambassadors, the communities are able to learn the game in a structured, progressive environment.

Community Ambassadors are given the opportunity to continue on the development of hockey in their communities between visits from the development officer and Indigenous Ambassadors so they can run their own skills clinics and small competitions. Resources and equipment are updated in each community to ensure they are equipped to conduct their own activities.

The '*Hockey on the River*' program has been very successful within the Daly River Community. The main Daly River and Adelaide River communities are visited four times per year, and the outlying community of Pepperminarti is visited three times, to identify and educate community leaders. Hockey NT offers children from these communities the opportunity to attend Australian Hockey League games in Darwin, as well as a chance to compete in the NT Junior State Championships, either as a complete team or combined with a Darwin club.

Indigenous Ambassadors accompany the Development Officer to the Nhulunbuy region three times a year, with different communities visited each time. Community Ambassador training is provided to leaders identified in each community in an attempt to better service the region.

Young Indigenous hockey players, coaches and umpires are targeted under the Indigenous Ambassador Education Program to continue along the designated coaching and officiating accreditation pathways. These people coach and develop players within the communities and run programs in Darwin to aid the development of the identified community leaders. A Community Ambassador Workshop also identified leaders from each community to come to Darwin and interact with the hockey community.²¹

Hockey Western Australia

Hockey WA has introduced hockey to the Indigenous community throughout Western Australia through its Junior Recruitment Program and existing development structure.

Initially Broome (in the Kimberley region) was targeted, followed by neighbouring Derby, to allow for expansion of the program to include an inter-town competition.

Existing Development Officers in the Midwest, Southwest, Peel, Upper Great Southern, and Lower Great Southern regions also conducted school clinics at Indigenous schools or schools with a high percentage of Indigenous students within their respective regions.

In addition to the Indigenous support offered by the WA Department of Sport and Recreation, Hockey WA has established a partnership with Garnduwa Development Officers as a result of school promotional clinics conducted in Broome in June 2005.²²

Hockey South Australia

The Hockey SA Indigenous Sporting Program employs three full-time Development Officers to deliver a structured introduction to hockey to children in the rural and remote areas of South Australia. The program includes the development of Indigenous children/athletes either as a specific group or through classes at local schools.

The programs are mainly delivered in the Eyre Peninsula, Riverland and the Barossa Valley regions, and hockey skills and games at the annual CrocFest in Port Augusta.²³

'We're all playing on the same team' – Living in Harmony project

In 2006, Hockey Queensland received funding to conduct a *Living in Harmony* project from the Australian Government to promote community harmony at the local level.

The resulting Remote and Indigenous Hockey Program Harmony Day Project encouraged the hockey community to play a positive role to address issues of racism in the community, and promote community harmony between people and groups from different cultural, racial, religious or social backgrounds.

Five hockey associations registered to participate in the 2006 Harmony Day celebrations, including Mackay, Brisbane Women, Rockhampton, Cairns and the Gulf Sport and Recreation Association. As part of the Harmony Day celebrations, each association was invited to create a banner illustrating the central themes to Harmony Day, such as tolerance and teamwork.

Participants were also invited to enter a DVD competition, which featured their association showing their involvement in, and celebration of, Harmony Day. School students were also invited to take part in a Hockey Art competition.

Hockey Queensland also asked young hockey players to contribute their thoughts on Hockey Queensland's existing racial discrimination and vilification policy, to give young people a chance to voice their opinions on policies that directly affect them in their everyday life.²⁴

'Play the Whistle'

'*Play the Whistle*' is a new initiative aimed at encouraging competing hockey teams to play in the spirit of the game. This means demonstrating behavior outlined in the codes of behaviour set out by Hockey Australia (see below).

Teams that demonstrate the spirit of hockey are rewarded with points corresponding to their degree of fair play at the end of each match. These points are allocated by the umpires and technical officials and recorded on the match report. An award is given to the team with the highest number of points accumulated at the end of the championship.

This initiative is being phased in over several years, starting in the Australian Hockey League and filtering down to club competitions. During 2005, all national championships successfully conducted the award, and there were many examples of the concept being used in local competitions.²⁵

Codes of behaviour

Hockey Australia has implemented a Member Protection Policy to help protect the hockey community from harassment and abuse. The policy provides guidelines on what is expected of them under the codes of behaviour. These codes encompass players, coaches, managers, team officials and spectators. Under the policy:

Racial harassment is defined as 'harassment based on colour, descent, national or ethnic origin, cultural activity and sometimes religion'. Examples in the policy include:

- jokes in which race is a significant characteristic of the 'butt' of the joke;
- hostile comments about food eaten, dress or religious or cultural practices;
- inferences that all members of a racial or cultural group have particular negative characteristics, such as laziness, drunkenness, greed or sexual promiscuity;
- parodying accents.²⁶

Vilification involves 'a person inciting hatred towards, serious contempt for, or severe ridicule of, a person or group of persons on the basis of race or religion by public act. Public acts that may amount to vilification include any form of communication to the public and any conduct observable by the public'. The policy states that 'racial, religious or other forms of vilification are breaches of this policy'.²⁷

Discrimination is defined as 'treating or proposing to treat a person less favourably than someone else in certain areas of public life on the basis of an attribute or personal characteristic they have' including because of 'a person's race or religious belief/activity'.²⁸

The players code stipulates to 'treat all players with respect at all times' and to 'refrain from using obscene, offensive or insulting language and/or making obscene gestures which may insult other players, officials or spectators'.²⁹ The code also outlines that players must adhere to Hockey Australia's racial vilification policy in its Member Protection Policy (which covers racial vilification, harassment and discrimination).

The spectators code of conduct outlines that fans must: 'lead by example and respect all players, coaches, umpires and fellow spectators - physical or verbal abuse will not be tolerated' and 'display appropriate social behaviour by not using profane, demeaning or derogatory language, or harassing players, coaches, officials or other spectators'.³⁰

The code states that 'behaviour or conduct that is discrimination under any federal or state legislation is also discrimination for the purposes of this Policy'.³¹

The policy sets out the procedures to be followed in dealing with harassment and other forms of inappropriate behaviour in an effective, appropriate and timely manner. The policy provides a procedure for informal and formal resolution of complaints, the services of a Member Protection Officer throughout the complaint and a procedure for the appeal of such complaints.

Hockey Australia has advised that their 'soon to be revised' edition will include some 'stronger' policy statements.

Club development network

For these codes and policies to have effect at the club level Hockey Australia needs to ensure that they are disseminated effectively.

The 2005 Australian Hockey Census was particularly useful in this regard, highlighting its members/clubs most preferred type of delivery of this information. The census shows that 65 per cent of clubs prefer written information, followed by CD/DVD (54 per cent) and website information (52 per cent). Templates and seminars were the least preferred delivery method (31 and 38 per cent respectively).³²

This indicates that Hockey Australia is on the right track in the way it provides this information, as the policies are distributed in hard copy by officials and are available on their website and promoted through the Club Development Network run by the ASC.

Endnotes

¹ Hockey Australia *Operational Plan*.

² <http://www.hockey.org.au/hina/history.html>.

³ <http://www.hockey.org.au/hina/history.html>.

⁴ <http://www.hockey.org.au/hina/ha.html>.

⁵ Hockey Australia *Operational Plan*.

⁶ Hockey Queensland *North Queensland Remote and Indigenous Hockey Development Program Report 2005*.

⁷ 2005 *Australian Hockey Census*.

⁸ 2005 *Australian Hockey Census*.

⁹ Hockey Australia *Operational Plan*.

¹⁰ *Ibid.*

¹¹ *Ibid.*

¹² Email from Brendan Denning, 5 July 2005.

¹³ ASC's Targeted Sport Participation Growth Program - Hockey at www.ausport.org.au.

¹⁴ 2005 *Hockey Australia Census*.

¹⁵ Hockey Australia *Annual Report 2004-05* at http://www.hockey.org.au/images/nonpublic/HA_Annual_Report_2004_5.pdf.

¹⁶ Hockey Australia *Indigenous Sporting Development Program 2004-05*.

¹⁷ Hockey Queensland *North Queensland Remote and Indigenous Hockey Development Program Report 2005*.

¹⁸ Hockey Queensland *North Queensland Remote and Indigenous Hockey Development Program Report 2005*.

¹⁹ http://www.hockeyqld.com.au/specialProjects/remote_indigenous/HockeyProvesaHitintheGulf.

²⁰ Hockey Queensland *North Queensland Remote and Indigenous Hockey Development Program Report 2005*.

²¹ Hockey Australia *Indigenous Sporting Development Program Annual Report 2004-05*.

²² *Ibid.*

²³ *Ibid.*

²⁴ Hockey Queensland Harmony Day media release.

²⁵ Hockey Australia *Annual Report 2004-05* at http://www.hockey.org.au/images/nonpublic/HA_Annual_Report_2004_5.pdf.

²⁶ Hockey Australia Member Protection Policy Clause 8.7 and 8.8. P8.

²⁷ *Ibid.* P8.

²⁸ *Ibid.* P10.

²⁹ Hockey Australia players code of conduct.

³⁰ *Ibid.* P34.

³¹ *Ibid.* P10.

³² Hockey Australia *Census 2005* Figure 3.3. P16.



Netball: *Netball Australia*

'To ensure that all Australians have the opportunity to participate in the sport of netball in a way that brings them good health, recognition, achievement, involvement, satisfaction, or other such outcomes that they seek'.¹

Netball is Australia's most popular women's team sport and regarded as a first choice sport for girls and women of all ages.

Spectator support is strong; a world record crowd of 14,339 attended the Australia vs New Zealand Sydney Test Match in 2004, and interest in the world's most prestigious domestic netball competition (the Commonwealth Bank Trophy) is greater than ever.

The game originally known as 'women's basketball' has come a long way in this country from its humble beginnings.

Broomsticks and paper bags

The first game of netball was played in England in 1892. Ladies used broomsticks for posts and wet paper bags for baskets. Their long skirts, bustle backs, nipped waists and button up shoes impeded running and their leg-of-mutton sleeves restricted arm movement making dribbling and long passes difficult.² It was clear that the game had to be adapted to accommodate these restrictions.

In 1898 the court was divided into thirds, the number of players increased from five to nine and a smaller ball (a soccer ball) was used. The first set of rules was published in 1901 and 'netball' officially came into existence in that country. Once established, the game developed locally and soon each country had its own separate rules and distinct methods of play.

In 1960, the International Federation of Women's Basketball and Netball Associations was established at a conference in Ceylon (Sri Lanka) attended by representatives from England, Ceylon, South Africa, West Indies, New Zealand and Australia.

The first world tournament followed in 1963, with 11 teams competing. The event was held in England and Australia was undefeated. World Championships are staged every four years and Australia has been the titleholder on eight occasions.³

There are 41 nations presently affiliated to the International Federation of Netball Associations (IFNA), grouped into five regions (Africa, Asia, Americas, Europe and Oceania) and each with their own regional federation. IFNA is responsible for the rules of netball, which is now played by an estimated seven million people worldwide. The game has more active participants within the Commonwealth than any other sport.⁴

Netball was a demonstration sport at the Auckland Commonwealth Games in 1990, but it was not until 1998 that the sport was included in the official Commonwealth Games program in Kuala Lumpur. Australia won the Commonwealth Games Gold medal that year and again in 2002, then took the silver medal against New Zealand at the 2006 Melbourne Commonwealth Games.

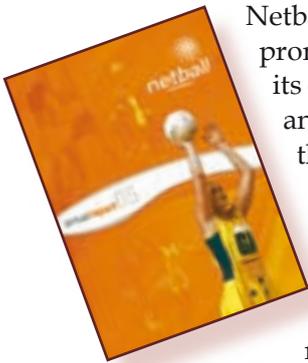
Netball in Australia

In Australia and New Zealand, where the game was established before 1901, netball was originally called 'women's basketball'.⁵

The All Australia Women's Basketball Association (AAWBA) was formed in August 1927, with the first official national championships held in Melbourne the following year. Australia's first International match was played against New Zealand in Melbourne in 1938, a game which Australia won.

In 1970 the name of the game was changed to 'netball' and the word 'women's' was deleted, which resulted in a change of name from the AAWBA to the All Australia Netball Association (AANA).⁶ The AANA then changed its name to Netball Australia in 1993.

Netball Australia



Netball Australia is the national sporting organisation responsible for the development, promotion, governance and control of netball throughout Australia. In conjunction with its eight state and territory members, the national body oversees all levels of participation and competition, including the management of player pathways, elite competitions, and the national coaching and umpiring programs.

At the domestic level, the sport provides playing opportunities for boys and girls starting from as young as five years (through the *Fun Net* program) and *NETTA Netball* for children aged 8–10 years. Traditionally an outdoor sport played at local courts throughout Australia, over recent years there has also been growth in indoor netball, summer (evening) tournaments and mixed netball competitions.

The National Netball League (the Commonwealth Bank Trophy), now in its 10th year, is the domestic showcase for the sport. Eight teams from six states and territories play from May– September, with matches telecast on ABC-TV and ABC2.

High level programs for coach and umpire education, and training and development are run under the auspices of Netball Australia and its state and territory members.

In a move to enhance promotion of the sport, Netball Australia will move its headquarters from Sydney to Melbourne in January 2007 to work with the AFL. They will share some facilities and services, with the two sporting bodies also planning to work together on programs such as modified rules competitions for children.

AFL Chief Executive Andrew Demetriou said: "I think people are aware that we've got great similarities with netball. We've got very high participation, we've got state bodies, we have already demonstrated in Victoria, particularly in our country areas, that we share facilities and share clubs. It makes sense that two key sporting bodies like the AFL and Netball Australia get together and work towards a common purpose".⁷

For pragmatic reasons, AFL sides in Perth, Adelaide, Melbourne, Sydney and Brisbane are starting to form partnerships with state netball counterparts which may ultimately develop into superclubs. In Perth, the West Coast Eagles (AFL) has been sponsoring the state's elite netball team 'the Orioles' for the past 12 months. West Coast makes no secret of the fact that the arrangement helps boost the club's community standing at a time when some of its players have attracted bad publicity off the field. Early in 2006, the oldest AFL club in the league, Melbourne, became a partner with star netball team 'the Phoenix'. One aspect of the partnership is that players from both clubs will do community projects together.⁸

Who plays netball?

Netball competitions start with players aged as young as six years and go right up to masters competition played by people in their fifties and beyond. What used to be a girl's game is fast becoming a game for everybody – young and old, men and women and able-bodied and people with disability.⁹

Netball maintained its ranking as the sport with the fourth largest number of participants (509,000) in organised activities in 2005. The Australian Sports Commission's member analysis indicates that juniors (58%) continue to represent the majority of the national membership, followed by seniors (37%), modified (3%) and non-players (2%).¹⁰

There was 2.8% reduction in the number of nationally registered players and officials in 2005 down to 327,846. Despite this decrease, membership numbers in the last 10 years have remained relatively stable.¹¹

Netball Australia CEO Lindsay Cane says: "Netball has great cultural and sporting significance within the Australian community and we have a tremendously rich and diverse organisation to which we all belong".¹²

The administration of netball is carried out by many individuals belonging to associations across the country. There are 569 regional associations across Australia which represents an estimated 5000 local clubs.¹³

Netball is also underpinned by an army of volunteers who provide loyal support and service to their clubs and associations. The strength of netball as Australia's largest sport for women is reflected in this complex nationwide network of volunteer personnel.

Netball Australia does not conduct a census to determine player membership or participation. As such there is no specific data on the number of Indigenous people or those from culturally and linguistically diverse backgrounds who participate in the sport.

Catering for juniors

Early netball experiences impact greatly on continued participation, so it is important to understand what motivates young people to stay involved in netball in order to develop and conduct programs which best cater for them.

Netball Australia considers that 'all young people should have the fundamental right to be physically active and participate within netball'. The organisation makes decisions based on 'principles of equity so that individuals are not affected negatively by ability, body shape, disability, ethnicity, gender and sexuality, geographical location and socioeconomic status'.¹⁴



A number of netball programs have been developed which can be adapted for young people from a variety of backgrounds. The programs also aim to address access and equity issues.

Ethnicity

Netball Australia encourages the participation of young people from culturally and linguistically diverse (CLD) backgrounds in order to:

- accommodate real or perceived differences in opportunities,
- promote cultural diversity in netball experiences for all young people,
- provide access to a wider cross section of the Australian population,
- enable young people from diverse backgrounds to compete at the highest levels.

Indigenous Australians

Culturally relevant support offered by netball encourages participation by young Indigenous people in netball. Netball providers should:

- encourage young Indigenous people to participate in sport,
- provide help with coaching and resources,
- offer places to gifted young Indigenous people in talent development programs.

Socio-economic status

Netball Australia considers that provisions should be made to allow and encourage young people from a wide cross section of society to participate in netball programs, which will benefit the individual participant and the sport.

‘Above all, young people must be treated with respect regardless of their capabilities and experience a safe and responsible environment led by caring netball providers. Ultimately this will provide a rich netball experience for young people and result in continued retention of interest and support talent development’.¹⁵

The Junior Netball Framework includes an implementation strategies and checklist document designed to help clubs and associations assess their current practices and environment with web-based fact sheets on various topics.

Junior programs

Research from a number of areas has highlighted the need for young Australians to develop motor skills both in and out of the school environment. The provision of an age appropriate, staged progression for netball participation is an essential element in developing confident and skilled participants.¹⁶ As a result, the following junior programs have been developed:

FUN NET is a play-based motor skills program for 5–7 year olds held in a fun environment of games and activities. The program can be run between 8–16 weeks and be delivered by an association, club or school.

Children join the program as individuals, not as teams, and the emphasis is on participation, developing skills and having fun. Refinement of skills and their application to the game is introduced when participants reach the next stage – *NETTA Netball*.

NETTA Netball is the modified game for 8–10 year old boys and girls. It incorporates skill development and round-robin game play with the emphasis on participation and fun. It can also be delivered by clubs, associations or schools.

NETTA Netball has been designed to meet the needs of children and gives them a chance to be successful and feel good about themselves. Other sports that have taken a similar approach include: Australian Football League (*Auskick*), Hockey (*Minkey Hockey*) and Basketball (*Ozball*).¹⁷

Other junior initiatives

Netball Australia, Cricket Australia and the Australian Football League, with the support of Medibank Private, introduced the *Medibank Private 1Seven* program to schools over the course of 2006.

1Seven is a national health and wellbeing program for Australian children aged 5–12 years. The free program includes health-related classroom curriculum and practical physical activities to develop key movement and motor skills. Innovative web-based resources are also made available to teachers and parents via www.1Seven.com.au.¹⁸

There are also state programs in place such as Netball Queensland's *Net Set GO!* – an initiative aimed at the grass roots and development level of junior netball.

Net Set GO! provides an opportunity for children aged 5–12 years to increase their social and motor skills in a friendly, fun and safe environment. The program uses play-based games to provide maximum enjoyment for all involved. Each program involves six hours of coaching, divided into a number of sessions. The program supports Netball Australia junior programs and is run through Queensland netball associations and schools.¹⁹

Netball Australia Indigenous Sport Program

Netball Australia in conjunction with the Australian Sports Commission's Indigenous Sport Program (ISP) provides opportunities for Indigenous people to become involved in netball through targeted programs run in the Northern Territory, Queensland and Western Australia.

Netball Australia's National Coaching Director, development officers in the state and territory netball associations, various ISP development officers throughout the country and local state and territory departments of sport and recreation, have designed a program which focuses on active participation in playing, coaching and administration, while also providing access to facilities and equipment.²⁰

In 2005, Netball Australia conducted research into the needs of Indigenous participants in an effort to increase Indigenous participation. The recommendations from the review are being considered in the development of a National Indigenous Strategy.²¹ It is envisaged that the national strategy will be developed and implemented throughout the wider Australian region within the next few years.²²

Remote and regional community activities

In June 2005, Netball Australia's Chief Executive Officer Lindsay Cane and Commonwealth Bank Trophy netball players, Jane Altschwager (McDonald's Hunter Jaegers) and Carla Dziwoki (Queensland Firebirds), flew into the remote Northern Territory coastal town of Maningrida to support the local community and strengthen its ties with netball.

Maningrida, the second largest Aboriginal community in the Northern Territory and the only one with a schoolgirls netball team, is a unique town where 51 Indigenous languages are spoken by the residents.

This joint initiative between Netball Australia and the Northern Territory Government saw elite Australian netballers conduct coaching clinics in the community. At the conclusion of the clinic, team apparel, netball equipment and coaching resources were donated to the community.²³

Lindsay Cane said: "The opportunity to support and encourage young talented women in rural communities, through role modelling and leadership through Australia's elite players, is a testament to netball's ethos. After realising how much rural communities can achieve with so little, we have come away from this experience strengthened in our resolve to continue to take our sport into rural Australian communities and build upon our commitment to recognise women athletes in Indigenous communities".²⁴

Another regional netball activity is the *Charles Perkins National Football and Netball Championship Carnival*. This annual national sporting event was named after Aboriginal leader Dr Charles Perkins. The carnival took place from 25–27 October 2005 in Darwin, with teams competing from all around Australia.

Junior Indigenous strategies

Netball Australia's Junior Netball Policy has implementation strategies and a checklist for clubs and associations to help them ensure that they encourage and support Indigenous players to participate in netball. The checklist specifically asks: '*Does your club/association offer opportunities for young Indigenous people to participate in netball?*'

Strategies to support clubs to achieve this goal include:

- Link with Indigenous sport development officers in your local region and consult with Indigenous communities to assist in the establishment of netball competitions in Indigenous communities.
- Create policies that allow Indigenous teams to enter into the association competition.
- Encourage Indigenous kids to participate in all forms of the game (e.g. promote coaching, officiating and playing pathways).
- Contact your state and territory netball association for special programs or funding opportunities which may be available.

The policy also asks: *Does your club/association encourage people working with Indigenous young people to undertake cross-cultural awareness training?* The strategy suggests to 'host cross-cultural awareness training sessions (available through state/territory departments of sport and recreation) for all netball volunteers working with Indigenous young people'.²⁵

Living in Harmony

Netball Australia is a proud supporter of Harmony Day. As CEO, Lindsay Cane explains: “Our commitment to Harmony Day 2006 highlights and reinforces our commitment to a multicultural netball society within a culturally diverse and tolerant broader Australian community. We recognise and champion the principle of fair treatment and equal opportunity in sport, and the benefits arising from our diversity”.²⁶

Australia’s most capped netballer, Liz Ellis, also recently lent her time to record a 30-second community radio service announcement to support Australia’s diversity as a nation and to encourage harmony within Australian communities.

“I’ve played with a lot of people from a tremendous range of cultural backgrounds in my time. Harmony Day is about a fair go for everyone – no matter where they’re from or what they look like,” said Ellis.²⁷

Fostering inclusion

Netball Australia embraces ethnic diversity in the community by encouraging the participation of all individuals from culturally and linguistically diverse (CLD) backgrounds.

The organisation’s core values are to ‘treat all people with dignity and respect’, ‘embrace diversity’ and ‘be sharing, open, inclusive and cooperative’.²⁸

It urges clubs and associations to encourage cultural respect and diversity to attract people from different nationalities to participate in the game. Associations are also encouraged to make amendments to by-laws (if necessary) to allow all participants to play in a fair environment.²⁹

Netball Australia’s Junior Netball Policy has a checklist and strategies which relate to ‘ethnicity’. The policy asks whether ‘clubs and associations offer opportunities for young people to participate in netball regardless of their ethnicity?’

Suggested strategies include to:

- Be flexible to accommodate cultural and religious beliefs (e.g. relaxing uniform requirements, raising awareness of important religious/cultural events and practices, and scheduling competitions surrounding them).
- Conduct cross-cultural training programs for administrators/coaches/umpires and offer training programs to all members.
- Offer ‘come and try’ days in known, family-friendly environments, such as schools.
- Establish ethnic teams within the existing competition structure.
- Encourage parents from ethnic backgrounds to become involved – provide specific training for them.³⁰

The policy then asks if ‘clubs and associations ensure a positive and welcoming culture for young people from varying ethnic backgrounds?’ The strategy suggests to: ‘include images of participants from varying ethnic backgrounds in all promotional material and consider providing promotional material in a range of languages’.

The checklist goes on to ask whether the *'club/association develops and dedicates programs specifically to encourage young people from CLD backgrounds to participate in sport?'* The strategy suggests that clubs *'consult with community leaders and cultural groups and seek support for netball programs'* and *'promote junior netball programs to CLD families or groups'*.³¹

The policy also has a checklist covering *'socioeconomic status'* which asks *'does your club or association offer opportunities for young people to participate in netball regardless of their socioeconomic status?'*

Suggested strategies include to:

- Offer low cost resources/programs for schools/clubs located in low socio-economic areas.
- Provide/lend used balls/bibs to school groups/competing teams.
- Offer discounted/subsidised school clinics and travel arrangements to or from training/competition.
- Establish similarity between club and school uniforms (i.e. wear anything of a certain colour).
- 'Used uniform swap' – recycle old club/association uniforms.
- Offer financial subsidies for players in representative teams.
- Allow membership payments to be spread over the season for individuals.
- Investigate sponsorship.
- Create a variety of membership options (e.g. short season or family membership for club fees).

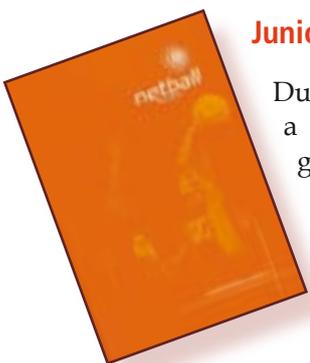
The checklist also asks if *'your club/association encourage community involvement in supporting young people from low socioeconomic areas?'*

The strategy suggests to:

- Conduct fundraising events to attract the community into supporting young people from low socio-economic areas.
- Establish relationships with the PCYC/YMCA and encourage them to conduct netball programs.
- Offer training and professional development opportunities for members of community organisations and other volunteers.
- Apply for funding via local councils or state governments.

Junior Netball Policy

During 2005, Netball Australia adapted the Junior Netball Policy, which aims to provide a safe, healthy and fun environment in which young people can participate in the game. The policy was developed in collaboration with the eight state and territory netball member organisations, together with coaches, teachers, parents and netball administrators. It applies to all junior netball programs covering participants aged 5–17 years.



The policy is underpinned by a series of resources to assist local associations, clubs and schools with a means of quickly referencing key issues and strategies to assist in their implementation of the policy.

Member Protection Policy

Netball Australia is committed to 'treating all people with respect, dignity and fairness'.³² These values – along with the basic right of all netball members to participate in an environment that is enjoyable, safe and healthy – has resulted in the organisation developing specific objectives to create a safer and more tolerant sporting environment.

All major policies of Netball Australia have been assessed – and are being revised where necessary – to ensure the organisation can successfully manage netball into the future.³³

The recent development and adoption of the Member Protection Policy reflects Netball Australia's commitment to serving and protecting its members and participants throughout all levels of the sport. This policy is one component of the overall strategy, which complements a range of other organisational policies including junior netball, umpire development, governance, finance, information technology and privacy policies.

Codes of Behaviour

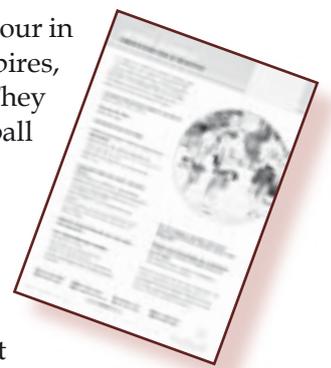
The Netball Australia Board and National Council adopted National Codes of Behaviour in 2004. The codes include a selection of key principles upon which coaches, teachers, umpires, administrators, parents and young players should base their netball involvement. They ensure that young people develop good sporting behaviours and enjoy a positive netball experience, which will encourage them to remain involved in the sport for longer.

Netball Australia strongly promotes the adoption of these codes by associations, clubs and schools, and distributes them to all relevant parties at the start of every netball season.

In addition to Netball Australia's General Code of Behaviour, junior players must meet the requirements outlined in the Player Code of Conduct. Of relevance to the project, the code states that 'verbal abuse of officials or other players, deliberately fouling or provoking an opponent and throwing/damaging equipment is not acceptable or permitted' and to 'treat all players, as you would like to be treated'.³⁴

The Coaches Code of Conduct asks coaches to 'encourage players to respect one another and to expect respect for their worth as individuals regardless of their level of play' and to 'treat all players fairly within the context of their sporting activities, regardless of gender, race, place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socio-economic status, and other condition'.³⁵

The parent or guardian of a player in any activity held by Netball Australia must also abide by a code of conduct, including to 'recognise and respect the value and importance of volunteer administrators, coaches and umpires. They give up their time and resources to provide recreational activities for players and deserve your support'. Parents and guardians are expected to 'be a model of good sports behaviour for children to copy'.³⁶



Teacher's must also abide by a code of conduct which asks them to 'create opportunities to teach appropriate sports behaviour as well as basic skills' and 'help young people understand that playing by the rules is their responsibility'.³⁷

A code of conduct for administrators states they should 'develop a positive sport environment by allowing for the special needs of the players (especially children), by emphasising enjoyment and by providing appropriate development and competitive experiences' and 'where appropriate, distribute a code of behaviour sheet to coaches, players, umpires, parents, spectators and the media'.³⁸

Umpires also have a code of conduct and they must 'treat all players with respect at all times' and 'refrain from any form of harassment towards players'.³⁹

Endnotes

¹ <http://www.netball.asn.au/extra.asp?id=14&OrgID=1>.

² Netball Australia 2005 *Annual Report* at http://www.netball.asn.au/_uploads/res/1_1086.pdf.

³ <http://www.netball.asn.au/extra.asp?id=30&OrgID=1>.

⁴ <http://www.netball.asn.au/extra.asp?id=30&OrgID=1>.

⁵ <http://www.netball.asn.au/extra.asp?id=30&OrgID=1>.

⁶ <http://www.netball.asn.au/extra.asp?id=12&OrgID=1>.

⁷ 'Netball Australia moving to Melbourne' in SMH, September 7, 2006 at <http://www.smh.com.au/news/SPORT/Netball-Australia-moving-to-Melbourne/2006/09/07/1157222251421.html>.

⁸ <http://www.abc.net.au/7.30/content/2006/s1732828.htm>.

⁹ <http://www.ausport.gov.au/isp/nisdnet.asp>.

¹⁰ Netball Australia 2005 *Annual Report* at http://www.netball.asn.au/_uploads/res/1_1086.pdf.

¹¹ Netball Australia 2005 *Annual Report* at http://www.netball.asn.au/_uploads/res/1_1086.pdf.

¹² Netball Australia 2005 *Annual Report* at http://www.netball.asn.au/_uploads/res/1_1086.pdf.

¹³ <http://www.netball.asn.au/extra.asp?id=17&OrgID=1>.

¹⁴ Netball Australia *Junior Netball Policy* at http://www.netball.asn.au/_uploads/res/1_113.pdf.

¹⁵ Netball Australia *Junior Netball Policy* at http://www.netball.asn.au/_uploads/res/1_113.pdf.

¹⁶ <http://www.netball.asn.au/extra.asp?id=37&OrgID=1>.

¹⁷ <http://www.netball.asn.au/extra.asp?id=36&OrgID=1>.

¹⁸ <http://www.netball.asn.au/extra.asp?id=356&OrgID=1>.

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²⁰ <http://www.netball.asn.au/extra.asp?id=38&OrgID=1>.

²¹ Netball Australia 2005 *Annual Report* at http://www.netball.asn.au/_uploads/res/1_1086.pdf.

²² <http://www.netball.asn.au/extra.asp?id=38&OrgID=1>.

²³ Netball Australia media release 'Remote Northern Territory community netball clinic', 10 June 2005.

²⁴ Netball Australia media release 'A clinic that inspired a community', 15 June 2005.

²⁵ Junior Netball Policy - *Implementation strategies and checklist* at http://www.netball.asn.au/_uploads/res/1_274.pdf.

²⁶ 'Netball Australia and Harmony Day' on www.netball.asn.au.

²⁷ 'Netball Australia and Harmony Day' on www.netball.asn.au.

²⁸ <http://www.netball.asn.au/extra.asp?id=14&OrgID=1>.

²⁹ http://www.netballvic.com.au/play_multicultural.htm.

³⁰ Junior Netball Policy - *Implementation strategies and checklist* at http://www.netball.asn.au/_uploads/res/1_274.pdf.

³¹ Junior Netball Policy - *Implementation strategies and checklist* at http://www.netball.asn.au/_uploads/res/1_274.pdf.

³² <http://www.netball.asn.au/extra.asp?id=14&OrgID=1>.

³³ Netball Australia 2005 *Annual Report* at http://www.netball.asn.au/_uploads/res/1_1086.pdf.

³⁴ http://www.netball.asn.au/_uploads/res/1_134.pdf.

³⁵ http://www.netball.asn.au/_uploads/res/1_148.pdf.

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³⁸ http://www.netball.asn.au/_uploads/res/1_169.pdf.

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Rugby league: *National Rugby League and Australian Rugby League*

'Ours is a sport that is about working together and not one that tolerates racism or discrimination of any type'.¹

Rugby league is one of the most popular team sports played in Australia. 'League', as it is commonly known, is often seen as a 'working man's sport' and has grown to become one of Australia's pre-eminent sports since stepping out of the shadow of its older brother – rugby union – over a hundred years ago.

The working man's game

Rugby league came into being when clubs in the north of England split from the Rugby Football Union in 1895. A class divide opened up as working-class clubs in the north, consisting mostly of miners, rebelled against the rich 'gentleman clubs' of the south, who thought it vulgar to pay participants to play.

So the north went its own way. Teams were reduced from 15 to 13 players and the play-the-ball rule was introduced to lessen the need for scrums and to replace rugby union's scrappy rucks and mauls (where the ball often disappeared from view for minutes on end).² This new game became known as rugby league.

These and other changes made rugby league the far more popular code in England among spectators and players alike. The increased gate-money allowed rugby league clubs to pay benefits to the footballers who the crowds had come to support.³

Rugby league was first played in Australia in 1908, when existing rugby clubs in New South Wales adopted the rules of England's 'northern union' game. South Sydney played the first game on 21 March, with a selection match of 'Possibles' vs 'Probables' for the coming season. The following month, eight clubs took part in the first round of the premiership: Balmain, Eastern Suburbs, Glebe, Newtown, Newcastle, North Sydney, South Sydney and Western Suburbs. Cumberland debuted in the next round.⁴

Rugby league's star was definitely on the rise. However for a short time, rugby union rode a wave of popularity, brought about by the arrival of the brilliant Dally Messenger. But very soon, men like Messenger started to become disgruntled at union and looked towards joining the professional rugby league (the NSW Rugby League).

The formation of rugby league, and Messenger's decision to join the new code prevented Australian rules from gaining hold of Sydney's vast working-class population and swamping rugby union.⁵

At the end of the 1908 season, both the first Kangaroos (league) and Wallabies (union) toured Great Britain, but shortly after their return to Australia in 1909, more than half the Wallabies accepted contract offers to join rugby league.

From 1910 onwards, rugby league has held its place as the premier winter sport of NSW and Queensland, and maintained a strong following in New Zealand. The NSWRL club competition evolved into a national competition in the 1990s, and became the National Rugby League (NRL) in 1998. The NRL competition spans the traditional league areas of NSW, Queensland and New Zealand, as well as Victoria (following the introduction of the Melbourne Storm).

2007 will mark the 100th season of the premiership, with the following year being the code's centenary as a professional sport in Australia and New Zealand.⁶

National Rugby League (NRL)

The National Rugby League (NRL) was formed in 1998, under a partnership arrangement between the Australian Rugby League (ARL) and News Ltd, to administer the national competition.

The NRL markets the Telstra Premiership on behalf of the clubs, and organizes the competition draw, finals matches and grand final. In association with the ARL, the NRL also promotes representative matches, the World Sevens and Australian internationals. The NRL also provides referees for the matches and ensures judiciary procedures are in place.

The 15 clubs in the Telstra Premiership (16 clubs in 2007 with the inclusion of the Gold Coast Titans) each have their own CEOs and organisational structure, although they are bound to the NRL by club agreements and a common set of rules.

Once the draw is finalised by the NRL, and match days and times are allocated, each of the NRL clubs control all aspects of their individual home games. All game day revenue from these matches is controlled by the individual NRL club.⁷

The sport's national premiership has had a golden run in the last few years; with a 27 per cent rise in crowds between 2003 and 2005. In 2005 crowds rose to an average of 16,466 for each premiership fixture and 187,374 spectators watched the three State of Origin games.⁸

Television ratings are just as strong. In Sydney and Brisbane, the 2005 grand final was each city's most watched program for the year, with ratings of 1.188 million and 778,000 viewers respectively.⁹

Australian Rugby League (ARL)

The Australian Rugby League (ARL) is the sport's governing body in Australia. It is responsible for the national team (the Kangaroos), the annual State of Origin series between Queensland and NSW, other representative matches, all international competition, the Australian Institute of Sport Rugby League Program, the Arrive Alive Cup (the premier competition in schoolboy rugby league) and junior development.

The ARL comprises state associations in Victoria, South Australia, Northern Territory, Western Australia, and Tasmania. However, the largest associations are the NSW Rugby League (which looks after the NSW State of Origin Team, Premier League, Jim Beam Cup,

NSW junior and senior club competitions, NSW development programs and the NSWRL Academy); the NSW Country Rugby League (which administers country and regional competition in NSW); and the Queensland Rugby League (which look after the Queensland State of Origin Team, State Cup, Queensland club and district competitions and Queensland-based development).

Australia's premier code?

Rugby league is the dominant code of football in two of Australia's most populous states – New South Wales and Queensland. However, the nation-wide participation level of the sport has been trailing Australian rules and soccer in recent years.¹⁰

According to an Australian Sports Commission survey in 2004, a total of 172,000 Australians aged 15 years and over participated in rugby league – an increase on 2002 (151,000) and 2001 (165,000). New South Wales and Queensland account for almost 85% (145,300) of this total; 85,800 from NSW and 59,500 from QLD. The vast majority of participants are male (95% or 164,000).¹¹

An Australian Bureau of Statistics sample survey in 2003 found 76,200 children participated in rugby league, or 5.6 per cent of all children in the country. This represents a decrease of 16,200 child participants from 2000 when this information was previously surveyed.¹² Actual registration numbers indicate that there has been a substantive increase since 2003 – rising from 90,976 in that year to 108,959 in 2005, representing a net increase of 19 per cent.¹³

The ARL does conduct an annual census on participation in rugby league, but these figures do not include the number of Indigenous players or those from a Culturally or Linguistically Diverse (CALD) background. The introduction of LeagueNet in 2007 will provide access to this information.

Game development

ARL Development is a non-profit company formed by the ARL and NRL to develop the grassroots of the sport, from introductory level up to the age of 18 years. It administers a coordinated national development and participation program, with a team of more than 60 National Development Officers engaged in full-time development through schools and coaching clinics around the country.

The development officers are highly trained and qualified in both rugby league coaching and dealing with children, and are committed to working in conjunction with teachers to help promote healthy, active lifestyles amongst school-aged children through rugby league.

The officers work within the development framework established by clubs and state leagues to augment existing programs and establish new development initiatives.

National Development Plan

In 2002, the ARL Foundation designed a National Development Plan for rugby league (2003–05) to increase the status of the game and continue its growth at all levels. The plan aimed to identify all the development needs of the sport in relation to participation growth and quality of services, and the bodies involved in the design and delivery of development

programs. The ARL, the ARL Foundation, all state leagues, all junior competitions organisers and volunteers contributed to the plan.

Some of the development plan initiatives included:

- the development of an online communication system for the game (LeagueNet)
- the introduction of a national Codes of Conduct Scheme for junior clubs
- growth strategy programs and
- the introduction of new educational resources.¹⁴

Many of these plans have been achieved and are now being implemented.

Junior development

Smaller Steps is part of the Australian Sports Commission's (ASC's) Targeted Sports Participation Growth Program, which was developed to give junior competitions across Australia a kick-start. There are four programs under *Smaller Steps*: the flagship *Kids to Kangaroos* program; *Joey League*, run in primary schools as a tackle or tag program; the *Legends of League* program, where gala days are organised with the support and participation of a former or current league player; and *League Sevens*, aimed at high school students.

Telstra Kids to Kangaroos program

Telstra *Kids to Kangaroos* is the successful skills-based rugby league program for boys and girls aged 5 to 12 years. It introduces children and parents to the game and ensures they have a positive experience.

The program is used as a recruitment tool for schools and clubs – over 35,000 children participated in the program from 2003 to 2005, with the ARL Development aiming to draw another 20,000 participants during 2006.¹⁵ It involves three hours of coaching with a qualified coach and developing skills such as: catching, passing, scoring tries, kicking, tagging activities, tackling bags and modified games.

In schools programs

Joey League is a six-week round-robin competition that introduces students aged 9–10 years to the game. It includes skills sessions during the first two rounds. Sevens (boys) and League Tag (girls) are a fun and exciting way of learning how to play the game. The competition is primarily for those students who do not participate in regular rugby league.

Legends of League

The *Legends of League* competition is designed to provide a friendly environment for boys and girls (League Tag) aged 11–13 years. Students represent their school in a structured competition which enables them to demonstrate their skills at a competitive level. The Legends competition culminates in a finals day in each state.

Modified games

Because young players are still relatively unsuited – physically, mentally, emotionally or skillfully – to the full rigors of the international laws of rugby league, the game has been modified by ARL Development to suit young, developing age groups. Modified games provide an ‘interim period’ for the introduction of elementary skills and strategies, and takes the form of ‘Mini’ and ‘Mod’ League.

Mini league

‘Mini’ League is designed for children aged 6–9 years old. There are 6–8 players on the field and all matches are played over three 10-minute periods.

The ‘mini’ game has its own ‘mini’ ball and is played on a smaller field. Possession is retained for a period of four tackles and when a tackle is being affected no contact is permitted above the armpits.

The use of expletives and/or threatening or denigrating language is not tolerated. Abusive/foul words, sledging and the use of direct or indirect comments which are threatening or belittling to a teammate, an opponent, the referee, an official, or a spectator have no place in any match environment. Any occurrence of this behaviour is regarded as serious misconduct and dealt with accordingly by the referee.¹⁶

All players receive a copy of the ARL Code of Conduct, with game day announcements used as an additional education/awareness strategy.

Mod League

‘Mod’ League is designed to suit 10–12 year olds (with an option for nine year olds). It features a format which acknowledges young players’ movement towards adolescence and helps prepare players for the adult game. The game features:

- 2x20 minute halves
- maximum number of players per team on the field at once is eleven at ages 9, 10, 11 and thirteen at age 12
- six tackles (below armpits)
- Code of Conduct and safe play code enforced and
- nationally accredited coaches, referees and first aid officers.¹⁷

From 2007, each child who enrolls in *Kids to Kangaroos* will be given an ARL ID registration number to use when signing on with a club, so the ARL can track the transfer from this program to club participation.¹⁸

Encouraging recruitment

There are a range of recruitment initiatives undertaken at the national, state, local and club level.

The *Club Recruitment Program* is a 90-minute skills-based program designed to teach beginners the basics of the game. New recruits learn catching, passing, kicking and tackling skills. Club

Recruitment Clinics are run by local Junior Rugby League Associations, so young people can get to meet club coaches and find out about training times, uniforms and how they can join up to play 'Mini' or 'Mod' League.

Active After-school Communities (AASC) is an after school hours sports program developed by the Australian Sports Commission that aims to improve the health and well being of Australia's primary school aged children through structured physical activity. ARL Development supports this national initiative through their *LeagueFun* program. *LeagueFun* is a coaching resource that introduces participants to the basic skills of rugby league in a safe and enjoyable environment.

The ARL and Indigenous players

Indigenous players have been associated with rugby league almost since its inception. The first Indigenous player to play the game was George Green, who played for Eastern Suburbs from 1909–11 and North Sydney from 1912–22, except for a year with Newtown in 1917. Green went on to coach North Sydney. The first Aboriginal footballer to tour overseas was Glen Crouch who played 11 games for Queensland in a New Zealand tour in 1925.¹⁹

Today Indigenous players are part of every NRL club and include household names such as: Greg Inglis, Dean Widders, Daniel Wagon, David Peachey, Sam Thaiday, Milton Thaiday, Justin Hodges, Nathan Merrit, Matt Bowen, Brenton Bowen, Jonathan Thurston, George Rose and Ty Williams to name a few. There was an 11% participation rate of Indigenous players in NRL starting line-ups in 2006.²⁰

The fact that there are so many Indigenous players in the NRL is very satisfying for ARL Indigenous Development Manager and former St George winger Ricky Walford. However, playing at the elite level is just one of the outcomes Walford seeks to achieve through the Indigenous Sport Program.

"The idea is to use league as a way of addressing some of the serious problems that many communities face," said Walford. "We've got to focus on further developing our youth and equipping them with the necessary 'tools of life'.

"Rugby league can be a great source of encouragement. It's all about maintaining our cultural identity through the development of healthy, team-based activities that involve the whole community and help raise our standard of living."²¹

The ARL also continues to work with a number of existing organisations to develop Indigenous participation in the game. These include the various state and territory Departments of Sport and Recreation, NSW Aboriginal Land Councils (both at a state and local level), the Department of Communication, Information, Technology and the Arts (DCITA), as well as other stakeholders throughout the country.

In fact, in May this year the National Rugby League Chief Executives received a presentation from the Minister for Families, Community Services and Indigenous Affairs, Mal Brough, on the role of rugby league in Indigenous communities. The NRL clubs and the federal Government are keen to continue working with Indigenous communities and have agreed to explore further options.

Indigenous Sport Programs

The ARL has developed partnerships with the NSWCRRL, NSWRL, QRL and the other state bodies to deliver Indigenous Sport Programs (ISP). The ISP has allowed rugby league to broaden its base while also bringing many benefits to the Indigenous communities involved.

Following is an overview of the ISPs in each state and territory in the 2004–05 season.

New South Wales

The ISP rugby league development programs in NSW were spread across the state. The success of the Interstate NSW vs QLD Indigenous Youth U/16's concept generated tremendous support from within the Indigenous community and continues to attract interest from all quarters.

Maintenance and sustainability of the Barwon Darling (Far West) Rugby League Competition continues to have positive ramifications for the townships and surrounding communities of Bourke, Brewarrina, Goodooga, Lightning Ridge, Walgett, Collarenebri and Enngonia.

The NSWRL maintains a strong working relationship with the ARL Development Officers, Country Rugby League Development Officers, the NSW Department of Tourism, Sport and Recreation's Western Region Office to continue sustained development in this region.²²

Queensland

The ISP's focus in Queensland during the 2005 season centred on developing the game and assisting remote and isolated communities, particularly those in the Central West and the Gulf regions of Far-North Queensland.

Communities such as Bedourie, Boulia, Doomadgee, Mornington Island, Normanton, Croydon and Kowanyama received assistance from the QRL-based project, which has created opportunities for people to access rugby league at all levels.²³

Victoria

A change in management has seen Victoria's Indigenous Rugby League Development Program take a new direction. Under the guidance of a new management team, the Victorian Rugby League (VRL) has targeted a number of communities across the state for a series of coaching, skills and training development clinics. These activities will be delivered on a group network basis utilising the expertise of the VRL, ARLD and other key service providers.²⁴

Northern Territory

The ISP Program has been implemented from September 2005 and will continue throughout the 2006 season. The ISP/ARL Indigenous Rugby League Development Program will continue to focus on further development through the NT school system, as well as re-current visits to communities.²⁵

South Australia

Term two in 2005 at Coober Pedy Area School was a rugby league term. As a follow up to 2004's popular coaching clinics, Rugby League SA brought trainees to the school to run more clinics, which were followed by tag and tackle games at the town oval. Rugby League SA also worked with the open rugby league team that travelled to Port Lincoln.²⁶

Western Australia

The Western Australian Rugby League (WARL) Indigenous Program for 2005 has continued its focus on developing targeted areas within the Perth metropolitan and regional WA areas.

The WARL Development team was very active within the primary school system during 2005, focussing on areas with a high Indigenous population. Rugby league skills clinics were conducted in a number of schools in these areas, along with rugby league carnivals and gala days.

Rugby league was also accepted as a new sport within several PSSA districts during 2005, following the WARL's primary school program. The Maguire District is one such area, with eight schools being involved in rugby league clinics and carnivals in 2005. The Maguire District has a large Indigenous population in suburbs such as Lockridge, Beechboro, Upper Swan, Midvale and Midland.²⁷

Celebration of Indigenous culture

There are a range of rugby league events held throughout the year to celebrate Indigenous culture. These include the 2006 Frank and Vern Daisy Cup, the first annual Queensland Indigenous Rugby League Knockout Carnival and Cultural Community Fair held in Townsville (Queensland) in February.



Other popular events include the annual NSW Rugby League Knockout - one of the biggest Indigenous gatherings in the country - and the annual David Peachey Foundation Aboriginal Rugby League Carnival held in Dubbo (NSW), between 30 September and 2 October in 2006. The Carnival is sponsored by the Foundation, which was originally set up to help young people in the Dubbo region, and has now grown to support Indigenous communities around Australia. The Foundation also supports talented young Indigenous Australians to achieve their best in their chosen sport by providing support mechanisms and scholarships.

But perhaps the biggest celebration of the contribution of Indigenous players to the game of rugby league is the annual celebration of NAIDOC Week, which many NRL clubs support through a range of activities and events.

Dean Widders – Indigenous role model

“In a way, in rugby league, a lot of the people look at Indigenous players as being unreliable and not hard trainers. So I really make an effort to be really reliable, to be on time all the time, to turn up to things early, put up my hand to do extra things all the time and also to make sure I train harder than anyone else at the club.

“I have seen the perception of Indigenous players at my club change since I have arrived. So I think I am doing a good job there. I find it really important to not fall into the stereotype and to show that we can do things as much as anyone else can.

“It is disappointing that things are this way. But again, if I fold my hands and say it is unfair, I will only be the one going backwards – and so I pull my head in and deal with it. I think if people have got disadvantages you don’t give into it. You rise above it.”²⁸

From the quote above it is easy to see why former Parramatta Eel and current South Sydney player Dean Widders is a high achiever and positive role model for Indigenous players and communities.

Widders has held several significant representative roles connected with his sports career, including Ambassador and Director for the National Aboriginal Sporting Corporation of Australia, Australia Day Ambassador for Parramatta and was recently appointed to the federal Government’s National Indigenous Council (NIC). He was also a driving force behind the Human Rights and Equal Opportunity Commission’s (HREOC) ‘*Voices of Australia*’ project, encouraging other NRL stars to share their stories and experiences of diversity.

Widders has been a recipient of rugby league’s Ken Stephen Medal, Father Chris Riley’s Shine Day Award and the Bounce Back Foundation’s Community Ambassador of the Year Award. He has helped to inspire peoples’ sporting ambitions and encourages literacy among Indigenous youth as a patron of the Books in Homes Programme.

Leadership from recognised sporting identities such as Widders can have a very important influence on Indigenous communities where sporting personalities are held in high regard.

The Polynesian expansion

The biggest influence on Australia’s rugby codes in recent times has been the influx of Pacific Islanders, with many NRL teams now dominated by players from Tonga, Fiji, Samoa and New Zealand.

NSWRL statistics suggest Islanders are also dominating the junior Jersey Flegg and SG Ball competitions – the stepping stones to an NRL career.

This represents a fundamental shift in the way these century-old games have been played in Australia. Rugby league and rugby union once attracted players with English, Irish and Aboriginal backgrounds. Later, they attracted players whose parents and grandparents came from Lebanon, Italy, Greece and Malta. Now Islanders are beginning to dominate.²⁹

At a junior level, the ARL has taken this into consideration and has been trialing weight and age (restricted) football competitions to enable players who don’t want to play against larger, heavier players to still participate in the game in a restricted team.

As the ‘Polynesian expansion’ of rugby league continues, the code has an important role to ensure that the wider rugby league community accepts and respects players from different races and cultures. Hopefully, the players will be spared the racist taunts that Olsen Filipaina allegedly suffered when he joined the Balmain Tigers in 1980.

“There were very few Polynesians playing in the Winfield Cup and the way people treated me was unbelievable,” Filipaina said recently. “Racial sledging was on every week. I was called a black bastard, a nigger and had cans thrown at me. It ruined rugby league for me.”³⁰

But with new Codes of Conduct policies firmly entrenched in the game and a no-tolerance policy for any racist behaviour, the experience for players these days should be remarkably different.

Harmony Day and league

The NRL joined the Australian Government's Harmony Day program as an official partner in 2006, promoting the benefits of cultural diversity and sending a clear message against racism.

They dedicated the 17 March clash between the Bulldogs and Wests Tigers at Telstra Stadium as league's Harmony Day game, which was played in front of a near record crowd of 32,578 fans.

The Harmony Day match paid tribute to the 73 different countries represented by first or second generation Australian families in the Telstra Premiership, the Premier League and junior representative teams. In fact, the first 'cultural map' of the competitions shows that more than 40 per cent of players have either a Pacific Islander or Aboriginal and Torres Straight Islander background.³¹

Half-time entertainment at the match celebrated the diversity of these backgrounds, NRL referees wore orange and black uniforms in keeping with Harmony Day colours and ARL development officers conducted educational events in schools during the week.

A special feature was played on the big screens at all games across the weekend with leading players: Andrew Johns, Willie Mason, Dean Widders, Benji Marshall, Scott Prince and Anthony Minichiello all speaking about their backgrounds and what it means to them to live in Australia.

Wests Tigers star Benji Marshall says the great diversity in backgrounds is something to celebrate: "We're a bunch of blokes who've come together and become brothers".³²

His team-mate Robbie Farah, who received a special Australia Day Award from the United Lebanese Association for services on and off the field and was named Australian Lebanese Sportsman of the Year in 2005, says there are many lessons to be learned from the acceptance shown in rugby league for all cultures.

"It helps to hear about other people, other cultures. The only way to tolerate or appreciate other cultures is to learn about them," said Farah.³³

On Harmony Day, 21 March, the NRL also hosted a skills clinic for more than 300 children from different racial backgrounds at Telstra Stadium.

NRL Chief Executive David Gallop said: "From Eric Simms to Dr George Peponis and the likes of Fui Fui Moi Moi, rugby league has a long and proud history of bringing people together from many different backgrounds".

"Ours is a sport that is about working together and not one that tolerates racism or discrimination of any type. The NRL is extremely proud to be a partner in the 'Harmony Day' project as we seek to promote respect and goodwill towards Australians of all backgrounds."³⁴

Voices of Australia

The National Rugby League (NRL) joined forces with the Human Rights and Equal Opportunity Commission to tackle racism head on through their support for 'Voices of Australia' – a project to celebrate the 30th anniversary of the Racial Discrimination Act.

The aim of 'Voices of Australia' is to encourage greater understanding and friendship between people of different backgrounds through sharing the personal stories.

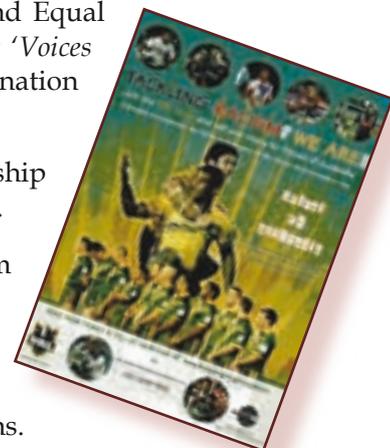
At the launch of the project, federal Race Discrimination Commissioner Tom Calma said: "It is great to have the support of the NRL and their star players for this project. I'm sure that their stories will inspire fans to share their own stories of celebrating diversity and living together in contemporary Australia.

"The NRL has players from a diverse range of nationalities, cultures and religions. By celebrating what we have in common, and by respecting our differences, we can break down barriers and forge life-long friendships on and off the playing field."³⁵

NRL Chief Executive David Gallop said: "This is an important project for rugby league and something we're very passionate about. We're privileged to have players and supporters from a variety of backgrounds and we'll continue to work on encouraging understanding and acceptance".³⁶

NRL stars from diverse cultural backgrounds including: Dean Widders (Parramatta Eels), Darren Lockyer and Petero Civoniceva (Brisbane Broncos), Steve Price (New Zealand Warriors), Hazem El Masri (Canterbury Bulldogs), Alex Chan (Melbourne Storm), Anthony Minichiello (Sydney City Roosters) and Matt Bowen (North Queensland Cowboys) share their real life stories. (These stories are available at http://www.humanrights.gov.au/voices/#nrl_stories). NRL players were also featured in a Voices of Australia.

HREOC has produced and distributed more than 30,000 copies of the Voices of Australia magazine and audio CD to community groups, libraries, local councils, religious groups, government agencies and other groups around the country.³⁷



El Masri and Price: One Voice

The likelihood of a young Muslim boy growing up in Tripoli, Lebanon crossing paths with a kid running around the footy fields of Toowoomba in country Queensland is fairly remote.

In the case of Bulldogs star Hazem El Masri and Warriors captain Steve Price, not only did this occur, but they have developed a life-long friendship through the most unexpected of circumstances.

"Hazem is one of my best mates," Price said. "He opened up my eyes to many things, from appreciating the traditional Lebanese food prepared by his wife to being able to accept and admire his commitment to the Muslim faith."

Price's openness to the multicultural experiences provided throughout his time at the Bulldogs can be traced to his upbringing in country Toowoomba. Price recalled one of his best mates as a youngster was Greg Suey, an Aboriginal from a large extended family, who was also a talented footballer.

“We used to do everything together,” he said. “His family gave me an appreciation of Aboriginal culture and enabled me to realise at a young age that every community and culture is made up of individuals.”

Price took these values to the Bulldogs and quickly became a favourite with the army of loyal fans who shared his passion for the blue and white jersey.

“In the environment the world is in it could have been difficult but with Hazem our wires have never crossed. I accept and admire his dedication to his faith and the immense discipline he shows at all times,” said Price.

“Ramadan falls during off-season training and Hazem’s vigilance in terms of his fasting and prayer is an example to us all. His abstinence from alcohol even extends to him not passing on gifts he might receive in case it appears he endorses its consumption.”

When El Masri was growing up his parents and his family’s religious beliefs moulded the person whom the fans adore as ‘El Magic’. “My parents taught me to be well-mannered and to respect other people and that I had to earn the respect of others. It is important that you develop a work ethic that people can relate to and respect and then hopefully they will respect your values as well,” he said.

Hazem believes that ignorance is the cause of most forms of racism and that his best response is to let his actions speak for him. “You can’t blame people when they act out of ignorance,” he said. “I try to lead by my actions and example and then slowly people will ask you questions.

“During Ramadan in summer we will train in 30 degree plus heat and I will be fasting as well as continuing my observance of praying five times a day,” he continued. “Slowly people will ask you questions when you can explain your beliefs and reasons,” he said. “Slowly, slowly you break down barriers.”

El Masri believes it is important to build trust in everything you do. “If you are honest and trustworthy then people will respect you,” he concluded. “My religion doesn’t allow me to be racist. We pray that people will unite not divide.”

Price concluded that he was proud, lucky and privileged to have experienced so many diverse cultures through his involvement in rugby league.³⁸

The Widders incident

In 2005, South Sydney Rabbitohs player Bryan Fletcher was stripped of the captancy, suspended, fined \$10,000 and ordered by his club to help Dean Widders work with Aboriginal children following racist comments he directed at Widders during an NRL game.

Fletcher was contrite and apologised unreservedly to his former team-mate after the incident. Widders accepted his apology.

In describing the incident Widders said: “Some people have said that I over-reacted to the situation and what is said on the field in the heat of the moment should stay on the field. I reject this because there is no situation where we should accept racial vilification. My anger and hurt would be the same no matter what the circumstance.

“I remember being at a function where two players who had played in the same team for over 10 years were part of a general discussion. The non-Aboriginal player turned to the Aboriginal player and said: ‘...it’s like when I used to call you a black so and so. You knew it was a joke’.

“The Aboriginal player, who has accepted this for years, finally had the courage to say ‘No, I didn’t’.

“They were friends, but that night was the first step in them reaching a better understanding of each other. All Australians from all backgrounds need to get to know each other better. Making a stand against racial comments is only one step in the process.”³⁹

Racism in the NRL

The NRL used the Widders incident to underline the message that racial vilification will not be accepted as a part of rugby league.

NRL Chief Executive David Gallop said: “The game drew a line in the sand on this issue years ago and players have supported that stance. Indeed it is an encouraging sign for the game that the club has got in and taken action and that the player has accepted that, rather than the NRL having to reinforce the need for action”.⁴⁰

Under NRL guidelines, if the two parties are unable to reach an amicable outcome, the league appoints a conciliator. If that fails, the dispute goes to the NRL’s appeals tribunal. The NRL sought conciliation with the federal Race Discrimination Commissioner following a case involving North Sydney’s Chris Caruana and Newcastle’s Owen Craigie in 1997, which led to Caruana being fined and dropped from first grade.

In another case in 2004, Craigie also reported his then South Sydney coach Paul Langmack on a similar charge. The player and former coach resolved their differences at a club mediation hearing. In the same year, North Queensland coach Graham Murray and fullback Matt Bowen also resolved a supposed racial issue behind closed doors.

In the eight years the NRL has had this process in place it has worked very effectively, with conciliation and consultation usually being sufficient to resolve the issue. Only one dispute has progressed to the NRL judiciary tribunal for determination. This was in 1998, when former Dragons five-eighth Anthony Mundine accused Bulldogs forward Barry Ward of calling him a “black c . . .”. Ward was fined \$10,000, which was later reduced to \$5000 on appeal.⁴¹

The extent of the problem

The Widders incident came at a bad time for the NRL – it happened during rugby league’s National Aboriginal and Islander Day of Celebration (NAIDOC) week game, where several high-profile former and current Indigenous sportsmen including Anthony Mundine, Sam Backo, Gary Ella and Kyle Van der Kuyp were in attendance.

Following the game, Widders said: “I have never encountered racism in the NRL before, but I know it still exists in sport, as it does in all parts of society”.⁴² However, other leading NRL players claimed that this was not an isolated incident.

Penrith forward Tony Puletua said: "Racism is still present in rugby league and it's time the NRL cracked down to wipe it out of the game for good".⁴³ His team-mate Rhys Wesser added: "The rugby league field is our workplace and we shouldn't have to put up with it at any level".⁴⁴

Melbourne Storm's David Kidwell said racial abuse was more prevalent in the lower grades, fuelled partly by the lack of profile in the Premier League and other junior representative competitions. "If I had a dollar for every time I've been called a black so-and-so, I'd be a rich man," Kidwell said.⁴⁵

Broncos and Test Frontrower Petro Civoniceva came to Australia from Fiji as a one year old and grew up in Redcliffe (Queensland). "I was one of the few dark kids in the area so I copped my share of name-calling. I also copped a bit of sledging in my junior career, but have never experienced any form of racism in my senior career. Over time people's attitudes have changed for the better," he said.⁴⁶

NRL Chief Operations Officer Graham Annesley insists that racial taunting is no more widespread in rugby league than other sports. "It hasn't been an ongoing issue for us. But in saying that, we have education programs in place. We aren't leaving the issue with the clubs. We take any case of racial abuse extremely seriously," Annesley said.⁷

NRL cross cultural awareness training

The NRL have been proactive in encouraging players and clubs to undertake the Australian Sports Commission's Cross Cultural Awareness training - *Understanding and Tolerance* - to learn more about Indigenous people and different cultures. All NRL clubs have undertaken this training and, in fact, they are the only professional sport where all elite teams have been required to participate.

Indigenous Sport Development Officer Billy Williams has delivered these popular courses to rugby league clubs for the past three years.

The NRL conducts the cross cultural awareness presentations as part of their annual 'Rookie Camp' and the training has also been presented to all ARL Development Officers.⁴⁸

Providing a positive sporting experience

The ARL, NRL, the state leagues and all their affiliated bodies recognise the right of each individual to participate in and enjoy their sport, and are committed to providing an environment which is free from harassment and abuse, and promotes respectful and positive behaviour and values.

The ARL also aims to provide an environment where no-one is treated unfairly, discriminated against or harassed because of their sex, marital status, pregnancy, parental status, race, age, disability, homosexuality, sexuality, transgender, religion, political belief and/or industrial activity.⁴⁹

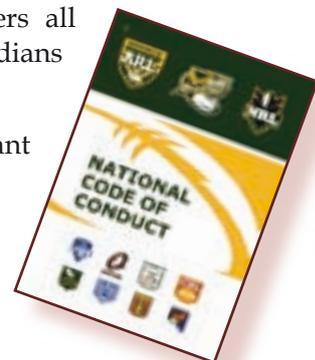
The ARL prohibits all forms of harassment and discrimination, not only because it is against the law, but because it is extremely distressing, offensive, humiliating and/or threatening and creates an uncomfortable and unpleasant environment.⁵⁰

National Code of Conduct

ARL Development designed a National Code of Conduct in 2006 which covers all participants in the game including, players, coaches, match officials, parents/guardians and spectators.

The Code of Conduct has three general principles. They state that every participant should:

- Discourage all instances of unsportsmanlike behavior, foul or illegal play, or acts of violence, both on and off the field.
- Respect the rights, dignity and worth of every person regardless of their gender, ability/disability, sexual orientation, cultural background or religion.
- Condemn the use of recreational and performance-enhancing drugs and doping practices; their use endangers the health of players and is contrary to the concept of fair play.⁵¹



The code also states that no person attending a rugby league match shall:

- use offensive or obscene language to any player, coach, referee, touch judge, official or other spectator; and
- act in such a way as to exhibit racial intolerance, by language or other conduct, to any other person/s.⁵²

The player's code states that participants should:

- never engage in disrespectful conduct of any sort including profanity, sledging, obscene gestures, offensive remarks, trash-talking, taunting or other actions that are demeaning to other players, officials or supporters; and
- recognise that many officials, coaches and referees are volunteers who give up their time to provide their services. Treat them with the utmost respect.⁵³

Coaches are required to actively discourage foul play and/or unsportsmanlike behaviour by players. And referees and officials must: condemn all and every instance of unsportsmanlike, foul or unfair play.

Under the code, parents and spectators are required to:

- respect the referee's decisions – don't complain or argue about calls or decisions during or after a game; and
- behave! Unsportsmanlike language, harassment or aggressive behaviour will not be tolerated.⁵⁴

Every person bound by the Code of Conduct must also comply with the provisions of the NRL Anti Vilification Code, which states that they must not 'speak or otherwise act in a manner which is likely to offend, insult, humiliate, intimidate, threaten, disparage or vilify another person on the basis of that person's race, religion, colour, descent, nationality, ethnic origin, gender, sexuality, marital status, status as a parent, disability or HIV/AIDS status'.⁵⁵

The NRL also has a Code of Conduct which covers NRL matches, and the ARL Referees' Association has adopted a uniform Code of Behaviour that applies to all affiliate refereeing associations.

NSW Rugby League racial and religious vilification policy

In 1997, the NSW Rugby League (NSWRL) requested assistance from HREOC in the NSWRL's review of their racial and religious vilification policy, which HREOC's Race Discrimination Unit helped to draft.

In 2001, the HREOC President and the Operational Manager of the NSWRL signed a Memorandum of Understanding which outlined procedures for the referral to HREOC's Complaint Handling Section of complaints under the NSWRL racial and religious vilification code of conduct. This MUO continues to operate.

Disseminating information

An ARL Development initiative, Club Admin Centre, is an online site designed as a 'one-stop shop' for club administrators around Australia. It contains contact and links information and a download section containing a range of ARL policies and rules.

Complaints procedure

The ARL provides a step-by-step complaints procedure that people may use at any stage.

As a first step the complainant should try to sort out the problem with the person or people involved. If it can't be resolved, the person should talk to a Member Protection Officer who may be able to help resolve the situation. If the person decides to make a formal complaint, the Member Protection Officer will decide whether they are the most appropriate person to receive and handle the complaint; if not they will refer to the appropriate tribunal or authority or an informal or formal mediation session.

If the internal complaints processes do not achieve a satisfactory resolution/outcome, or if the complainant believes it would be impossible to get an impartial resolution within the rugby league organisation, they may choose to approach an external agency such as an equal opportunity commission to assist with a resolution.⁵⁶

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- ³⁰ 'Islanders in junior leagues, it's a really big issue' by Daniel Lane in the *Sydney Morning Herald* July 16 2006.
- ³¹ <http://www.nrl.com.au/Clubs/Sharks/SharksNewsArticle/tabid/102/newsid/1350/Default.aspx>.
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Rugby union: *Australian Rugby Union*

*'Many of the values of rugby come from its rich history, traditions, camaraderie and community involvement with the sport.'*¹

Australian Rugby Union (ARU) has enjoyed a period of unprecedented growth and success since the advent of the professional game in 1996.

In 2000, Australian rugby's trophy cabinet contained every international trophy contested and in 2003 there was a once-in-twenty-year opportunity to host the Rugby World Cup. A record Australian television audience of 4.3 million viewers watched the final and the ARU recorded a net surplus for the year of \$32.9 million.²

Average home crowds the 2005 Super 12 (now Super 14) competition were up more than 1,000, to 26,000 (the sixth successive rise in average crowds); the Fox Sports TV audience for Super 12 was up 25% on 2004; and interest levels in rugby hit a record high of 44% according to the Sweeney Sports Annual Survey, surpassing rugby league for the first time.³

The history of rugby

Rugby gets its name from the Rugby School in England, where it was first played in 1823. Legend has it that the game originated when one of the school's pupils, William Webb Ellis, picked up the ball during a game of soccer and ran with it. Now every four years, rugby nations from around the world meet to compete in the Webb Ellis Trophy in the Rugby World Cup.⁴

There are reports of early games of rugby between the army and the crews of visiting ships being played at Barrack Square in Sydney in the 1820s, however it was not until 1864 that the first rugby club in Australia – Sydney University – was established. By 1874 there were enough clubs to form a Sydney Metropolitan competition, and in that year the Southern Rugby Union was established and administered from Twickenham in England (eventually being handed over to New South Wales in 1881).

In 1903, Australia and New Zealand played a single Test at the Sydney Cricket Ground in front of 30,000 fans. This was the beginning of intense rugby rivalry between the two nations. However, as popular as rugby had become, it would soon feel the impact of the breakaway professional game of rugby league, which was formed in 1908.

Following the tour by the New Zealand All Blacks, the Australian team was pressured to produce a war cry similar to the Maori Haka. The team were ordered to perform an Aboriginal war cry, but were embarrassed by it. The Australian Captain Herbert 'Paddy' Moran called it the first Wallabies gravest affliction.⁵

In 1947, the various State Unions agreed that the future of Rugby Union in Australia would be better served by forming one administrative body and in 1949 the inaugural meeting of the Australian Rugby Football Union was held with delegates from New South Wales, Queensland, South Australia, Western Australia, Tasmania and Victoria.⁶

After a slump in the fortunes of Australian Rugby, in the early 1970's an in-depth survey of the past, present and future rugby union was carried out, resulting in a re-appraisal of coaching techniques and a restructuring of the administration.

Since that time, Australian rugby has gone from strength to strength; the ARU has invested heavily in the game and broadened the appeal of the sport by pushing for the creation of the World Cup (1987) and the Tri-Nations tournament.

Australian Rugby Union

The ARU is associated with member unions in each state and territory. Through this relationship, they are able to provide a strong and united front for Australian rugby. The ARU also has relationships with affiliated unions including: Australian Barbarian Rugby Club, Australian Juniors Rugby Union, Australian Rugby Football Schools Union, Australian Services Rugby Union, Australian Society of Rugby Referees, Australian Universities Rugby Union, Australian Womens Rugby and Classic Wallabies.

The ARU stages a number of national championships and competitions with the support of its member and affiliates unions. These tournaments are held annually and provide talented amateur rugby players the opportunity to compete at a higher level against other representative players. They also establish clear pathways for talented participants (players, coaches, managers, match officials, etc.) to progress through to the professional ranks.

From 2007, a new competition will form a third tier in Australian rugby, filling the perceived void between club rugby and the Super 14 competition. Three teams from NSW, two from Queensland and one each from the ACT, Perth and Melbourne – amalgams of existing clubs – will compete between July and October. Club rugby will be played from March until mid-July.

Who plays rugby?

Rugby is a game that is played in over 120 countries throughout the world. People participate in rugby in many ways – as a player, coach, match official and volunteer or administrator.

Through non-contact versions of the game, children as young as six can enjoy the game. The modified versions of rugby in Australia include: *Walla* rugby (7–8 years), *Mini* rugby (9–10 years) and *Midi* rugby (11–12 years). These games are played at both junior clubs and schools.

Senior club rugby (including colts) offers players an opportunity to experience the camaraderie of the game, while women's rugby is also popular at clubs and schools. Rugby is played as a 15-a-side game, seven-a-side and as ten-a-side.

Rugby participation has grown at a strong rate, with registered player numbers increasing from 89,760 to more than 150,000 between 1996 and 2003. Participation continued to grow following the success of the Rugby World Cup, with almost 177,000 registered players in

2005 (including 36,574 seniors, 41,533 juniors, 1,996 women and 17,115 Golden Oldies)⁷ – a seven percent increase on 2004.⁸

Regular schools rugby competition is played by over 43,000 students throughout Australia and another 36,000 students participate in non-regular schools rugby competitions.⁹

However, sustaining such significant growth when sports participation in general is declining, and capitalising on the groundswell and momentum generated by Rugby World Cup 2003, remains a key issue for the ARU.¹⁰

Indigenous participation

As of 1 January 2006, there have only been seven Indigenous players to represent at the national level: Lloyd McDermott, Mark Ella, Glen Ella, Gary Ella, Lloyd Walker, Andrew Walker and James Williams. This is very low compared with the vast numbers of Indigenous talent who have represented in rugby league and AFL.

In 1991, a group of concerned rugby enthusiasts thought this scenario needed to change. They established the Lloyd McDermott Rugby Development Team (LMRDT) to bring about a change in the number of young Aboriginal men participating in the sport. The Team set about conducting a yearly rugby training camp to expose potential players to the necessary skills and fitness required to compete successfully at a senior level. A group of 15 players attended the first ever camp in Sydney.¹¹

Now 15 years old, the LMDRT works in partnership with the ARU to assemble Indigenous rugby teams to compete at the National U/16 Championships; the Australian Schools Division 2 Championships; and the Telstra Women's Invitational Tournament each year. In 2001, the LMDRT also established a scholarships program with several schools.¹²

The program is now widespread – from Darwin to Melbourne young Aboriginal boys and girls are participating in rugby activities. In 2005, over 500 U16 boys played in their events.¹³ Indigenous participation in the game has risen from 1037 in 2004 to 1623 in 2006.¹⁴

The ARU does not compile data on the number of Indigenous players in the game or those from Culturally and Linguistically Diverse (CALD) backgrounds. The introduction of the ARU's *'MyRugbyAdmin'* – the online registration/administration system – will provide easy registration, administration and accreditation of club members, coaches and match officials and may also assist in helping to compile more comprehensive data on members.

Research into drop-out rate

The ARU has conducted several research projects to understand the drop-out rate in rugby after school and issues around retention of 18–21 year old players. More specifically, they wanted to assess current attitudes to competition structure, club administration and the factors that influence motivation to play.

The research indicated that the overall attitude of current players to the existing competition was positive. Most players believed that they were getting a “fair go” from their club, player's opinions were listened to, and club spirit was relatively high. Follow up research has been recommended to further understand the differences that exist between university students and full-time workers who play the game.

'True Vision' – a plan for Australian Rugby



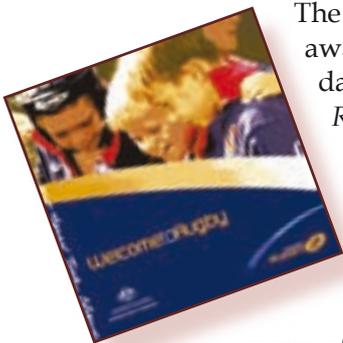
Rugby union is trying to take advantage of the ongoing growth and profile of the game, which reached an all-time high during the 2003 Rugby World Cup. As well as boosting rugby's profile, the tournament also delivered a financial legacy which should provide a lasting benefit for the game.

'True Vision' is the Australian Rugby Union's plans for future development of all aspects of the game; this includes programs for developing and growing community rugby.

The ARU understands that players, the club and school administrators, the coaches, referees and other volunteers are rugby's lifeblood. As such, the ARU will spend \$18 million dollars from 2004–06 to support a range of grassroots initiatives by:

- boosting player numbers in junior and senior clubs and schools,
- targeting talented school age players with special development programs, and
- making ARU technical and database resources available to clubs to support their own objectives.¹⁵

Promoting the game to juniors



The ARU has developed a 'Welcome to Rugby' season starter kit designed to help create awareness about junior rugby in the community and help clubs promote their sign-on days. The pack includes promotional and technical resources including: a 'Welcome to Rugby' book, Wallaby posters and stickers, an *EdRugby* flyer, referee flyer, a Super 14 rugby poster and an 'expectations of behaviour' guidelines form.

Rugby is an exciting, free-flowing game, but it is quite complex and requires a range of individual and team skills. The ARU believe that younger rugby union players should be introduced to the game in a safe, progressive manner through its Junior Player Pathway games of *Walla*, *Mini* and *Midi*-rugby for players up to 12 years of age, along with the U19 modified game for players 13–19 years old.

These games have been specially adapted to be more suitable for the player's stage of life, physical capability, health status, skill level and previous experience. The games also have revised rugby rules to make them more suitable for children, such as the size of the ball, the playing area, the length of games and the playing numbers on the field.¹⁶

Walla Rugby (7–8 years) is a simple, non-tackling introduction to the game that allows children the opportunity to use the ball by combining the skills of passing, catching and running. It is played on a smaller field and with only seven players.

Mini Rugby (9–10 years) continues the theme of free flowing, running and passing rugby action. Most importantly it introduces the young player to the contact elements of the game such as tackle, ruck and maul. It is played with 10 players.

Midi Rugby (11–12 years) is the stepping stone to the full game. It is played between 12 or 15 players on a standard field. It continues the theme and principle of *Mini* Rugby with a greater emphasis on the contest for possession.

Under 19 Rugby (13–19 years) is the full 15-a-side game, which incorporates specific safety laws tailored to the developing player.¹⁷

The modified games are also incorporated into the community-based *TryRugby* program and the national curriculum school-based *EdRugby* program.¹⁸

Tryrugby

TryRugby is a 'sampling' program for boys and girls aged 5–16 years that was developed in 2001 to make rugby available to children and parents in a welcoming, fun and convenient environment.

The program can include a preliminary four weeks sampling program in surrounding schools leading into the start of a *TryRugby* centre; a six week *TryRugby* program focusing on fun, physical activity and skill development, and in some cases; a subsequent six week 'Walla' competition where participants play *Walla* Rugby.

Over 7,000 children have participated in the program since it began, and it has been extremely successful in attracting a new audience, with 90 per cent of participants having never played rugby before. In 2005, more than 2500 children attended *TryRugby* centres nationally.¹⁹

TryRugby has already been successful in offering an introduction to the game, resulting in parents and children signing up at local clubs or in school programs. The program has also been designed for the needs and lifestyles of the modern family. Sessions are short and held in a central location, and there are community barbecues and other activities for parents and children.

In 2004, Wallaby legends and Indigenous role models Glen and Gary Ella visited Nhulunbuy in the Northern Territory, as part of a five-day trip to the Gove Peninsula to promote *TryRugby*.

EdRugby

EdRugby is the ARU's national education program for schools. It has been developed around the key values of rugby – pride, teamwork, camaraderie and tradition. The program, established in 2003, helps teach life values to young Australians through sport. More than 1,650 primary and secondary schools across Australia have embraced the program (more than 15% of Australian schools), which includes an online resource, prizes and competitions.²⁰

EdRugby gives teachers access to a wide range of resources and activities to promote interest and participation in rugby, including:

EdRugby in the classroom: Primary and Secondary school teachers can access over 100 rugby-themed, cross-curriculum resources, including: lesson plans, interactive games and word puzzles, which emphasise values education, literacy, numeracy and ICT.

EdRugby for the field: Teachers can access a number of resources and activities to help them grow participation in rugby union at their school. It includes lesson plans for the field, access to the *EdRugby* Walla Challenge, information about *TryRugby*, and contact information.



EdRugby for the experience: Teachers can continue the rugby-themed learning experience by encouraging students to participate in a number of unique programs celebrating rugby union, including: question and answer forums, media team challenges and national writing and design competitions.²¹

The ARU, in conjunction with member unions and education bodies, aims to continue to expand the program to increase the number of rugby-related lesson plans for teachers, as well as developing a national schools database for use by development officers and rugby administrators from the club to a national level.

Indigenous rugby

Aboriginal Australia's first representative rugby union player was Frank Ivory, who played for Queensland in 1893–94, while Lloyd McDermott was the first to play for his country in 1962.

Indigenous rugby has produced many talented players, none more so than the famous Ella brothers, who toured England in 1977–78 as part of the Australian Schoolboys side and scored 25 out of an overall 103 tries.²² However, as mentioned before, the number of Indigenous Australians playing at the top level of rugby is very low when compared to other football codes, such as rugby league and AFL.

The ARU is seeking to redress this situation by supporting initiatives to actively increase the exposure of rugby to Aboriginal and Torres Strait Islanders through Indigenous rugby programs. The programs are for school students in targeted communities and schools around regional Australia. To participate, players must attend school and have the support of their school staff. The programs are a joint initiative of the Indigenous Sports Program, the ARU, the LMRDT and member unions.

The ARU Community Rugby Development Manager Matt Grimison said the talent that Australian Rugby Union, the 'Lloydies' and the Indigenous Sport Program are uncovering in remote Aboriginal communities is huge.

"These kids are very natural athletes who pick up the game real quick. They do in four or six weeks what would be a 12-week program anywhere else. In terms of development, Indigenous rugby is where we have the possibility for most growth," Grimison said.²³

The 2005–06 Indigenous rugby program will provide over 2,000 participants with skills training, followed by an opportunity to participate in a school based tournament. All participants are encouraged to join local clubs during or after the program. Volunteers are provided with match management and coaching experiences and encouraged to further their knowledge through coach education.

With the support of the LMRDT, players and volunteers who take part in the program are provided the opportunity to participate in the Santos National Indigenous 16s Championships and be selected in the 16s and 18s National Indigenous teams, which compete against state and territory teams at national championships and tour New Zealand on an annual basis. This unique national rugby pathway for Indigenous schoolboys is improving and expanding each year.²⁴

Fostering inclusion

Rugby is a truly international game that is played in more than 120 countries around the world and provides players of all ages and levels with opportunities to visit different countries and experience different cultures.²⁵ The nature of the Super 14 competition is unique compared to other domestic sporting competitions, as it involves provincial teams from three different nations (Australia, New Zealand and South Africa). This means that the players are regularly exposed to different cultures, races and traditions.



Australian Rugby Union Managing Director and CEO Gary Flowers, says rugby has a proud history of promoting cultural diversity.

“Our last two Wallaby World Cup captains, George Gregan born in Zambia, and John Eales with his Italian heritage, have been outstanding leaders for Australian Rugby,” said Flowers. “The Ella Brothers, Toutai and Steve Kefu, Patricio Noreiga, Tiaan Strauss and Clyde Rathbone, Lote Tuqiri, David Campese, Sir Nicholas Shehadie, Jules Guerassimoff, and George Smith are all proud Wallabies and all proudly Australian.”²⁶

However, the diversity of rugby is not unique to the Wallabies. Cultural diversity is strong from players at the Super 14 level right through to the grass roots. In 2006 more than 40 Australian players in the Super 14 competition were of a Maori, South African, Fijian, Samoan, Tongan, New Zealand, Zambian, Aboriginal or Torres Strait Islander background.²⁷

In 2006, the ARU and the Qantas Wallabies supported Harmony Day by promoting the values of national pride, understanding, inclusion, respect, teamwork and tradition.

South African born Wallaby and NSW Waratahs lock Daniel Vickerman says Harmony Day is a chance to celebrate the diversity of the many backgrounds in Australian rugby.

“This is a great opportunity for everyone to recognise how diverse a country Australia is and I’m proud to see the Wallabies, Waratahs and Australian Rugby supporting such a good concept,” said Vickerman. “Harmony Day is about giving everyone a fair go and saying no to racism.”²⁸

‘Ed Rugby’ encouraging cultural diversity

As well inviting players to support Harmony Day, the ARU backed the concept through its *Ed Rugby* program and encouraged students to explore a range of topics surrounding cultural diversity.

Teachers were able to register with *EdRugby* and access the rugby-themed lessons for 2006 Harmony Day along with over 100 other rugby-themed resources and programs. The rugby-themed lessons for 2006 Harmony Day included:

Mark Ella – rugby legend: Students explore the significance of role models in sport and life, reflect on the value of diversity and teamwork in rugby, and discuss the contribution made by Mark Ella to Aboriginal culture, rugby, sport and the identity of Australia.

Shared values: Students examine the values shared by other people in the community and use rugby examples to explore values such as tolerance, understanding, respect, excellence, inclusion, trust, honesty, responsibility, care and social justice.

Advance Australia Fair: Students explore the values, qualities, emotions and image of Australia promoted by the national anthem and discuss how sporting events can positively shape national pride.

Working as a group: Students examine contributions made by individuals within a team and discuss the importance of group diversity in sporting teams and society.

This is me: Students explore their own values, attitudes, beliefs and other characteristics, compare their results with the class, and discuss the similarities and diversity within the group.

Mottos and mascots: Students discuss the roles of mascots in reminding us of the values, attitudes and heritage of sporting and other organizations and reflect on the mascots used in rugby which aim to mirror the rugby values of pride, teamwork and tradition.²⁹

Rugby Youth Foundation

The Rugby Youth Foundation is an independent, non-profit organisation which provides disadvantaged young people with programs and opportunities to build self-esteem, skills and resilience. The programs provide mentors, role models and material support to people who need it most.

Rugby in the Park is the Foundation's after-school program that has been running in severely disadvantaged neighbourhoods in Sydney's South Western suburbs of Airds, Claymore and Minto. The free program is held weekly in each location, all equipment is provided and participants receive fruit and a free sausage sizzle each session.

Based at school ovals and community parks, the program uses rugby to engage young people, build self-esteem and teach important values and life skills through a structured but fun after-school program.

Rugby in the Park is also a 'program within a program' offering a development experience for high school students to become youth coach/mentors, and acquire the confidence, skills and interest needed to design and implement projects. Young people volunteer to become part of the program and act as role models both to their peers and younger children in the program.³⁰

Racism and rugby

It was 35 years ago when five Test players in the 1971 Wallabies team, led by two former players, all but ended their careers when they refused to play against the all-white South African 'Springboks' at the SCG. The five players were protesting against the South African Government's apartheid policies. Indeed, the Springbok tour triggered violent demonstrations across Australia and resulted in Queensland declaring a state of emergency to allow matches to be played.

A cricket tour of Australia by the South Africans was cancelled directly afterwards and the head of Australian cricket at the time, Don Bradman, said cricket tours wouldn't go ahead until South Africa changed its apartheid policies.

Fast forward to 2005 and it was an Australian rugby player who was on the wrong side of racism protests. In a Super 12 game, Wallaby forward Justin Harrison sledged the opposition's winger Chumani Booii allegedly saying "Leave the ball, you stinking black c . . .".³¹

There was immediate and international condemnation at the behaviour. Following an ARU judiciary hearing, Harrison became the first Super 12 player to be found guilty of a racism-related charge. He was abject in his apologies and received a three-match suspension, a suspended \$20,000 fine and 30 hours of community workshops.

Former Wallabies Captain Nick Farr-Jones said: "Some people think sledging is acceptable in sport. There's certainly no room for racism. I don't want to be the judge but it's one thing to say, 'I'm sorry, I feel remorseful, I'm not a racist by nature'. Well, my view is that what you say and do in the heat of the moment does reflect your character".³²

It also emerged at the time, from comments made by former Indigenous Wallaby great Gary Ella, that Islanders playing in Sydney grade rugby are subjected to barrages of racial abuse. If they react to it they often find themselves, and not the sledgers, penalised by the judiciary.³³

Rugby writer Spiro Zavos wrote: 'The Harrison affair should be a wake-up call to players, officials, the media and fans about how easy and dangerous it is for racial stereotyping to seep into the language and culture of rugby'.³⁴

Tackling racism

In the aftermath of these recent events, the Rugby Union Players' Association (RUPA) launched a training program in November 2005 to promote diversity and prevent racial vilification on and off the field.

The program was developed in consultation with the Anti-Discrimination Board of NSW, with key players (including Justin Harrison) and other RUPA officers trained to deliver workshops to elite and academy rugby players. The two hour session features stories about players from culturally diverse backgrounds, informs participants about vilification laws, the procedures and consequences of breaches and teaches them how to handle difficult situations without being abusive.³⁵

The session looks closely at the Harrison incident (examining newspaper clippings and a DVD of the event) and asks participants to consider the impact of the events on Harrison's career and personal life and the expectations of players as public role models. Players are asked to identify what creates our beliefs, values and stereotypes and discuss experiences of people in rugby from different backgrounds.

The course is a very positive initiative which teaches players about cultural diversity, respect and their responsibilities as a role model. It aims to learn from past mistakes to help ensure similar racist incidents do not occur in the future.

Supporting Islander communities

NSW Rugby has invested in the ongoing health of rugby amongst Pacific Island and Indigenous communities. The NSW Waratahs and Academy players have embraced the concept, meeting in an informal setting to share ideas and build kinship within the squad under the guidance of NSWRU Pacific Island Communities Project Officer Masi Aho.

Players involved in the program hail from different Islander and Indigenous communities, including Tongan, Samoan, Fijian, Maori, Papua New Guinean and Torres Strait Islander.

“These players are role models for their various communities, as well as fans everywhere. Ultimately, we want to give them the chance to feel proud of their heritage and also, by interacting with their people through player appearances and the like, for their communities to feel proud of them,” Aho said.³⁶

Aho also puts in many hours working with NSW suburban rugby clubs, implementing education programmes and addressing any behavioural issues that arise. NSWRU has also converting rugby’s rules and regulations into four island languages to ensure communities can readily access the information.

NSWRU has also introduced a new weight-restricted game called Rugby 80. The average weight of players in a team must be 82kg per team, with no single player having a weight greater than 87kg. Midway through 2006, Australia’s inaugural U85kg National Championship was held.³⁷



'Expectations of behavior' guidelines

Rugby has always been a game that prides itself on fair play and enjoyment for all. As such, the ARU has developed guidelines to assist clubs when dealing with 'expectations of behaviour' from players, parents, teachers and coaches. The expectations of behaviour guidelines are a simple outline to ensure everyone is given the opportunity to maximise their enjoyment of the game.

In relation to players it specifies that they should:

- play by the laws of the game
- never argue with the referee's decision, and
- treat everyone equally regardless of sex, disability, ethnic origin or religion.

In relation to parents/spectators it specifies that they should:

- encourage children to play by the laws
- not publicly question the referee's judgement and never his/her honesty, and
- support all efforts to remove verbal and physical abuse from the game.

In relation to coaches/teachers it specifies that they should:

- teach players the laws of the game and for them to play within the laws
- develop team respect for the ability of opponents, as well as the judgement of referees and opposing coaches.³⁸

Harassment-free policy

The ARU believes every member union and club should be committed to providing a work and sport environment free from harassment, and one in which harassment is not tolerated. Their harassment-free policy encourages the immediate reporting of any harassment incidents to the appropriate authorities.

The policy states that harassment consists of 'offensive, abusive, belittling or threatening behaviour directed at a person or group usually because they are different or perceived to be different by the harasser. The difference may be gender, race, disability, sexual orientation, age, power (relative to the harasser) or some other feature'.³⁹

It also says that racial harassment is 'behaviour that is directed towards those who look different, have English as a second language or belong to a particular culture or religion'. In the sporting environment, the harassment may take the form of: 'denigrating jokes; comments about family life or dietary habits; or inferences that all members of a racial or cultural group have a particular negative characteristic, such as laziness, drunkenness, greed or sexual promiscuity'.⁴⁰

The policy highlights that an act of harassment is legally prohibited by state and territory anti-discrimination laws, as well as Commonwealth legislation.

Consequences of harassment

Incidents of harassment in a club or member union can have far reaching consequences. For instance it can: diminish the reputation and image in the community; create a hostile or unpleasant environment; increase the liability, insurance and legal costs; create low morale or increase turnover of staff, volunteers and players.⁴¹

The effects are equally dramatic for individuals. It can: interfere with and affect an individual's health; reduce productivity and effectiveness; reduce job and playing opportunities; undermine self esteem; diminish work, academic and athletic performance and result in complete withdrawal from rugby union and social activities.⁴²

Unions and clubs are encouraged to provide an environment that promotes positive relationships between members which, in turn, will influence member's attitudes towards the general community. They should make all members aware of their member protection policies and procedures for reporting any incidence of harassment. They are also encouraged to develop a discipline strategy to deal with incidences of harassment at the club level.⁴³

Anti-discrimination Policy

The ARU believes no member union or club should tolerate any form of discrimination. 'All employees, officials, volunteers and players have the right to work and play in an environment free of discrimination and harassment'.⁴⁴

The policy states that discrimination occurs when a person is treated unfavourably due to one of their personal characteristics. Discrimination may take the form of:

- offensive jokes or comments about a person's racial or ethnic background, sex, sexual preference, age, disability or physical appearance
- expressing negative stereotypes of particular groups
- judging a person on their political or religious beliefs rather than their performance
- using stereotypes or assumptions to guide decision making about a person's playing or working career, and
- undermining a person's authority or work performance because you dislike one of their personal characteristics.⁴⁵

The policy also highlights that under federal and state anti-discrimination laws, discrimination on the basis of race, religion or social origin in employment, or other activities such as volunteering and playing sport, is against the law. It instructs all member unions and clubs to be aware of their 'vicarious liability'. If a person is acting on behalf of an organisation, the organisation can be held liable for the behaviour of that person, even if there is no deliberate contribution, by the organisation, to that behaviour.

In rugby union terms, if a volunteer harasses or discriminates against a player or other members while representing the member union or club, they can be held liable if the complaint is pursued in the courts.^{46y}

Code of Conduct

The ARU is committed to promoting and strengthening the positive image of rugby and its participants in Australia. In light of this commitment, their Code of Conduct seeks to establish standards of performance and behaviour to ensure that participants act in a professional and proper manner and to ensure that the game is played and conducted with disciplined and sporting behaviour.

The Code of Conduct also seeks to 'deter all on-field and rugby-related conduct that could damage the game by impairing public confidence in the honest and orderly conduct of matches and competitions, or in the integrity and good character of participants'.⁴⁷

All participants are bound not to: 'abuse, threaten or intimidate a referee, touch judge or other match official, whether on or off the field, or a selector, coach, manager or other team official' and 'not to do anything which is likely to intimidate, offend, insult or humiliate another participant on the ground of the religion, sexual orientation, disability, race, colour or national or ethnic origin of the person'.⁴⁸

The by-laws seek to ensure that every participant is liable to effective sanctions if they are found to have breached the Code of Conduct.

Disseminating information

The ARU has developed '*Running Your Club*' administration resources to provide volunteer club administrators with a variety of content, resources, templates and checklists, tailored to the local rugby club. This will help inform participants of member protections policies and codes of conduct.

Another new initiative - *MyRugbyAdmin* - also provides clubs with useful on-line communication tools to send instant information to their players, coaches, and supporters.

Endnotes

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- ²⁵ ARU Managing Director and CEO Gary Flowers in the intro to *Welcome to Rugby* booklet.
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- ²⁸ 'Australian Rugby supporting Harmony Day 2006' media release, 17 March 2006, at http://www.rugby.com.au/news/australian_rugby_supporting_harmony_day_2006,42668.html.
- ²⁹ 'Australian Rugby supporting Harmony Day 2006' media release, 17 March 2006, at http://www.rugby.com.au/news/australian_rugby_supporting_harmony_day_2006,42668.html.
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- ³² Nick Farr-Jones in 'The Fitz Files' in the *Sydney Morning Herald*, March 25, 2005.
- ³³ 'Sledge shows how racism can infect game' by Spiro Zavos in the *Sydney Morning Herald*, March 22, 2005.
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Softball: *Softball Australia*

'Softball is the sport of choice for Indigenous women, which is why Softball Australia is committed to continuing the ISP (Indigenous Sports Program) well into the future'.¹

Softball is a truly international game, with participants in over 100 countries, and well established professional leagues in America and throughout Asia. The popularity of the sport worldwide is also reflected by its Olympic status.

The origins of softball in Australia can be traced back as far as 1856 to the goldfields of Ballarat.² Since then, it has grown to become an integral part of Australia's sporting landscape, offering well organised local, state, national and international competitions at all participant levels. Australia is currently the only country to have their four national teams (open men and women, and under 19 men and women) ranked in the top three in the world.³

However, because softball is played during the peak summer months and has to compete with major sports such as cricket for media coverage it is classed as a second tiered sport in Australia.

Softball Australia

The Australian Softball Federation was formed in 1947 by softball associations in Queensland, Victoria and New South Wales. Softball now spans the country, involving players at school, club, state, national and international levels. Eight Australian Championships are now conducted each year: women's, men's, under 23 women and men, under 19 women and men, and under 16 girls and boys.

Softball Australia aims to provide opportunities for people to participate at all levels and in all forms of softball, by developing, promoting and managing the game in Australia. There are two forms of softball: Slowpitch and Fastpitch. Fastpitch is played at the competitive level, while Slowpitch is the recreational variety.

Who plays softball?

During the 1995/1996 season, softball participation peaked in Australia (coinciding with the sport's first Olympic Games participation), but the sport's membership has declined by approximately 20 per cent since then.⁴

It is a problem in all parts of the country, including both seniors and juniors. A survey carried out by Queensland Softball Australia and Softball Australia found that junior players 'wanted more from their experience'.⁵



In 2004–2005, the estimated numbers of registered participants in the sport was 38,347, with 25,586 (66.7%) of those women. Softball has been a major sport in the schools program for some time now. An estimated 150,000 people are non-affiliated members (e.g. primary school, secondary school, universities etc) with approximately 119,462 (79.7%) women participants.⁶

There is no data on the number of Indigenous or Culturally and Linguistically Diverse (CALD) members; however there are an estimated 1,277 non-affiliated Indigenous members in state association (1,185 women). There are no estimates for members from CALD groups.

Sport development

Softball Australia manages the participation and development of softball in the community through various programs from grass roots to elite level sport, which span every state and territory in Australia.

Even though the sport offers two distinctive formats (Slowpitch and Fastpitch), targeted programs, such as Project CONNECT and the Indigenous Sports Program, have been developed to make softball an inclusive sport and promote the game to the wider community.

Project CONNECT is a joint partnership between the Australian Sports Commission and the Australian Paralympic Committee, designed to create greater opportunities for individuals with a disability, while the Indigenous Sports Program is run in partnership with the Australian Sports Commission (ASC).

In softball, there are some barriers that can affect the number of participants taking up the game. Softball is a user-pays sport and the cost to play is dependent on the level at which a person participates. This can limit participation from people of a low socio-economic background. However, Softball Australia is developing and implementing strategies 'to provide equal opportunities and equality to not only women involved in the sport, but men, people with disabilities, and alike'.⁷

Following are some of the programs to encourage participation from youth, Indigenous and people from CALD backgrounds.

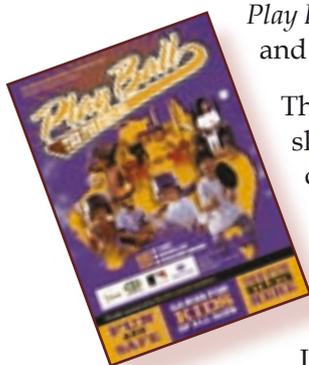
Youth development – Play Ball

Play Ball is a joint initiative of the Softball Australian and the Australian Baseball Federation and forms part of the ASC's Targeted Participation Growth Program.

The program utilises several modified bat and ball games to introduce participants to skills and activities common to softball and baseball. Each state softball association is committed to increasing junior participation, using this program as the vehicle.

The objectives of the *Play Ball* program are to provide opportunities for children to participate in games and activities in a learning environment that is fun, safe, and based on the principles of fair play.

In the first year of the program (2003–04), approximately 9,000 children around the country participated in this initiative. It continued to experience steady growth in 2004–05, with 10,117 registrations.⁸



New modified games

Softball Australia has developed four new modified games to aid junior membership growth and provide a pathway for children to successfully and confidently enter the ranks of softball. The emphasis of these games is on participation, social interaction, enjoyment, safety, progression and skill development.

The new games are called Diamond Ball, Tee Ball (new version), 3 Pitch Softball and Fast Track Softball. Diamond Ball is geared toward the seven and under age group. It is a pre-Tee Ball game where a foam bat and ball can be used to remove the fear that children sometimes have of being hit with the ball. The next version of the game is Tee Ball, followed by 3 Pitch Softball. 3 Pitch introduces the child to a pitched ball, rather than hitting off the tee. The batting team's own coach is the pitcher. Fast Track Softball is the last game in the series, requiring the fielding team to have their own pitcher. These games progressively build the skill level of the players by increasing the challenges they face.



Increasing Indigenous participation

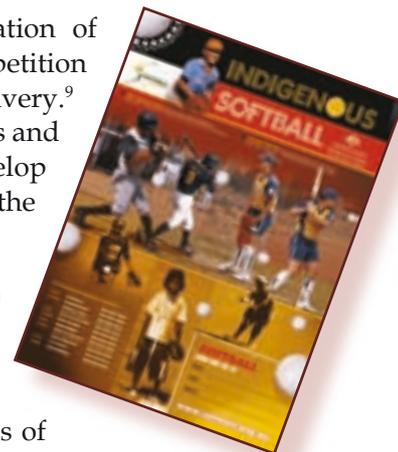
Softball Australia recognises that opportunities to increase the participation of Indigenous people in the sport are under threat because of the increase in competition from other sports and the lack of development, resources and planning for delivery.⁹ As a result, Softball Australia continues to work closely with state associations and external delivery organisations to ensure that there are opportunities to develop softball in the Indigenous community, especially with softball currently being the 'sport of choice for Indigenous girls'.¹⁰

In the last year, the Indigenous Sporting Development Program (whISPers) continued to gain momentum across the country with state associations making the most of the program. Activities included junior camps, skill clinics, state carnivals and officiating courses. Hundreds of adults and children have been introduced to softball in many regional and remote areas of Australia.¹¹

In partnership with the Athletes as Role Models Tour (ARMTour), high profile softballers Kate Quigley, Danni Hanna, and Ilsa Wakeling visited Indigenous children in isolated communities in the Northern Territory to help convey and encourage healthy lifestyle ideals.¹²

The program is a joint partnership with the Australian Sports Commission and aims to increase softball participation across all age and gender groups, provide access to facilities and equipment and to increase the numbers of officials participating in the sport.

Softball Australia's Project Officer - Development is working with Indigenous Sport Development Coordinators in all states and territories to provide coordinated programs focusing on these key areas. Following is an overview of some of the ISP activities in ACT, SA and NT.



ACT

Softball Canberra, the ACT Indigenous Sport Program and Sport and Recreation ACT continue to assist with the development and participation of Indigenous people by helping the whISPers softball teams (male and female junior teams, a senior female team and a newly-appointed senior mixed slo-pitch team) participate in local competitions.

The whISPers club is already a partially self-funded club with assistance from Softball Canberra, Softball Australia and the ACT Indigenous Sport Program. Each player makes a contribution towards team costs. The goal is that teams become self-funded and operate as part of an incorporated club.

The ACT Indigenous Sport Program office works in collaboration with the Aboriginal Corporation for Sporting and Recreational Activities Centre (better known as Boomanulla Oval) and the Queanbeyan Indigenous Coordination Centre to enhance the whISPers softball program.¹³

Northern Territory

The Indigenous Sporting Development Program in Northern Territory aims to introduce Indigenous communities to the game of softball and increase participation through coaching, scoring and umpiring clinics, workshops and seminars, as well as identify potential representative players.

In 2004–05, the program was targeted at Croker Island, Tiwi Island, Gove and Katherine in the Northern region, and Tennant Creek and Alice Springs in the Southern region.

To increase participation in the program the ISP officer visits communities whenever possible and makes use of Indigenous role models to introduce the game; conducts skills development clinics; develops a platform to establish regular competition; and identifies leaders capable of running a competition between communities in their respective zones.¹⁴

Western Australia

Softball Australia's ISP program is aimed at increasing softball participation amongst young women within the Indigenous community. The program is targeted in the areas of Kununurra, Halls Creek and East Kimberley region in Western Australia. The other targeted areas are in the Katherine region – Binjari, Kalkaringi, Timber Creek and Borroloola communities.¹⁵

Indigenous Community Softball Carnival Program

Indigenous softball carnivals create softball opportunities for Indigenous communities throughout Australia and are designed so that communities within a region can play against each other in a competition. This encourages Indigenous communities to further develop their own teams to a standard of representing their community.

The carnival has a social atmosphere to encourage older women and younger girls to participate. They also produce a pathway to state representative programs for Indigenous players from the regions.



The way the program works is the state association appoints a carnival coordinator to oversee the Indigenous softball carnivals. The coordinator approaches an Indigenous sport development officer in their area, who then contacts three community sport and recreation officers in each region to host a carnival.¹⁶

Role model – Stacey Porter

Stacey Porter was the first Indigenous female to represent Australia in softball at the 2004 Olympic Games, and was awarded Female Sportsperson of the Year at the 2005 Deadly Awards. She was also named the 2005 Australian Female Softballer of the Year at Softball Australia's Awards of Excellence. Stacy promotes community awareness and recognition of the sport and, along with Australian open men's softball team member Jeff Goolagong, appears in promotional posters for Indigenous softball.¹⁷

Harmony Day and softball

As part of Softball Australia's commitment to providing an inclusive sport, the organisation supported Harmony Day in 2006. Local children from various Indigenous and ethnic groups were invited to participate in pre-game activities and then enjoy a sausage sizzle.

All state softball associations were encouraged to undertake Harmony Day activities. Clubs and associations organised a range of events and took the opportunity to promote softball to new and diverse communities.¹⁸

Softball Australia, in partnership with Softball NSW and the Blacktown City Council, celebrated Harmony Day in March (2006) at Blacktown Olympic Park during the Australia vs Japan women's international.

Making softball safe and inclusive

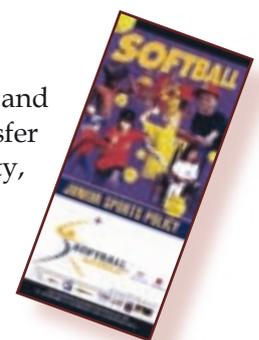
Softball Australia promotes its Member Protection Policy, Child Protection Policy and Codes of Conduct and Ethics to the softball community. The code of ethics for Fastpitch and Slowpitch softball requires participants to:

- 'Refrain from making racist jokes', and 'refrain from using profane, insulting, harassing or otherwise offensive language' and 'adhere to Softball Australia's anti-harassment policy' (players).
- 'Respect the rights, dignity and worth of every human being regardless of age, gender, ethnic origin, religion or ability' (coaches).

Junior sport policy

As a team sport softball provides an opportunity to develop physical, social and emotional abilities. A wide variety of skills and abilities developed in softball transfer to nonathletic careers and influence social factors such as community pride, identity, and leisure.¹⁹

The Junior Sport Policy encourages safe, enjoyable and supportive softball environments for young participants aged 5 to 17 years. The policy has been



developed for association/club administrators and coaches to provide guidelines and direction so a consistent approach toward junior softball can be achieved across Australia.

Member Protection Policy (MPP)

Member protection is a term used to describe the way people in sports organisations, associations and clubs can participate in activities in an environment free from inappropriate behaviours such as harassment, discrimination and abuse. This applies to players, administrators, coaches, spectators, officials and referees.

Member Protection involves protecting members from harassment and inappropriate behaviour, adopting appropriate measures to ensure the appropriate people are involved in the sport, providing a process for complaints to be raised and addressing members' education.

The MPP covers issues such as discrimination and harassment, which are defined as:

- **Harassment** is any behaviour by a person which is offensive, abusive, belittling or threatening which is directed at any other person or a group of people and which refers to a particular characteristic of that person or group of people. Harassment can be expressed or implied, physical, verbal or non-verbal. Examples include: abusive behaviour aimed at humiliating; innuendo or taunting; offensive emails, letters, notes; displaying offensive materials (e.g. posters, computer screen savers).²⁰
- **Discrimination** is treating or proposing to treat a person less favourably than someone else in certain areas of public life on the basis of an attribute or personal characteristic they have. Of relevance to this project, these attributes or characteristics include: race; physical features or religious belief/activity.²¹

Implementing the MPP

The Board of each softball association is responsible for taking all reasonable steps to ensure the implementation of the MPP by: displaying codes of behaviour on notice boards, educating individuals to whom the MPP applies, advising members of the importance on the MPP at general meetings, and referring members to the MPP on Softball Australia's website (www.softball.org.au).

Complaint resolution procedure

Softball Australia has established procedures for dealing with complaints under the MPP. This includes: the appointment of at least one Member Protection Officer (MPO), one mediator per state association, a hearings convener and a hearings tribunal.

The most effective strategy is to appoint a MPO who acts as the first point of call in a club, association, state or national softball organisation for any queries, complaints or concerns around harassment and abuse in sport. The MPO provides confidential advice, information and moral support to the person alleging harassment. Softball Australia encourages softball clubs to appoint at least one trained MPO.

Complaints can be made informally or formally, and the MPP contains a resolution procedure for both. The person making the complaint will be referred to a MPO who will listen and

provide information about the available options, provide support and refer the matter to a hearings convener for a hearing under the MPP if required. A matter can proceed to a hearing with or without mediation first. All complaints will be handled promptly, seriously, sensitively, and confidentially at all stages of the procedure.²²

Endnotes

¹ Softball Australia 2004–05 *Annual Report*.

² http://www.softball.org.au/powered_by_Interfuse/extra.asp?id=7.

³ Softball Australia 2004–05 *Annual Report*.

⁴ Softball Australia 2004–05 *Annual Report*.

⁵ http://www.softball.org.au/_uploads/asf/extra/file_255.pdf.

⁶ Submission to the *Senate Enquiry into Women in Sport and recreation in Australia* at http://www.aph.gov.au/Senate/committee/ecita_ctte/womeninsport/submissions/sub24.pdf.

⁷ Softball Australia 2004–05 *Annual Report*.

⁸ Softball Australia 2004–05 *Annual Report*.

⁹ Softball Australia 2004–05 *Annual Report*.

¹⁰ Softball Australia 2004–05 *Annual Report*.

¹¹ http://www.softball.org.au/powered_by_Interfuse/extra.asp?id=14.

¹² Softball Australia 2004–05 *Annual Report*.

¹³ WhISPers Softball Program – ACT Softball Association 2005–06.

¹⁴ NT Indigenous Sporting Development Program 2005–06.

¹⁵ Indigenous Sporting Development Program SA 2005–06.

¹⁶ Indigenous Community Softball Carnival Program.

¹⁷ *Deadly Vibe* Issue 106. December 2005 at www.vibe.com.au.

¹⁸ *The Softballer*, March 2006, P2.

¹⁹ Softball Junior Sport Policy.

²⁰ Softball Australia Member Protection Policy.

²¹ Softball Australia Member Protection Policy.

²² Softball Australia Member Protection Policy.



Surf lifesaving: *Surf Life Saving Australia*

“As Australia’s population demographic becomes increasingly multicultural so must our approach to the recruitment, retention and awards we offer Australians who volunteer to become lifesavers”.¹

For nearly one hundred years, Australia’s trained surf lifesavers have been providing ‘a safe beach and aquatic environment throughout Australia’². In that time, they have rescued more than 500,000 people and provided first aid to a million others.

A surf lifesaver is a person who demonstrates the character, skill and service that epitomises the best of the Australian culture and epitomises the strength and character of the Australian way of life.³

SLSA organisation

Surf Life Saving Australia (SLSA) is a nation-wide organisation, recognised by the Australian Sports Commission, with more than 113,000 members, of all ages, in 303 surf life saving clubs around the Australian coastline.⁴ It is made up of a national body and state and territory surf lifesaving bodies. Some state branches – SLSNSW and SLSQ also have regional branches (11 in New South Wales and six in Queensland) that assist in coordinating the large number of surf clubs across the country. They are a source of volunteers, volunteer beach patrols, junior education (nippers), surf sports competitions and fundraising.

In addition, professional SLSA lifeguards are outsourced to many local councils, national parks and resorts. There are 520 SLSA lifeguards who service 200 beaches, across the country. SLSA operates around 70 per cent of total lifeguard services through an entity called Australian Lifeguard Services. SLSA lifeguards differ from surf lifesavers as they are full-time employees of the local government or a private organisation.⁵

Australia’s surf lifesavers also engage in regular competition. These competitions, or surf carnivals, are held at club, regional, state, national and international levels.

Youth and surf lifesaving

As well as providing surf rescue services around the country, SLSA is also a significant provider of education services. 40,000 nippers learn basic surf safety skills and trained surf lifesavers visit schools throughout Australia. *Surf Survival*, *Surf Awareness*, *Surf Smart* and *Surf Safety* are programs that teach students basic surf survival and rescue skills and an understanding of the surf environment.

SLSA plays a key role in the community in providing a safe and supportive environment in which young people can grow and develop into young adults. With 50,000 members (over half of SLSA's membership) under the age of 18, they are critical to all aspects of surf lifesaving. But diversity of youth membership from different multicultural backgrounds is recognised as a real issue for surf lifesaving and its future growth.

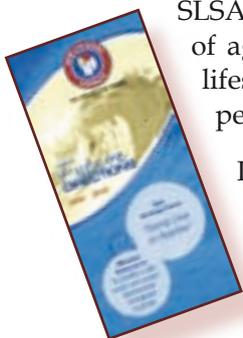
A cultural diversity workshop titled *'We are one but we are many'* was held as part of the 2006 SLSA National Leadership Camp. Feedback from the workshop suggested that 'we need to find out why other cultures are interested in surf lifesaving and what our organisation can do to accommodate their needs and wants'.⁶

SLSA has identified cultural issues that could impact on surf lifesaving involvement, including dress, gender, alcohol, prayer, diet and physical competency.

It was resolved that to remain relevant SLSA needs to give the whole community a sense of ownership of the surf life saving movement and surf clubs need to appeal to all members of the community.

Education is one part of this – as such, there are a range of simple beach safety tips on SLSA's website in the top 10 community languages spoken in Australia, including: Italian, Greek, Simplified Chinese, Arabic, Vietnamese, Traditional Chinese, Spanish, Tagalog (Filipino), German and Macedonian. But participation is another crucial element.

Inclusive membership



SLSA has adopted an inclusive policy where membership is open to anybody regardless of age, race, religion or sex. SLSA believes that there is a place for everyone in surf lifesaving – if someone is unable to perform the duties of an active surf lifesaver, then perhaps they can assist in the administration, communications or fundraising areas.

In a 2003 research paper, the Productivity Commission noted that:

*'many traditional community organisations – including trade unions, the mainstream churches, scouts and guides, service clubs such as APEX and Lions, and the Country Women's Association – had experienced significant declines in memberships over the period from the 1960s to the 1990s. ABS surveys suggest that the level of participation in voluntary groups declined significantly between the early 1980s and the mid 1990s.'*⁷

In contrast, SLSA has experienced the opposite trend in membership. Between 1961 and 1999, SLSA experienced a 350 per cent growth in memberships and between 1978 and 1999, a 38 per cent growth in volunteers. In the last five years SLSA has had growth of 12.7 per cent in memberships and 29.4 per cent in volunteer surf lifesavers.⁸

While SLSA is committed to a process of inclusiveness, which provides all Australians with an opportunity to experience some form of surf lifesaving activity, they understand that there are perceived barriers to participation. As such, engagement of broader community groups is one of the core community goals, which forms part of SLSA's *Future Directions 2004–2010* strategy

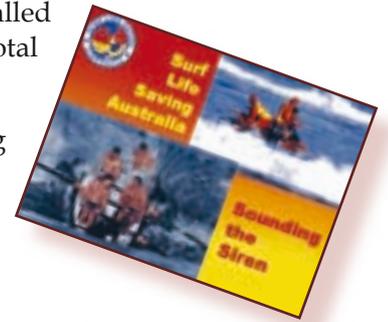
They also understand that their membership growth has been limited to a predominantly white Anglo-Australian demographic and that they need to target other ethnic communities to participate in life saving, which represent a significant portion of the Australian population.

'It is important that there is more ethnic participation in order to sustain member numbers and be able to serve the Australian population effectively. The situation will only become more critical as Australia continues to increase its cultural diversity.'⁹

'Sound the Siren' report

In 2000, SLSA commissioned a research report into the changing face of SLSA called '*Sound the Siren*' to address why the range of nationalities that make up their total membership was not comparable with the overall population of Australia.

The initial brief included both ethnic and Indigenous Australians, however Big Picture Consulting Group (who produced the report) subsequently recognised that these are two distinct groups which each require comprehensive research and strategic planning. As a result, due to the limits of the project the focus was on ethnic Australians.



The report looked at: barriers to ethnic Australians joining surf lifesaving clubs; attitudes of ethnic Australians to volunteerism and how these affect SLSA; and strategies to boost ethnic membership.

Research findings to the beach culture survey from the report concluded that the majority of beach goers are familiar with the SLSA and surf clubs and are aware of their duties or roles. Findings also indicated that Australians of European, Middle Eastern and Rest of the World backgrounds actively participate in volunteering, sporting and leisure activities on a regular basis. Australians of an Asian background also have a high rate of participation in local volunteering activities; however 'they do not exhibit strong swimming skills or a strong beach going culture adopted by other segments of society'.¹⁰

Half of the participants in the report's major ethnic population survey agreed that the surf clubs lack multicultural membership. The top three barriers to joining a surf club were identified as lack of time, not having friends in the organisation and physical restrictions (low level of swimming ability).

The report recommended that SLSA target ethnic Australians who: have a high level of sporting participation; have an average surf swimming ability; and live no more than 30 minutes from a surf club. It was also recommended that Australians with an Asian background should be part of a longer-term strategy to address low levels of beach going and poor swimming ability.¹¹

Increasing social networks – the full value of surf lifesaving

A report to Surf Life Saving Limited by The Allen Consulting Group in October 2005 titled '*Valuing an Australian Icon: The Economic and Social Contribution of Surf Life Saving in Australia*' estimated the core dollar value of surf lifesavers at \$1.4 billion in 2003–04.¹²

But measuring the value of volunteer surf lifesavers is not restricted to the cost of an employee, the value of a life saved, or the value of an injury avoided. To understand the full value of surf lifesaving in Australia it is important to analyse the wider impacts that providing such a service has on the community.

Surf life saving increases 'social capital'. This is an umbrella term used to describe the institutions, relationships, attitudes and values that govern interactions among people

and contributes to economic and social development.¹³ Broadly speaking social capital is comprised of three components – norms, networks and trust. Surf lifesaving contributes to all three of these, particularly by fostering ‘a strong and growing network, which links members and volunteers in a common purpose and so instils a sense of belonging’.¹⁴

While social capital is hard to quantify, its benefits are very real and very significant, and should not be forgotten when identifying the value of surf lifesaving and its role and effect in community building.

‘On the Same Wave’ project



‘On the Same Wave’ is a partnership between the Department of Immigration and Multicultural Affairs, Surf Life Saving Australia and Sutherland Shire Council. The program will include communities and surf clubs across Australia with an initial focus on NSW.

Parliamentary Secretary to the Minister for Immigration and Multicultural Affairs, Andrew Robb said: “the project would focus mainly on young people aged 15–25 – but also involve primary and secondary school students initially from southern and western Sydney”.¹⁵

‘On the Same Wave’ aims to provide support to young Australians of all backgrounds, particularly young Australians of Middle Eastern background, to engage in Surf Life Saving around Australia. The partnership aims to achieve greater harmony between all beach users and promote a culture that ‘the beach is there to share’. It also aims to increase Surf Life Saving’s openness and responsiveness to cultural diversity and increase diversity within surf lifesaving clubs.

This project seeks to do this through:

- (a) working with community leaders from identified target communities, including the Middle Eastern communities in Sydney;
- (b) developing and implementing an extensive engagement strategy for these target communities;
- (c) enhancing the awareness of the beach amongst the Australian multicultural community;
- (d) encouraging diverse membership of volunteer surf life saving clubs amongst target communities; and
- (e) developing support for retention of diverse membership in clubs.

The project will comprise a number of pilots in Sydney which will be developed further through the establishment of a NSW and national delivery platform.

The President of Surf Life Saving Australia, Ron Rankin, said “the Living in Harmony partnership would involve bronze medallion and surf club membership programs, surf safety and survival courses and cardiopulmonary resuscitation training for adults”.¹⁶

It would also enlist help from other community groups to show young people the volunteer and career opportunities available through sporting and other networks.

“The program will begin by consulting representatives from community groups to gain input and support. This will include community meetings, surveys in specified areas and focus groups,” Mr Rankin said.¹⁷

The schools’ element of the project would feature half hour, half day and multi-week education programs to be delivered in the classroom and on the beach.

SLSA has appointed a National Diversity Manager and State Diversity Manager who will be joined by two project development officers to assist with the continued engagement of CALD communities and the ongoing surf education and training required. They will oversee the national and state programs to attract youth from diverse backgrounds to the beach lifestyle and attempt to repair the cultural divisions exposed by the December 2005 riots at Cronulla beach in Sydney.

Two overarching Reference Groups will provide feedback, and will include representatives from stakeholder groups:

- a National Reference Group, and
- a Local Reference Group, which includes representatives of particular demographic stakeholders (eg. gender, youth and aged ethnic community groups).

Drawing on a federal grant of \$600,000 in its first year (2006), the initial program will run to 2009.

Cultural diversity in surf lifesaving – the Scarborough SLSC (WA)

Scarboro SLSC organized a day at the beach for Perth Modern School – an Intensive Language Centre school for migrants and refugees – in 2001-02. From this start, a unique program developed.

Through a grant of \$30,000 over two years from the Foundation for Young Australians, Scarborough SLSC was able to implement a range of additional programs, starting with presentation at Perth Modern School and providing details for parents of potential members on the location, timing and activities.

In October 2001, 35 students aged 13-17 from a dozen nationalities (including Vietnam, Korea, Iran, Sudan and Yugoslavia) who had never been to the beach before took to the water at Scarborough beach. It was a challenging but rewarding day for the surf lifesavers as the students entered the water holding hands with the club members – all requiring one-on-one supervision. Organiser Marshall Walker was impressed by what he saw: “they can’t swim, but boy can they run”.¹⁸

The club provided bus passes for the students to reach the beach, equipment, swimming lessons in summer, fun nights and training towards awards such as basic resuscitation. At the end of the first year everyone had enjoyed the program although no-one had qualified for surf lifesaving awards and few were able to swim. While the new members were accepted by the club they were still very dependent on the committed few.



Gradually this changed. By the end of the second year there were club competitors including: Cheng the Chinese ironman and Soroush the Iranian board paddler. There were also 13 basic resuscitation certificate holders, seven bronze medallion holders and a range of competent swimmers.

Ocean Grove SLSC and Sandridge SLSC, both in Victoria, have since established similar programs.

'Lifesaving for Everyone' program – Sandridge Life Saving Club (VIC)

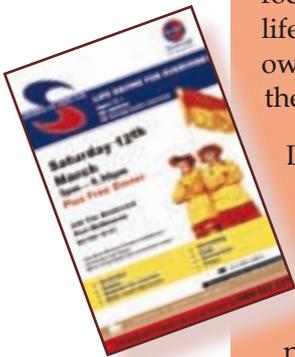
Sandridge Life Saving Club's approach to cultural outreach has in the past been mostly informal, however more recently, the club has introduced a more targeted lifesaving program for Culturally and Linguistically Diverse (CALD) communities.

VicHealth and the Department for Victorian Communities both contributed funding for the 'Lifesaving for Everyone' program, which seeks to inclusively recruit and train new members who may not have otherwise felt comfortable to join a club.

The program, though in its infancy, caters for participants with different expectations by dividing them into smaller focus groups of like minded individuals. There are three focus groups: those who want to learn to use the beach safely; those who want to be lifesavers, and; those who want to gain a first aid qualification. Each group sets their own goals at the beginning of the program, outlines their own rules and determines their level of financial contribution to the club.

Lunch and transport to and from the club are provided, along with uniforms and training resources.

The CALD Lifesaving project was developed by Executive Officer of Sandridge Life Saving Club, Ellie Pietsch, who describes the program as "an opportunity for people from all backgrounds and abilities to connect with their community, participate in a healthy and vital service and improve their understanding of safety and first aid all under the auspice of a quintessentially iconic Australian activity".¹⁹

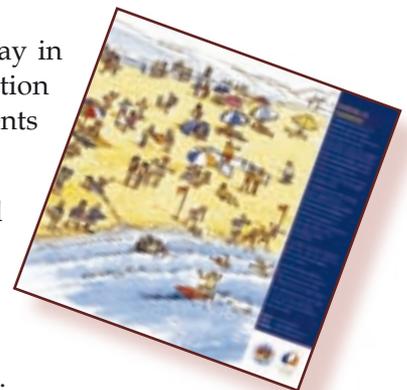


Harmony Day projects

Surf Life Saving Australia joined forces with Harmony Day in 2001 to tell all sectors of the community that the organisation values diversity. Each year, clubs have Harmony Day events and SLSA distributes posters and brochures.

In 2006, the SLSA National Championships on the Gold Coast had a Harmony Day theme with the following activities:

- an Australian Citizenship ceremony on the beach;
- Harmony Day was referred to in the official program;



- event organisers and presenters wore the Harmony Day ribbon;
- displaying the Harmony Day Surf Life Saving feathers, and
- the 2006 Patrol Award was sponsored and presented by a Harmony Day official representative.

Indigenous participation in surf lifesaving

While there are no accurate figures on Indigenous participation in Surf Life saving, it is clear that there are many Indigenous members in the 303 surf lifesaving clubs around Australia, particularly in Queensland, Western Australia and the Northern Territory.

SLSA and state bodies have a number of initiatives to increase Indigenous participation in surf lifesaving and to develop the skills of Indigenous surf sports athletes.

Telstra Beach to Bush Program

This program takes the message of surf safety throughout Australia to those school-aged students who do not live close to a surf environment.

Classroom-based surf safety lessons are delivered by facilitators in an attempt to increase awareness of the risks associated with the surf and local waterways, as well as ways to minimise these risks.

From September to December 2005, more than 70 trained surf lifesavers travelled throughout rural and regional Australia, introducing the basics of beach and aquatic safety to approximately 40,000 primary school children aged between seven and 12 years, as part of the 2005 Telstra Beach to Bush program. The program also visited Indigenous communities and remote areas with Indigenous participants.

Indigenous Sporting Development Program

Queensland

Surf Life Saving Queensland (SLSQ) was instrumental in fostering surf lifesaving in the Torres Strait Region. The region boasts an Olympic pool, well structured existing sporting structures and a wealth of previous members of Surf Life Saving Australia. A trip to the Island in 2003 by senior SLSQ Surf Sport Management led to an application for a 'Living in Harmony' grant for further development in the area. The successful application helped promote the profile of the sport in the Torres Region and allowed Torres teams to travel to the North Queensland Branch Lifesaving Championships and the Northern Australian Lifesaving Championships.

The experiment was well received by the Torres Region, North Queensland Lifesavers and SLSQ. Training has continued on Thursday Island by members of the association who linked with Sister Club, Ellis Beach SLSC.

The 2004–2005 program saw two SLSA assessors travel to Thursday Island to assess candidates in the Bronze Medallion and Surf Rescue Certificates and teach Surf Sport Training techniques.

A development squad of eight Indigenous Surf Sports athletes (four male, four female), who were already members of SLSQ affiliated clubs, were selected for a SLSQ Indigenous Surf Sports Development Squad. The squad attended an intensive two-day team development camp at Thursday Island in March 2005.

Northern Territory

The NT Program attracted volunteers to undertake training to attain SLSA's Bronze Medallion and Certificate Two in Public Safety (Aquatic Rescue) and increase the number of local Indigenous youth competing in Surf Life Saving competition. During the training, participants developed surf life saving competition skills and fitness to enhance their ability to perform aquatic rescue activities.

NSW

Surf Life Saving New South Wales (SLSNSW) conducted an Indigenous Sports Program (ISP) during Summer 2003–2004. This program was a community-based program designed to induct Indigenous people into the organisation. As this program was not fully completed during Summer 2003–2004 it tied over the next Summer and was completed by February 2005.

The ISP events (including swim, board, sprint and flags) were held at three SLSNSW Premiership Carnivals. The SLSNSW Indigenous Surf Sports Development Squad, comprising eight Indigenous Surf Sports athletes (four male, four female), were selected on their participation at these events.

The squad attended an intensive two-day team development camp at the Sydney Academy of Sport, Narrabeen, in March 2005 and a three-day development camp in Darwin ahead of competing at the Arafura Games.

The long term outcomes of all these programs were achieved. That is: to boost the overall number of Indigenous members within Surf Life Saving; increase retention of Indigenous surf sports athletes and lift the profile of achievements of Indigenous Surf Life Saving members.

Member Safety and Wellbeing Policy

Surf Life Saving Australia has a Member Safety and Wellbeing Policy which aims to ensure its core values, good reputation and positive behaviours and attitudes are maintained. It assists in ensuring that every person involved in surf life saving is treated with respect and dignity, in a safe and supportive environment. This policy also ensures that everyone involved in Surf Life Saving is aware of his or her legal and ethical rights and responsibilities.

This is the national policy for surf lifesaving and is implemented by SLSA through its state centres, branches and surf lifesaving clubs.

The policy has attachments which provide the procedures that support SLSA's commitment to eliminating discrimination, harassment, child abuse and other forms of inappropriate behaviour. As part of this commitment, SLSA will take disciplinary action against any person or organisation bound by this policy if they breach it.

The policy features a code of conduct that requires every individual and organisation to 'respect the rights, dignity and worth of others'²⁰. It also has a rights and responsibilities matrix which states that members have a right to 'be protected from abuse, discrimination or

harassment by other members or outside sources' and have responsibility for 'co-operating in providing a discrimination, child abuse and harassment free SLSA environment'.²¹

Equity, Discrimination and Anti-Harassment Policy

The aim of SLSA's equity policy is to promote an environment in which all individuals are treated with respect and dignity. The issues of social justice, equal opportunity, discrimination and harassment are promoted at club, branch, state and national levels.

SLSA believes:

- i. **Social justice** is about ensuring all people – whether members of SLSA or the community – receive a “fair go”.
- ii. **Equal opportunity** is about ensuring every person is treated the same and has a similar chance to participate or receive SLSA services and products. Equal opportunity strategies also permit the introduction of special initiatives to ensure participation or receipt of SLSA services and/or products.
- iii. SLSA views any detrimental form of **discrimination** as serious and something that must be eliminated.
- iv. **Harassment** is offensive, humiliating and intimidating and is counter-productive conduct in the SLSA environment, and may occur in relation to a person's sex, race, religion, age, disability, pregnancy, marital status and sexual preference.²²

SLSA state that they will treat all complaints of discrimination and harassment seriously, and will ensure complaints are dealt with promptly, impartially, and confidentially. If discrimination or harassment are found to have taken place, action will be taken.

Member Safety and Wellbeing Officer (MSWO)

A Member Safety and Wellbeing Officer is a person trained to be the first point of contact for a person reporting a complaint under, or a breach of, the Member Safety and Wellbeing Policy. The MSWO provides confidential information and support to the person alleging harassment or a breach of the policy. They also operate as a sounding board while the complainant decides what action they want to take. The MSWO may accompany the complainant in anything they decide to do, if he or she feels that it is appropriate and they are happy to do it.

Complaints procedure

SLSA aims to provide an easy to use, confidential and trustworthy procedure for complaints, based on the principles of natural justice. Any person may report a complaint about a person/s or organisation bound by their policy if they reasonably believe that a person/s or SLSA has breached this policy. A complaint should be reported to the appointed official of the relevant surf lifesaving authority in accordance with this policy.

A complaint may be reported as an informal or formal complaint. The complainant decides whether the complaint will be dealt with informally or formally, unless the appointed official of the relevant surf lifesaving authority considers that the complaint falls outside the parameters of this policy and would be better dealt with another way.

Endnotes

- ¹ Letter from Robert Barnes, National Development Manager (October 2000) in *Sound the Siren: Exploring the changing face of Surf Life Saving Australia*, report by Big Picture 2000.
- ² Surf Life Saving Australia 2004, *A New Vision for Surf Lifesaving: 2004 Surf Life Saving Australia Annual Report*, Sydney, p. 1.
- ³ SLSA website www.slsa.com.au.
- ⁴ SLSA website at www.slsa.com.au.
- ⁵ SLSA website at www.slsa.com.au.
- ⁶ 2006 SLSA National Leadership Camp feedback survey.
- ⁷ *Productivity Commission Report*. P30.
- ⁸ *Ibid.* p23.
- ⁹ *Sound the Siren: Exploring the changing face of Surf Life Saving Australia*, report by Big Picture Consulting Group 2000. p12.
- ¹⁰ *Ibid.* p5.
- ¹¹ *Ibid.* p6.
- ¹² *Valuing an Australian Icon: The Economic and Social Contribution of Surf Life Saving in Australia* October 2005, Report to Surf Life Saving Limited. The Allen Consulting Group. P8.
- ¹³ Productivity Commission 2003, *op. cit.*, pp. 9-11.
- ¹⁴ *Ibid.* p7.
- ¹⁵ The Hon. Andrew Robb AO MP, 'Harmony project for Australian Beaches' media release, 10 March 2006.
- ¹⁶ The Hon. Andrew Robb AO MP, 'Harmony project for Australian Beaches' media release, 10 March 2006.
- ¹⁷ *Ibid.*
- ¹⁸ Cultural diversity and SLSA – Scarborough SLSC – A case study powerpoint.
- ¹⁹ <http://www.portphillip.vic.gov.au/attachments/o13633.pdf>.
- ²⁰ SLSA Member Safety & Wellbeing Policy Statement. Oct 2005. p2.
- ²¹ *Ibid.* p3.
- ²² *Ibid.* p7.

Tennis: *Tennis Australia*

‘Tennis Australia is committed to equality of access and equality of opportunity for people of all ages and both sexes, irrespective of geographic location, social background, ethnicity, disability, and other variables.’¹

There is no definitive point in history at which the game of tennis began. Many argue it was the ancient civilisations in Greece and Rome that first played racquet and ball games similar to the ones we know now. Others say it was not until the 18th and 19th centuries in France and England that modern tennis was born, when indoor sports such as Real Tennis and Jeu-de-Paume were moved outside.²

The new game became established in England and in 1875 a meeting was held at the Marylebone Cricket Club to determine a standardised set of rules for the sport of Lawn Tennis. In 1877 the Wimbledon tournament began.³

The first tennis tournament ever played in Australia was held in January 1880, on the courts of the Melbourne Cricket Club, built two years earlier. For the next 20 or so years, tennis grew in popularity around Australia, particularly amongst the well-to-do.

In 1900, the British Isles and the USA had played off for the trophy now known as the Davis Cup. By 1904, the competition had expanded to include Austria, Belgium and France, and many in Australia considered it was time the new nation mounted a challenge.

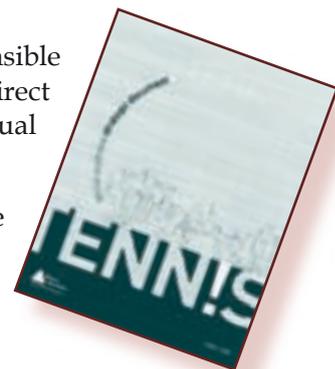
To do this, however, Australia required a national body. At a meeting of state representatives in September that year, it was agreed to form the Australasian Lawn Tennis Association, taking in the interests of both Australia and New Zealand. It was here that Australia’s great Davis Cup tradition, and the Australian Open (now 101 years old), were born.⁴

Tennis Australia

Tennis Australia is the governing body of tennis within Australia, linking to member associations throughout the country. They promote and facilitate participation in tennis at all levels, and also conduct national and international tournaments.

Eight state and territory tennis bodies (Member Associations or MAs) are responsible for implementing Tennis Australia’s initiatives. Tennis Australia does not have direct affiliation with tennis clubs, centres or associations – clubs and their individual members pay a registration fee for affiliation to their local MA.

This affiliation enables clubs, centres and associations to take advantage of a range of important benefits including: insurance, resources, access to club development programs and funding opportunities, as well as expert advice on a number of tennis related topics.



After gradually increasing over a period of six years, the number of affiliated clubs (2,056) and registered players (225,763) has been fairly static since 2003.⁵

Who plays tennis?



Each year Tennis Australia produces a Health Index which monitors participation in the sport. The 2005–06 Health Check revealed that tennis is the fifth most popular form of recreation, exercise and sport in Australia with 689,000 men and 634,000 women playing.

According to the Australian Sports Commission's most recent study (2004) 1.3-million people aged 15 years and over play tennis or 8.4 per cent of Australia's population.⁶

Tennis is most popular with the 25–34 year-old age group, with 303,000 playing annually (ASC). The game maintained its position as the second most popular activity during the winter months, with 23 per cent of the population aged 15 years and over participating (Sweeney Report).⁷

Tennis Australia's Community Tennis Manager, Mark McAllion said: "One of the great attractions of tennis is that it can be played by everybody, everywhere. At a tennis club you can join in the tennis community. It gives you the opportunity to play sport with your friends or to meet new friends. There's a very strong social aspect".⁸

Increasing participation

Tennis is one of Australia's most popular participation sports. Surveys show that Australia has the highest participation rate in the world with 1.9 million people (nearly 10 per cent of the population) playing tennis; however the frequency of play (less than once a week) is below the world average for major tennis nations.⁹

To increase participation, Tennis Australia states in their 2004–05 Annual Report that it 'wants to achieve a modest increase in the number of players and a substantial increase in the frequency of play to at least once a week'.

To achieve its desired overall growth rate, Tennis Australia and its Member Associations aim to maintain and develop innovative programs and services that recruit and retain tennis players, as well as increase the frequency of play for current tennis players. They do this by promoting tennis as 'a social, fun, healthy, accessible, inexpensive and year round sporting option to children, parents, teachers and schools together with utilising the game as a tool for improving the social connectedness within the community'.¹⁰

Programs encourage involvement and are accessible to all Australians, including people with disability, Indigenous people and people from non-English speaking backgrounds.

Strategic plan

In their 2004–08 Strategic Document, Tennis Australia states that it 'needs to increase levels of media coverage, events, activities, public relations, marketing, advertising and promotion of tennis. Simultaneously, clubs and centres around Australia need to be able to accommodate growth in membership numbers and frequency of play and provide a level of service befitting any national marketing program'.¹¹

The quality of the courts and related facilities of many affiliated bodies around Australia has remained virtually unchanged for decades and is now below modern player expectations. In many cases the only significant investment has been the addition of floodlights and/or the conversion of the playing surface from clay to hard court to synthetic grass (of varying quality). There has been limited maintenance since and restricted applicability for player development.¹²

To address this, Tennis Australia has appointed a National Facilities Reference Group and is developing a four-year strategy and a 20-year blueprint to address long-term challenges.

Tennis in schools program

Tennis Australia recognises the need for primary school children to learn the fun, social, healthy, lifestyle and competitive aspect of being involved in sport and to do so at an early age.

While the specifics of the Tennis in Schools program varies between state and territory Member Associations, the program aims to increase tennis activity during school time and link school children to their local coach and club so they can continue to learn the game.

Tennis Australia is currently producing a schools kit includes appropriate equipment, and a Tennis in Schools CD Rom, which provides national guidelines and policies for teaching tennis to school aged children.¹³

Talent Search

This initiative is aimed at identifying athletes from a non-tennis background. Tennis Australia's Talent Search complements tennis-based talent identification programs already in place for thousands of players already immersed in the sport.

The objective of the program is to identify young children that have exciting athletic skills, a desire to compete in sport and are looking for a new challenge in the tennis arena. If children show these skills and an aptitude to learn new ones, then they are on their way to learning how to play tennis.

National Player Development Director Craig Tiley said: "It's the beginning of a project that will permeate throughout the country. We're going to draw them out and put them in tennis programs, where the players haven't traditionally been".¹⁴

The Talent Search day tests each child in game sense, physical skills and tennis skills. Tennis Australia plans to refine its Talent Search Days and run more throughout Australia, as part of a key initiative to attract young athletes who might otherwise have chosen a different sport.

Indigenous Sports Program

The Indigenous Sport Program is funded by the Australia Sports Commission (ASC) and offers an integrated development pathway that includes a scholarship and grants program as well as development workshops. These initiatives are linked to existing sports development structures and assist Indigenous coaches, managers, trainers, athletes and officials.

Tennis has its own Indigenous Tennis Program (ITP) which aims to develop tennis programs that can be taken to the Indigenous communities. This includes the transfer of tennis skills and expertise to Indigenous Australians, and to empower them to develop and implement meaningful tennis programs that are community-owned and driven.

This program adopts a holistic approach to sport development by assisting Indigenous Australian's to become coaches, officials and administrators, which ultimately ensures all participants have an enjoyable and safe tennis experience.¹⁵ Some examples of the programs operating in the states are included below:

ACT Indigenous Program

Tennis ACT is working with Sport and Recreation ACT to provide a social tennis program for Indigenous women and their children to participate in tennis in a fun and friendly environment.

The program, which commenced in May 2006, runs for eight weeks and consists of skill acquisition and development, match play, access to facilities, equipment and competitions, as well as improving health through physical activity.¹⁶

Tennis Queensland

Tennis Queensland, in conjunction with the QLD Department of Sport and Recreation, Tennis Australia and the Australian Sports Commission, conducts a state-wide Indigenous Tennis Program aimed at developing tennis programs that can be taken into Indigenous communities.

The program provides communities with equipment, coaching resources and information to be self-sufficient and conduct their own tennis programs, and links to a local tennis club. This provides a pathway for achievement and opportunity for participants to play fixtures or continue with coaching.¹⁷

Living in Harmony project

Tennis Australia has been a Harmony Day partner since 2004 and has used the high profile of the Australian Open tournament to promote Harmony Day.

Tennis Australia President Geoff Pollard said: "It is extremely important to the success of our sport that every Australian is provided the opportunity, feels welcome and enjoys participation in tennis, therefore Tennis Australia fully supports the activities and principle of Harmony Day 2006."¹⁸

Tennis Australia also promotes Harmony Day throughout its clubs and associations nationally and has recently produced a guide titled *'Tennis: Everybody Everywhere'* (see below). The booklet has been distributed to all clubs and associations, and provides a number of useful activities and ideas to make tennis a more inclusive and culturally sensitive game.

"Tennis Australia's participation goal is to ensure that people from all backgrounds are made welcome and enjoy the tennis experience. We highly value equality of opportunity for people of all cultures and believe this is integral to the growth of our sport," Mr Pollard said.

Tennis: 'Everybody Everywhere'

Tennis Australia states that they are: 'consistently working towards an ideal where all people share equality of opportunity, are free from discrimination and where all cultures and heritage can be respected and sustained'.¹⁹

As such, they have produced a booklet called '*Tennis: Everybody Everywhere*' to provide examples of discriminatory language and behaviour; some common barriers facing migrants and refugees that can limit their access to sport; pose questions for clubs to consider about how inclusive they are for people from different religions of cultures, and; provide some practical considerations for dealing with young people from diverse backgrounds.



In addition to providing definitions on migrants, refugees and asylum seekers, the booklet outlines different facts and demographics of Australia's multicultural composition and highlights that 'ethnic people are dramatically under represented in both the numbers playing sport and the range of sports played in Australia (ABS, Involvement in Sport, Australia, 1997).²⁰ It adds 'resettlement issues, such as cultural differences, language barriers and disrupted schooling can make the adjustment into Australian society difficult' (Centre for Multicultural Youth Issues, 2003).²¹

The booklet outlines common barriers to sport faced by migrants and refugees, such as:

- may have come from countries without structured community based sport
- lack of familiarity with sporting clubs and environments
- absence of effective public transport
- potential threat or experience of racism
- feelings of isolation
- language barriers
- alcohol consumption being perceived as a main activity of sports clubs
- cost of activities, and
- family or cultural communities may take priority over sport.²²

There are also important questions posed to clubs, schools and individuals in tennis about these issues in the booklet. These include: how accessible is your club? How do you let people know about your club? Do you need a translator? Can you make arrangements to pick up participants for whom public transport is difficult? How expensive is it joining your club? Do you have arrangements in place to allocate used equipment and clothing to help new members get started? Is there flexibility in the payment of fees? Does your normal uniform exclude participants from different religions or cultures and can you modify these requirements? Does your club's social life cater to people from different social backgrounds? Is there a variety of food or music to suit the cultural mix of your club members and families at social events? Do you have flexibility when some religious events impact on the sporting environment?²³

These are questions that are probably new to many clubs and individuals, but need to be answered if tennis is to be truly inclusive and welcoming to people from diverse cultural backgrounds.

Head of the US-based Institute for Diversity and Ethics in Sport, Richard Lapchick said: “If it was not for sport many people would not have the opportunity to interact with people from a wide cultural mix”.²⁴ The benefits of cultural diversity and interaction to the clubs and individuals are immeasurable and include:

- increased membership and more funds for club activities,
- the opportunity to increase the number of skilled or gifted players in your club,
- more potential volunteers or administrators,
- lifting the profile of you club in the local community and beyond,
- learning more about other cultures,
- more spectators and increased social benefits associated with new members and their family groups,
- assist new arrivals to settle in,
- raise the awareness of the benefits of sport in culturally diverse families, and
- builds relationships between cultures.²⁵

Member Protection Policy (MPP)

Member protection is all about policies, practices and procedures which protect a sport’s athletes, administrators, coaches and officials.

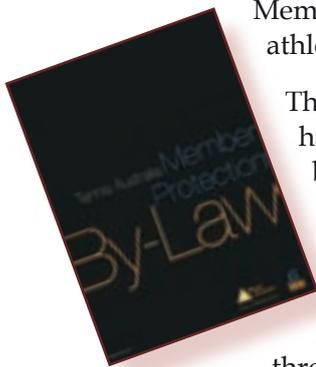
This protects members from physical and emotional harassment, such as sexual harassment and racial discrimination, which are unlawful and can result in action being taken against an organisation. Other forms of harassment such as bullying and humiliation of athletes and abuse of umpires are not unlawful, but they can drive away members and are not compatible with the ethic of ‘fair play’ in tennis.

Harassment in sport can serve to drastically undermine the intrinsic benefits of involvement in tennis, including health and fitness, and self esteem built up through social interaction and involvement with the community. Tennis Australia President Geoff Pollard said: “The unfortunate reality is that tennis, as a sport, is not immune from acts of discrimination, harassment and abuse, rather to the contrary, sport provides an environment which in many cases lends itself to conduct which is not only inappropriate, but also unlawful”.²⁶

Depending on the nature of the case, instances of harassment or abuse in sport can have devastating effects for not only the individuals involved, but also the sporting organisation itself. Apart from exposing the club or association to potential legal liability, officials may be faced with low morale, an unpleasant environment, higher turnover of volunteers and the prospect of long-term damage to the organisation’s image and reputation. These are all unnecessary harms which Tennis Australia is anxious to avoid.²⁷

As a result, they have developed a Member Protection By-Law which covers harassment, discrimination, abuse and vilification.

However, the adoption of the Member Protection By-Law itself is just the first step in providing members and participants with protection. The successful implementation and enforcement of this By-Law requires the cooperation and commitment of Tennis Australia members and



participants at all levels. To this end, the organisation has developed an 'Information Kit' to assist regional associations and affiliated clubs with implementing and understanding the By-Law.

What is harassment, vilification and discrimination?

Under the these By-Laws, harassment is defined as any behaviour by a person or organisation which is 'offensive, abusive, belittling or threatening which is directed at any other person or a group of people and which refers to a particular characteristic of that person or group of people'.²⁸

Harassment can be expressed or implied, physical, verbal or non-verbal. Examples include:

- abusive behaviour aimed at humiliating or intimidating (this may also be vilification),
- jokes or comments directed at a person's body, looks, age, race, religion, sexual orientation or disability (this may also be discrimination),
- unwelcome remarks including teasing, name calling or insults (for example to umpires or other officials),
- innuendo or taunting,
- offensive emails, letters, notes, and/or
- displaying offensive materials e.g. posters, computer screen savers.²⁹

Vilification involves 'a person inciting hatred towards, serious contempt for, or severe ridicule of, a person or group of persons by public act. Public acts that may amount to vilification include any form of communication to the public and any conduct observable by the public'.³⁰

Discrimination is defined as 'treating or proposing to treat a person less favourably than someone else in certain areas of public life on the basis of an attribute or personal characteristic they have'³¹, including:

- physical features - this includes a person weight, size, height and other physical features,
- political belief/activity,
- race, and/or
- religious belief/activity.³²

Discrimination includes direct discrimination and indirect discrimination. Requesting, assisting, instructing, inducing or encouraging another person to engage in discrimination, is also deemed discrimination. It also includes victimisation, which occurs when 'a person is subject to, or is threatened to suffer, any detriment or unfair treatment, because that person has or intends to pursue their legal rights under anti-harassment legislation or the By-Law'.³³

In addition to the description of discrimination in the By-Law, any behaviour or conduct which is discrimination under any federal or state legislation is considered discrimination for the purposes of Tennis Australia's By-Law and is regarded as an offence.

Codes of conduct

To protect the health, safety and well being of its members Tennis Australia has developed a Code of Conduct which deals with specific standards and requirements for administrators, coaches, players and parents/guardians.

The Codes are designed to reinforce conduct which Tennis Australia considers is appropriate and to discourage inappropriate behaviour.

Complaints

Tennis Australia believes everyone who participates in the sport has the right to be treated with respect and dignity. They also have the right to have any complaints dealt with in a fair, confidential and sensitive manner, and to be given the opportunity to be heard before any penalties are imposed.

Any person or organisation can make a complaint if they consider that a person or organization has committed an offence or breached the By-Laws. A complaint should be made to a Member Protection Officer of Tennis Australia or the relevant Member Association, which have procedures established for dealing with complaints (outlined in detail in the Member Protection By-Laws).

Endnotes

¹ *Tennis Australia strategic plan 2004–08* at <http://www.tennisaustralia.com.au/pages/image.aspx?assetid=RDM38286.5293896412>.

² <http://www.tennisaustralia.com.au/pages/default.aspx?id=4&pageId=282>.

³ <http://www.tennisaustralia.com.au/pages/default.aspx?id=4&pageId=282>.

⁴ <http://www.tennisaustralia.com.au/pages/default.aspx?id=4&pageId=282>.

⁵ *Tennis health check fact sheet 2005–06* at <http://www.tennisaustralia.com.au/pages/image.aspx?assetid=RDM38945.6482349306>.

⁶ *Tennis health check fact sheet 2005–06* at <http://www.tennisaustralia.com.au/pages/image.aspx?assetid=RDM38945.6482349306>.

⁷ *Tennis health check fact sheet 2005–06* at <http://www.tennisaustralia.com.au/pages/image.aspx?assetid=RDM38945.6482349306>.

⁸ <http://www.tennisaustralia.com.au/pages/default.aspx?id=4&pageId=9342>.

⁹ *Tennis Australia Annual Report 2004–05*. P16.

¹⁰ *Tennis Australia strategic plan 2004–08*.

¹¹ *Ibid.*

¹² *Ibid.*

¹³ *Tennis Australia Annual Report 2004–05*. P54.

¹⁴ <http://www.tennisaustralia.com.au/pages/default.aspx?id=4&pageId=10372>.

¹⁵ <http://www.tennisaustralia.com.au/pages/default.aspx?id=4&pageId=7866>.

¹⁶ <http://www.tennisact.com.au/pages/default.aspx?id=26&pageId=8440>.

¹⁷ <http://www.tennisqueensland.com.au/pages/default.aspx?id=21&PageID=965>.

¹⁸ <http://www.harmony.gov.au/partners/tennis.htm>.

¹⁹ *'Tennis: Everybody Everywhere'* booklet.

²⁰ *'Tennis: Everybody Everywhere'* booklet.

²¹ *'Tennis: Everybody Everywhere'* booklet.

²² *'Tennis: Everybody Everywhere'* booklet.

²³ *'Tennis: Everybody Everywhere'* booklet.

²⁴ ABC radio *Sports Factor*, May 2003.

²⁵ *'Tennis: Everybody Everywhere'* booklet.

²⁶ Member Protection By Law preface by President Geoff Pollard AM.

²⁷ Member Protection By Law preface by President Geoff Pollard AM.

²⁸ Member Protection By Law 9.2.

²⁹ Member Protection By Law 9.3.

³⁰ Member Protection By Law 9.12.

³¹ Member Protection By Law 10.1.

³² Member Protection By Law 10.2.

³³ Member Protection By Law 10.6.



Touch football: *Touch Football Australia*

'In keeping with a "sport for all" philosophy, the objective of Touch Football Australia's policies are to ensure positive, enjoyable and safe activities are provided for people playing touch'.¹

From humble beginnings

The sport of touch football was developed in the 1950s to provide winter sports participants of rugby union and rugby league with a way to keep fit over the summer months. Touch has since developed into a truly national pastime and has become a sport in its own right.

Australia is one of 33 member countries to the Federation of International Touch which was founded in Melbourne in 1985.² Australia is also the clear leader among 19 nations competing for the World Cup, and the Australian women's team has never been beaten in international competition.

Touch Football Australia

Touch Football Australia (TFA) has overseen the development of the sport and takes a national unified approach to management. There are touch football associations in every state and territory.

The Australian Sports Commission (ASC) is a principal sponsor for Touch Football Australia (TFA). It has supported the TFA to develop new programs, such as the AusTouch program, and provides significant funding for its elite and development programs.

The first official game of touch was held in the traditionally strong rugby league area of South Sydney. The South Sydney Touch Football Association was founded in 1968 and ran a competition that year. Soon after, other associations were formed and interdistrict competition began in 1978.

In 1979, the Queensland Touch Association was formed, with four districts competing against each other. The game soon blossomed in New South Wales and in 1980 the inaugural National Championships were held. During the early 1980s touch football began to grow in popularity throughout Australia as a summer sport, with the participants from a variety of backgrounds.

In 1997, the National Championships was replaced with the National Touch League – a national tournament designed to be the pinnacle of domestic competition in Australia, allowing competitors to identify with a regional area.

Currently, there are 250,000 registered touch players with approximately 500,000 school children also playing the sport.³ The game has expanded overseas, with international events attracting teams from New Zealand, South Africa, England, Wales, Scotland, USA, Japan, Samoa, Fiji, Cook Islands, Lebanon and Papua New Guinea.

In addition to the TFA competition, it is estimated that as many as 700,000 other Australians play the game on a casual basis, including office teams playing at lunchtime, social clubs forming teams and friendly neighbourhood competitions.⁴

Who plays touch?

The 2003–2004 Sweeney Sports Report shows that the game of touch football in Australia is expanding, with an increasing number of men and women showing interest in, and participating in the game.

The report shows that:

- Touch football is played by 10 per cent of urban Australians; the highest percentage since the survey was started in 1995.
- Four per cent of Australians have attended touch football events; the highest recorded figure.
- Canberra has the greatest number of touch players per capita of all the major cities (16 per cent). Brisbane and Sydney are close behind with 14 per cent. Melbourne has the lowest participation rate.
- The 16–29 year age category for males and females is the most common demographic of touch players in Australia; 21 per cent and 16 per cent playing touch respectively.
- Overall, 13 per cent of males and seven per cent of females play touch in Australia.⁵

There were no available figures on the participation by Indigenous peoples or those from a cultural and linguistically diverse background in touch football.

Game development

The Federation of International Touch has recognised the resources compiled by Touch Football Australia and Touch New Zealand as the ‘official game development resources to be used worldwide and encourages other nations to utilise these models for development.’⁶

Touch Football Australia’s Strategic Plan 2005–09 has a goal to ‘increase the number of junior touch participants in organised community-based competitions through the implementation of a national junior program’.⁷

In 2002, TFA commenced work on a junior program that would assist clubs to introduce and recruit new participants to touch football. Seed funding was supplied by the Australian Sports Commission’s (ASC) Targeted Sports Participation Growth Program in 2003.

Over 2003–2005 the program was piloted, planned and then rolled out to all areas of Australia. In 2005, a formal evaluation of the program was completed in conjunction with the ASC and was formally and independently audited in 2006.

AusTouch

The Australian Touch Association's Targeted Sports Participation Growth Program focuses on a program called 'AusTouch', targeted to 8–18 year old males and females throughout Australia.

AusTouch provides a non-threatening introduction to the sport of touch by reducing the barriers of skill at the entry level. The program links young people from formal and informal school-based participation in touch football to registered membership with the association.⁸

The program is offered after school over 6–8 weeks at centrally located venues throughout metropolitan and regional areas. It includes skill development sessions which expand into a game format.

An AusTouch Leaders Resource kit has been produced and includes a DVD with 42 fun activities for kids, as well as a CD containing session plans, examples, templates, adjustable documents, flyers, logos and information. A Touch for Juniors book is also available which includes rules, game terms and code of conduct information.

Indigenous participation

Similar to the rugby codes from which touch is derived, anecdotally there is a large Indigenous population who play the sport. As mentioned, there are no accurate figures to confirm this, however the TFA are in the process of adapting their database to record this information.

High profile Indigenous players in the game include Northern Territory's Bo Delacruz, who won the 2003 National Indigenous Sportswoman of the Year after being named the Women's Player of the Series at the Touch Football World Cup in Japan that year (which was won by Australia). She was the only Indigenous member of the national women's team, as well as its vice-captain.⁹

De la Cruz has also recently accepted an invitation to join the national Indigenous Ambassador programme. She will work alongside rugby league legend Arthur Beetson and former Olympic hurdler Kyle Van der Kuyp to spread the word about government services available in Indigenous communities.¹⁰

One of the goals of the Strategic Plan is to '*increase the exposure of touch to the Indigenous community*'.¹¹ As part of this plan the organisation aims to: increase the participation numbers of junior and senior Indigenous players; increase the number of visits to Indigenous communities, and; increase the number of technically qualified people in Indigenous communities to coach, referee and officiate.¹²

It is not clear at this stage to what extent these objectives have been achieved. Further, while there are game development officers in TFA and the affiliated state organisations, there does not appear to be staff with a dedicated focus on Indigenous or multicultural development.

State initiatives

Under the Australian Sports Commission's Indigenous Sport Program, Touch South Australia undertook a development trip in 2003 to the Pitjantjatjara Lands in the north west of South Australia. In a follow up trip in 2004, Touch SA staff spent a week travelling to the communities to further promote the game as an alternative to the traditional sports of football and softball.

The tour was the start of Touch SA's Indigenous strategies and long-term initiatives for the game's development in the outer regions of South Australia. The trip covered nearly 2,700km and introduced over 350 children and young people to the excitement and challenges of touch football.¹³

Policies on ethical behaviour

Australian Touch Football's junior policy has been developed in line with the Australian Sports Commission's approach to junior sports delivery. The guidelines provide a setting for junior touch clubs, affiliated associations and other groups responsible for the development, organisation and conduct of junior touch. They also includes guidelines for a coordinated and complementary approach to touch in schools and the community.

In keeping with a 'sport for all' philosophy, the objective of the policy is to ensure positive, enjoyable and safe activities are provided for people playing touch. Relevant to this project is the objective to 'ensure equal opportunities are provided regardless of a person's gender, race, ability, cultural background, religion, geographical location or age'.¹⁴

An important part of this policy is the concept of 'Opportunity for all'. This is premised on the principle of social justice and the belief that sport, when presented and organised properly, provides important educational and developmental opportunities that benefit the individual and the broader community. In particular, it highlights that:

- 'Opportunity for involvement and maximum participation, to meet children's needs are to be ensured regardless of gender, race, age, geographic location, cultural background, religion or ability'.
- 'Racial and religious customs must be taken into consideration so as not to deny access to programs. For example, uniform codes may need to be relaxed to allow female Muslim children to participate in long skirts, stockings, and scarves'.¹⁵

Codes of Conduct

Parts of the junior policy codes of conduct which are relevant to this report are highlighted below.

1. *Coaches and teachers*: 'provide equal encouragement for all children regardless of gender, ability, cultural background or religion to participate, acquire skills, and develop confidence'.
2. *School and community organisations*: 'foster a 'sport for all' philosophy, including an awareness of groups with special needs' and 'encourage more coaching role models from specific target groups (Indigenous, other cultures etc)'.
3. *Parents/guardians/spectators*: 'support all efforts to remove verbal and physical abuse from sporting activities' and 'demonstrate appropriate social behaviour by not using foul language, harassing players, coaches or officials'.
4. *Referees*: 'discourage unsporting behaviour and promote respect for opponents'.
5. *Administrators and officials*: 'ensure that equal opportunities for participation in sports are made available to all children regardless of gender, ability, cultural background or religion children'.

6. *Media*: 'avoid reinforcing stereotypical views on the involvement of boys and girls in particular sports' and 'respect the rights, dignity and worth of every child regardless of their gender, ability, cultural background or religion'.
7. *Government at all levels*: 'conduct or financially support only those programs that encourage participation in sport by all young Australians and provide equality of sporting opportunity'.
8. *Players*: 'play by the rules' and 'control your temper. Verbal abuse of referees or other players, and deliberately fouling or provoking an opponent is not acceptable'.¹⁶

The TFA codes are drawn from the Australian Sports Commission and are reproduced in touch football resources with the ASC's permission.

Coaches and referees are encouraged to reinforce the TFA and ASC's codes of conduct and behaviour. They are referred to the ASC's Harassment Free Sport guidelines and Member Protection policies for more information on harassment issues.

Codes of Behaviour

As a member of TFA, a member association or an affiliated club, players, referees, coaches, administrators and officials, spectators, parents and the media must adhere by certain conduct requirements.

The codes that apply to administrators and officials seek to 'ensure that equal opportunity for participation in touch is available to all regardless of ability, size, shape, set, age, ethnic origin or disability' and state that 'a code of behaviour should be distributed to all participants'.¹⁷

It is also outlined in the code for spectators and the media to: 'Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion'.

Anyone found in breach of the codes may be subject to a judicial hearing convened by the club, affiliate or other affiliated touch body.

TFA promotes the *MyClubTouch* information, which contains all game development policies and procedures on its website to improve the effectiveness of touch administration policies and codes.

Endnotes

¹ Australian Touch Football's junior policy.

² <http://www.internationaltouch.org/page.aspx?pri=19&tpl=1>.

³ Touch Football Australia website at www.austouch.com.au.

⁴ *Ibid.*

⁵ 2003–2004 *Sweeney Sports Report* conducted by Sweeney Sports Pty Ltd at www.austouch.com.au.

⁶ <http://www.internationaltouch.org/page.aspx?pri=19&tpl=1>.

⁷ Touch Football Australia's *Strategic Plan 2005–09*.

⁸ <http://www.austouch.com.au/?id=694>.

⁹ www.austouch.com.au.

¹⁰ <http://news.sbs.com.au/livingblack/index.php?action=news&id=130846>.

¹¹ Touch Football Australia *Strategic Plan 2005–09*, P15.

¹² *Ibid.*

¹³ www.satouch.com.au.

¹⁴ Australian Touch Football's junior policy, P3.

¹⁵ *Ibid.* P4.

¹⁶ Australian Touch Football's junior policy.

¹⁷ Touch Football Australia *Code of Behaviour*.



Triathlon/Multisport: *Triathlon Australia*

*'If we do not look after those involved with our sport,
the sport will not continue to grow'.¹*

Triathlon, some argue, is the ultimate modern day sport and one that is ideally suited to Australians and the Australian environment.

It combines the sports of swimming, cycling and running into the one event. There are also many new disciplines evolving from the core of triathlon, including: long distance triathlon, duathlon (run/bike/run), winter triathlon (cross country ski/bike/run), indoor triathlon (pool swim/velodrome bike/track run) and aquathlon (run/swim/run).

Triathlon and multisport are a great way to keep fit and maintain a healthy life. Like athletics, triathlon, duathlon and aquathlon can be competed over a range of distances depending on the level of fitness and endurance and the size of the challenge that is desired.

The history of triathlon

The San Diego Track Club founded the first official triathlon event held at Mission Bay (USA) in 1974. The sport was developed the year before to add some alternative endurance activities to traditional track workouts. The club's first event consisted of a 10km run, an 8km cycle and a 500m swim.²

The Hawaii Ironman was the next multi-discipline endurance event to follow in 1978. Navy Commander John Collins dreamed up a race to settle a long-standing debate: who is fitter – swimmers, runners or cyclists? He combined three existing races held in Hawaii to be completed in succession: the Waikiki Roughwater Swim, the Around Oahu Bike Race (originally a two-day event) and the Honolulu Marathon.³

Today triathlons can range in distance – anywhere from a 300m swim, 10km cycle and a 3km run to a more gruelling 3.8km swim, 180km cycle and 42km run (Ironman distance). In addition, there are a number of junior events with shortened distances aimed at enticing school aged children into the sport.

In 1989, the International Triathlon Union (ITU) was established in Avignon, France. At the 97th session of the IOC, ITU was given the status as the official world governing body for the sport. Since then 140 countries have become affiliated.⁴

Triathlon was one of two new sports on the 2000 Olympic Games program and made its debut at the Commonwealth Games at Manchester in 2002.

Triathlon Australia

Triathlon Australia is the national governing body for the sport of triathlon. It oversees the administration and development of the sport and has member associations in every state and territory.

Triathlon Australia and its member associations share a common vision for the sport: 'To provide a quality service for Australian triathletes using best practices in leadership and management to ensure Australia is the world's leading triathlon nation'.⁵

The national body runs the Australian Triathlon Series, which showcases some of the world's best triathletes racing in Australia, while also providing a fair playing field for age group athletes looking to qualify for the Australian team. In 2006, there were five elite events in four states held as part of this series, including the Australian Olympic Distance Championships.

Australia is home to many of the world's best performed triathletes, including: Greg Bennett, Brad Beven, Emma Carney, Jackie Gallagher, Loretta Harrop, Michellie Jones, Chris McCormack, Peter Robertson, Brad Kahlefeldt, Miles Stewart, Greg Welch and Emma Snowsill.

Who competes in triathlons?

In many cases, participation in one sport encourages participation in triathlons. For example, the running required for triathlon can be developed by playing football, soccer and netball. The swimming side of triathlon can develop from playing water polo or participating in swimming training. Sports like gymnastics and judo help develop strength, flexibility, balance and co-ordination which are all important in triathlon.⁶

Whether it is the challenge of conquering three sports in the one go or making a decision to adopt a healthier lifestyle, up to 160,000 Australians motivate themselves each year to participate in triathlon events.

Barriers to participation

One of the main barriers to participation is the cost of membership (although you don't have to be a member of a club to compete in events), training and equipment. Competing across three sporting disciplines, participants need equipment for swimming (goggles and bathers), cycling (bike, helmet shoes) and (running shoes, socks and clothing). Dedicated participants may also choose to take part in swimming, running and bike training, which carries with it additional costs.

Another potential barrier is the fact that triathlon includes swimming as one of its disciplines. Some people from ethnic backgrounds are not strong swimmers and may be reluctant to swim in open water.

Triathlon Australia is conscious of this fact and tries to make competing as safe as possible. All triathlon events have marshals supervising the swim legs and not all triathlon-related activities are run in open water; many are held in swimming pools.

Getting kids into triathlon

The TRYstars Sub Junior Club program is a Triathlon Australia initiative open to young people aged 7–15 years who like to have fun, get fit and be healthy. The events are held in a safe club environment with qualified coaches to ensure young people learn the sport and have a good time.

In 2006, the program has expanded to 20 clubs in NSW, Victoria, Northern Territory, Western Australia and Queensland, and Triathlon ACT and Triathlon Tasmania will again be implementing the program.⁷

CALD programs

Triathlon Australia does not have any statistical data on the number of Indigenous or culturally and linguistically diverse people who participate in triathlons, nor do they have any strategies to encourage people from these backgrounds to become involved.⁸

Member protection

Triathlon Australia states that ‘the protection of its members and participants, whether they are competitors, volunteers, technical officials, race directors or committee members, is of paramount importance’.⁹

Its Member Protection By-law sets out the procedures to be followed in dealing with harassment and other forms of inappropriate behaviour in an effective and timely way, and provides a procedure for the informal and formal resolution of complaints.¹⁰

Discrimination and harassment by-law

Triathlon Australia aims to provide a sporting environment where all those involved in its activities are treated with dignity and respect, and without harassment or discrimination.

They recognise that all those involved in its activities cannot enjoy themselves, perform to their best, or be effective or fully productive if they are being treated unfairly, discriminated against or harassed because of their sex, marital status, pregnancy, parental status, race, age, disability, homosexuality, sexuality, transgender, religion, political belief and/or industrial activity.¹¹

Under the Bylaw, **Discrimination** means ‘treating or proposing to treat a person less favourably than someone else in certain areas of public life on the basis of an attribute or personal characteristic they have. These attributes or characteristics include: physical features; political belief/activity; race; or religious belief/activity’.¹³

Requesting, assisting, instructing, inducing or encouraging another person to engage in discrimination may also be considered to be discriminatory conduct. The Bylaw also makes the point that discrimination may be direct or indirect.

Harassment is defined as ‘any type of behaviour that the other person does not want and does not return and that is offensive, abusive, belittling or threatening. The behaviour is unwelcome and of a type that a reasonable person would recognise as being unwelcome and likely to cause the recipient to feel offended, humiliated or intimidated’.¹⁴

Unlawful harassment may include targeting a person because of their race, sex, pregnancy, marital status, sexuality or other characteristic. Whether or not the behaviour is harassment is determined from the point of view of the person being harassed. Harassment may be a single incident or repeated. It may be explicit or implicit, verbal or non-verbal.¹⁵

Vilification involves 'a person or organisation doing public acts to incite hatred towards, serious contempt for, or severe ridicule of a person or group of persons having any of the attributes or characteristics within the meaning of discrimination. Public acts that may amount to vilification include any form of communication to the public and any conduct observable by the public'.¹⁶

Code of Conduct

Triathlon Australia requires every individual and organisation bound by their Code of Conduct to:

- be ethical, fair and honest in all their dealings with other people and Triathlon Australia;
- treat all persons with respect and courtesy and have proper regard for their dignity, rights and obligations;
- operate within the rules and spirit of the sport;
- comply with all relevant Australian laws (federal, state and territory), particularly anti-discrimination and child protection laws.¹⁷

The General Code of Conduct states that participants should 'refrain from any form of abuse, harassment or discrimination towards others'.¹⁸

The competitor/athlete Code of Behaviour says to: 'control anger and tempers. Verbal abuse of officials and sledging other participants, deliberately distracting or provoking an opponent are not acceptable or permitted behaviours in any sport'.¹⁹

The competitor, parents and spectator Code of Conduct all state that people are to: 'respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion'.²⁰

The coaches Code of Ethics requires coaches to: 'respect the rights, dignity and worth of every human being. Within the context of the activity, treat everyone equally regardless of sex, disability, ethnic origin or religion' and 'refrain from any form of harassment towards your athletes. This includes sexual and racial harassment, racial vilification and harassment on the grounds of disability'.²¹

Complaints

Triathlon Australia aims to provide an easy to use, confidential and trustworthy procedure for complaints based on the principles of natural justice. Any person may report a complaint about a person or organisation if they reasonably believe that the Bylaw has been breached. A complaint should be reported to the Member Protection Officer.

Individuals and organisations to which this policy applies may also pursue their complaint externally under anti-discrimination, child-protection or other relevant legislation.²²

Endnotes

¹ Triathlon Australia President Chris Hewitt in the preface to the Triathlon Australia Member Protection Bylaw.

² Triathlon ACT website.

³ <http://www.melbourne2006.com.au/Sports+and+Venues/Triathlon/History/>.

⁴ www.triathlon.org.

⁵ Triathlon Australia Member Protection Bylaw.

⁶ Wayne Goldsmith from www.triathlon.org.au/.

⁷ <http://www.trystars.org.au/>.

⁸ Triathlon Australia CEO Andrew Hamilton 11 July 2006.

⁹ Triathlon Australia Member Protection Bylaw.

¹⁰ Chris Hewitt President Triathlon Australia in Triathlon Australia Member Protection Bylaw.

¹¹ Triathlon Australia Member Protection Bylaw.

¹² Ibid.

¹³ Ibid.

¹⁴ Ibid.

¹⁵ Triathlon Australia Member Protection Bylaw.

¹⁶ Ibid.

¹⁷ Ibid.

¹⁸ Ibid.

¹⁹ Ibid.

²⁰ Triathlon Australia Member Protection Bylaw.

²¹ Triathlon Australia Member Protection Bylaw.

²² Triathlon Australia Member Protection Bylaw.



Wrestling: *Australian Wrestling Union*

'Virtually every society around the globe sports a long tradition of some form of wrestling'.¹

When you talk of wrestling many Australians think about the professional Wrestlemania or World Wrestling Entertainment, with all its theatrics and hype. However, the true sport of wrestling is rooted in antiquity and is quite different to the made-for-television version.

Archaeological finds depict wrestling in Egypt and Mesopotamia more than 5,000 years ago. Documentary evidence puts the sport in India and China well before the Christian era. Wrestling also figures prominently in classical Greek legend, myth, and epic. In fact, virtually every society around the globe sports a long tradition of some form of wrestling.²

Australian Wrestling Union Inc.

The Australian Wrestling Union (AWU) is the peak body for the sport of wrestling in Australia. This includes freestyle wrestling for men and women, as well as Greco-Roman and beach wrestling styles. The AWU is recognised by the Australian Sports Commission (ASC), the Australian Olympic Committee (AOC) and the International Wrestling Federation (FILA).

The aims of the organisation are:

- to develop the sport of wrestling,
- promote recognition of wrestling as a competitive sport,
- integrate and foster participation of both sexes at all levels of wrestling in Australia, and
- to maintain neutrality and not admit any form of discrimination.

The organisation's strategic plan *'Towards 2010 – An Overview'* outlines a vision 'to excel by providing the pathways to excellence for our members, by being committed to high standards for the conduct and development of wrestling'.³

Cultural diversity within wrestling

As a sport, wrestling has a huge following in Europe, the Middle East and the Americas. A large number of AWU's older wrestlers are first generation immigrants, while the younger wrestlers are often their children.

The AWU has no official data on participation from Culturally and Linguistically Diverse (CALD) and Indigenous people in wrestling, however from observation it estimates approximately 85–90 per cent of its members are of a CALD background.⁴

One shining example is Ali Abdo, who represented Australia in wrestling at the Athens Summer Olympics in 2004 and was awarded the winner of the 2003 Young Achievers Award by The Australian Arabic Council in 2003.

The potential to get ugly

The AWU states that racism is not tolerated in the sport of wrestling. The majority of Australia's wrestlers come from a variety of ethnic backgrounds, and in a combat sport, this could have potentially disastrous effects. There have been a few incidents over the last few years that had the potential to get ugly; as a result the AWU developed the Grapplers Youth Sport program to educate athletes, coaches and officials to develop a more inclusive culture within the sport.

Grapplers Youth Sport program

In 2005, DIMA provided the AWU with a \$50,000 Harmony Day grant for the Grapplers Youth Sport program in response to incidents during competitions, where accusations of racial discrimination had been made.

The national project aims to eradicate discrimination and racial bias in wrestling through education and training of young wrestlers, their parents, coaches and officials.

It provides messages of tolerance and 'fair play' incorporated into wrestling handbooks.

The handbooks use photos of young athletes from a wide range of cultural backgrounds to emphasise the global nature of the sport. These booklets are also read by parents and friends of the wrestlers, which helps spread this message to the broader wrestling community.

The training of coaches and referees in anti-discrimination matters was trialled initially and then implemented nationally. All coaches using the 'Grapplers' program are provided with additional training and support material to increase their awareness of the importance of inclusive behaviour. Referees are also provided with additional training in conflict management and inclusive behaviour as part of their training.

How does the program work?

Clubs register with the AWU to take part in 'Grapplers' Program. They then receive basic information on the program and assistance to meet eligibility requirements (this includes: being an AWU endorsed club; have a National Coaching Accreditation Scheme (NCAS) accredited coach, be able to meet all legal duty of care requirements, and; have implemented the AWU Safer Clubs program).

Once clubs have met these requirements, they will be accredited to run the 'Grapplers' program and will receive:

- A 'Grapplers' Kit - containing a wall poster of the National Youth Framework , 'Grapplers' progress chart, resource material for the 'Grapplers' program, a set of 'Grapplers' wrestler logbooks;
- Promotion on AWU website as an accredited club;
- Certificate of accreditation; and
- Access to the Wrestler of the Month award scheme.

The club then issues the 'Grapplers' wrestling logbook to young wrestlers and the coach delivers the program (it is adaptable enough to fit in with most wrestling training schedules). As the wrestler achieves the skills listed in the program they are assessed by the coach and it is signed off in the wrestlers' logbook.

On completion, the logbooks are returned to AWU, who then issues the wrestler a certificate of achievement, a recognition award and the new log book for the next stage of program.

Policy on ethical behaviour

The AWU has an inclusive sports policy which is backed up by a comprehensive policy on ethical behaviour (which is specified in the AWU constitution) and codes of behaviour (from Australian Sports Commission's *Active Australia* guidelines) for players, parents, teachers, coaches, administrators, officials and spectators.

Each of these codes reinforces the importance to 'respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion'.⁵

In addition, the AWU Coaches Code of Ethics (see also Australian Sports Commission's National Coaching Accreditation Scheme) states that coaches should: 'respect the rights, dignity and worth of every human being - treat everyone equally regardless of sex, disability, ethnic origin or religion' and 'refrain from any form of harassment toward your athletes - this includes sexual and racial harassment, racial vilification and harassment on the grounds of disability'.⁶

The AWU's Code of Ethics also covers athletes when competing at major international events and states that all AWU Wrestlers shall: 'treat opponents with respect' and 'recognisDisseminating information

An ARL Development initiative, Club Admin Centre, is an online site designed as a 'one-stop shop' for club administrators around Australia. It contains contact and links information and a download section containing a range of ARL policies and rules.e and applaud honesty and wholeheartedly the efforts of team-mates or opponents regardless of gender, ability, cultural background, or religion'.⁷

These policies are disseminated to clubs and promoted on the AWU website. The ethics agreements also refer to the ASC's Harassment-free Sport Guidelines if more information on harassment issues is required.

Endnotes

¹ *The History of Wrestling* on the AWU website at www.australianwrestlingunion.org.au.

² Ibid.

³ AWU strategic plan *Towards 2010 – An Overview* on the AWU website at www.australianwrestlingunion.org.au.

⁴ Email from AWU National Operations Manager Cheryl Bollard (12 June 2006).

⁵ Policy on codes of behaviour in AWU's Risk Management Policies – June 2003. P16.

⁶ AWU Coaches Code of Ethics on the AWU website at www.australianwrestlingunion.org.au.

⁷ AWU's *Athletes Code of Ethics* when competing at major international events on the AWU website at www.australianwrestlingunion.org.au.



International: *Racism in football in Europe*

“Racism and other forms of discrimination have no place in football. Football should bring people together and the World Cup is the perfect example of how it can unite nations from around the globe”.¹

Each season, racism and xenophobia occur in national and European football on a regular basis. Abuse of players by players, abuse from supporters chanting racial insults and the ominous presence of far-right organisations trying to use football to further their message has been a long and constant problem.

As recently as 14 September 2006, Israeli midfielder, Yossi Benayoun, claims to have been a victim of racism during a match between Israel and Andorra. He accused the Andorra coach of saying Israelis were “murderers”.²

This was soon followed by an incident on 28 September 2006 in the first round UEFA cup tie between the national champions FK Austria Vienna and Polish team Legia Warszawa in Vienna, where the game was marred by the display of Nazi symbols. According to a report in the Austrian football magazine *Ballesterer*, more than a dozen Austria fans engaged in continuous monkey chanting against the Legia’s Zimbabwean defender Dickson Choto.³

Racism was a problem during the 2005–06 season in Spain, when Barcelona and Cameroon star Samuel Eto’o had to be restrained from leaving the pitch at Real Zaragoza after persistent racist taunts and chants from sections of the crowd. In another serious incident, every black English player was greeted by monkey chants while representing their country in a friendly international against Spain at Real Madrid’s Bernabau stadium.⁴

Unfortunately incidents of racism remain at all levels of the game, from amateur to international. Migrants and ethnic minorities say they feel excluded from the existing football structures within football federations, clubs and some fan clubs across Europe. However, there is a range of organisations in Europe who believe that such behaviour, on and off the field, is unacceptable and unwanted by the majority of fans and players.

Following is an overview of some of the major groups and bodies who are fighting discrimination in football in Europe: in the stadium, on the field, in the changing room, at the training ground, in the office and classroom; by fans, players, managers, coaches, administrators or educators.

Fédération Internationale de Football Association (FIFA)

FIFA is the international governing body of football (soccer), comprising 207 national federations and their associated men’s national teams, as well as 129 women’s national teams. It is one of the biggest – and certainly the most popular – sports federations in the world.

The need for a single body to oversee the world game became apparent at the beginning of the 20th century with the increasing popularity of international fixtures. FIFA was founded in Paris on 21 May 1904, with representatives from associations of: France, Belgium, Denmark, Netherlands, Spain, Sweden and Switzerland.⁵

Today, FIFA is split into six confederations which oversee the game in the different continents and regions of the world, these comprise the: AFC – Asian Football Confederation in Asia and Australia; CAF – Confédération Africaine de Football in Africa; CONCACAF – Confederation of North, Central American and Caribbean Association Football in North America and Central America; CONMEBOL – Confederación Sudamericana de Fútbol in South America; OFC – Oceania Football Confederation in Oceania; and UEFA – Union of European Football Associations in Europe.

FIFA organises the highly prestigious World Cup, which first took place in Uruguay in 1930. Excluding a break for World War II, the World Cup has been held once every four years since. The current World Cup champions are Italy, who won the the 2006 FIFA World Cup by defeating France in a penalty shootout. The next tournament will be held in South Africa in 2010.

Aside from the World Cup and Olympic competitions, FIFA organises World Championships for players at under-17 level and under-20 level. In addition, it has introduced the Confederations Cup, a competition for the champions from each confederation (plus the hosts and World Cup winners), every four years.

With the development of the women's game, FIFA introduced the Women's World Cup in 1991 and the Women's Under-20 World Championship in 2002. An U-17 women's championship will start in 2008.

FIFA's only major club competition is the FIFA Club World Cup. They also preside over World Cups in modified forms of the game including beach football (the FIFA Beach Soccer World Cup) and futsal (the FIFA Futsal World Championship).⁶

FIFA against racism

FIFA has been aware of the problem of racism in football for some time, but recent events, particularly in Europe, have ensured the need for urgent action to address the issue. While the main emphasis of practical measures should remain at national and local levels, FIFA recognises the unique role it has in co-ordinating opinions and expertise from all corners of the globe to share experiences and to find effective solutions.⁷

As FIFA President Sepp Blatter says: "The solution to this problem, as to any other, lies firstly in identifying it and acknowledging its existence. Anyone who complacently maintains that racism is impossible in their territory is not only wrong but irresponsible".⁸

FIFA's opposition to any form of discrimination is entrenched in its statutes. Article 3 (*'Non-discrimination and stance against racism'*) in the general provisions states:

'Discrimination of any kind against a country, private person or groups of people on account of ethnic origin, gender, language, religion, politics or any other reason is strictly prohibited and punishable by suspension or expulsion'.⁹

In addition, Article 1 (*'Ethical obligations and non-discrimination'*) of FIFA's Code of Ethics explicitly condemns all forms of discrimination. It states:

'All persons bound by this Code (Note: Official is every board member, committee member, referee and assistant referee, coach, trainer, and other persons responsible for technical, medical and administrative matters in FIFA, a Confederation, Association, League or club) shall adhere to the principles and objectives of FIFA in all actions within or outside of FIFA, the Confederations, Associations and clubs, and refrain from any undertaking injurious to FIFA or its principles and objectives. These persons shall respect these ethical obligations in the performance of their duties as an Official of FIFA, the Confederations, the Associations, or clubs. While discharging their duties, Officials shall under no circumstances act in a discriminatory manner, especially in terms of ethnic background, race, cultural values, politics, religion, gender or language. They shall also pledge to behave in a dignified manner'.¹⁰

FIFA Ambassadors against Racism

FIFA's *Ambassadors against Racism* are a multi-racial team of current and former distinguished football players and coaches, led by France and Arsenal star Thierry Henry. Their task is to help spread a strong and unified message against racism during interviews, at public events, summits and whenever opportunities arise.

The Ambassadors team comprises: Thierry Henry (Captain), Bobby Charlton, Pelé, Abedi Pelé, Sven-Göran Eriksson, Michel Platini, Mia Hamm, Birgit Prinz, Hong Myung-Bo, Wynton Rufer, Charmaine Hooper, Dragan Stojkovic, Jürgen Klinsmann and David Suazo.¹¹

FIFA Anti-Discrimination Days

As a means of raising awareness of the need for football to fight racism, each year FIFA dedicates a day in its event calendar for the FIFA Anti-Discrimination Day. The first such day was held on 7 July 2002.

The following year, FIFA Anti-Discrimination Day was held on 21–22 June at the FIFA Confederations Cup in France. The event was marked by a variety of activities designed to demonstrate a firm stance against racism. The teams taking part lined up with their opponents and the referees before kick-off to display a banner to the crowd and TV audience, bearing the slogan *'Say no to racism'*.

The third day in this series took place on 21 September 2004, together with the FIFA Fair Play Day, which was linked with the United Nations International Day of Peace.

In 2005, FIFA dedicated both semi-finals of the FIFA Confederations Cup in Germany on 25–26 June, as well as the quarter-final matches of the FIFA World Youth Championship in Netherlands on 24–25 June to a special activity on the pitch. At these matches and before kick-off, both team captains read a declaration condemning and rejecting discrimination in football and society and firmly saying *'no to racism'*.¹²

FIFA Anti-Discrimination Days took place on 30 June and 1 July at the quarter final matches at the FIFA World Cup in 2006. Each quarter-final clash in Germany had a variety of formal acts, including a joint photo between the participating teams holding a *'Say No to Racism'* banner, as well as anti-racism speeches read out by the respective captains.

FIFA rule changes to address racism

Representatives from FIFA, the United Nations, the European Union, the German Government, the World Cup organising committee and Football Against Racism in Europe (FARE) met in Zurich on 28 March 2006 to discuss the role that football can play in addressing racism and hooligan behaviour.

As a result of the meeting, FIFA introduced new rules which would punish racist acts with match suspensions, point deductions and even relegation or expulsion from competition for clubs deemed to be serial offenders. FIFA will also punish member associations which fail to abide by the new regulations.¹³

The rule changes came in response to some of the weak punishments levied against clubs by national associations for racist activity in recent times. Real Zaragoza was fined just 9,000 euros (\$A15,000) by the Spanish federation after a section of their crowd abused Barcelona striker Samuel Eto'o.¹⁴

The response from Spanish officials showed that they did not believe racism was as a particularly serious issue. They ran out the old lines 'we shouldn't make a mountain out of a molehill' and 'things that take place on the pitch should be left there' and 'it is only a very small minority that are racist - we shouldn't emphasise the negative, instead we should be stressing the positive aspects of football.'¹⁵

FIFA President Sepp Blatter takes a far different view: "Racism has, for far too long, been damaging the beautiful game we love. Now that we have the instruments, together, the football family can work to combat racism and discrimination".¹⁶

FARE chairman Lord Herman Ouseley added: "There are no panaceas in tackling racism but this is a significant development and will mean a harmonisation of sporting sanctions. Longer term, the answer must lie with educational measures. We must maintain the initiative to change hearts and minds, but for now it means better protection for the victims of abuse at all levels of the game".¹⁷

2006 FIFA World Cup

The Football Against Racism in Europe (FARE) network, FIFA and the Local Organising Committee (LOC) joined forces in a unique initiative called '*Football unites*' to contribute to a positive atmosphere during the 2006 FIFA World Cup, aimed at people of all origins, religions, nationalities and skin colour.

At each of the 64 games, a banner covering the entire centre circle was displayed from the stadium's opening until the end of the official pre-match festivities, bearing the tournament slogan '*A time to make friends*' combined with the anti-racism message '*Say no to racism*'. In addition, anti-racism video spots were aired at all FIFA World Cup stadiums and all TV rights holders received five-second mini-spots at no cost for integration in their programmes related to the event.

FIFA President Sepp Blatter said: "FIFA places great importance on respecting ethnic backgrounds. As the most popular sport, football has the biggest chance in the battle against racism, making it clear to the general public that skin colour has no impact whatsoever on our everyday routine, our lives, and our sport. FIFA is totally committed to taking steps to eradicate pernicious trends in society and football. We are convinced that our alliance with FARE and the LOC will be a further key in our fight against these shameful activities".¹⁸

However, it wasn't just footballers and footballer administrators who sent out a message to the world denouncing racism and discrimination. Former President of South Africa and winner of the Nobel Peace Prize, Nelson Mandela said: "Even though I couldn't be in Germany, this initiative has my unconditional support. Sport can be a great power for good and play a leading part in the fight for human rights".¹⁹

Executive Director of UNICEF, Ann M. Veneman, added: "The root causes of racism and discrimination are degradation and contempt for other human beings, whether it be for reasons of sex, race, disability or anything else. FIFA deserves praise for confronting the issues of racism and discrimination".²⁰

For the first time in the history of the FIFA World Cup, 'fan embassies' were set up in all 12 host cities of the World Cup, under the umbrella of the local organising committee (LOC) and in cooperation with the German Fan Project Co-ordination Centre (KOS). Their aim was to create opportunities for fans from around the world to meet young Germans and migrants living in Germany, thereby raising awareness of the challenges they face and fostering the social integration of migrants and ethnic minorities. In association with the LOC and KOS, stewards and volunteers were trained in how to identify and handle racism, right-wing extremism and discrimination.

Zidane incident

After all its efforts to stamp out racism and send a message of friendship and harmony to the world through the World Cup, FIFA was embroiled in an embarrassing controversy following the World Cup final. Playing in the final international match of his career, French captain Zinedine Zidane, 34, received a direct red card for headbutting Italian defender Marco Materazzi in the chest in the second period of extra-time.

Zidane, the son of Algerian Berbers who didn't take kindly to insults about his ethnicity or the place he came from (La Castellane - Marseille's immigrant quarter), succumbed to what was probably a personal insult from the Italian defender.²¹

London newspaper The Times reported there were suggestions that Materazzi called Zidane "a son of a terrorist whore".²² Materazzi denied this, claiming: "It is absolutely not true, I did not call him a terrorist. I'm ignorant. I don't even know what the word means".²³

FIFA later announced an inquiry into the incident and subsequently suspended both players, but found no grounds for racism. It was however a rather inglorious end to a remarkable World Cup which spread its 'Say no to racism' message to billions of people world-wide.

Football Against Racism in Europe (FARE)

The first European anti-racist football network - 'Football Against Racism in Europe' (FARE) - was founded at the European Commission sponsored seminar 'Networking Against Racism in European Football', held in Vienna in February 1999. More than 40 different organisations, including anti-racist sport projects, fan clubs, players unions, football associations and ethnic minority groups from 13 European countries affirmed their commitment to fight racism and all forms of discrimination throughout football following concerns at the rising tide of racism and far-right groups in European football.



The Vienna FARE Plan of Action which emerged out of this seminar states clearly that 'every individual has the right to participate at all levels of football free of discrimination, regardless of ethnic origin, nationality, colour, religion, gender, sexuality or disability'.²⁴

2001 saw another significant step forward, as football started to take responsibility for dealing with the issue. FIFA gathered all member associations in Buenos Aires for an anti-racism conference, while the governing body of European football (UEFA) introduced strict measures, such as fines and stadium bans, to deal with racist behaviour. The 2001–02 season kicked-off a new partnership between UEFA and organisations fighting racism in football when they awarded FARE their charity cheque (1 million Swiss Francs) and started to work actively with the organisation.²⁵

2002 saw further progress with FARE assisting UEFA in issuing a 10-point plan of action, which provides national associations, clubs and leagues a set of practical guidelines to prevent and combat racism in the game. UEFA also introduced a scheme to support anti-racist projects to be implemented by their 52 national member associations.

UEFA's ten-point plan

UEFA's ten-point plan of action is aimed at fighting racism in football. Originally compiled by FARE, the plan sets down a variety of measures that clubs can take, including:

1. Issue a statement saying the club will not tolerate racism, spelling out the action it will take against those engaged in racist chanting. The statement should be printed in all match programmes and displayed permanently and prominently around the ground.
2. Make public address announcements condemning racist chanting at matches.
3. Make it a condition for season-ticket holders that they do not take part in racist abuse.
4. Take action to prevent the sale of racist literature inside and around the ground.
5. Take disciplinary action against players who engage in racial abuse.
6. Contact other clubs to make sure they understand the club's policy on racism.
7. Encourage a common strategy between stewards and police for dealing with racist abuse.
8. Remove all racist graffiti from the ground as a matter of urgency.
9. Adopt an equal opportunities' policy in relation to employment and service provision.
10. Work with all other groups and agencies, such as the players union, supporters, schools, voluntary organisations, youth clubs, sponsors, local authorities, local businesses and police, to develop pro-active programmes and make progress to raise awareness of campaigning to eliminate racial abuse and discrimination.²⁶

The growth of FARE

Today the FARE network has active partners in more than 35 countries and is working across the game with players, community groups, fans and governing bodies, including UEFA and FIFA. The network has been recognised with awards from UEFA, MTV and the European Monitoring Centre Against Racism.

FARE actively calls upon football governing bodies and clubs to:

- recognise the problem of racism in football;
- adopt, publish and enact anti-racist policy;
- make full use of football to bring people together from different communities and cultures; and
- establish a partnership with all organisations committed to kicking racism out of football, in particular with supporters groups, migrants and ethnic minorities.²⁷

Other key activities include the *Mondiali Antirazzisti* (the anti-racist World Cup) in Italy every July, grassroots activities by fan associations and community groups, and lobbying for change by those running the game. However, the biggest series of single activities come every October through the anti-racism week of action.

Fare Action week

FARE Action Week, held every season, sees the game take a symbolic stand against racism and discrimination through activities that raise awareness of the issue and highlight the steps football is taking to stamp it out. FARE Action Week highlights the wide range of initiatives and activities being taken by clubs to address issues within their club or community, while also joining groups across the continent to present a unified stand against racism in the game.²⁸

Between 17–30 October 2006 the 7th FARE Action Week will include more than a thousand activities, held in 37 European countries. There are new groups from Eastern and Central Europe, including the former Soviet Union and the Balkans, which will profile a wide range of anti-racism initiatives led by campaigners, fans, clubs, national associations, ethnic minorities, youth groups and schools.

For the first time, campaigners in Israel will join FARE Action Week, in order to take a stand against racism directed at Israel's Arab ethnic minority and immigrant players. In England and Wales, all 92 professional football clubs will take part in a concerted effort to kick racism out of football, alongside about 700 community and club events.²⁹ The German Football League will stage a series of events between 20–23 October 2006, with spectators at every stadium being handed a red card bearing the message '*Show racism the Red Card*' and asked to hold it aloft at the same time.³⁰

UEFA Champions League and Action Week

All 32 teams taking part in UEFA's flagship club competition, the Champions League, will show their opposition to racism as part of their contribution to FARE Action Week. On 17 and 18 October 2006 Europe's top football stars will help spread the message as they stand united against racism with mascots bearing the slogan '*Unite against Racism*'.³¹

UEFA president, Lennart Johansson said: "UEFA is proud to be backing the FARE Action Week against racism and discrimination. We appreciate the opportunity to underline our unwavering commitment to eradicating racism in our game. We know that racism can't be beaten in a single week, but we hope these activities will be a catalyst that engages more and more members of the football family in the fight against racism and discrimination".³²

FARE at the World Cup

FARE organised a program of anti-racist activities at the 2006 FIFA World Cup in Germany, following its successful interventions at EURO 2004 in Portugal.

During the five weeks of the tournament they travelled across Germany with StreetKick football. The StreetKick games, involving 21 events in 11 host cities, provided a focus for disseminating information about FARE's anti-racist activities, through the distribution of the 'Football Unites' fanzine, the display of the exhibition panels detailing the history of anti-racist activities across Europe, and the interaction with fans, local people and migrants.

Special activities included a celebration of the life of Arthur Wharton – from Ghana, he was the first black professional footballer – at an event on the day of the Czech Republic/Ghana game. And, before the England/Sweden match, a delegation from FIFA played games against the *Football Unites, Racism Divides* workers and the local Fan Embassy in Cologne. 35,000 copies of the bilingual fanzine were distributed and FARE partner Flutlicht organised a travelling exhibition on the theme of football and migration.

FARE also helped monitor and identify discriminatory banners and chants inside and around stadiums.³³ For the first time a telephone reporting number was available for fans to call and report racism or xenophobia during the 2006 World Cup. Calls to the number were referred for action by relevant authorities and used for monitoring the number and nature of racist incidents at the tournament.³⁴

For more information on FARE see: www.FAREnet.org

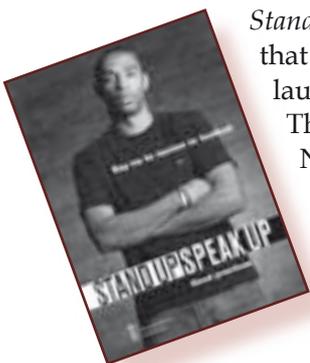
Europe-wide initiatives

There are numerous initiatives devoted to preventing and fighting against racism in football at a European level. Following is a selection of these (available in the *Stand Up Speak Up: Good Practices* brochure available at www.kbs-frb.be/files/db/EN/PUB%5F1552%5FSuSu.pdf):

Stand Up Speak Up

Stand Up Speak Up is a European campaign coordinated by the King Baudouin Foundation that empowers football fans to voice their opposition to racism. The campaign was launched following an increase in reports of racist incidents in football across Europe. The symbol of the campaign is two interlocked wristbands, one black, and one white. Nike provided the first one million bands.

See www.standupspeakup.com



EUROFAN (European Centre for Study and Prevention of Violence in Sport)

Eurofan is a European network of diverse fan coaching and prevention projects which is active in the fight against racism in football stadiums. The network includes experts in the area of football, hooliganism and racism from Belgium, the United Kingdom, France, Germany, Italy and Spain.

See www.eurofan.org

UNITED for Intercultural Action – European network against nationalism, racism, fascism and in support of migrants and refugees

UNITED is a network made up of more than 560 organisations that aim to combat nationalism, racism and fascism, as well as support migrants and refugees. UNITED was formed in 1992 after the participants of two European anti-racism youth seminars decided to create a unified network.

See www.united.non-profit.nl

Council of Europe – spectator safety

The Council of Europe works in close co-operation with UEFA, FIFA and the Italian National Olympic Committee (CONI), which administers a European Prize for sports facilities in conjunction with the Council of Europe.

The Council drew up the *European Convention on Spectator Violence and Misbehaviour at Sports Events* shortly after the Heysel tragedy in 1985, in which 39 people were killed and 400 injured in riots that broke out before the Champions Cup final between Liverpool and Juventus. Hundreds of millions of shocked TV viewers saw one of the worst incidents in the history of sport, and as a consequence, English clubs were temporarily banned from European tournaments.³⁵

The Convention issues practical recommendations to prevent racist behaviour and discrimination at sports events (for example, a list of 70 items to be checked before any major sports event). In particular, they recommend:

- policing grounds and access routes
- separating rival supporters
- controlling ticket sales
- excluding troublemakers
- curbing alcohol sales
- security checks
- a clear division of responsibility between organisers and public authorities, and
- constructing grounds and temporary stands to guarantee spectator safety.³⁶

The Standing Committee of the Convention participates in the preparation of security and safety measures for major international sports events (in particular football competitions) and monitors the implementation of measures on safety in sports stadiums, international police cooperation, ticket sales, alcohol sales, crowd control and preventative measures at high-risk matches.

For more information see www.coe.int/

United Kingdom

Kick It Out

The *Let's Kick Racism Out of Football* campaign was started by the United Kingdom's Commission for Racial Equality and the Professional Footballers' Association in 1993. In the United Kingdom, it is supported by all the game's governing bodies, supporters' organisations and local authorities, and works to challenge racism at all levels of the game.³⁷

See www.kickitout.org

Football Unites, Racism Divides

This organisation was started in 1995 by a group of Sheffield United fans who were concerned about incidents of racist abuse both in and around the stadium, which is situated in a community where almost half the local youth population is black or Asian.

Their aim is to ensure that everyone who plays or watches football can do so without fear of racial abuse and harassment – either verbal or physical – and to increase the participation of people from ethnic minorities in football as players, spectators or employees.

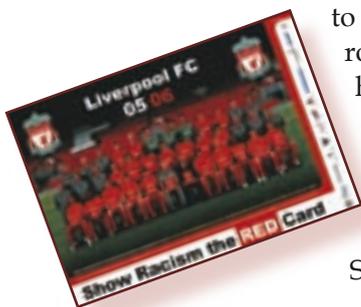
See www.furd.org

Show Racism the Red Card

Show Racism the Red Card is an anti-racist charity established in January 1996. It aims to combat racism through education and through using professional footballers as role models. The campaign has involved hundreds of top footballers and managers, harnessing the high profile of these role models to combat racism.

The organisation produces a number of educational resources including: films, DVDs, education packs, posters and magazines. There is *Show Racism the Red Card* affiliates in Denmark, Finland, Ireland, Norway, Scotland and Sweden.

See www.srtrc.org/



France

SOS Racism

This national organisation turned its attention to racism in football at the end of the 1990s when it discovered that certain ethnic groups were denied entry to the 'Boulogne' stand of the Paris stadium. Together with the Parisian club (PSG), *SOS-Racism* showed a short video

presentation in the stadium during each game held in 1999 – 2000. This reminded supporters that ethnic minority players on the team gave good reason to be proud of the club.³⁸

See www.sos-racisme.org

League against Racism and Anti-Semitism

The *League against Racism and Anti-Semitism* (LICRA) activities in the sport world have begun to focus on football through initiatives in four main areas: prevention, education, mobilisation and awarding bravery. One recent campaign involves a video documentary produced with the help of players and ex-players from the French national football squad, its coach and a French international referee.

In early 2004, LICRA convinced the French Football Federation (FFF) to join forces to create the LICRA Honour Prize to acknowledge the efforts of amateur clubs that promote citizenship, respect for others and the struggle against racism.

See www.licra.org

Germany

BAFF

The *Bündnis Aktiver Fussball-Fans* (BAFF – Alliance of Active Football Fans), founded in 1993, brings 200 individual members together with 50 supporter institutions using fanzines, projects and fan clubs. Their ten-point plan is a template for the programme recommended by the German FA in 1998.

See www.aktive-fans.de

Different Roots – One Game

Flutlicht, founded in 2002 by football fans from different clubs, journalists and others, put together the *Different Roots – One Game* exhibit on migration in European football. Opening in March 2006, the bilingual touring exhibition was accompanied by panel discussions lectures, talk evenings, workshops, concerts and friendly football matches. The objective is to reflect migration and the multicultural development of Europe through the mirror of football.

See www.flutlicht.org

Italy

The Anti-Racism World Cup

Since 1997, the *Anti-Racism World Cup* has been held annually in Italy. This five-day event is organised by Progetto Ultra and Istoreco, the Institute for the History of the Resistance and Contemporary Society. The organisers use the Anti-Racism World Championships to try to eradicate existing prejudices against other cultures and to show that coming together and discussing issues can be rewarding.

See www.mondialinatirazzisti.org

Racism and anti-discrimination in sports library

Located in Bologna, Italy, *Progetto Ultrà* maintains a Documentation Centre about racism and anti-discrimination in sports. The main focus of the centre is the collection and selection of materials (videos, books, fanzines, websites, photos) from all over Europe. The section dedicated to racism in football contains about 500 titles.

The goal of the centre is to monitor the European situation in order to understand the trends of these problems. The centre also provides an information and documentation service for students, journalists, fans and migrants interested in studying the situation.

See www.farenet.org/resources.asp

Spain

The anti-racism protocol

In March 2005, football clubs from the First and Second Divisions signed the anti-racism protocol, representing an agreement between two football federations, the Players' Association, the Ministry for Sport Affairs and the Commission against Violence. By signing this protocol, clubs have pledged to use all the means football has to offer to combat racism and discrimination. The protocol also lists measures and campaigns that can be used to combat racism. It includes the provision for sanctions against clubs that do not take sufficient measures against racist behaviour at matches.

CEPA

The *Colectivo de Prevención e Inserción Social Andalucía* (CEPA) was established in 1987 by a group of volunteers to offer programmes for adults in a Madrid suburb. Following some incidents involving Ultra groups in 2002 to 2004, and particularly the presence of supporters who have acted in a racist and fascist fashion in and outside the stadiums, CEPA decided to launch initiatives against racism and discrimination in football. CEPA's main aim is to bring immigrants and football fans together to build a network against racism and discrimination in Spanish football and society.

Belgium

The Brussels Charter

Following a racist incident in late 2004 that occurred during and after the match between FC Haren and FC Maccabi, the regional Brussels Government Minister of Sport organised a roundtable during which a charter was drawn up. The official signing by clubs pledges them to recognise the important role that sport can play in uniting people of different cultures and backgrounds.

On signing the charter, clubs devote themselves to promoting fair play in football and showing a red card to all forms of racism and discrimination. They are also obligated to spread the message of tolerance, respect and honour through all of their activities and communication channels and to apply equal opportunities for all in practice.

Playing sport together colourfully

The *Stichting Samen Kleurrijk Sporten* (Foundation for Playing Sport Together Colourfully) was established April 2002. This foundation has called for a socially-based sport politics and the acceptance of sport as the largest social movement in the country.

It has run a variety of anti-discrimination campaigns. For example, the production and distribution of posters for *Red Card against Racism/Play Sport Together Colourfully* in partnership with the Belgian national team and the publication of an internet poster titled 'The United Colours of Football – Black is Beautiful'.

See www.kbs-trb.be

The Netherlands

Amsterdam fights racism

The City of Amsterdam organised a multimedia campaign using the slogan, '*Als racisme wint, verliest de sport*' ('If racism wins, sports loses'). The aims and objectives of were to:

- draw attention to racism in sports
- promote the services of a special sports desk at the anti-discrimination bureau
- organise special courses on club level to improve multicultural understanding
- promote rules of conduct.

Famous sportspeople with ethnic and native Dutch backgrounds modelled for a poster and postcard campaign. In addition, a rap song and cinema commercial were used to draw public attention to the campaign message.

Others

In addition to these organisations there are a huge range of clubs and supporters' groups that are also devoted to fighting against racism.

Endnotes

¹ Statement by England Captain David Beckham at the 2006 World Cup quarter final at <http://www.farenet.org/page.asp?intPageID=34>.

² http://www.farenet.org/news_article.asp?intNewsID=735.

³ http://www.farenet.org/news_article.asp?intNewsID=748.

⁴ http://www.srtrc.org/players_views/index.html.

⁵ <http://www.fifa.com/en/history/history/0,1283,4,00.html>.

⁶ <http://en.wikipedia.org/wiki/FIFA>.

⁷ <http://www.fifa.com/en/fairplay/fairplay/0,1256,1,00.html>.

⁸ <http://www.fifa.com/en/fairplay/fairplay/0,1256,1,00.html>.

⁹ <http://www.fifa.com/en/fairplay/fairplay/0,1256,1,00.html>.

¹⁰ <http://www.fifa.com/en/fairplay/fairplay/0,1256,5,00.html>.

¹¹ <http://www.fifa.com/en/fairplay/fairplay/0,1256,7,00.html>.

¹² <http://www.fifa.com/en/fairplay/fairplay/0,1256,6,00.html>.

¹³ <http://www.theworldgame.com.au/worldcup/index.php?pid=st&cid=70363>.

¹⁴ <http://racerelements.about.com/b/a/247546.htm>.

¹⁵ <http://racerelements.about.com/b/a/247546.htm>.

¹⁶ <http://www.theworldgame.com.au/worldcup/index.php?pid=st&cid=70363>.

¹⁷ <http://www.theworldgame.com.au/worldcup/index.php?pid=st&cid=70363>.

¹⁸ http://www.farenet.org/news_article.asp?intNewsID=680.

¹⁹ <http://fifaworldcup.yahoo.com/06/en/060701/1/8gls.html>.

- ²⁰ <http://fifaworldcup.yahoo.com/06/en/060701/1/8gls.html>.
- ²¹ <http://www.theaustralian.news.com.au/story/0,20867,19748013-2722,00.html>.
- ²² <http://www.theaustralian.news.com.au/story/0,20867,19748013-2722,00.html>.
- ²³ <http://www.smh.com.au/news/world-cup-2006/son-of-a-terrorist-whore-zz-jibe/2006/07/11/1152383744670.html>.
- ²⁴ <http://www.farenet.org/page.asp?intPageID=19>.
- ²⁵ <http://www.farenet.org/page.asp?intPageID=23>.
- ²⁶ <http://www.farenet.org/page.asp?intPageID=16>.
- ²⁷ <http://www.farenet.org/page.asp?intPageID=15>.
- ²⁸ <http://www.farenet.org/page.asp?intPageID=31>.
- ²⁹ <http://www.farenet.org/page.asp?intPageID=31>.
- ³⁰ http://www.farenet.org/news_article.asp?intNewsID=755.
- ³¹ http://www.farenet.org/news_article.asp?intNewsID=755.
- ³² http://www.farenet.org/resources/Poster_ActionWeek06.pdf.
- ³³ <http://www.farenet.org/page.asp?intPageID=36>.
- ³⁴ <http://www.farenet.org/page.asp?intPageID=34>.
- ³⁵ <http://bianconeri.tripod.com/heysel.html>.
- ³⁶ <http://www.coe.int/t/e/cultural%5Fco%2Doperation/sport/Spectator%5Fsafety/>.
- ³⁷ <http://www.kickitout.org>.
- ³⁸ <http://www.kbs-frb.be/files/db/EN/PUB%5F1552%5FSuSu.pdf>.



Federal and State Government

The projects, strategies, initiatives, grants and programs to combat racism and prejudice within sport and encourage Indigenous and CALD participation are as diverse as this nation and its peoples.

They range from small projects on a local scale, such as commissioning trailers to provide sporting equipment to Arabic youth in western Sydney or providing sports subsidies to newly arrived migrants in South Australia; to national programs such as DIAC's Harmony Day initiative which encourages people to say 'no to racism' or the Australian Sports Commission's extensive Harassment-free Sport strategy.

The following section is an audit of strategies and programs that have been adopted by federal and state government departments, and national and state anti-discrimination agencies. This is not meant to list every project being conducted in every agency, but rather an overview of some of the main projects that are taking place around the country.

The range of agencies that implement and deliver these programs is as diverse as the projects themselves. Federal Government departments covered include: the Australian Sports Commission; the Department of Immigration and Citizenship; the Department of Families, Community Services and Indigenous Affairs; the Indigenous Land Corporation; the Office of Indigenous Policy Coordination; the Department of Education, Science and Training; and the Department of Human Services.

Also included is an audit of all state and territory departments of sport and recreation including: Sport and Recreation ACT; New South Wales Department of Tourism, Sport and Recreation; Northern Territory Office of Sport and Recreation; Sport and Recreation Queensland; Office for Recreation and Sport South Australia; Office of Recreation and Sport Tasmania; Sport and Recreation Victoria; and the Department of Sport and Recreation WA.

The audit also covers projects from all federal and state anti-discrimination agencies including: the Human Rights and Equal Opportunity Commission; the Office of the Anti-Discrimination Commissioner Tasmania; the Anti-Discrimination Board of New South Wales; the Australian Capital Territory Human Rights Commission; the Anti-Discrimination Commission Queensland; the Equal Opportunity Commission of South Australia; Victorian Human Rights and Equal Opportunity Commission; the Equal Opportunity Commission of Western Australia; and Northern Territory Anti-Discrimination Commission.

Many of the projects are joint initiatives between several agencies. For example, *Play by the Rules* is supported and funded by the ASC, all state departments of sport and recreation, all state anti-discrimination agencies, HREOC, the NSW Commission for Children and Young People and the Qld Commission for Children and Young People and Child Guardian.

COMMONWEALTH GOVERNMENT

AUSTRALIAN SPORTS COMMISSION (ASC)

The Australian Sports Commission is the peak Australian Government body responsible for the delivery of funding and development of Australian sport through the implementation of the government's national sport policy '*Building Australian Communities through Sport (BACTS)*'. Its roles and responsibilities are laid out in the *Australian Sports Commission Act 1989*.

The ASC provides national leadership in all facets of sport, from the elite level through to the wider sporting community. It delivers these services through its two key units: the Australian Institute of Sport (AIS) and Sports Performance and Development.

The ASC's Strategic Plan focuses on:

- increasing adoption of values of fair play, self improvement and achievement,
- best practice management and governance of sport within and through national sporting organisations,
- growth in sports participation at the grass-roots level, particularly by youth, Indigenous Australians, women and people with disability.

The ASC has also committed significant resources in the establishment of a specialised Indigenous talent identification scheme over the next four years.

More information is available at www.ausport.gov.au

ASC's Sports Ethics Unit

The Sports Ethics Unit was established by the ASC in 2002 in recognition of the importance in retaining and enhancing the integrity of sport. They play a lead role in assisting the sport industry to formulate policies, practices, programs and resources to address ethical issues and enhance ethical conduct in Australian sport.

To achieve this, the unit has developed a multi-faceted and industry-wide approach, which is constantly refined. It includes:

- Harassment-free Sport Strategy,
- Member Protection funding criterion,
- Play by the Rules,
- The Essence of Australian Sport, and
- Codes of Behaviour.

The unit also consults and works closely with national sporting organisations, state departments of sport and recreation and other agencies to develop strategies to deal with sport-specific issues related to harassment, discrimination, sexual assault, child protection, inappropriate parent, coach, spectator and athlete behaviour and other similar issues.

Harassment-free Sport Strategy

The Harassment-free Sport Strategy is the ASC's key initiative to address harassment and abuse issues. As part of the strategy, a range of resources, training programs and other information is made available to help sporting organisations create safe and harassment-free environments.



The strategy began development in 1998 in response to:

- increased litigation in relation to discrimination, harassment and abuse in sport,
- increased media attention given to the issue,
- growing concerns that sport may not be aware of and/or meeting its legal and ethical obligations, and
- government legislation.

The strategy is constantly evolving in response to new or amended government legislation, insurance requirements, community expectations and issues raised by sporting organisations.

An evaluation of the strategy was conducted in mid-2004. Feedback was received from all levels of the sports industry and equal opportunity and anti-discrimination commissions. A review and evaluation report – *'On the Mark'* – was also commissioned by the ASC.

As a result, it was realigned in 2005 to provide more educational and awareness initiatives to national sporting organisations. The strategy now comprises:

- Educational resources (series of information sheets covering topics such as race discrimination).
- Ethics in Sport newsletter (online).
- Model Member Protection policy template and complaint procedures.
- Suggested/model Codes of Behaviour for administrators, coaches, officials, players, parents/guardians and spectators.
- On-line training and information referrals (via *Play by the Rules*).
- On-line alternative dispute resolutions register.
- On-line national Member Protection Information Officer database.
- Sport Ethics website.
- Research and information.
- National education and training program. The program includes the following workshops and courses:
 - Harassment-free Sport overview
 - Member Protection – management briefing
 - Complaint resolution for clubs
 - Member Protection Information Officer
 - Defusing conflict and anger in sport.

State and territory sport and recreation departments, along with equal opportunity and anti-discrimination commissions, promote the strategy and deliver Harassment-free Sport training programs to the organisations with which they work.

More information is available at www.ausport.gov.au/ethics/hfs.asp.

Member Protection

The Member Protection Policy template is a generic document designed to assist organisations to write their own sport-specific policy to reduce and deal effectively with complaints of harassment, discrimination, child abuse and other inappropriate behaviour. The template provides a general framework of:

- key policy position statements (on issues such as anti-harassment and discrimination);
- organisational and individual responsibilities;
- codes of conduct that are relevant to all state/territory member associations, clubs and individuals;
- guidelines on state/territory child protection legislative requirements; and
- processes such as complaint handling, tribunals and investigations.

Codes of Behaviour

The ASC is currently revising the many codes of behaviour for the various roles within sport to incorporate *The Essence of Australian Sport* and provide greater consistency and 'industry standards'. The revised codes will outline the standard of behaviour required for each role, including players, coaches, administrators, parents and spectators, and will assist in retaining the integrity, fair play and enjoyable aspects of sport.

The Essence of Australian Sport

The *Essence of Australian Sport* is an over-arching statement that defines the core principles of sport in Australia – Fairness, Respect, Responsibility and Safety – and articulates what sport stands for as an industry. It provides a consistent and positive foundation for the development of codes of conduct and policy, strategic planning and program development.

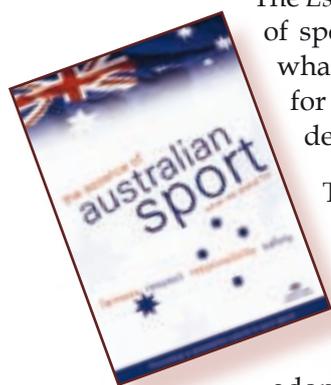
The *Essence of Australian Sport* has been drafted by the ASC, in consultation with the sport industry, to educate people on the positive aspects, value and benefits of sport, and reinforce that everyone has a role to play in promoting and displaying good sportsmanship and fair-play values.

The ASC assists sporting organisations, through its programs and resources, to adopt and implement this initiative into their daily activities, processes and policies.

More information is available at www.ausport.gov.au/asc/teoas/index.asp

ASC's Indigenous Sport Unit

The Indigenous Sport Unit aims to: increase and retain the number of Indigenous people actively participating in structured sport longer term; build genuine community sports capacity; promote and provide the necessary support for mainstream sporting pathways



and development opportunities for talented Indigenous sportspeople. It is recognised that longer term retention in structured sport provides a means to improve the overall health, social, emotional and economic status of Indigenous people and their communities.

Indigenous Sports Program

The Indigenous Sport Program evolved from the Royal Commission into Aboriginal Deaths in Custody, which emphasised the importance of access to sport and recreation as an aid to discouraging anti-social and criminal behaviours, and developing and sustaining community cohesiveness. While this is still an important underlying issue, the current focus of the program is on increasing Indigenous participation in organised sport at all levels.

The centrepiece of the program is a national network of 50 Indigenous sport development officers working within each of the state and territory departments of sport and recreation. The program also works closely with 16 national sporting organisations to increase participation, infrastructure and skill development in Indigenous communities.

The targeted national sporting organisations are: Athletics Australia, Australian Football League, Basketball Australia, Cricket Australia, Australian Golf Union, Hockey Australia, Netball Australia, Australian Rugby League, Australian Rugby Union, Softball Australia, Football Federation Australia, Swimming Australia Limited, Surfing Australia, Surf Life Saving Australia, Tennis Australia and Australian Touch Association.

Each year, the Indigenous Sport Program conducts training and other initiatives to address issues that have an impact on Indigenous participation in sport. *Understanding and Tolerance* is a cross-cultural awareness training package that is delivered through the program to sporting organisations seeking to improve the level of service they offer to Indigenous people (see below for more information).

The program offers a scholarship and grants program, as well as development workshops to assist Indigenous coaches, managers, trainers, athletes and officials.

Each year, in conjunction with relevant national sporting organisations, 100 scholarships are awarded to elite performers across a variety of sports. This grants program helps Indigenous sportspeople to attend national championships and to represent Australia internationally. Since 1996, more than 3000 Indigenous sportspeople have received assistance through the program.

The Indigenous Sports Program also promotes Traditional Indigenous Games that can be used as part of classroom lessons, outdoor education and adventure activities, physical education classes and sport education activities. Traditional games offer the opportunity to learn about, appreciate and experience aspects of Aboriginal culture.

In addition, the Active After School Communities program, delivered nationally by the ASC, provides Indigenous children with free, structured physical activity programs.

More information is available at www.ausport.gov.au/isp/index.asp.

Cross Cultural Awareness

The Indigenous Sport Program developed a sport-specific cross-cultural awareness training package in 2000 to provide a basic understanding and appreciation of issues, culture, protocols and history of Indigenous Australians, and to promote awareness of their experiences and culture in a sport specific environment.



The *Cross Cultural Awareness Package – Understanding and Tolerance* includes a one-day training course that provides information about Indigenous people and offers a practical guide for working with Indigenous communities.

Initially the Indigenous Sport Development Officers (ISDO's) were trained to deliver the package. However, a continuous change of staff and recognition that not all ISDO's were capable of or had the time to deliver the package resulted in the package not being delivered as effectively or widespread as it should.

Billy Williams was an ISDO who catered the package for his personal delivery style and because of this has been a consultant of the ISP for the past two years, specifically targeting the delivery of the package to National Sporting Organisations (NSOs).

The following organisations have received cross-cultural awareness training:

- *National sporting organisations:* Netball Australia, Cricket Australia, Softball Australia, Hockey Australia, Australian Golf Union, Surfing Australia, Football Federation Australia, Australian Touch Association, Swimming Australia Limited, Basketball Australia, Athletics Australia, Boxing Australia, Australian Rugby Union, Australian Rugby League.
- *State sporting organisations:* Athletics, golf, soccer, netball, softball, basketball, swimming, touch, surfing.

The package is currently being reviewed and updated with consideration being given to broadening the scope of the program to include multicultural awareness and the issues which are becoming more prevalent.

ASC's Women and Sport Unit

The Women and Sport Unit aims to foster a culture that actively advocates the values of fair play and inclusive practices in sport, promote equality and respect for women and girls in all aspects of sport, and create sport settings that are more inclusive and supportive of the participation of women and girls. The program involves the research, identification and development of innovative policies, program and practices that address gender and equality issues in sport.

Women's Sports Leadership Grants

The Women's Sports Leadership Grants provide funding and support for women to seek accredited training and development in coaching, officiating, governance and management.

Grants are available in five areas: high performance coaching and officiating; Indigenous women in rural and remote communities; women in disability sport; women from culturally and linguistically diverse backgrounds and women in general sport leadership.

In 2006-07, \$400,000 will be available through the Women's Sports Leadership Grants Programme, which is jointly funded by the ASC and the Office for Women.

More information is available at www.ausport.gov.au/women/grants.asp.

All Australian Sporting Initiative (AASI)

The ASC is implementing a three-year pilot program called the All Australia Sport Initiative (AASI) on behalf of the Department of Immigration and Multicultural Affairs. Launched in 2006, the \$1.9 million program aims to increase participation in sport and physical activities with children from diverse backgrounds, specifically in the Lakemba and the Macquarie Fields regions of Sydney.

The program will build on ASC's Active After-School Communities (AASC) program to address declining levels of activity amongst primary school aged children and unsupervised after-school activity, by providing children and their families with the opportunity to participate jointly in sport to strengthen local community integration.

Essentially the program will run the same as the AASC program, however the framework around the AASI program will require a greater commitment from schools in building cultural acceptance and reinforcing the health and social values of participation in sport and physical activity.

The All Australian Sporting Initiative (AASI) aims to promote increased opportunities for inclusive participation in sport and physical activities and cultural acceptance and inclusion by:

- providing increased opportunities for inclusive participation in quality, safe and fun structured physical activities for primary school aged children;
- providing more opportunities for active participation in mainstream sporting activities to lessen feelings of isolation;
- encouraging current and emerging community leaders to participate more widely in local community sporting activities, including holding positions of responsibility within sporting organisations and representing their community at various sporting forums;
- informing community leaders about existing sport services for their use, so that leaders can assist their communities in accessing and using these services; and
- providing mentoring, employment and volunteering opportunities to young people in order to build their leadership, vocational and recreational skills.

The initiative comprises a local club grants program and a sports-specific cross cultural awareness training package to be developed in consultation with the local Muslim community.

The social benefits of this program may include an increase in social capital, increased community pride and identity, prevention of crime, improved self-esteem and development of life skills.

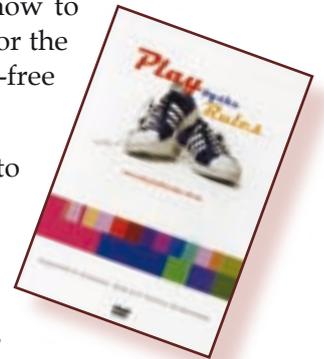
For more information see www.ausport.com.au/aasc

Play by the Rules

Play by the Rules provides information and online training about how to prevent and deal with discrimination, harassment and child abuse for the sport and recreation industry. It compliments the ASC's Harassment-free Sport Strategy.

The website provides information, resources and training programs to help sporting organisations:

- decrease the incidence of harassment, abuse and other inappropriate behaviour,
- promote and instil positive values, such as good sports and fair play,
- clarify the rights and responsibilities of all participants,
- tackle inappropriate behaviour such as abuse, harassment and discrimination, and
- promote the effective handling of complaints.



The website features sports-based DVD scenarios on child protection, discrimination and harassment and complaint handling to work through as part of the on-line learning experience, along with publications that meet the particular needs of each state and territory, including guidelines for coaches, a cultural awareness policy for umpires, code of conduct cards and posters, fair and safe behaviour and a complaint guide for small clubs.

Play by the Rules is a partnership between the ASC, the Human Rights and Equal Opportunity Commission, all state and territory sport and recreation and anti-discrimination agencies, the NSW Commission for Children and Young People and the Queensland Commission for Children and Young People and Child Guardian. All partner agencies are involved in promoting *Play by the Rules* resources and training to the organisations with which they work.



First launched in 2001, this highly popular site has recently undergone a significant update and was re-launched in November 2005. It now includes more information on child protection, as well as new sections on risk management and dealing with complaints. The site has had over six million hits and over 14,000 people registering for the online training since it was launched. The site features a web poll section to receive feedback on a range of issues. A recent web poll on *Play by the Rules* shows that 75% of people who responded (559) said that racism was still an issue in sport, with almost a quarter of respondents saying it was 'a big issue'.

Community Service television announcements are currently being developed for release in 2007.

More information is available at www.playbytherules.net.au.

FEDERAL GOVERNMENT

DEPARTMENT OF IMMIGRATION AND CITIZENSHIP (DIAC)

Living in Harmony – Funded Community Projects

The *Living in Harmony* program assists incorporated, not-for-profit organisations with funding for projects that aim to promote Australian values and mutual obligation, engage the whole community and address understanding and intolerance at the community level.

The priority areas of the program for 2006 are:

- inter-faith and religious diversity,
- new and emerging migrant communities,
- school and educational communities, and
- Indigenous Australians.

For 2006–07, funding of \$1.5 million has been allocated to assist projects for up to 12 months, ranging in project costs between \$5,000 and \$50,000.

Community projects funded under the *Living in Harmony* program aim to promote stronger community relations and may be centred on volunteer networks, sporting clubs, workplaces, neighbourhood associations, local government authorities or other local groups.

The initiative has worked with sporting bodies, government and community organisations, schools and communities in the context of a range of sports, including soccer, cricket, AFL, basketball, netball, softball, tennis, lawn bowls, hockey, wrestling and community and regional-based sporting tournaments.

In many cases sports was not the specific focus of the projects, but was a means of facilitating broader goals. The projects have used sport to reduce racism and promote community harmony in eight main ways among sporting organisations, youth and broader sports-playing communities, by:

- facilitating discussions within specific codes and wider communities on the topic of racism, fairness and equity;
- seeking to tackle barriers within codes and wider communities to participation in a wide variety of sports;
- facilitating a greater awareness of diversity within broader community contexts;
- working with sporting individuals and groups to overcome negative stereotypes of people from different backgrounds;
- encouraging joint inter-community sporting activities;
- using sportspeople as role models and mentors in various educational settings;
- using sports to broker sensitive relationships, such as between police and youth from new and emerging communities; and
- encouraging sporting organisations to review their policies and procedures to ensure non-discriminatory language.

Some of the sports-based projects supported in the 2005 funding round included:

- *'Open Boundaries – Fairer Playing Fields'*: run by the City of Launceston to introduce migrants and refugees to their community through sports, linking each person with a 'buddy' from a club where they could get involved with swimming, soccer, basketball, volleyball, dancing and other activities.
- *'Harmony Hockey Art – We Are All Playing on the Same Team'*: initiated by Hockey Queensland to address discrimination and prejudice experienced by Indigenous hockey players.
- *'Living Together, Playing Together'*: run by Jesuit Social Services in Victoria and linked to the Victorian Soccer Federation and Australian Professional Footballers Association to eliminate racist abuse by spectators at junior soccer matches.
- *'The Grapplers Youth Sport program'*: set up by the Australian Wrestling Union to eradicate discrimination and racial bias in wrestling through education and training of young wrestlers, their parents, coaches and officials, along with holding a Harmony Day wrestling tournament.

More information is available at www.harmony.gov.au/grants/index.htm.

Living in Harmony – Harmony Day

Harmony Day is the Australian Government campaign designed to promote Australian values, opportunity, mutual respect, understanding and acceptance among Australians.

Facilitated by DIAC, a wide range of local activities are run by schools, local councils, community organisations, sporting groups and others to promote the benefits of cultural diversity and build understanding between Australians of diverse backgrounds. In 2006, more than 300,000 Australians participated in almost 5,000 events.

The National Rugby League, Cricket Australia, Tennis Australia, Netball Australia, the Australian Football League and Surf Life Saving Australia were official partners for Harmony Day 2006, providing players, officials and fans with information about Harmony Day activities, as well as running school and community coaching clinics and themed games. For more information on the individual Harmony Day initiatives of each sporting code/organisation see the sport report section.

More information is available at www.harmony.gov.au/

Harmony Day Forum – SBS Radio

In 2006 there was a Harmony Day Forum, hosted by SBS Radio, which debated the question: 'What role can sport, as a universal language, play in promoting a cohesive, multicultural Australia'?

Facilitated by SBS Television presenter, George Negus, the forum included: Tony Pignata, Chief Executive of Football Federation Victoria, Melanie Jones, from the Australian Women's Cricket team, and others closely involved in the world of sport.

The Harmony Day Forum was supported by DIAC and the Victorian Government.

Muslim Youth Aquatic Recreation Project

In partnership with DIAC, the Royal Life Saving Society of Australia (RLSSA) launched the Muslim Youth Aquatic Recreation Project in July 2006. The project is designed to provide Muslim community members with the skills and qualifications required to secure employment as pool lifeguards and swimming teachers.

The project builds on the RLSSA pilot Arabic Youth Aquatic Recreation and Training Program that was conducted in Sydney's west in 2005, which helped develop stronger links between Muslim community groups, their local aquatic facilities and the RLSSA.

DEPARTMENT OF FAMILIES, COMMUNITY SERVICES AND INDIGENOUS AFFAIRS

Sporting Heroes Project

The *Sporting Heroes* project is funded under the Department's Stronger Families and Communities Strategy. It provides \$1 million over two years to using sporting figures to encourage young people to develop leadership and be involved in their communities.

Four organisations are involved, delivering a diverse range of programs and covering different geographical regions of Australia:

- Port Adelaide Football Club runs a program aimed at 10–15 year olds, using school visits by high profile AFL players to promote messages about healthy lifestyle choices, education, goal setting and decision-making.
- Victorian Institute of Sport supports its athletes to promote positive messages through schools and community groups to young people in disadvantaged regions, mainly in Victoria, but also Tasmania and south western NSW.
- *'Corrugation Road'* is a TV series produced through Imparja television and uses leading Indigenous sporting figures as role models to draw attention to issues around education, employment and community well-being.
- Sport Connect Australia involves elite athletes in intensive mentoring programs to support youth leadership development and community strengthening activities.

More information is available at www.facs.gov.au.

INDIGENOUS LAND CORPORATION

National Indigenous Development Centre

The Australian Government, through the Indigenous Land Corporation, has made \$14.8 million available to purchase Redfern Public School from the NSW Department of Education and develop the National Indigenous Development Centre, due for completion in 2009.

The new Centre aims to help young people from local communities develop their potential through mentoring, training and learning initiatives. The redevelopment includes construction of new multi-use classrooms, accommodation facilities, a 25-metre heated swimming pool and a sports training field. When fully operational, the centre will support up to 5,000 young people each year.

The centre will accommodate a number of established programs, including:

- the Exodus Foundation, which will establish a tutorial centre for children aged 10–14,
- the National Aboriginal Sports Corporation Australia, which runs a number of sporting and life development programs for Indigenous people encouraging health lifestyles through sport and education, and
- the Lloyd McDermott Rugby Development Team, which provides opportunities for Indigenous youth to become involved in rugby union, netball and golf.

OFFICE OF INDIGENOUS POLICY COORDINATION

National Indigenous Council

The National Indigenous Council (NIC) is an appointed advisory body to the Australian Government, which receives administrative support from the Secretariat Branch of Office of Indigenous Policy Coordination.

Dean Widders, who has played in the National Rugby League competition for the past five years with the Parramatta Eels as well as being Director for the National Aboriginal Sporting Corporation of Australia, was appointed to the NIC in June 2006.

Another leading Indigenous sporting identity, Adam Goodes, a member of the Sydney Swans AFL team, is also a member of the NIC.

More information is available at www.atsia.gov.au/NIC/members.aspx

DEPARTMENT OF EDUCATION, SCIENCE AND TRAINING

Sporting Chance Programme: School-Based Sports Academies

Funding of \$13.5 million has been allocated to establish school-based sports academies to engage Indigenous students in secondary education.

The school-based sports programmes will engage young Indigenous girls and boys in a range of sports and activities aimed at building confidence, life skills and achieving better educational outcomes.

In 2007, the initiative will enable more than 1,000 students to attend up to 12 sports academies, located within schools or school precincts. This will increase to 1,700 students from every state and territory, with some 20 academies in place by the end of 2009.

The programme will be implemented in partnership with national and state sporting bodies that have strong affiliations with schools, and in collaboration with state and territory governments. Corporate and philanthropic organisations will be encouraged to become partners.

More information is available at www.dest.gov.au.

Indigenous Ambassadors Programme

The aim of the Indigenous Ambassadors Programme is to promote the importance of education, literacy and numeracy to Indigenous students and their parents.

Ambassadors are selected for their high profile roles in the areas of education, community leadership, sporting endeavours, health and entertainment.

A total of 27 Ambassadors have been selected. They have in common experience, leadership skills, commitment to education and recognition in Indigenous communities.

DEPARTMENT OF COMMUNICATIONS, INFORMATION TECHNOLOGY AND THE ARTS

Indigenous Sport and Recreation Program (ISRP)

The Indigenous Sport and Recreation Program (ISRP) is an Australian Government program which provides funding to community groups, organisations and the Australian Sports Commission (ASC) to increase and encourage the active participation of Indigenous Australians in sport and physical recreation activities.

The ASC receives funds from DCITA through a Memorandum of Understanding. With these funds, the ASC administers the Indigenous Sport Program, which consists of a network of Indigenous Sport Development Officers and a program that provides financial assistance to talented Indigenous athletes.

The ISRP supports projects which:

- encourage wide community involvement and active participation in group sport and physical recreation activities;
- are designed to build the skills of community members to participate in, organise and promote community sport and physical recreation activities over the long term; and
- promote healthy living, drug free participation and respect for players, officials and spectators.

Administered by DCITA, funding to community groups and organisations is made available through either an annual submission process or Shared Responsibility Agreements (SRAs).

For more information see www.dcita.gov.au/

DEPARTMENT OF HUMAN SERVICES

Indigenous Ambassadors Programme

The Indigenous Ambassadors Programme aims to inform Aboriginal and Torres Strait Islander peoples about services and programmes available from the agencies under the Department of Human Services, such as Medicare and Centrelink.

There are currently three Indigenous Ambassadors – rugby league legend, Arthur Beetson, Olympic hurdler, Kyle Van der Kuyp, and women’s touch football champion, Bo de la Cruz.

HUMAN RIGHTS AND EQUAL OPPORTUNITY COMMISSION (HREOC)

The Human Rights and Equal Opportunity Commission is a national independent statutory government body, established in 1986 by the *Human Rights and Equal Opportunity Commission Act*. The federal Attorney General is the Minister responsible in Parliament for HREOC.

The Commission is administered by the President, who is assisted by the Human Rights, Race, Sex, Disability and Aboriginal and Torres Strait Islander Social Justice Commissioners.

Under the legislation administered by the Commission, it has responsibilities for inquiring into alleged infringements under the *Racial Discrimination Act 1975*, the *Sex Discrimination Act 1984*, *Disability Discrimination Act 1992* and the *Age Discrimination Act 2004*, as well as inquiring into alleged infringements of human rights under the *Human Rights and Equal Opportunity Commission Act 1986*.

Matters which can be investigated by the Commission include discrimination on the grounds of race, colour or ethnic origin, racial vilification, sex, sexual harassment, marital status, pregnancy, age or disability.

Human rights education is one of the core responsibilities of the Commission along with the investigation and attempted resolution of complaints about breaches of human rights and anti-discrimination legislation.

The Commission plays a central role in contributing to the maintenance and improvement of a tolerant, equitable and democratic society, through its public awareness and other educational programs aimed at the community, government and business sectors.

Complaints service

The Commission is responsible for handling complaints under the Acts mentioned above. Once a complaint is received, the President is responsible for inquiring into and attempting to conciliate the complaint.

If conciliation does not work or the complaint does not proceed to conciliation, the complaint will be terminated by the President and the complainant can decide to take their complaint to the Federal Court of Australia or the Federal Magistrates Court.

It does not cost anything to make a complaint. An online complaint form is available at www.humanrights.gov.au/complaints_information/online_form/

Voices of Australia

The Human Rights and Equal Opportunity Commission joined forces with the National Rugby League (NRL) in 2005 to tackle racism through their support for 'Voices of Australia' – a project to celebrate the 30th anniversary of the Racial Discrimination Act.

The aim of 'Voices of Australia' is to encourage greater understanding and friendship between people of different backgrounds through sharing the stories of their experiences.

NRL stars from diverse cultural backgrounds including: Dean Widders (Parramatta Eels), Darren Lockyer and Petero Civoniceva (Brisbane Broncos), Steve Price (New Zealand Warriors), Hazem El Masri (Canterbury Bulldogs), Alex Chan (Melbourne Storm), Anthony Minichiello (Sydney City Roosters) and Matt Bowen (North Queensland Cowboys) share

their real life stories as part of the project. Read the NRL stars' stories at www.humanrights.gov.au/voices/#nrl_stories

Players are also featured in a poster showing them working together as equals on the sporting field which were distributed at NRL games throughout 2005.

The Commission also produced a magazine and CD-Rom featuring a range of selected stories which was distributed to community groups, libraries, local councils, religious groups, government agencies and other groups around the country. For more information see www.humanrights.gov.au/voices/

Fact the Facts

Face the Facts provides factual, easy-to-read information about refugees and asylum seekers, migration and multiculturalism and Indigenous people. It aims to provide clear and accurate information to counter myths and stereotypes that often surrounds debate on these issues.

The publication is one of the Commission's most popular resources. It is used by teachers and students as an education resource, and by members of parliament, journalists and community groups.

HREOC first produced *Face the Facts* in 1999. A second edition was published in 2001, a third in 2003 and a fourth edition in 2005. The new version was accompanied by an expanded web version, as well as a teaching resource module and education package linked to school curricula.

For more information see www.humanrights.gov.au/racial_discrimination/face_facts/

Fact sheets on aspects of the Race Discrimination Act (RDA)

As an educational tool, HREOC has produced plain English fact sheets on various RDA issues including:

- a guide to the RDA;
- landmark cases decided under the RDA;
- information about complaints conciliated under the RDA;
- a guide to the racial hatred provisions of the RDA;
- a guide to International Convention on the Elimination of All Forms of Racial Discrimination (ICERD);
- a guide to monitoring compliance with ICERD; and
- special measures.

Isma

The Ismaʿ ('listen' in Arabic) project commenced in March 2003 in response to increasing concerns expressed by Arab and Muslim organisations about the rise in anti-Arab and anti-Muslim prejudice in Australia.

The aim of the Isma ξ project was to explore whether Arab and Muslim Australians were experiencing discrimination and vilification post-September 11. The project involved three main components:

- National consultations with Arab and Muslim Australians. Over 1,400 people participated in 69 consultations in all states and territories around Australia between April and November 2003.
- Empirical and qualitative research conducted by the Centre for Cultural Research at the University of Western Sydney (UWS).
- An audit of strategies and initiatives that seek to address anti-Arab and anti-Muslim prejudice, discrimination and vilification.

The report of the Isma ξ project and audio CD were launched nationally in June 2004. For more information see www.hreoc.gov.au/racial_discrimination/isma/index.html

Assisting sporting organisations

The Commission has helped sporting organisations such as the AFL, NRL and the Northern NSW Soccer Federation with conciliation of complaints and has provided advice on their racial discrimination policies.

For example, the NSW Rugby League (NSWRL) requested assistance from HREOC in the NSWRL's review of their *racial and religious vilification policy* in 1997, which the Race Discrimination Unit helped to draft.

In 2001, HREOC and the NSWRL signed a Memorandum of Understanding which outlined procedures for the referral to HREOC's complaint handling section of complaints under the NSWRL racial and religious vilification code of conduct.

Play by the Rules

HREOC is a *Play by the Rules* partner and promotes the resource to the organisations with which it works. For more information, refer to the *Play by the Rules Section* above.

STATE GOVERNMENT

NEW SOUTH WALES

NSW Sport and Recreation

NSW Sport and Recreation is part of the NSW Department of the Arts, Sport and Recreation which is an agency within the NSW Government. The agency provides and facilitates sport and recreation services for the people of NSW.

Sportrage

NSW Sport and Recreation has developed *Sportrage*, a program that provides sporting clubs with educational and promotional resources to address abusive behaviour and promote respect in sport.

The resources cover a range of issues, including: understanding the law, putting effective policies in place, promoting a fair play message to everyone associated with the club and strategies for dealing with 'sportrage' incidents.

More information is available at www.dsr.nsw.gov.au/sportrage/index.asp



'Dummy spits are for Babies' ground announcement

The 'Dummy spits are for Babies' ground announcement campaign was launched in August 2006 by the NSW Premier Morris Iemma.

The campaign aims to highlight the ugly side of sport rage and encourages parents not to interfere with their children's enjoyment of sport.

'Dummy spits are for Babies' was played on the big screen during the National Rugby League finals series, Sydney Swans games, rugby union matches and at A-League fixtures in the coming months.

WimSWIM Women only swimming program

The WimSWIM program provides learn-to-swim and leisure swimming programs for women and girls of all ages. All swimming lessons are taught by accredited female swimming instructors in a fully enclosed, indoor, private, heated pool. The program has been successful in engaging women and girls from diverse backgrounds, particularly Muslim Australians.

Indigenous Sports Program

NSW Sport and Recreation manages the national Indigenous Sport Program in New South Wales on behalf of the Australian Sports Commission. The department runs programs such as the Nura Mani sports carnival for Indigenous communities, which is held across three locations in NSW.

Youth Partnership with Arabic Speaking Communities

The Partnership, established in 2001 by the NSW Government, funds educational, family support, sport and recreation, cultural and youth development activities to respond to a range of challenges faced by Arabic speaking young people and their families. These activities emphasise community consultation and the participation of young people.

The Partnership is coordinated by NSW Department of Community Services. NSW Sport and Recreation is a partner agency, providing programs and services to engage Arabic speaking young people in sport and physical activity.

More information is available at www.youthpartnership.nsw.gov.au

Sports trailers helping Arabic youth

Three specially commissioned mobile trailers provide a wide range of sporting equipment (including traditional Arabic activities) to Arabic youth in Western and South Western Sydney.

The NSW Government has invested \$20,000 in the trailers – which is a joint project between the NSW Department of Community Services (DoCS) and NSW Sport and Recreation.

Cricket and Australian football – CALD outreach program

In partnership with Cricket NSW and the Australian Football League (NSW/ACT), NSW Sport and Recreation has developed an outreach program to increase the number of children and young people from CALD communities participating in cricket and Australian football.

The pilot project, initiated in 2005, works with students, teachers and families associated with primary schools in the Canterbury City Council area. It is based on the idea of having fun, being active and engaging the whole family in sport and physical activity.

Harassment-free Sport Strategy

NSW Sport and Recreation promotes the ASC's Harassment-free Sport Strategy and training materials through its website and community programs.

As part of this program, NSW Sport and Recreation provides advice for sporting organisations to identify harassment, put in place anti-harassment policies and resolve complaints of harassment. It also runs Member Protection Information Officer training programs to address issues of risk management.

More information is available at www.dsr.nsw.gov.au/industry/ryc_legal_harass.asp

Play by the Rules

NSW Sport and Recreation is a *Play by the Rules* partner and promotes the resource to the organisations with which it works. For more information, refer to the *Play by the Rules Section* above.

Anti Discrimination Board of NSW (ADB)

The Anti-Discrimination Board of NSW is part of the NSW Attorney General's Department. It administers the *NSW Anti-Discrimination Act 1977* and promotes anti-discrimination and equal opportunity principles and policies throughout the state.

Anti-discrimination training programs

The ADB provides tailored on-site training programs for a wide range of organisations, including sporting organisations, to provide information and strategies to address issues of harassment, discrimination and vilification.

A *Diversity and Vilification Prevention* program was recently developed by the ADB in partnership with the Rugby Union Players' Association, to be delivered to elite and academy rugby players. The program features stories from players from culturally diverse backgrounds, discusses vilification laws and teaches players how to handle difficult situations without resorting to abuse.

For further information on the program see the rugby union sport report.

Play by the Rules

The ADB is a *Play by the Rules* partner and promotes the resource to the organisations with which it works. For more information, refer to the *Play by the Rules Section* above.

Law of the Land project

The NSW Government has provided \$100,000 in funding to establish the *Law of the Land* project, which uses sport as a way to introduce newly arrived migrant and refugee young people to adapt to life in Australia.

The eight-week pilot – run through Fairfield Cabramatta PCYC – consists of a two-hour session each Friday afternoon which discusses looking for and applying for work, road safety, drug and alcohol issues, accessing government services and the benefits of sport and a healthy lifestyle.

The Sydney Swans AFL team support the program by conducting skills sessions at the PCYC and hosting the young people at training sessions, clinics and games.

VICTORIA

Sport and Recreation Victoria (SRV)

Sport and Recreation Victoria (SRV) is a division of the Department for Victorian Communities. SRV works to attract and organise major events throughout metropolitan and regional Victoria and also supports community building through targeted sport and recreation activities.

Indigenous Sports Development Program

Sport and Recreation Victoria's Indigenous Sports Development Program aims to:

- increase access to sport and recreation opportunities for Indigenous communities,
- create sustainable partnerships with state and regional sporting associations,
- increase awareness within the sport and recreation industry of how to be more inclusive of Indigenous communities.

Sport and Recreation Victoria also manages the national Indigenous Sport Program in Victoria on behalf of the Australian Sports Commission.

Victorian Aboriginal Youth Sport and Recreation (VAYSAR) is the state peak body for Aboriginal Sport and Recreation. VAYSAR's core programs include sports development grants for Koori people and communities, role model programs, youth leadership programs, and carnivals and events.

Harassment-free Sport Strategy

Sport and Recreation Victoria promotes the ASC's Harassment-free Sport Strategy and training programs through its website.

They also run Member Protection Information Officer training programs and refer sporting organisations to the Equal Opportunity Commission of Victoria for information sessions on discrimination and harassment in sport.

Play by the Rules

Sport and Recreation Victoria is a *Play by the Rules* partner and promotes the resource to the organisations in the sports sector. For more information, refer to the *Play by the Rules Section* above.

Keeping Sport Fun and Safe

Sport and Recreation Victoria has produced *Keeping Sport Fun and Safe*, a publication that provides sporting organisations with codes of behaviour to help them provide a safe physical, social and cultural environment for junior sport.

SRV has also developed and published *User-friendly Sport: An ideas book to help sport and recreation clubs grow*, available from their website.

'Go for your life' Physical Activity Grants program

The 'Go for your life' Physical Activity Grants, a Victorian Government initiative administered by Sport and Recreation Victoria, aims to promote increased involvement in physical activity by groups currently under-represented in physical activity participation.

Grants of up to \$30,000 per year for up to two years (maximum grant \$60,000) were available to not-for-profit community organisations and local government authorities. A wide range of projects engaging CALD communities were successful in the last funding round.

For more information see www.goforyourlife.vic.gov.au

VicSport

VicSport is the peak body for sport in Victoria. It is an independent non-government organisation representing over 170 members of the sport and recreation industry and their affiliated groups.

Welcoming and Inclusive Sport

With funding from VicHealth, VicSport is working with state sporting associations in Victoria to assist sporting organisations develop welcoming and inclusive environments for members or potential members, regardless of their ability, background or personal attributes.

As part of the program a set of on-line resources have been developed including checklists, tips and case studies for clubs to be 'welcoming and inclusive' organisations, introducing new members to the club and managing adult behaviour in junior sport.

VicSport runs training programs for Sports Development Officers to promote effective ways of engaging people from CALD communities in sport and physical activity programs.

Community Inclusiveness Resource

The 'Community Inclusiveness – a guide for groups' resource was developed by Geelong Leisure Networks. It provides useful tips on how to create more inclusive environments for people from a range of backgrounds (eg. Kooris, women, cultural groups, youth and older people).

The guide promotes the need to support and encourage participation in community life by all people. For more information see www.leisurenetworks.org/including_everyone.htm

Anti-discrimination/harassment policies

VicSport provides assistance and support to help sporting organisations develop and implement effective policies on a wide range of topics, including dispute resolution, risk management, codes of conduct, and equity and inclusion.

VicHealth

The Victorian Health Promotion Foundation – or VicHealth – is the peak body for health promotion in Victoria.

Active Participation Grants

These grants assist sport and recreation organisations to encourage and increase participation in physical activity for population groups that are inactive or may traditionally encounter barriers to participation.

For instance, a recent grant through this program was used to buy a bus, meet running costs and purchase sporting equipment to allow children and young people from the Namatjira Avenue Aboriginal settlement to regularly train and play with the Mildura United Soccer Club.

Another has been used by the Maribyrnong City Council to provide after school and holiday sport and recreation programs for newly arrived refugees and migrants in Melbourne's western suburbs.

Building Bridges Scheme: Together We Do Better

Building Bridges is a grants scheme that aims to improve mental health and wellbeing by promoting positive contact and cooperation between people from migrant and refugee backgrounds and others in the community.

Grants of up to \$20,000 are available for initiatives that bring migrant and refugee groups affected by discrimination and social exclusion together to work on cooperative activities with members of the wider community.

Participation in Community Sport and Active Recreation Scheme

This grants program funds Regional Sports Assemblies to support local organisations plan programs that will increase participation in sport and active recreation, with a focus on population groups that are currently least active.

Building Indigenous Leadership Program

VicHealth supports the development of Indigenous leadership in order to promote the emotional and spiritual wellbeing of Indigenous communities in Victoria.

The community youth leadership projects, supported by Indigenous communities, VicHealth and Aboriginal Affairs Victoria, are based in metropolitan and rural areas across Victoria. The projects provide leadership training, mentoring, support and resources to develop leadership skills and access to participation in a range of community, sporting and professional activities.

There are currently seven Indigenous leadership projects with over 400 young people and community members participating in formal and informal activities in rural and metropolitan areas.

A Sporting Chance: the Inside Knowledge on Healthy Sports Clubs

In partnership with the Victorian State Sporting Associations, VicHealth has developed 'A Sporting Chance', a publication which includes tips, advice and case studies about building strong, healthy and inclusive sporting communities.

Victorian Equal Opportunity and Human Rights Commission (VEOHRC)

Victorian Equal Opportunity and Human Rights Commission is a statutory body that reports to the Victorian Parliament through the State Attorney-General. The Commission helps people resolve complaints of discrimination, sexual harassment and racial and religious vilification. It also offers information, education and consultancy services, conducts research and provide legal and policy advice.

Playing Fair: Guideline for Tackling Discrimination in Sport

In partnership with Sport and Recreation Victoria, the VEOHRC published *Playing Fair: Guidelines for Tackling Discrimination in Sport* (1998) to assist state sporting organisations eliminate discrimination and other barriers to participation from their sports.

The guidelines provide administrators with a comprehensive overview of equal opportunity legislation as it applies to sport, along with strategies to assist them to promote diversity and inclusiveness and to deal effectively with discrimination issues.

Harassment-free Sport Strategy

The VEOHRC was recently contracted by the Australian Sports Commission (ASC) to develop four curriculum documents for the ASC's Harassment-free Sport Strategy.

As part of this program, the VEOHRC will also commence Member Protection Information Officer training programs for sporting bodies from early 2007 to assist with issues of risk management.

Anti-discrimination training programs

The VEOHRC provides tailored on-site training programs for a wide range of organisations, including sporting organisations, to provide information and strategies to address issues of harassment, discrimination and vilification. Regular sport-specific education programs are also conducted at the Commission.

Play by the Rules

The VEOHRC is a *Play by the Rules* partner and promotes the resource to the organisations with which it works. For more information, refer to the Play by the Rules Section above.

QUEENSLAND

Sport and Recreation Queensland

Sport and Recreation Queensland is the lead agency responsible for implementing the Queensland Government's sport and recreation policies. It is part of the Queensland Government's Department of Local Government, Planning, Sport and Recreation.

The agency works with sporting organisations, councils, schools, Indigenous organisations and the wider community to increase participation, develop better skills in the industry and create better places and opportunities for sport and recreation.

Fair Go Program

The *Get Active Queensland Fair Go* program, developed by Sport and Recreation Queensland, helps sporting organisations promote fair play to their members. It also helps reduce inappropriate behaviour both on and off the field at junior sporting events, including poor sportsmanship, abusive parents, abuse of officials and race-based abuse.

The program has three key areas: encouraging clubs and industry peak bodies to incorporate principles of fair play into their operational procedures and in developing behaviour management policies; assisting sporting organisations educate their members about their roles and responsibilities in junior sport; and providing sporting organisations with strategies to promote the 'fair go' principles and practices.

More information is available at www.srq.qld.gov.au/fair_go_program.cfm

Sports-based anti-harassment initiatives

Sport and Recreation Queensland, through the State Development Program 2005–2007, is contributing \$275,000 to special initiatives for the development and implementation of anti-harassment programs by sport and active recreation organisations, including:

- \$150,000 over three years to Surf Life Saving Queensland to appoint and develop Club Safety Officers through the '*Playing Safe and Enjoyable Sport Initiative*'.
- \$125,000 over three years to Football Queensland to develop and implement the '*Harassment Free Sport – Retention and Development of Referees Initiative*'.

Get Active, Play Fair, Have Fun – Junior Sport Forum

Sport and Recreation Queensland hosted the *Get Active, Play Fair, Have Fun* Junior Sport Forum in July 2006, bringing together representatives from a wide range of state sporting organisations and other stakeholders to develop strategies to eliminate inappropriate behaviour from junior sport.

Harassment-free Sport Strategy

Sport and Recreation Queensland promotes the ASC's Harassment-free Sport Strategy and training materials through its website and community programs. For more information, refer to the Harassment-free Sports Strategy section above.

Play by the Rules

Sport and Recreation Queensland is a *Play by the Rules* partner and promotes the resource to the organisations with which it works. For more information, refer to the *Play by the Rules Section* above.

Anti-Discrimination Commission Queensland (ADCQ)

The Anti-Discrimination Commission Queensland is an independent statutory authority which administers the *Anti-Discrimination Act 1991*. The Commission works to promote equality of opportunity and to protect people from unlawful discrimination, sexual harassment and public vilification.

Harassment-free Sport Training

The ADCQ provides Harassment-free Sport training courses to assist sporting organisations and groups deal effectively with issues around harassment, discrimination, abuse and child protection. In 2006, the ADCQ ran training courses in Brisbane and Townsville. More information is available at www.adcq.qld.gov.au/main/training.html#Harassment.

Ethnic Soccer Cup

The ADCQ is a principal sponsor of the Ethnic Soccer Cup, an initiative of the Ethnic Communities Council of Queensland. The one-day knockout event, held in May, is currently in its second year, growing from eight teams in the first year to 16 teams in 2006.

Participants in 2006 represented the following backgrounds: Italian, Greek, Lebanese, Fiji Indian, Scottish, Australian, Indian, Salvadorian, Vietnamese, Serbian, Cypriot, English, Sudanese, United Nations, Qld Police Service and Qld Police Academy.

Play by the Rules

The ADCQ is a *Play by the Rules* partner and promotes the resource to the organisations with which it works. For more information, refer to the *Play by the Rules Section* above.

AUSTRALIAN CAPITAL TERRITORY

Sport and Recreation ACT

Sport and Recreation ACT is part of the ACT Department of Territory and Municipal Services. The agency manages and implements the ACT Government's sport and recreation policy and has two major delivery programs: the ACT Academy of Sport and Sport and Recreation Development.

Good Sports Territory

Sport and Recreation ACT launched the Good Sports Territory program in 2004 in response to an increasing number of incidents involving poor behaviour by players, coaches, officials and spectators at many sporting events.

The program aims to:

- inform and educate the public to the importance of positive values and expected behaviours in sport;

- support ACT sporting organisations and clubs to implement strategies that deal with inappropriate behaviours at sporting activities; and
- recognise and reward individuals, teams, clubs and organisations that practise and display good sporting behaviour.

The Good Sports Territory program was developed from the Australian Sports Commission's pilot program 'Good Sport Monitor.' It includes a number of strategies to promote good behaviour in sport, including:

- Adoption of a Member Protection Policy
- Stakeholder contracts
- Yellow cards
- Silent Sunday
- Appointment of assistant coaches
- Parent and Coach awards for good behaviour.

More information is available at: www.sport.act.gov.au/development/projects/goodsports.html

Indigenous Sports Program

- The aims of Sport and Recreation ACT's Indigenous Sport Program are to:
- encourage active participation and skill development of Indigenous people in sport,
- promote and provide support for development opportunities and pathways for elite Indigenous sportspeople, and
- deliver flexible, effective sport programs focused on whole-of-government outcomes.

Some of the current activities include the 'Have a Go' cricket program, the 'Koori Kick' and 'Rec Footy' AFL program, along with Indigenous-specific programs in softball, basketball, netball and tennis.

Sport and Recreation ACT also manages the national Indigenous Sport Program in the ACT on behalf of the Australian Sports Commission.

More information is available at www.sport.act.gov.au/development/projects/prjindig.html

Harassment-free Sport Strategy

Sport and Recreation ACT promotes the ASC's Harassment-free Sport Strategy and training materials through its website and community programs. For more information, refer to the Harassment-free Sport Strategy section above.

Play by the Rules

Sport and Recreation ACT is a *Play by the Rules* partner and promotes the resource to the organisations with which it works. For more information, refer to the *Play by the Rules Section* above.

ACT Human Rights Commission

As a member of the ACT Human Rights Commission, the ACT Human Rights and Discrimination Commissioner promotes human rights in the ACT by administering the *Discrimination Act 1991* and carrying out functions under the *ACT Human Rights Act*.

Review of racial vilification provisions

The Commissioner is currently reviewing the effectiveness of the racial vilification provisions in the *Discrimination Act 1991* and considering whether the law should be extended to cover religious vilification. Recommendations will be put to a more general review of the Discrimination Act being conducted by the ACT Department of Justice and Community Safety, which will also look at how the Discrimination Act currently applies to voluntary organisations and sporting associations.

Anti-discrimination training programs

The ACT Human Rights Commission offers community education programs for a wide range of organisations, including sporting organisations, to provide information and strategies to address issues of harassment, discrimination and vilification.

Play by the Rules

The ACT Human Rights Commission is a *Play by the Rules* partner and promotes the resource to the organisations with which it works. For more information, refer to the *Play by the Rules Section* above.

NORTHERN TERRITORY

Sport and Recreation NT

Sport and Recreation Northern Territory, as part of the NT Department of Local Government, Housing and Sport, is responsible for providing opportunities for Territorians to participate in sport and recreation.

Support provided by the agency includes management of major sporting events; elite athlete assistance; grants funding for peak sport and recreation groups, local councils and facility building; the development of sport in schools and Aboriginal communities and management of government-owned sporting facilities.

Respect the Official Program

The Northern Territory Office of Recreation and Sport have developed 'Respect the Official' programs. This includes handing out wallet-sized cards to remind spectators, players and coaches of the important job that officials play.

The Northern Territory programs were supported by Chupa Chup. Lollypops were given out with cards saying "Instead of giving the ump a mouthful give yourself one and have a Chupa Chup".

Indigenous Sports Program

Sport and Recreation NT manages the national Indigenous Sport Program in the Northern Territory on behalf of the Australian Sports Commission.

Indigenous Sports Program officers assist in the coordination of sport and recreation initiatives in remote Aboriginal communities. They also work with the Territory's peak sporting organisations to develop their sport in remote communities.

Two Indigenous Sports Program officers are based in Darwin, two are based in Alice Springs and one officer is located in the Nhulunbuy, Katherine and Tennant Creek regions.

Training courses in cross cultural awareness are provided to assist coaches and officials who work with Indigenous communities or with Indigenous athletes.

Harassment-free Sport

Northern Territory Sport and Recreation promotes the ASC's Harassment-free Sport Strategy and runs information sessions for sporting clubs and associations, along with Member Protection Information Officer training programs to address issues of risk management. For more information, refer to the Harassment-free Sport Strategy section above.

In addition, Northern Territory Sport and Recreation has a list of trained Member Protection Information Officers who members of sport and recreation organisations can talk to if they feel they have been discriminated against or harassed. A referral process has been established to link affected people with the Anti Discrimination Commission or the police, if required.

Play by the Rules

Northern Territory Sport and Recreation is a *Play by the Rules* partner and promotes the resource to the organisations with which it works. For more information, refer to the *Play by the Rules Section* above.

Northern Territory Anti Discrimination Commission (NTADC)

The Northern Territory Anti-Discrimination Commission is an independent, impartial body that handles enquiries and investigates and helps resolve complaints about discrimination and harassment. The Commission also provides training and education on discrimination and harassment, and assistance in the development of anti-discrimination and diversity policies to businesses, government and non-government organisations, departments, schools and individuals.

Anti-discrimination training programs

The NTADC works closely with NT Sport and Recreation and offers tailored on-site training programs for sporting organisations to provide information and strategies to address issues of harassment and discrimination. It also assists sporting organisations to develop effective anti-harassment policies and complaints procedures that are appropriate to their organisation and members.

Harassment-free Sport

The NTADC promotes the ASC's Harassment-free Sport Strategy at all courses it runs. The Commission also offers the new Harassment-free Sport education and training packages. These include: the Member Protection Information Officer training, the Harassment-free Sport Overview and the Management Briefing, Complaints Resolution for Clubs and the Defusing Conflict and Anger in Sport programs for sporting clubs and associations.

These training packages provide practical tools to enable organisations and participants in the sports sector to prevent and deal with issues involving discrimination, harassment, child protection and other forms of inappropriate behaviour in sport. For more information refer to the Harassment-free Sport Strategy section above.

Play by the Rules

The NTADC is a *Play by the Rules* partner and promotes the resource to the organisations with which it works. For more information, refer to the *Play by the Rules* section above.

SOUTH AUSTRALIA

Office for Sport and Recreation South Australia

The Office for Recreation and Sport SA is the lead agency for the implementation of the South Australian Government's policy on recreation and sport. It is a business unit of the SA Government's Department for Premier and Cabinet.

The Office funds sporting and recreation organisations and providers, supports state, regional and local associations, implements policy and programs, leads recreation and sport planning, manages facilities, provides services for elite sport and promotes physical activity in all age groups.

For more information see www.recsport.sa.gov.au.

Harassment-free Sport Strategy

The Office for Sport and Recreation promotes the ASC's Harassment-free Sport Strategy and training programs through its website and community programs. As part of their Harassment Free Sport program, the Office for Recreation and Sport:

- encourages state sport and recreation organisations to integrate harassment free sport into their constitutions, rules and induction programs;
- encourages local governments to promote harassment free recreation and sport through community recreation facilities;
- runs a range of training programs to support Member Protection Officers in sporting clubs and associations; and
- has produced *Keeping Sport Fun and Safe*, a publication that promotes fair play and outlines appropriate behaviour for players, parents, coaches, teachers, administrators, officials and spectators.

Play by the Rules

The Office for Sport and Recreation is a *Play by the Rules* partner and promotes the resource to the organisations with which it works. For more information, refer to the *Play by the Rules Section* above.

Indigenous Sports Program

The Office for Recreation and Sport employs a full-time Indigenous Sports Program – Senior Project Officer, who is responsible for developing policies and programs aimed at increasing access to resources and the participation of Indigenous people in sport and recreation.

The Office also manages the Indigenous Sport Program in South Australia on behalf of the Australian Sports Commission. Indigenous Sport Development Officers assist the development of sporting and accreditation programs in different parts of the state, and are based in Adelaide, Port Lincoln and Port Augusta.

Some of the projects running as part of the Indigenous Sports Program include:

- *Community sporting programs*: the Indigenous Sport Development Officers (ISDO) work with local communities and schools, to determine their sporting needs and interests. In conjunction with a state sporting association coach or referee, the ISDO visits the community to conduct clinics for young people and coaching and officiating accreditation programs to allow community members to continue to deliver programs after their visit. In 2006, programs have been conducted in conjunction with basketball, cricket, football, surfing and touch football.
- *Sports Expo*: in conjunction with the Rio Tinto Anangu Pitjantjatjara Yankunytjatjara (APY)/ Maralinga Tjarutja Lands Challenge Cup, the Office conducts a two-day sports expo program for the students from the APY and Maralinga Lands schools. In 2006, over 100 students participated in eight sports.

Working with CALD communities

The Office for Recreation and Sport provides support for a number of initiatives to meet the needs of people from Culturally and Linguistically Diverse (CALD) backgrounds, with a strong focus currently on new and emerging communities in South Australia.

Examples of current partnerships include:

- Migrant Resource Centre of SA's *Sports Subsidy Program for Youth*, where financial support is provided to newly-arrived young people to assist them to participate in sport and recreation opportunities.
- Basketball Association of SA's *New Arrivals Program*, which includes training, competition and schools development.
- Multicultural Communities Council of SA's *Sharing Through Active Recreation Program*, a partnership with a variety of state and local sporting organisations to increase participation of people from CALD backgrounds.
- The Barton Aquatic Centre's *Women's Swimming Program*, which offers a culturally sensitive learn to swim and recreational program for women from diverse backgrounds.
- Lutheran Community Care's *Sporting Chance* project which is applying a community development and capacity building approach to linking new arrivals into local sporting clubs.
- SA Women's Soccer Association's *New Arrivals Program* which is improving the skills and confidence of girls from diverse backgrounds, with the ultimate aim to link them into mainstream soccer clubs. This project also involves a close relationship with Parks Community Health Service and Australian Refugee Association.

New Arrivals Sport and Recreation Forum

The Office for Recreation and Sport hosted the *New Arrivals Sport and Recreation Forum* in December 2005. Approximately 50 people attended the forum representing a variety of

organisations, including sport and recreation, local government, various state government departments, schools, community support agencies and advocacy groups. It included a workshop session to examine barriers to participation and propose suggested strategies to address.

be active-Find 30

The Office for Recreation and Sport has produced flyers promoting the physical activity message of '*be active Find 30*' in 13 community languages. The flyer is aimed at mature-aged people whose first language is not English.

Coloured shirts program

The South Australian Office of Recreation and Sport in partnership with the South Australian National Football League, Basketball Association of SA, Netball SA, South Australian Rugby League, South Australian Rugby Union and Hockey SA is implementing the *Coloured Shirts* Program.

In this program umpires wear a coloured shirt to denote that they are learner umpires and that players, coaches and spectators should be tolerant and respectful toward them. The *Coloured Shirts* have *Play by the Rules* and the website address across the back of the shirts to reinforce the message that sport should be fun, safe and fair.

Regional Development

The Office for Recreation and Sport also maintains strong relationships with local government to promote community sport and recreation and to address issues facing clubs in regional areas. Part of this program includes the placement of '*Active Community Field Officers*' in regional South Australia. Field Officers promote programs such as Harassment Free Sport, Play by the Rules and encourage diverse participation by Indigenous people and those from a culturally and linguistically diverse background. They also work closely with Indigenous Sport Development Officers.

Active Community Field Officers are located in: South East (Limestone Coast); Murraylands; Riverland; Mid North; Outback; Upper Spencer Gulf; Eyre Peninsular; Fleurieu and Kangaroo Island.

Equal Opportunity Commission of South Australia (SA EOC)

The Equal Opportunity Commission of South Australia administers the *Equal Opportunity Act (SA) 1984*. The Commission provides an independent complaint handling service to deal with complaints of discrimination and harassment, and promotes public awareness and stimulates public debate around equal opportunity issues.

Anti-discrimination training programs

The SA EOC offers tailored training programs for a wide range of organisations, including sporting organisations, to provide information and strategies to address issues of harassment and discrimination.

Play by the Rules

The SA EOC was closely involved in the initial development of the *Play by the Rules* online education resource and continues to promote the resource to the organisations with which it works. For more information, refer to the *Play by the Rules Section* above.

WESTERN AUSTRALIA

Western Australian Department of Sport and Recreation

The WA Department of Sport and Recreation is the lead agency responsible for the implementation of WA Government policy and initiatives in sport and recreation.

A key role of the department is to contribute to the healthy lifestyle of Western Australians by increasing physical activity in the community through sport and recreation.

Harassment of Officials Information Sheets and other resources

The Western Australian Department of Sport and Recreation has developed some useful information sheets:

- *'Harassment of Sports Officials'* gives useful facts and statistics on the incidence of harassment of officials.
- *'How to Address Harassment of Sports Officials'* has tips on how to reduce harassment of officials in your sport.

The department has also developed other resources to encourage positive behaviour at sporting competitions, including:

- The *Keep it Fun* kit helps organisations promote good sporting behaviour among parents. It includes strategies for clubs and other organisations to encourage positive parent behaviour and create a safe and fun environment for children to participate in sport (See www.dsr.wa.gov.au/programs/sportsfun/youth.asp).
- *Official's Promotional Wallet Cards* containing key messages about the value of officials and remind parents, coaches, players and others involved in school sport that the abuse of officials is not acceptable.
- The *Relax, it's just a game* poster encourages positive behaviours from all involved in youth sports.

Indigenous Sports Program

The WA Department of Sport and Recreation works in cooperation with the Aboriginal Services Unit Regional Development Officers to develop and promote sport and recreation among the Indigenous community of Western Australia.

It also manages the Indigenous Sport Program in Western Australia on behalf of the Australian Sports Commission.

Some of the major programs include:

- Streetsport,
- Statewide Netball Development,

- Desert Sport Development Program,
- Officials Accreditation courses,
- Better Practices Booklet, and
- State Football Development Program.

More information about the Indigenous Sports Program – including *The Chronicle* newsletter – is available at www.dsr.wa.gov.au/programs/aboriginalservices/emphasis.asp

CALD outreach program

The WA Department of Sport and Recreation is currently working on a pilot program in partnership with the WA Office of Multicultural Interests and the City of Stirling to develop strategies and programs to increase participation rates of people from CALD groups (within the City of Stirling) in sport and recreation activities.

The initial focus of the partnership is to develop appropriate and targeted communication strategies to reach young people. For information see www.omi.wa.gov.au/omi_youth.asp

Shout Good

'*Shout Good*' is an awareness campaign developed by the Department of Sport and Recreation that promotes positive behaviour among young people towards players, coaches, officials and spectators at sporting events.

The department supports and encourages sporting clubs and associations to host '*Shout Good*' days to assist organisations promote good behaviour among parents of young players.

More information is available at www.dsr.wa.gov.au/programs/sportsfun/youth.asp

Harassment-free Sport Strategy

The WA Department of Sport and Recreation promotes the ASC's Harassment-free Sport Strategy and training programs through its website and community programs. For more information, refer to the Harassment-free Sport Strategy section above.

The Department has also developed a resource – *Harassment Free Sport and Recreation* – to provide practical assistance for local sporting organisations and groups to address issues of harassment and discrimination.

Play by the Rules

The WA Department of Sport and Recreation is a *Play by the Rules* partner and promotes the resource to the organisations with which it works. For more information, refer to the *Play by the Rules Section* above.

Coloured Shirt Program

The objective of the *Coloured Shirt Program* is to reduce the incidence of abuse and harassment directed towards inexperienced officials and, as a result, improve retention rates at the grass roots level of sport.

The aim of the *Coloured Shirt Program* is to:

- make new officials easily identifiable, so that they are easy to recognise and support,
- promote the program to the sports community to raise awareness and increase recognition and support for new officials,
- assist in reducing pressure and lessening abuse and conflict directed towards new officials, and
- create a culture of support for these new officials through the education of players, coaches, spectators and the media.

The initiative will involve new officials and existing officials who are still considered to be inexperienced. The officials will be provided with an easily identifiable coloured official's shirt. Sports will provide mentoring and support to the new official and promote and raise members' awareness of the program and its aims.

The WA Department of Sport and Recreation acknowledges the assistance of the South Australian Office for Recreation and Sport in the development of this program.

Western Australian Equal Opportunity Commission (WA EOC)

The WA Equal Opportunity Commission administers the *Equal Opportunity Act 1984*. It aims to encourage recognition and understanding of the principles of equal opportunity and provide a means of redress to individuals who allege unlawful discrimination.

Anti-discrimination training programs

The WA EOC offers tailored training programs for a wide range of organisations, including sporting organisations, to provide information and strategies to address issues of harassment, discrimination and vilification.

Play by the Rules

The WA EOC is a *Play by the Rules* partner and promotes the resource to the organisations with which it works. For more information, refer to the *Play by the Rules Section* above.

TASMANIA

Sport and Recreation Tasmania

Sport and Recreation Tasmania is part of the Tasmanian Department of Economic Development. The agency aims to achieve a vibrant and innovative sport and recreation sector and provides services that work in partnership with organisations to ensure that every Tasmanian has the opportunity to participate in quality sport and recreation activities.

Harassment-free Sport Strategy

Sport and Recreation Tasmania promotes the ASC's Harassment-free Sport Strategy and training programs through its website and community programs. For more information, refer to the Harassment-free Sport Strategy section above.

Sport and Recreation Tasmania has also developed a resource – *A Sporting Chance – A Risk Management Framework* – to provide practical assistance for local sporting organisations and groups to address risk management issues, including harassment and discrimination. This resource is currently being reviewed.

Play by the Rules

Sport and Recreation Tasmania is a *Play by the Rules* partner and promotes the resource to the organisations with which it works. For more information, refer to the *Play by the Rules Section* above.

Aboriginal Outdoor Recreation Program

Sport and Recreation Tasmania coordinate an Aboriginal Outdoor Recreation Program, which works in partnership with Aboriginal Community organisations to provide diverse opportunities for Tasmanian Aboriginal community members to practise their culture and participate in outdoor recreation activities. Its aim is to increase participants' cultural identity, self-esteem and personal growth.

The program facilitates overnight camps that aim to use Aboriginal sites as key focal points to promote discussion and activities across a broad range of cultural and land management practices that are relevant to Tasmanian Aborigines.

Indigenous Sport Program

Sport and Recreation Tasmania coordinate an Indigenous Sport Program which aims to increase the number of Aboriginal people participating in sport. Participants have the opportunity to develop and enhance their sporting skills through development pathways formed with local sporting associations.

Young Migrant Sporting Project

Sport and Recreation Tasmania is assisting Multicultural Tasmania and the local office of the Department of Immigration and Multicultural Affairs who have been funded to develop a project to encourage understanding and links between migrant youth, their communities and the broader Australian community via participation in sports.

Office of the Anti-Discrimination Commissioner Tasmania (OADC)

The Office of the Anti-Discrimination Commissioner Tasmania was established by Tasmanian Parliament in 1999 and administers the *Tasmanian Anti-Discrimination Act 1998*. The Office investigates complaints of discrimination or prohibited conduct; educates the community, non-profit organisations and non-government agencies; and provides anti-discrimination training for corporate bodies and public sectors.

Play by the Rules

The OADC is a *Play by the Rules* partner and promotes the resource to the organisations with which it works. For more information, refer to the *Play by the Rules Section* above.

Stories of a Journey

Published by the OADC in 2005, *Stories of a Journey* is a community education resource that highlights the stories and experiences of African refugees living in Tasmania. It includes a profile of the 'Hobart United' soccer team, which was established in 2002 by African refugees and has since progressed through the divisions to now compete in Tasmania's Premier League.

More information is available at www.antidiscrimination.tas.gov.au/

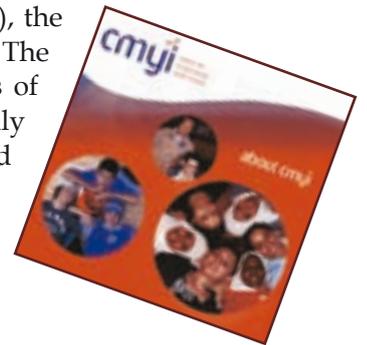
Non-Government Organisations

Centre for Multicultural Youth Issues (CMYI)

Originally established in 1988 as the Ethnic Youth Issues Network (EYIN), the Centre for Multicultural Youth Issues (CMYI) was renamed in 2000. The centre is a community-based organisation that advocates for the needs of young people from migrant and refugee backgrounds, with a focus on culturally and linguistically diverse (CLD) young people from refugee and newly-arrived communities.

The centre's key role is to act as a research, policy and advocacy body, however they also provide direct support services to young CLD people within a community development framework.

CMYI receives core funding from the Victorian Office for Youth as well as state and federal funding for specific initiatives and programs.



Multicultural Sport and Recreation Project

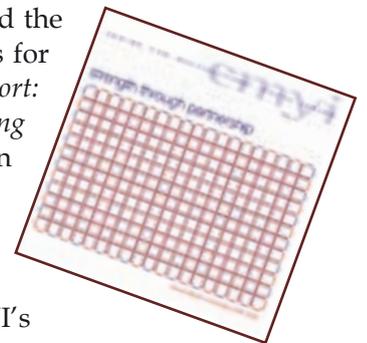
In 1998, via funding from Sport and Recreation Victoria (SRV), CMYI established the Ethnic Youth Sports Development Project to increase the sporting opportunities for young people from CLD backgrounds. This project produced the reports '*Sport: Creating a level playing field*' (1998) and '*Multicultural Sport: Sustaining a Level Playing Field*' (2002), which showed that CLD young people are under-represented in formalised sport and recreational activities.

What began as a one-year scoping exercise has developed into a project lasting over seven years. The Multicultural Sport and Recreation Project is now funded by VicHealth and the Department of Victorian Communities and is one of CMYI's core policy areas.

The project aims to increase sport and recreation opportunities for young people from migrant and refugee communities by mapping existing opportunities, identify barriers and establishing models of good practice. Initiatives are developed and implemented in partnership with organisations from the sport, youth, migrant and government sectors.

With funding from Sport and Recreation Victoria, CMYI has developed a multicultural website. The site is full of useful information and resources for workers and communities, including tip sheets, research, good practice models and community information.

The 'current issues' section of the website highlights debates and discussion relating to culturally and linguistically diverse (CLD) young people and sport and recreation. Topics include: the cost of registrations, uniforms and equipment, starting your own sports club; and ethno specific models.



Sport and recreation resources

CMYI has developed a number of resources that state sporting associations, sport and recreations clubs and community organisations can use when delivering state-wide sports programs, or pass onto their local clubs and associations. These include:

- *SSA Multicultural Resource Kit*,
- Sports Tip Sheet 1: For coaches and trainers,
- Sports Tip Sheet 2: For clubs,
- Sports Tip Sheet 3: Models of club inclusion: case studies,
- Sports Tip Sheet 4: Engaging CLD young women in sports and physical activity,
- *Keeping Sport Fun and Safe*. Available in: Amharic; Arabic; Chinese; Croatian; Dari; English; Pashtu; Persian (Farsi); Serbian; Somali; Tigrinya; Vietnamese,
- *Playing Team Sport Kit*. Available in: Amharic; Arabic; English; Somali; Tigrinya; Vietnamese, and
- *Women: Get Active in Sport and Recreation*. Available in: Amharic; Arabic; Dari; English; Somali; Tigrinya.

CMYI has also developed a number of resources to help people from CLD backgrounds start their own club. These include:

- Culturally Inclusive Planning for Sports (CIPS) Toolkit
- *Youth Kit: A Resource for Youth Leaders*
- Info Sheet No.2: Establishing a women's swimming program,
- Info Sheet No.3: All Nations Soccer and Volleyball Competition,
- Info Sheet No.4: How to start a female after school sports program,
- Sports Tip Sheet 5: Joining a club,
- Sports Tip Sheet 6: Starting your own club (football),
- Info Sheet No.9: Involving migrant and refugee young people in social and recreational activities,
- Parent consent forms in multiple languages. Available in: Amharic; Arabic; Assyrian; Bosnian; Cambodian (Khmer); Chinese; Dari; English; Pashtu; Samoan; Serbian; Somali; Tigrinya; Turkish; Vietnamese,
- Sample uniform and multicultural policies,
- Multicultural sports and recreation directories, and
- Case studies.

Multicultural Sports Network

The Multicultural Sports Network provides a forum for workers with CALD communities to find out more about the services offered by sporting organisations. Meetings are held every three months.

The aims of the CYMI Sports Network are to:

- identify gaps in the provision of sport and recreation to CALD young people,
- provide information to Sport and Recreation Victoria and VicHealth about the issues sport and recreation providers find in engaging CALD young people,
- identify strategies to engage CALD young people in sport and recreation, and
- promote partnerships and collaboration between the sport sector, the community sector and the health sector.

Leisure Centre Forum

In September 2006, CMYI in partnership with Kinect Australia and the Centre for Culture, Ethnicity and Health (CEH), held a forum on '*CLD Young People's Access to Leisure Centres*'. The forum's primary aim was to engage staff in the leisure and fitness sector as well as local governments who want to increase access to CLD young people. It was also an opportunity to showcase best practice, formulate strategies, develop recommendations and produce resources for the sector based on information from the forum.

More information is available at www.cmyi.net.au/

National Aboriginal Sports Corporation Australia (NASCA)

NASCA is a not-for-profit organisation operating to service the development of Aboriginal and Torres Strait Islander sport.

The organisation was founded in 1995 by former rugby league player David Liddiard, who identified the need to establish a support network for Aboriginal sportspeople and to encourage children to play sport and lead healthy lifestyles.

NASCA aims to act as a vehicle to enable Aboriginal youth to participate in sport through sport clinics, sport and educational scholarships, mentoring and personal connections with Indigenous role models.

One of the ways it achieves these goals is through the *Armtour Role Model Program*. This program aims to:

- improve the health status of Indigenous youth and promote a healthy lifestyle amongst the community through their involvement in sports;
- develop the skills and confidence of Indigenous players to participate and be competitive in mainstream sports;
- provide Indigenous players with access to role models, both Indigenous and non-Indigenous to inspire and motivate them;
- instil cultural pride amongst Indigenous players so that they can play sports without feeling 'shame' and intimidation;
- create pathways for players, coaches and officials to participate in mainstream competition and programs and progress to the elite level;
- promote and market Indigenous players who are playing at the elite level to encourage younger players to follow in their footsteps, and see more Indigenous players representing at the national and international level; and

- through participation and education against substance abuse, to motivate Indigenous youth to achieve their goals and make positive choices in life.

For more information see <http://www.nasca.com.au/>

Confederation of Australian Sport (CAS)

The Confederation of Australian Sport (CAS) is the national peak body for sport in Australia. Previously known as Sport Industry Australia, it was established in 1976 to advance the interests of the Australian sports community, and to give the industry a united voice in discussions and negotiations with governments and key stakeholders.

CAS members include most of Australia's national sporting organisations (which collectively represent over seven million Australians) and a number of other organisations associated with the sport industry.

The organisation's main aim is to 'contribute to the development of a society in which the social, economic and health benefits of widespread participation in sport and recreation are recognised and valued by all'.

CAS aims to further the interests of sport and member organisations by:

- facilitating positive public policy outcomes through active representation of sector views to governments, community decision makers and the public;
- improving the performance of the sector through the dissemination of timely and relevant information, advice and services;
- providing relevant and appropriate services to the member organisations; and
- raising the profile of member organisations and increasing public awareness and understanding of the sector's contribution to the community, the economy and the health status of the population.

For more information see <http://www.sportforall.com.au/>

School Sports Australia

Establishment in 1981, School Sport Australia is responsible for the development and promotion of school sport in Australia.

The focus of School Sport Australia is the interstate competitions offered at Primary and Secondary levels. These events are the culmination of state-based programs and offer talented students the opportunity to participate in higher levels of sporting competition.

School Sport Australia:

- operate within a framework of accepted state and national policies, frameworks and guidelines for the development and conduct of sport in schools,
- ensure that educational outcomes form the basis for all school based sporting programs/activities,
- liaise with and promote cooperation between school sport and community sport agencies,

- provide leadership in the area of sport development and programming and other key educational and sporting issues related to the delivery of sport in schools,
- identify and address equity standards in the participation of students and officials in school sport, particularly in relation to gender,
- act as a forum for the sharing of effective practice in the development and conduct of sporting programs for students,
- identify and further develop the links between sport and relevant learning areas (in particular Health and Physical Education),
- provide opportunities for students in sport within and beyond state or territory boundaries,
- involve students in the leadership of their own sporting programs,
- maintain and enhance the quality of those teachers and other volunteers who deliver sporting programs to students,
- ensure that the Australian Education Systems Officials Committee is kept informed of developments in school sport and make recommendations to the Committee regarding policy and new initiatives, and
- promote and publicise the range of sporting activities conducted in schools to the wider community.

The organisation has developed policies, procedures and guidelines, including Codes of Behaviour and Spectator Behaviour Guidelines.

For more information see <http://www.schoolsport.edu.au/>

Human Rights Council of Australia

The Human Rights Council of Australia is a private non-government organisation which promotes understanding of and respect for human rights for all people through adherence to the International Bill of Rights, and other national and international human rights instruments.

Established in 1978, the Council is an important link between the Australian human rights movement and human rights activists in other parts of the world. They are affiliated with the International League of Human Rights and have Special Consultative Status with the UN Economic and Social Council (ECOSOC).

The Council coordinated a major international conference in September 1999, in collaboration with the University of Technology, Sydney, which brought together a broad range of athletes, sports administrators, academics and activists.

The conference was addressed by the then Governor-General of Australia, Sir William Deane. At the conclusion of the event, Professor Virginia Dandan from the Philippines read out to the following statement:

“We, the participants of the First International Conference on Sport and Human Rights, recognize and affirm that sport is inseparable from human rights. We therefore resolve to work individually and collectively with others towards the protection, promotion and fulfilment of all human rights in sport and through sport. We call on the International Olympic Committee to ensure that the Olympic Games and similar events seek to promote

and fulfil human rights, and to establish a working group to elaborate and adopt measures so the Olympic movement can contribute to the protection, promotion and fulfilment of all human rights.”

The University of Technology subsequently published the proceedings of the conference in a publication *'How You Play the Game'*.

For more information see <http://www.hrca.org.au/>

The Replay Group

The Replay Group was founded in 1996 and provides expertise in discrimination law and conflict resolution and has advised a range of organisations on race, gender, disability, sexual harassment, religious and pregnancy discrimination. One specialized area of support and expertise is their Centre for Discrimination and Risk Management in Sport.

The group has conducted projects for the AFL, Victorian Football League and Football Victoria. In 2001, they worked with the AFL in its campaign to eliminate racism and religious vilification and with Football Victoria they helped develop the *'Bouncing Racism out of Sport'* campaign (this video was adopted by Cricket Victoria and Netball Victoria). In producing the video, the Replay Group tried to focus the examples to ask the question 'how does racism make you feel?' This aimed to illustrate how the person who was harassed felt and to get the harasser to consider this.

The group has an alliance with Swinburne University (Melbourne) to assist sporting organizations to limit their liability and ensure ongoing sponsorship through development and implementation of protection systems, including:

- a 1800 Workplace Resolutions Advice Line for managers, coaches and players,
- policy and procedures development,
- early intervention conciliation, case management (all culturally sensitive),
- innovative training for all levels of sport, and
- investigation services.

For more information see www.replay.com.au/discrimination_sport.htm

Victorian Centre for Culture Ethnicity and Health

The Centre for Culture Ethnicity and Health (CEH) is a state-wide organisation funded by the Victorian Department of Human Services to build the capacity of Victorian health service providers to effectively meet the needs of clients and communities from Culturally and Linguistically Diverse backgrounds.

CEH's work with Moonee Valley Melbourne Primary Care Partnership led to the production of the discussion paper *'Engaging Culturally and Linguistically Diverse Communities in Physical Activity'*. The paper identifies and presents key considerations for health and community service providers to include in their planning, implementation and evaluation of physical activity programs for CLD communities.

For more information see <http://www.ceh.org.au/resources/resbyceh.html>



Participation in sport by Aboriginal and Torres Strait Islander peoples and those from CALD backgrounds

The following section provides a summary of reports, census', surveys and publications related to the level of participation in sport by Aboriginal and Torres Strait Islander peoples and people from Culturally and Linguistically Diverse backgrounds (CALD).

All relevant surveys and reports from sporting organisations and the Australian Bureau of Statistics are included, as well as other relevant government reports. Several issues and briefing papers by non-government organisations are also included.

Sporting organisations

Australian Football League (AFL)

The AFL produces a national census which has been conducted on an annual basis since 1993 to monitor player participation rates across 94 development regions of Australia. The AFL census is compiled with the cooperative efforts of the peak Australian football organisations in each state and territory.

Cricket Australia

To determine the number of players registered throughout Australia each year, Cricket Australia joins with the state/territory associations to send census forms to individual clubs. The Cricket Australia census results help provide an insight into the demographics of Australian cricket, and to understand who is playing the game so that appropriate planning and programs can be set up.

Hockey Australia

Hockey Australia commissioned *Street Ryan and Associates* (who also conduct an annual census for the AFL and Cricket Australia) to conduct the first national hockey census in 2004 and followed this up in 2005. The census is intended to become an increasingly important information system for game development, setting targets, and monitoring successes and trends for the long-term enhancement of hockey in Australia.

Tennis Australia

Each year Tennis Australia produces a Health Index which monitors participation in the sport. The 2005–06 *Health Check* revealed that tennis is the fifth most popular form of recreation, exercise and sport in Australia.

Australian Bureau of Statistics (ABS)

Sport and Recreation: A Statistical Overview, Australia, 2006 (Cat. No. 4156.0)

This publication presents a statistical overview of sport and recreation in Australia, using the latest data available from a diverse range of ABS collections. The dominant focus is on sports and physical recreation, with data also being presented for other selected leisure areas, including gambling, hospitality and amusements. Of relevance to this project is Chapter 3.6 which contains statistics on Indigenous peoples' participation in exercise.

www.abs.gov.au/ausstats/abs@.nsf/Latestproducts/BCD4C3452A0816C1CA257191007EAF57?opendocument

Australian Social Trends, 2006 (Cat. No. 4102)

This annual series presents information on contemporary social issues and areas of public policy concern. In the 2006 issue, there is a section on young Aboriginal and Torres Strait Islander peoples and their social and cultural participation.

www.abs.gov.au/AUSSTATS/abs@.nsf/7d12b0f6763c78caca257061001cc588/745333284bfcc3f9ca2571b0000ea8ed!OpenDocument

Australian Social Trends, 2005 (Cat. No. 4102.0)

This annual series presents information on contemporary social issues and areas of public policy concern. In the 2005 issue there is a section on the social and sporting activities of Aboriginal and Torres Strait Islander peoples.

www.abs.gov.au/AUSSTATS/abs@.nsf/2f762f95845417aeca25706c00834efa/afcb1542dad1b520ca25703b0080ccba!OpenDocument

Involvement in Organised Sport and Physical Activity, Australia, 2004 (Cat. No. 6285.0)

This report contains estimates of the number of people aged 15 years and over who were involved in organised sport, in a paid or unpaid capacity, and in a playing or non-playing role, during the 12 months prior to being interviewed. Of relevance to this project is the breakdown of participants either born in Australia, overseas, from a main-English speaking country or from a country other than a main English speaking country.

www.abs.gov.au/AUSSTATS/abs@.nsf/Lookup/6285.0Main+Features1Apr%202004?OpenDocument

Children's Participation in Cultural and Leisure Activities, Australia, 2003 (Cat. No. 4901.0)

This report presents state and national data on a range of cultural and recreational activities, including participation in organised sports by children aged from 5 to 14 years. Of relevance to this project is the number of children involved in organised sport according to country of birth.

www.abs.gov.au/AUSSTATS/abs@.nsf/Lookup/4901.0Main+Features1Apr%202003?OpenDocument

Participation in Sport and Physical Activities, Australia, 2002 (Cat. No. 4177.0)

This publication contains details on the number and characteristics of people who participate in a range of sport and physical activities at national and state level, by age, sex, and frequency of participation. Of relevance to this project is the number of participants (male and female) in sport and physical activities according to country of birth.

www.abs.gov.au/AUSSTATS/abs@.nsf/Lookup/4177.0Main+Features12002?OpenDocument

National Aboriginal and Torres Strait Islander Social Survey, 2002 (Cat. No. 4714.0)

This multi-dimensional social survey of Australia's Indigenous population was designed to enable analysis of the interrelationship of social circumstances and outcomes, including the exploration of multiple disadvantages that may be experienced by Aboriginal and Torres Strait Islander Australians. Of relevance to this project is a table on the participation in sport or physical recreation activities in the last 12 months by Indigenous persons aged over 15 years.

www.abs.gov.au/AUSSTATS/abs@.nsf/Lookup/4714.0Main+Features12002?OpenDocument

Australian Social Trends, 1995 (Cat. No. 4102.0)

This annual series presents information on contemporary social issues and areas of public policy concern. In the 1995 issue there is a special feature entitled 'A Sporting Nation', containing statistics on the birthplace of sporting participants.

www.abs.gov.au/AUSSTATS/abs@.nsf/2f762f95845417aeca25706c00834efa/238af4d9f60043c0ca2570ec00753520!OpenDocument

Other Government Resources

Aboriginal and Torres Strait Islander Peoples: Aspects of Sport and Recreation, 2004

This report was prepared for the Standing Committee on Recreation and Sport Research Group by the National Centre for Culture and Recreation Statistics, Australian Bureau of Statistics. It covers aspects of sport and recreation relating to the Aboriginal and Torres Strait Islander population of Australia. Information is shown on attendance and participation in sporting events and activities; sport and recreation facilities located in Indigenous communities; exercise levels and health status; and the occupations, industry and qualifications of Indigenous people involved in the sport, recreation and leisure sectors.

www.ausport.gov.au/scorsresearch/docs/Indigenous-people-and-sport.pdf

Facts and Stats: Indigenous Participation, Department of Sport and Recreation, Western Australian Government

This publication provides facts and statistics on Indigenous participation in sport in Western Australia.

www.dsr.wa.gov.au/publications/facts%20and%20stats/Indigenous%20Participation.pdf

Non-Government Organisations

Creating a Level Playing Field in More than Just Sport, Centre for Multicultural Youth Issues, 2006

In 2006, the Centre for Multicultural Youth Issues (CMYI) completed the report – *Creating a Level Playing Field in More than Just Sport* – which looked at young people’s access and use of leisure centres within the City of Yarra. This report includes recommendations for making leisure centres more accessible and inclusive of CALD young people.

www.cmyi.net.au/uploads/downloads/cmyi/pdfs/Publications/CMYICityofYarraLeisureProject.pdf

Engaging Culturally and Linguistically Diverse Communities in Physical Activity: A Discussion Paper, Centre for Culture Ethnicity and Health, 2006

This discussion paper examines the issues service providers may experience in engaging culturally and linguistically diverse communities in physical activity.

www.ceh.org.au/docs/resources/resbyceh.html

Report into Good Practice Sports Inclusion Models for Young People from Culturally and Linguistically Diverse Communities, CMYI, 2005

The purpose of this report was to develop good practice models in relation to involving young people from CALD backgrounds in structured sport. Anecdotal evidence obtained from state sporting associations, local government authorities, peak bodies and sports clubs in Victoria suggests that while it appears that a reasonable number of young people from CALD backgrounds are participating in sport, much of this participation is occurring outside the club environment.

Sport and Recreation: What works in engaging newly-arrived young people, CMYI, 2005

This briefing paper prepared for the federal Minister for Multicultural Affairs provides an insight into sport and recreation as a positive tool for involving young people from refugee and migrant communities in healthy, social activities that encourage sustainable connections with the broader Australian society.

Multicultural Sport – Sustaining a Level Playing Field, CMYI, 2002

This paper documents a range of barriers to participation among migrant and refugee young people in sport as well as case studies of initiatives undertaken as part of the CMYI Multicultural Sport and Recreation project.

www.cmyi.net.au/uploads/downloads/cmyi/pdfs/Publications/Sport_sustaining.pdf

Sport: Creating a Level Playing Field – Increasing the participation of young people from ethnic communities in sport, CMYI, 1999

This issues paper outlines and addresses the issues surrounding the lack of participation of migrant and refugee young people in sport and recreation activities in Victoria. The paper also includes examples of best practice initiatives undertaken at the local community level.

www.cmyi.net.au/uploads/downloads/cmyi/pdfs/Publications/Creating_Level_Playing_BW.pdf



Research and Literature Review

Overview of Research Organisations

There is a range of different networks where you can access information on racism in sport and cultural diversity in sport. These include:

National Sport Information Centre

The National Sport Information Centre was established with the merging of the Australian Institute of Sport and the Australian Sports Commission. It is Australia's premier information resource centre for sport and related disciplines. The centre is based within the Australian Institute of Sport campus in Canberra and works cooperately with the members of the Australasian Sport Information Network.

See www.ausport.gov.au/nsic/

State and territory sport libraries

Many of the states and territories have established small sport libraries within their Department of Sport or State Institute/Academies of Sport. Rather than developing extensive collections in each state, they work cooperately in the dissemination of information and make up the Australasian Sport Information Network (see below).

Australasian Sport Information Network

The Australasian Sport Information Network comprises Australian sports information providers who cooperate with each other by sharing expertise, information and experiences, as well as promoting and developing sports information management. Members of the network include:

- *National Sport Information Centre*
- *NSW Tourism, Sport and Recreation* – www.dsr.nsw.gov.au/
- *Northern Territory Institute of Sport* – www.dcdsca.nt.gov.au/dcdsca/intranet.nsf/pages/sr_sport_ntis
- *Queensland Academy of Sport* – www.qasport.qld.gov.au/services/information_centre.cfm
- *Tasmanian Institute of Sport* – www.tis.tas.gov.au/
- *Victorian Institute of Sport* – www.vis.org.au/
- *Western Australian Department of Sport and Recreation* – www.dsr.wa.gov.au/
- *South Australian Sports Institute* – www.recSPORT.sa.gov.au/sasi/resource-centre.html

See www.ausport.gov.au/nsic/auspin.asp

Standing Committee on Recreation and Sport (SCORS) Research Group

The SCORS Research Group is a sub-committee of the Standing Committee on Recreation and Sport. It consists of representatives from each of the state and territory departments of recreation and sport, the Australian Sports Commission and the Commonwealth Department of Communications, Information Technology and the Arts.

The group's role is to improve the range and quality of information about sport and recreation, including data and research on physical activity trends, sport and recreation participation, economic impacts and social benefits.

Its current information priorities include: children's and adult's participation in sport and recreation; barriers and motivators to participation; involvement in organised sport; and Indigenous sports participation.

See www.ausport.gov.au/scorsresearch/aboutus.asp

National Sport and Recreation Industry Database and Directory

The National Sport and Recreation Industry Database and Directory contains thousands of tables of information on sport and recreation assembled from various unpublished Australian Bureau of Statistics data collections. It can be viewed at *Sport and Recreation Victoria*, by calling (03) 9666 4200 to make an appointment.

Australian Society for Sports History

The Australian Society for Sports History is one of the largest sports history organisations in the world, incorporating members largely from Australia and New Zealand, but also from countries globally. The society aims to promote, stimulate and encourage discussion, study, research and publications on sporting traditions, with special reference to Australia. It also aims to publish study materials and liaise with interested individuals and institutions. It produces *Sporting Traditions*, a journal that promotes the study of sport in society, whose articles deal with the economic, political, social, legal and philosophical significance of sporting activity.

See the Twitter account of the Australian Society for Sports History.

Literature Review

The following is a brief compilation of literature on racism in sport and cultural diversity in sport supplied by the Australian Sports Commission's National Sport Information Centre.

Racism in sport

Title: *Racial discrimination and harassment*
Author: Australian Sports Commission. Sports Ethics Unit
Publisher: Australian Sports Commission, Canberra, Australia
Publication year: 2005

- Title:** *The equaliser*
Author: Hadfield, W., Long, M., Egan, T., Ah Kit, J., Tickle, M.
Publisher: Sports Factor, Australia, 2 April 2004
Publication year: 2004
- Title:** *The changing culture of sport and society: Bridging social divides through sport*
Author: Lapchick, R. E.
Publisher: Our Sporting Future National Conference
Publication year: 2004
- Title:** *Racism in Australia: Findings of a survey on racist attitudes and experiences of racism (National Europe Centre Paper No. 77)*
Author: Dunn, K.M.
Publisher: Paper presented at *The Challenges of Immigration and Integration in the European Union and Australia* conference, University of Sydney, Australia, 18–20 February 2003
Publication year: 2003
- Title:** *The black man's burden*
Author: Drane, R.
Publisher: Inside Sport, Sydney, Australia
Publication year: 2002
- Title:** *Beyond reconciliation: Fight for real justice for Aborigines*
Author: Brennan, D.
Publisher: Freedom Socialist Bulletin, Melbourne, Australia, Summer–Autumn 2001
Publication year: 2001
- Title:** *Cathy Freeman and the politics of sport*
Author: Behrendt, L.
Publisher: Journal of Australian Indigenous Issues, March 2001
Publication year: 2001
- Title:** *Sport, immigration restriction and race: The operation of the white Australia policy*
Author: Honey, A.
Publisher: Sport, Federation, Nation (Cashman, R. (ed.), Walla Walla Press, Sydney, Australia
Publication year: 2001
- Title:** *Australia's Blackest Sporting Moments*
Author: Hagan, S.
Publisher: Ngalgga Warralu Publishing Pty Ltd., Australia
Publication year: 2001
- Title:** *The Status of Sport in Rural and Regional Australia*
Author: Dr. Stephen Mugford
Publisher: Confederation of Australian Sport and the Australian Sports Commission
Publication year: 2001

- Title:** *Combating vilification: The AFL and NRL anti-vilification rules*
Author: Warren, I.
Publisher: ANZSLA Commentator, Melbourne, Australia
Publication year: 2000
- Title:** *Playing the game: Is sport as good for race relations as we'd like to think?*
Author: Godwell, D.
Publisher: Australian Aborigine Studies, Canberra, Australia
Publication year: 2000
- Title:** *Tackling racial hatred: Conciliation, Reconciliation and Football*
Author: McNamara, L.
Publisher: Australian Journal of Human Rights, Sydney, Australia
Publication year: 2000
- Title:** *Good sports: Australian sports and the myth of the fair go*
Author: Kell, P.
Publisher: Pluto Press, Australia
Publication year: 2000
- Title:** *Rules beyond the game*
Author: Sidoti, C.
Publisher: *How you play the game: Papers from the First International Conference on Sports and Human Rights, Sydney, Australia, 1-3 September 1999*
Publication year: 1999
- Title:** *The new racial stereotypes of the 1990s*
Author: Lapchick, R. E.
Publisher: *How you play the game: Papers from the First International Conference on Sports and Human Rights, Sydney, Australia, 1-3 September 1999*
Publication year: 1999
- Title:** *Kicking rights into touch*
Author: James, M.
Publisher: *How you play the game: Papers from the First International Conference on Sports and Human Rights, Sydney, Australia, 1-3 September 1999*
Publication year: 1999
- Title:** *Levelling the playing field...: Indigenous footballers, human rights and the Australian Football League's racial and religious vilification code*
Author: Gardiner, G.
Publisher: *How you play the game: Papers from the First International Conference on Sports and Human Rights, Sydney, Australia, 1-3 September 1999*
Publication year: 1999
- Title:** *The enemy within: Michael McLean fought racism and history to put the Northern Territory and Aborigines on the AFL map*
Author: Gardner, G.
Publisher: Total Sports Monthly, Sydney, Australia, March 1999
Publication year: 1999

- Title:** *Policing racism at football matches: An assessment of recent developments in police strategies*
Author: Garland, J., Rowe, M.
Publisher: *International Journal of the Sociology of the Law*, London, United Kingdom, September 1999
Publication year: 1999
- Title:** *Sport in favour of tolerance and fair play*
Publisher: *Sports Information Bulletin*, Brussels, Belgium
Publication year: 1999
- Title:** *Long stories, big pictures: Racial slurs, legal solutions and playing the game*
Author: McNamara, L.
Publisher: *Australian Feminist Law Journal*, Australia, March 1998
Publication year: 1998
- Title:** *Racism and the Law in Australian Rules Football: A Critical Analysis*
Author: Warren, I., Tsalousis, S.
Publisher: *Sporting Traditions*, Vol. 14, No. 1, November 1997, Sydney Australia
Publication year: 1997
- Title:** *Football fanzines, and discrimination in Australian football*
Author: Smith, A., Rioli, M., Tatz, C., Barber, G., Holt, S., Greenaway, E., Spud, J.
Publisher: *Sports Factor*, Australia, 2 May 1997
Publication year: 1997
- Title:** *Just part of the game? Racial vilification and sport*
Author: Dowse, L.
Publisher: *200 towards 2000: Proceedings of the 7th annual ANZSLA Conference*, Parkville, Victoria, 23–25 October 1997
Publication year: 1997
- Title:** *Football and racism: The AFL's racial and religious vilification rule*
Author: Gardiner, G.
Publisher: Monash University Koori Research Centre
Publication year: 1997
- Title:** *Racism and physical education: A critical indigenist analysis of the Senate Standing Committee's report on physical and sport education*
Author: Rigney, L.H.
Publisher: University of South Australia, Adelaide, Australia
Publication year: 1997
- Title:** *Aboriginality and Rugby League in Australia: An Exploratory Study of Identity Construction and Professional Sport*
Author: Godwell, D.J.
Publisher: Faculty of Graduate Studies and Research, Department of Kinesiology, University of Windsor, Ontario, Canada
Publication year: 1997

- Title:** *Sport and Reconciliation: Fair Play for all Australians*
Author: Godwell, D.
Publisher: AGPS for the Council for Aboriginal Reconciliation
Publication year: 1996
- Title:** *The Sport of Racism*
Author: Tatz, C.
Publisher: *Australian Quarterly*, Sydney, Australia, Autumn 1995
Publication year: 1995
- Title:** *Michael Long's true colours*
Author: Stapleton, R.
Publisher: *Inside Sport*, Sydney, Australia, July 1995
Publication year: 1995
- Title:** *Stop the Rot: Stamp Out Racism*
Author: Prenesti, S.
Publisher: Soccer Australia, Melbourne, Australia, July/ August 1995
Publication year: 1995
- Title:** *Crackdown on racism in sport*
Author: Gordon, M.
Publisher: Australian, Sydney, Australia, 20–21 May 1995
Publication year: 1995
- Title:** *The Dark Side of Australian Sport*
Author: Tatz, C.
Publisher: *Inside Sport*, Sydney, Australia, May 1995
Publication year: 1995
- Title:** *Racism and Sport in Australia*
Author: Tatz, C.
Publisher: Institute of Race Relations (Sivanandan, A. (ed.)), *All in the game: sport, race and politics*, London, United Kingdom
Publication year: 1995
- Title:** *Obstacle race: Aborigines in sport*
Author: Tatz, C.
Publisher: New South Wales University Press, Sydney, Australia
Publication year: 1995
- Title:** *Intolerance in sport – tolerance through sport*
Publisher: *Sports Information Bulletin*, Brussels, Belgium, October 1995
Publication year: 1995
- Title:** *Crowd violence in Australian sport*
Author: John O'Hara (Ed.)
Publisher: ASSH *Studies in Sports History*
Publication year: 1992
- Title:** *Promoting anti-racist policy and practice*
Author: Lashley, H.
Publisher: *Sport and Leisure*, London, United Kingdom, November/December 1991
Publication year: 1991

Cultural diversity in sport

- Title:** *Kids get active through traditional Arabic games*
Author: Sportshorts: NSW Tourism Sport and Recreation, Silverwater, Australia, April 2005
Publisher: NSW Tourism Sport and Recreation
Publication year: 2005
- Title:** *Culturally and linguistically diverse youth embrace surf lifesaving*
Author: Molloy, J.
Publisher: Australasian Parks and Leisure, Autumn 2004
Publication year: 2004
- Title:** *Physical activity and fitness of Vietnamese adolescents: Cultural, environmental and socio-economic factors*
Author: Chu, B.B.
Publisher: Victoria University of Technology, Melbourne, Australia
Publication year: 2003
- Title:** *Analysis of constraints to sport and leisure participation – the case of Korean immigrants in Western Australia*
Author: Tcha, S.S., Lobo, F.
Publisher: World Leisure Journal, Okanagan Falls, B.C., Canada
Publication year: 2003
- Title:** *Physical activity in culturally and linguistically diverse communities: Consultations with the Italian, Greek and Serbian communities in the northern Sydney area*
Author: Krolic, P.
Publisher: Northern Sydney Health Promotion, Sydney, Australia
Publication year: 2002
- Title:** *Cultural and ethnic diversity and leisure*
Author: Taylor, T.
Publisher: Celebrating inclusion and diversity in leisure, (Patterson, I. (ed.)), H.M. Leisure Planning Pty Ltd, Williamstown, Australia
Publication year: 2001
- Title:** *Sport and the Australian Greek: A historical study of ethnicity, gender and youth*
Author: Georgakis, S.
Publisher: Standard Pub House, Rozelle, Australia
Publication year: 2000
- Title:** *Sport, communities and identities: A case study of race, gender and ethnicity in South Sydney sport*
Author: Little, C.
Publication year: 2000
- Title:** *Perspectives on sport: Voices of women from non-English speaking backgrounds*
Author: Taylor, T., Toohey, K.
Publisher: ACHPER Healthy Lifestyles Journal, Hindmarsh, South Australia
Publication year: 1998

- Title:** *Australian migrant women and physical activity: Attitudes, barriers, preferences and participation*
Author: Lee, C.
Publisher: ACHPER Healthy Lifestyles Journal, Hindmarsh, South Australia
Publication year: 1998
- Title:** *Issues of inclusion in a culturally diverse country: Dilemmas in recreation provision*
Author: Taylor, T.
Publisher: Australian Parks and Leisure, Bendigo, Australia, December 1998
Publication year: 1998
- Title:** *Strategies to improve sport participation of females from non-English speaking backgrounds*
Author: Taylor, T., Toohey, K.
Publisher: Australian Sports Commission, Canberra, Australia
Publication year: 1998
- Title:** *Sport and women from culturally and linguistically diverse backgrounds*
Author: Taylor, T., Toohey, K.
Publisher: Leisure, people, places, spaces. Proceedings of the 3rd Conference of the Australian and New Zealand Association for Leisure Studies, Newcastle, Australia; University of Newcastle, Department of Leisure and Tourism Studies
Publication year: 1997
- Title:** *Sport and Vietnamese-Australians: Just how open are Australian sporting institutions to our Vietnamese population?*
Author: Smith, A., Cathcart, J., Ng Yen, P., Wilson, S., Nguyen, L., McAllion, M., Zammit, S., Pham, A.
Publisher: Sports Factor, Australia, 4 April 1997
Publication year: 1997
- Title:** *Sporting Immigrants: Sport and Ethnicity in Australia*
Author: Mosely, P.A., Cashman, R., O'Hara, J., Weatherburn, H. (Eds).
Publisher: Walla Walla Press, Sydney, Australia
Publication year: 1997
- Title:** *Ethnic barriers to sports participation*
Author: Taylor, T., Toohey, K.
Publisher: Australian Parks and Recreation, Canberra, Australia, Winter 1995
Publication year: 1995
- Title:** *Ethnicity and soccer in Australia*
Author: Australian Society for Sports History
Publisher: Australian Society for Sports History
Publication year: 1994
- Title:** *Adolescent leisure activities – social-class, sex and ethnic-differences*
Author: Poole, M.E.
Publisher: Australian Journal of Social Issues, Haymarket, Australia
Publication year: 1986



Conclusion and Key Issues

Sport has long played an important social and cultural role in Australia. It provides a form of social glue which binds communities and creates a broader, more unified society. Sport has enriched the Australian language and added to its humour. It has developed a rich celebrity culture as well as revered sites and traditions.¹

To many, sport is everything. The legendary Liverpool (UK) football manager Bill Shankly once remarked: “Some people think football is a matter of life and death . . . I can assure them that it is much more serious than that”.² And in Australia such a sentiment often seems very true. Take, for instance, the most mentioned media items recorded by Media Monitors during 3–9 July 2006: the FIFA World Cup drew 19,330 mentions; the Wimbledon tennis tournament scored 14,648; there were 8,774 mentions about the State of Origin rugby league final; followed by 8,072 mentions regarding North Korea test firing seven long-range missiles which sparked world-wide condemnation. At times, sport can eclipse everything else in this country.³

But why do people choose to participate in one sport over another? The answers to this are as diverse as the number of sporting activities in this country; people’s choices are influenced by their parents, their friends, access and barriers to different sports, cost, physical attributes, and the list goes on.

But there is one constant when it comes to sport – if participants find involvement in their sport of choice enjoyable and fulfilling then they will be more likely to continue into their adult lives. An enjoyable early experience increases the chance of lifelong participation with that sport, be it as a player, coach, administrator or official. As such, it is a priority of Australia’s sporting organisations today that their policies and programs are focused on making sure that their sport is fun, safe, inclusive, healthy and fulfilling to people of all backgrounds who participate.

Sport increases social capital

Sport plays an important role in creating ‘social capital’ and helping communities develop trust, openness and respect for different individuals and groups. This can lead to greater cooperation and a higher level of unity and social cohesion within those communities.

Social capital is an umbrella term used to describe the institutions, relationships, attitudes and values that govern interactions among people and contributes to economic and social development.⁴ Broadly speaking social capital is comprised of three core components – norms, networks and trust.

Waleed Aly, a member of the Islamic Council of Victoria, said “Aged six, I was asked at my local football clinic to play football against 10 years olds. At seven, I was playing cricket in the under 12s and took a hat-trick. At school, people wanted to be on my team and all of a sudden I wasn’t so foreign. In those formative years I was not playing a game; I was creating social capital.”⁵

While social capital is hard to quantify, its benefits are real and significant, and should not be forgotten when identifying the value of sport and its role and effect in community building.

Policy Director of Jesuit Social Services Father Peter Norden said: “Clubs used to represent local communities. Now they represent communities of common interest, not necessarily with a common geographical base. Affiliation with a club could become one of the significant social connections of the future”.⁶

Health and social benefits of sport for Indigenous and CALD communities

For many Australians, sport and exercise offer an opportunity for different individuals and community groups to come together and interact on a social level. Researchers suggest that taking part in social activities helps encourage healthy family environments, build stronger communities and enhance cultural identity.⁷

Sport can also provide a vital pathway to improving the social and economic wellbeing of Indigenous communities and plays a very important part of contemporary Aboriginal and Torres Strait Islander life. It is a means to enhance better health and has the potential to create positive individual and community well-being and life choices.

Research conducted by the Curtin University Indigenous Research Centre in 2000, showed that the AFL *Kickstart* program increased: self-esteem and confidence; community cohesion and sense of purpose; individual well being and awareness of healthy lifestyle issues and; school attendance and academic achievement. The research also showed that the program decreased: community level vandalism; alcohol and substance abuse and; anti-social behaviour and crime at public events and locations.

As such, many sporting programs now aim to: increase and retain the number of Indigenous people actively participating in structured sport longer term; build genuine community sports capacity; promote and provide the necessary support for mainstream sporting pathways and development opportunities for talented Indigenous sportspeople.

Sport is also very important for people from CALD backgrounds. The Centre for Multicultural Youth Issues states that “resettlement issues, such as cultural differences, language barriers and disrupted schooling can make the adjustment into Australian society (for people from a CALD background) difficult.”⁸

Professor of sociology at La Trobe University in Melbourne John Carroll said: “According to the criterion of where most Australians are likely to find group attachment – that is, a sense of meaningful belonging to a collectivity – three domains stand out – work, family and sport”.⁹

Many immigrants have found that sport has helped them become involved in the community and interact with people from different backgrounds. AFL CEO Andrew Demetriou explains: “To many people football is a fantastic introduction to life in this country. People may not share the same language, same beliefs or same heritage, but they can join together and certainly share the same passion for a football club.”¹⁰

KEY ISSUES

Intense competition for new members

One of the most difficult challenges facing national sporting organisations in today's environment is the diverse range of choices that people have for leisure and recreational pursuits.

As a result there is intense competition between sports to attract new participants, with many codes now injecting significant resources into junior, Indigenous and CALD community development. To remain popular, sporting codes realise that they must constantly evaluate their performance, analyse the challenges and identify areas where they can grow the number of participants.

The Australian Football League (AFL) leads the way in this area, devoting unprecedented resources to developing the game amongst their existing base of players, administrators, coaches, officials, referees and volunteers, as well as promoting the game to potential participants, particularly those from non-traditional markets.

The AFL and state and territory football bodies invested more than \$30 million in the development of the game in 2005 through strategies and programs designed to grow the game at the community level. This commitment to investment has seen the number of players increase by 102,000 in the past five years. In September 2006, they launched '*Next Generation – Securing the Future of Australian Football*', which will result in the biggest ever investment in game development. A total of \$208 million will be spent over the next five years on growing the game in schools, juniors, club recreation, women's football and Indigenous and multicultural programs.

However, not all sporting codes have the huge financial resources of the AFL, the National Rugby League, the Australian Rugby Union or Cricket Australia. Many sports surveyed do not have the time, staff or financial resources to develop and implement extensive game development programs.

New introduction programs and modified games to attract new participants

Sporting organisations understand that increasing numbers in junior competitions will create a pool of players, coaches and officials that will move into senior ranks and hopefully stay in the sport for life. To attract new participants and create strong junior competitions, many of the sporting organisations have developed introduction programs and modified versions of their sports to generate interest and provide opportunities for young people to learn and participate.

The ASC's Targeted Sports Participation Growth Program, which is currently winding down, has assisted a number of sports, both financially and through support services, to expand active membership in their clubs and associations. By mostly targeting more popular sports with an existing club infrastructure, the program aimed to achieve significant growth in the number of people of all ages participating in grassroots sport.

As part of this program, Softball Australia developed *Play Ball*, while Basketball Australia developed *Aussie Hoops* and Football Federation Australia developed *Football Anytime*. These are just a few examples of the programs the sports surveyed in the report have implemented to attract new participants.

In addition, some sports such as cycling and athletics are characterised by a very large community participation in the activity, but a relatively low membership rate. This is an issue that those national sporting organisations are addressing through targeted participation programs and modified introduction versions of their sport.

While most of these programs are relatively new, having been developed in the past two or three years, the available figures seem to indicate that they are working. What isn't so clear however, is how participation in these programs is translating to increases in club membership.

Gathering information/data on introduction programs and modified games should allow sporting organisations to be able to determine the success of these projects and thereby ascertain whether this is translating into increased membership or not.

Increase of sporting education programs for schools

National sporting organisations recognise the important role that schools play in providing sporting experiences and opportunities to children. As such, there are a range of school-specific sport programs which have been developed by various sporting codes in recent years. These programs can be delivered by teachers or sport development officers, depending on the needs of the school.

These programs include: *EdRugby* – the ARU's national education program for schools; Cricket Australia's *CricKids* resources including *CricKids* Ashes Challenge, *CricKids* School Cricket and *CricKids* Playing in Harmony; and AFL resources such as 'AFL sport education', 'AFL – our national game', 'Eat well play well', 'AFL heritage' and an AFL multicultural schools resource 'Welcome to the AFL'.

The ASC has also designed a website *Sport Working with Education*, which is designed to assist people working in sporting organisations to understand and work more effectively with the education sector, including schools, principals, teachers, administrators, parents and students.

It is hoped that by exposing children to sporting activities within the school environment, more children and young people will make the links with local sporting clubs and organisations and establish a lifelong involvement in sport.

Lack of data/census information on participation in sport (particularly by Indigenous and CALD people)

While there is a plethora of information available on the general number and characteristics of Australian people who participate in sport and recreational activities (including age, gender, frequency and type of participation), very little data is available on the participation rates of Indigenous people and those from a CALD background.

Similarly, there are a large number of reports and surveys about Aboriginal and Torres Strait Islander, migrant and refugee communities, which cover a broad range of study areas; however, once again, very few include details on participation in sport and recreation by these groups.

All of the sporting organisations included in this report were surveyed to see what relevant baseline data they have collected in this area. The only sports to conduct an annual census

to record member participation details were the AFL, Cricket Australia, Hockey Australia and Tennis Australia. However, specific details in these censuses on Indigenous and CALD participation are also very limited.

Many of the sports surveyed recognise the need for this type of data and state that they will be taking pro-active measures to obtain information on these groups in the near future.

It is clear that information provided by a census would enable sports to be more strategic in their planning and provide an in-depth analysis of exactly who is playing their sport and how they can tailor their education, schools, Indigenous and CALD programs to have the greatest impact.

Low levels of involvement in sport and physical activity by CALD groups

As the Australian population has changed in recent decades, participation in sport has also become increasingly diverse. However, there are still particular groups in society who have traditionally low levels of participation in sport and physical activity. These include people from CALD backgrounds, and particularly women from these groups.

The ABS survey on involvement in organised sport and physical activity (2004) showed that a total of 31 per cent of people born in Australia aged 15 years and over were involved in sport (including as players and non-playing involvement) compared to 12.2 per cent of people from 'other than main English speaking countries' (15.6 per cent of males and 8.9 per cent of females).¹¹

Another ABS survey on children's participation in cultural and leisure activities (2003) showed that the participation rate of children between 5-14 years from couple families where both parents were born in Australia is 69 per cent (comprising 75.7 per cent for males and 62.6 per cent for females), compared to 41.5 per cent for both parents born in other countries (comprising 50 per cent for males and 32.4 per cent for females).¹²

The ABS National Health Survey (2001) summary results reported that 'persons born in Southern and Eastern Europe, North Africa and the Middle East report lower levels of physical activity. And persons born in Asia also report lower levels of exercise.'¹³

Strategies and programs aimed at promoting the benefits of sport and physical activity to groups that have a traditionally low level of participation can only help to address this issue.

Low level of participation by CALD communities in organised sport

Of the people from CALD backgrounds who take part in sport, many participate on an informal, social basis in trusted environments, such as schools, leisure and community centres, and not in an organised club environment.

The available research indicates that new arrivals to the country prefer to play sport with people with whom they have a close relationship, such as their friends and peer groups, rather than joining an established club.

In addition, many new arrivals may not know what sporting clubs exist in their area, or how to go about joining a club. Others may feel intimidated or uncomfortable about approaching a club, without the support of friends or peers.

Family, community or religious commitments can also pose barriers to participation, including a restriction of the days or times certain faiths can play or train; the type of food that can be eaten at functions; when food or drink may be taken; and the clothing that may be worn, particularly by women.¹⁴ Other things that limit women's participation in sport include: language barriers (a particular problem for newly-arrived migrants and older women), limited information, limited resources and limited transport.

Gavin Brown from the Victorian Aboriginal Youth Sport and Recreation Organisation argues that for a long time the structures in sport haven't catered for different cultural groups. "They cater for a mono-cultural society where you train on a Tuesday and Thursday and you play on a Saturday or Sunday."¹⁵

Creating links and establishing partnerships with CALD communities will help codes promote their sport to these groups and may lead to increased levels of participation.

Recognition for sporting participation to reflect Australia's population demographic

Since 1945 more than 6.5 million people have come to Australia as new settlers and more than 660 000 people have arrived under humanitarian programmes, initially as displaced persons and more recently as refugees.

Today, nearly one in four of Australia's 20 million people were born overseas. The number of settlers arriving in the country between July 2004 and June 2005 totalled 123 424 - coming from nearly 200 countries.¹⁶

Surf Life Saving Australia is just one sporting organisation that understands that their membership growth has been limited to a predominantly white Anglo-Australian demographic and that they need to target ethnic communities to participate in life saving. In 2000 they commissioned a research report, called '*Sound the Siren*', to examine why the range of nationalities that make up their total membership was not comparable with the overall population of Australia. The organisation has used the results from this report to implement strategies to target membership from a diverse range of community groups.

Cricket Australia has also acknowledged the need for the game to embrace Australia's changing population and to develop strategies to foster greater participation and inclusion from non-traditional cricket groups. In the last few years the organisation has been proactive in encouraging participation amongst juniors, CALD communities and Indigenous people through a comprehensive range of programs and resources.

These examples demonstrate the importance of sporting organisations monitoring their participation data to determine whether their membership reflects the wider community. If it is not a close reflection, it would be prudent to investigate the reasons why and then implement strategies to target membership from these groups.

Barriers to participation for Indigenous people

National, state and territory sporting organisations have extensive Indigenous sports programs in place, however there remain a range of barriers to participation in sport for Aboriginal and Torres Strait Islander peoples, which include:

- the difference and diversity of geographical location
- the exclusiveness of the current structure of some sports

- lack of financial resources
- lack of role models working in and playing the game
- lack of information and knowledge about the game, and
- the need for respect.¹⁷

Sporting organisations understand that family and community ties are enormously important to the Indigenous people; as such they are starting to base their programs around sporting activities that have children learning fundamentals of the game in conjunction with older family members, who take on a coaching or management role.

Hockey Queensland has developed programs that involve the whole community. In fact, gaining the support of Elders, parents and school teachers has been critical to the success of their Remote and Indigenous Communities Hockey Program. Another vital consideration is to develop and support locally-based coaches and administrators who can take over the management of development programs after they are up and running.

By auditing their structure and set-up to see what barriers exist for the participation of Indigenous people in their sport, sporting organisations can then implement measures to address these if required.

Barriers to participation for CALD communities

There are also many barriers to participation in sport faced by people from a CALD background, such as:

- coming from countries without structured community-based sport
- lack of familiarity with sporting clubs and environments and available services/activities
- lack of understanding of the rules of some sports or lack of confidence in their physical ability to play certain sports
- absence of effective public transport
- potential threat or experience of discrimination or racism
- feelings of isolation
- language barriers
- alcohol consumption being perceived as a main activity of sports clubs
- cost of activities and equipment, and
- family or cultural communities may take priority over sport.¹⁸

Young women from a CALD background are particularly limited from participating in sport due to barriers within their own communities and those that they face from sporting organisations. These may include; culturally inappropriate uniform requirements, lack of female coaches, and a lack of appropriate facilities or programs to participate in.

Some of the sports surveyed indicated that they had no specific focus on increasing participation amongst Indigenous or CALD communities as their sports already encouraged participation from everyone, irrespective of race or background. While this approach is fair in principle, it fails to recognise the barriers to participation that may exist for these groups

to become involved in their sport – such as the high cost of equipment, membership fees, access to training and competition venues – that if investigated and addressed could result in greater inclusion and participation.

Cross cultural awareness training

Education and cross cultural understanding can go a long way towards breaking down barriers and opening up channels of communication. The ASC's Indigenous Sport Program developed a sport-specific cross-cultural awareness training package in 2000 to provide a basic understanding and appreciation of issues, culture, protocols and history of Indigenous Australians, and to promote awareness of their experiences and culture in a sport-specific environment.

The *Cross Cultural Awareness Package – Understanding and Tolerance* includes a one-day training course and provides practical advice for working with Indigenous communities. A range of national and state sporting organisations have received this training.

The package is currently being reviewed and updated, with consideration being given to broadening the scope of the program to include a focus on multicultural awareness.

In addition, sporting organisations such as the NRL conduct cross cultural awareness presentations as part of their annual 'Rookie Camp' and the training has also been presented to all ARL Development Officers.

The Rugby Union Players' Association (RUPA) also launched a training program in November 2005 to promote diversity and prevent racial vilification on and off the field.

The program was developed in consultation with the Anti-Discrimination Board of NSW, with key players and RUPA officers trained to deliver workshops to elite and academy rugby players.

Widespread utilization of cultural awareness and diversity training can only help to break down barriers and further increase awareness and understanding between sportspeople.

Indigenous participation and targeted sporting programs

Aboriginal and Torres Strait Islander people demonstrate exceptional ability in a diverse range of sports, but across the board they are still not represented proportionally in sporting organisations. While many sporting organisations have dedicated Indigenous sporting programs there are still many others who have not developed specific initiatives to promote indigenous participation or development.

Many national and state sporting organisations are involved with the ASC's Indigenous Sports Program. The centrepiece of the program is a national network of 50 Indigenous sport development officers working within each of the state and territory departments of sport and recreation. The program also works closely with 16 national sporting organisations to increase participation, infrastructure and skill development in Indigenous communities.

Many of the sporting organisations have also developed their own strategies and programs to encourage Indigenous participation in their sport. For instance, Cricket Australia established a strategic plan titled *Two Cultures: Australia's New Cricket Tradition* in 2002 that outlines

the main barriers to participation, along with key steps to develop programs and provide Indigenous Australians with the opportunity to play cricket.

Athletics Australia's *Athletics for the Outback* program was launched in 2004 by ambassadors Cathy Freeman and former Olympic hurdler Kyle Van der Kuyp. It provides education, participation opportunities and equipment to remote areas. Tennis Australia has also developed its own Indigenous Tennis Program, which aims to develop tennis programs that can be taken to the Indigenous communities.

Basketball Australia has recognised the need to provide initiatives that contribute to the growth of basketball within Indigenous and Torres Strait Islander communities, and Softball Australia continues to work closely with state associations and external delivery organisations to ensure that there are opportunities to develop softball in the Indigenous community.

These are just some of the examples which demonstrate how valuable Indigenous sports programs are in promoting Indigenous participation in sport, and how participation in sporting activities can lead to increased community cohesion.

CALD participation and targeted sporting programs

Some sports surveyed for this report have had no problems encouraging participation from people from a diverse, multicultural background, including soccer, basketball, softball, gymnastics and weightlifting to name a few.

However, people from CALD backgrounds are under-represented in the numbers participating in sporting organisations and competitions, and the range of sports participated in. While some of the major sports in Australia have comprehensive policies and programs in place to encourage the participation of CALD communities, many organisations surveyed have not developed specific initiatives to promote an inclusive environment.

Many sports realise that their long term future is dependant upon embracing all people, irrespective of their age, gender, race, ethnicity, religion or ability. They also understand that the strategies and projects they have implemented (and those of state associations and clubs) will not succeed unless the perceived barriers to participation are addressed and their sport is seen as encouraging diversity and providing a welcoming culture.

Through their multicultural programs, many sports are building strong bonds with diverse communities to develop strategies to encourage their involvement in the game and in the wider community.

There are several new innovative programs which aim to make participation in sport accessible to refugees and new arrivals. The New Arrivals Basketball Program is one such project, which offers basketball training and competition to new and recent arrivals to South Australia. The program provides regular training and games in a welcoming and fun environment that is centrally located, close to public transport and are subsidised.

'*On the Same Wave*' is another new project that aims to provide support to young Australians of all backgrounds, particularly young Australians of Middle Eastern background, to engage in surf lifesaving around Australia. The project aims to achieve greater harmony between all beach users and promote a culture that 'the beach is there to share'.

Once again, these examples show the importance and benefits of dedicated programs to promote participation among people from a CALD background.

Indigenous/CALD sporting development officers

Many sporting organisations surveyed have recently appointed specific personnel to manage and develop Indigenous and CALD programs. The AFL has assembled a dedicated team through its multicultural program to assist and encourage migrant and refugee communities to access Australian football. In 2005, they appointed their first Multicultural Project Coordinator, and five multicultural development officers currently work within the Western Bulldogs, Hawthorn, Collingwood, Essendon and Richmond Football Clubs to implement the program in clubs and schools.

In late 2005, Cricket Australia appointed a Senior Officer – Indigenous Cricket, based in Darwin, to help drive Australian cricket's strategy and increase participation in cricket among Indigenous people. Cricket Australia has also employed Indigenous Cricket Development Officers in several states.

ARL Development is charged with administering a coordinated national development and participation program and has a team of more than 60 National Development Officers engaged in full-time development through schools and coaching clinics.

SLSA has also recently appointed a National Diversity Manager and State Diversity Manager who will be joined by two project development officers to assist with the continued engagement of the CALD communities.

However devoting staff to further these specific projects seems to be a luxury for the larger, better-resourced sporting organisations; many of the smaller organisations surveyed do not have the funds or staff to directly target different community groups.

Importance of sportspeople as role models

Sporting people are commonly elevated to the status of 'modern day gods' in Australian society and with this exalted position comes the responsibility to act as a role model for their sport and the wider community. As cricket legend Sir Donald Bradman said: "It is the responsibility of all those that play the game to leave the game in a better state than when they first became involved."¹⁹

Most of the sporting organisations surveyed have programs whereby prominent athletes competing in their sport contribute to community projects and use their position to promote participation in sport, adopt positive lifestyles and act as role models for others to follow. Indeed, many have it included as a requirement in their contracts.

Sportspeople are also acting as role models to promote a wide range of services and causes in Australia at present. Australian touch football representative Bo De la Cruz recently accepted an invitation to join the National Indigenous Ambassador programme. She will work alongside rugby league legend Arthur Beetson and former Olympic hurdler Kyle Vander-Kuyp to spread the word about government services available in Indigenous communities.

Swimmer Ian Thorpe promotes his own Foundation of Youth program which is dedicated to improving the health and education of disadvantaged children. He has also helped to launch a nation-wide children's reading challenge to direct resources to remote Aboriginal communities where illiteracy is very high.

AFL footballers Adam Goodes and Michael O'Loughlin, champion boxers Anthony and Tony Mundine and rugby league player Amos Roberts led a campaign by high-profile Indigenous Australians to encourage young Aboriginal men to take part in the recent 2006 census.

However, the absence of female sporting role models has long been cited as a contributing factor to the low participation rates of girls in sport and recreation activities. There are many shining examples of these positive role models in Australian sport; they deserve to be championed by their sporting organisations, as well as the community, to inspire and support women.

Sporting events that recognise Indigenous culture

Many sports have developed a range of events to showcase the skills of Indigenous players, at junior and elite levels, and to celebrate the importance and influence of Aboriginal culture.

One of the findings from a study on Aboriginality and rugby league in Australia was the importance of 'all Aboriginal sporting carnivals in sustaining community pride and fulfilling Aboriginal culture and social needs. These all-Aboriginal spaces provided invaluable opportunities for Aboriginal people to re-establish and maintain cultural ties within their community'.²⁰

The AFL has organised events such as the AFL club and Indigenous AFL All Stars match; the annual Sydney vs Essendon match at Telstra Stadium for the Marngrook Trophy; 'Dreamtime at the G' played between Richmond and Essendon; and the first NAIDOC-themed match between Richmond and Essendon.

Cricket has established the Imparja Cup; an all-Indigenous cricket carnival, first held in 1994 as a Northern Territory community-based event between Alice Springs and Tennant Creek. Since then, it has expanded to become a national tournament and an important fixture on the Australian cricket calendar.

The contribution of Indigenous players to the game of rugby league is celebrated during the annual NAIDOC Week, which many NRL clubs support through a range of activities and events.

These events are an important way to celebrate Aboriginal and Torres Strait Islander peoples' contribution to sport and show recognition and respect for their culture.

Targeting discrimination, harassment and abuse

Sport is not immune from acts of discrimination, harassment and abuse; rather it often provides an environment which can lend itself to conduct which is not only inappropriate, but also unlawful. Rather than ignore this reality, all sporting organisations surveyed have policies in place to protect their members from discrimination, harassment, abuse and other inappropriate conduct.

The Australian Sports Commission (ASC) has played a lead role in assisting the sport industry to formulate policies, practices, programs and resources to address ethical issues and enhance ethical conduct in Australian sport. Their Harassment-free Sport Strategy has been a key initiative to assist sporting organisations address harassment, discrimination and abuse issues and they provide a range of resources, policy templates, training programs and other information to help sporting organisations create safe and harassment-free environments.

State and territory sport and recreation departments, along with state equal opportunity and anti-discrimination commissions, also help promote the strategy and deliver Harassment-free Sport training programs to the organisations with which they work.

Play by the Rules compliments the ASC's Harassment-free Sport Strategy by providing online information and training on how to prevent and deal with discrimination, harassment and child abuse. Most sporting organisations surveyed referred to *Play by the Rules* in their member protection information or had links to the website and resources.

By continuing to utilise Harassment-free Sport, *Play by the Rules* and state sport and recreation training programs, sporting organisations will help to create an environment free from discrimination, harassment and abuse.

Member protection policies

'Member Protection' is a term that is now widely used in the sports industry. It describes the practices and procedures that sporting associations have put in place to protect their members – including players/participants, administrators, coaches and officials – from harassment and inappropriate behaviour.

The ASC has developed a Member Protection Policy template designed to assist organisations to write their own sport-specific policy to deal with complaints of harassment, discrimination, child abuse and other inappropriate behaviour. It provides key policy statements on issues such as anti-harassment and discrimination; codes of conduct that are relevant to all state/territory member associations, clubs and individuals; guidelines on state/territory child protection legislative requirements; and processes such as complaint handling.

All national sporting organisations surveyed have member protection policies and codes of conduct in place, which are disseminated to state and regional associations, and individual clubs. These policies reaffirm the sporting bodies' commitment to eliminating discrimination, harassment, child abuse and other forms of inappropriate behaviour from the sport and ensuring that everyone is aware of their legal and ethical rights and responsibilities.

However, the adoption of member protection policies themselves is just the first step in providing members and participants with protection. The successful implementation and enforcement of these policies requires the cooperation and commitment of sporting associations and participants at all levels.

To this end, various national sporting organisations have developed their own websites, information kits or national membership administration systems which contain a variety of game development policies and procedures and administrative resources to assist regional associations and affiliated clubs with implementing and understanding them. The ASC's *Club Development Network*, which provides a range of guidelines and information, is also widely used and referred to.

The issue of crowd behaviour

Fans targeting players for racist abuse has a long history in Australian sport. A fan described her views: "*Of course I sing out 'black bastard', but I don't mean it. It's all part of being at the footy on a Saturday arvo. The media makes too much of [racial taunts]. It's just a way of letting out your feelings.*"²¹

An increase in incidents of poor crowd behaviour in recent times has signaled that this battle has yet to be won. The crucial issue for sport and sporting codes in Australia in the foreseeable future will be how the governing bodies respond to incidents of racial abuse.

Following incidents of racial abuse by spectators at Australian cricket venues in the 2005–06 season aimed at the touring South African and Sri Lankan teams, Cricket Australia moved swiftly to address the issue and has begun canvassing a range of options to eliminate racist abuse by spectators.

And following ethnic-based violence at a NSW Premier League soccer match in 2005 which resulted in a near riot, the NSW Parliament passed laws which will see violent fans banned from attending matches for up to 10 years, as well as bans on national and political symbols at soccer grounds and on club insignia. In addition, clubs will have to share information on troublemakers with police, provide separate seating for avid fans, and removed inflammatory material from club websites.²²

New strategies are necessary and tough laws help but the attitudes that give rise to racist behaviour at sporting events do not seem to have shifted a great deal. For instance, a recent survey of cricket fans indicates that opinion is divided on the contentious behaviour of Australian crowds. Many seem to think there is no problem at all. A poll on cricket website baggygreen.com.au found that 46 per cent of 12,000 respondents believed crowd behaviour had been acceptable during the 2005–06 summer season.²³

Journalist Alex Brown summed this up. “This, of course, is not merely the problem of Cricket Australia. This is a national issue. Our reputation as a fair and tolerant sporting nation has taken a battering in recent years. Yet the biggest problem is not how we are perceived outside our borders, but rather how we perceive ourselves. If, after the Jones controversy (Australian cricket TV commentator Dean Jones reportedly referred to South African Muslim batsman Hashim Amla as a “terrorist”), we tolerate the outburst and roll our collective eyes at the whistleblower, we have a problem far more serious than mere overseas perception.”²⁴

Former head of News and Current Affairs at the ABC, Peter Manning, said: “I remember being at a crucial Bulldogs versus Roosters semi-final a few years ago when a bunch of Roosters fans in the Sydney Football Stadium members enclosure began taunting champion goalkicker Hazem el Masri because of his Arab and Muslim background. Their abuse was disgusting and, despite objections, continued all match.” Manning asks the pertinent question: “How much of this abuse exists because the abusers are sure their insults reflect the feelings of the crowd around them?”

The issue of racial abuse by spectators is a growing concern. Comprehensive measures have been taken in Europe to address the problem, particularly in football. It is an issue that Australian sporting organisations will need to pro-actively address to ensure the sporting public is in no doubt that this sort of behaviour will not be tolerated.

The benefits to sport

There is no doubting that the benefits of encouraging greater cultural diversity and interaction between Indigenous and CALD people to individuals and sporting clubs are immeasurable. They include:

- increased membership base and more funds for club activities,
- the opportunity to increase the number of skilled or gifted players in a club,
- more potential volunteers or administrators,
- lifting the profile of a club in the local community and beyond,

- learning more about other cultures,
- more spectators and increased social benefits associated with new members and their family groups,
- assist new arrivals to settle in,
- raise the awareness of the benefits of sport in culturally diverse families, and
- builds relationships between cultures.

By implementing policies to take advantage of these opportunities and benefits, sporting organisations will be laying the groundwork for a successful (and diverse) future.

Endnotes

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Acknowledgements

Special thanks to Paul Oliver for all his work on compiling, writing and producing the report.

Thanks to Lisa Thompson for researching and writing the baseline data and literature review, and for designing and desktopping the report. Also thanks to James Iliffe for writing the federal and state government section and for editing the entire report.

Thanks to HREOC Executive Director Diana Temby, Margaret Donaldson and the team at the race discrimination unit, Jan Payne from the Public Affairs Unit, and Mark Joel for assistance researching relevant articles.

Many thanks to Adrian Burn and Malgorzata Anczewska (Department of Immigration and Citizenship), Brett Espeland, Debbie Simms, Paul Donohue, Carl Currey, Melinda Turner and Fatima Kourouche (Australian Sports Commission) and Greg Blood (ASC National Sport Information Library). Thanks to Mary Duncan (Play by the Rules) for arranging several meetings, and the members of the Play by the Rules Management Committee for promoting the report to their contacts.

Appreciation to contacts from each state and territory department of sport and recreation and equal opportunity/anti discrimination commissions, including: Katrina Aird (Office of the Anti-Discrimination Commissioner Tasmania), Kate Mirowski (Sport and Recreation TAS), Anthony Bowd (VicSport), Peter Gourlay, Merryn Bellamy and Kavitha Chandra-Shekeron (Victorian Equal Opportunity and Human Rights VIC), Bruce Drake, David Rees and Jeanette Webb (NSW Department of Tourism, Sport & Recreation), Michael Jerabek (Anti-Discrimination Board NSW), Kate McCormack (Anti-Discrimination Commission of QLD), Paul Knight (Sport & Recreation QLD), Sue Rhodes (NT Anti-Discrimination Board), Annette Duncan (NT Department of Sport and Recreation), Janet Skewes (SA Equal Opportunity Commission), Richard Mellon and Laura Perdue (Office of Recreation and Sport SA), Jenny Earle (ACT Human Rights Commission), Brett Maron (Sport and Recreation ACT), Marc Newhouse (Equal Opportunity Commission of WA) and Grant Trew (WA Department of Sport and Recreation).

The report would not have been possible without the input from the various national and state sporting organisations. Special thanks to: Cheryl Bollard (Australian Wrestling Union Inc), Jarrod Greedy and Michael Haynes (Basketball Australia), Tom Skulander (Cycling Australia), Matthew Bulkeley (Football Federation Australia), Grant Birse (Netball Australia), Geoff Shaw and Greg Denny (Australian Rugby Union), Matthew Francis (National Rugby League) and Steve Palin (Australian Rugby League), Chris Giles and Lee Howell (Surf Life Saving Australia), Andrew Hamilton (Triathlon Australia), Sally McGrady (Athletics Australia), Nick Hatzoglou (Australian Football League), Ted Tanner (Boxing Australia Inc), Peter Young, Tiffany Harman, Neil Dalrymple and Michael McGregor (Cricket Australia), Brendan Denning (Hockey Australia), DiAnne Lilburn (Softball Australia), Mark McAllion (Tennis Australia) and Touch Football Australia.

Thanks also to the following people for their time in meeting and sharing ideas and information: Russell Ebert (Port Adelaide Football Club), Yvonne Soper (National Rugby Union Players'

Association), Keith Wise (Football Federation Victoria), John Lupio (Western Districts Torros Soccer Club), Ellie Pietsch (Sandridge Life Saving Club), Danny O'Brien (Basketball SA), Dr Mary Jones (The Replay Group), Assunta Morrone (Centre for Multicultural Youth Issues), Graeme Orr (Griffith University), Luke McNamara (University of Wollongong), Ian Warren (formerly Victoria University), Toni Buti (Murdoch University) and Laksiri Jayasuriya (University of WA).