



MT ALEXANDER WOMEN'S SPORTS CLUB

First Nations Inclusion Action Plan

Purpose and Scope

The Mount Alexander Women's Sports Club (MAWSC or the Club) First Nations Inclusion Action Plan (the Plan) outlines actions the Club will take to increase the accessibility, inclusion and participation of First Nations people in all activities of the Club. This Plan is based on principles outlined in the MAWSC First Nations Inclusion Policy, and seeks to provide tangible actions for the Club to undertake in support of this policy.

The Plan is to be viewed as a working document for annual review and actions evaluated for their continued relevance, or adapted according to changing needs and evolving understandings.

Action Plan Context

This Action Plan and the MAWSC First Nations Inclusion Policy was developed in consultation with Rebecca Phillips who is a proud Djaara and Bpangerang woman of Central and Northeast Victoria. Known as Bec, she is very passionate about her Culture and Country.

All actions listed should be understood within the context of key concepts relating to the current and ongoing processes to build understandings, relationships and reconciliation between First Nations and non-First Nations people in Australia. For information and greater understanding, some key concepts are outlined below.

Facts, concepts, definitions and MAWSC statement of intent

<p>Reconciliation</p>	<p><i>‘Reconciliation’ is about Aboriginal and non-Aboriginal Australians talking, walking, and working together to overcome the division and inequality between Aboriginal and non-Aboriginal Australians. It is about addressing and acknowledging our true history and righting the wrongs. It is not one act but a journey that requires a commitment from non-Aboriginal Australians to take ownership and responsibility for their own learning and role in the process of reconciliation (Reconciliation Victoria).</i></p> <p>Reconciliation also means addressing racism and discrimination and encouraging respect for Aboriginal and Torres Strait Islander peoples. A reconciled Australia is one where the rights, cultures and histories of all our First Nations peoples are valued and championed in all areas.</p> <p>An Acknowledgement of Country is a way for other people to acknowledge and pay respects to the Traditional Owners of the land on which they are speaking/playing. Unlike a Welcome to Country, an Acknowledgement of Country can be given by any non-Aboriginal person or an Aboriginal and Torres Strait Islander person who is not a Traditional Owner.</p>
<p>MAWSC Commitment</p>	<p>Supporting reconciliation for MAWSC means working as a community to overcome the disadvantage and inequity that exists between Aboriginal and non-Aboriginal peoples in the area of sport.</p>
<p>Respect</p>	<p>It is acknowledged that the non-First Nations community has gaps in their understanding and knowledge of First Nations people and their experiences, histories, capabilities, knowledge, culture and communities. One significant way in which non-First Nations people can bridge this gap is through educating themselves about First Nations people.</p>
<p>MAWSC Commitment</p>	<p>We will implement cultural awareness training and education with the Dja Dja Wurrung Corporation to further develop understanding and respect within our club. This training will be for all members of our club including players, coaches, committee members and stakeholders</p>
<p>Rights</p>	<p>First Nations people often experience racial discrimination. The State of Reconciliation report released February 2016 found that 1 in 3 Aboriginal and Torres Strait Islander people had experienced verbal racial abuse in the six months before the survey.</p> <p>All people, including Aboriginal and Torres Strait Islander People, have the right to live their lives free of racial discrimination. This is an established principle in international law and one that Australia formally adopted</p>

	through ratifying the Convention on the Elimination of All Forms of Racial Discrimination. The parliament passed the Racial Discrimination Act, which brings that Convention to life in Australia, in 1976.
MAWSC Commitment	Mt Alexander Women’s Sports Club will not tolerate any form of discrimination against a person or group of persons on the ground of their race.
Inclusive and respectful language	Using respectful and inclusive language and terminology is an essential component of creating an environment for First Nations Peoples to feel safe, acknowledged and accepted as equals. The ways we speak are just as important as the ways we act: language is itself active, and can impact on attitudes, understandings and relationships in a very real and active sense.
Referring to Aboriginal & Torres Strait Islander people	First Peoples or First Nations is best practice but using Aboriginal and Torres Strait Islander is still acceptable. ‘Aboriginal’ alone is also not inclusive of the diversity of cultures and identities across Australia, for which reason it should be accompanied by ‘peoples’ in the plural. Similarly, as a stand-alone term, ‘Aboriginal’ is not inclusive of Torres Strait Islander peoples, and reference to both Aboriginal and Torres Strait Islander peoples should be spelt out where necessary. The acronym ATSI should be avoided as this can be seen as lacking respect of different identities.
Acknowledging diversity	Pluralisation should extend to generalised reference to Aboriginal and Torres Strait Islander ‘histories,’ ‘perspectives,’ ‘ways of being,’ ‘contributions,’ and so forth. This acknowledges that Aboriginal and Torres Strait Islander peoples are heterogenous. There were over 250 groups at colonisation with distinct Law, language, custom and ceremony.
Unacceptable terms	Assimilationist terms such as ‘full-blood,’ ‘half-caste’ and ‘quarter- caste’ are extremely offensive and should never be used when referring to Aboriginal and Torres Strait Islander peoples. Language that implies Indigeneity is a result of DNA or blood quantum is incorrect and highly offensive.
Avoiding deficit language	Acknowledging and addressing the historical – and often intergenerational – injustices and inequities experienced by Aboriginal and Torres Strait Islander peoples since colonisation is a critical component of reconciliation. Nevertheless, it is simultaneously imperative to acknowledge the strengths and resilience shown by Aboriginal and Torres Strait Islander peoples, cultures and communities in the face of discrimination, and to celebrate the continued significance of Aboriginal and Torres Strait Islander contributions in shaping a shared sense of national unity and identity. It is important to draw on empowering, strengths-based language, and to be careful not to perpetuate patronising or paternalistic rhetoric.
MAWSC commitment	MAWSC will use tools available to educate and inform all members of more appropriate terminology outlined in this document to use for First Nations people.

Club Actions

Aim	Action/s
<p>To improve participation & representation of First Nations People at all levels of the club.</p>	<ul style="list-style-type: none"> ➤ Develop and deliver pathways and programs designed to create outcomes for greater representation within the club. ➤ Build partnerships with the Dja Dja Wurrung Clans Aboriginal Corporation (Dja Dja Wurrung Corporation) so that we can continue to learn, educate ourselves and gain cultural understanding. ➤ Forge partnerships with other First Nations organisations in the Mount Alexander community so that we can reach First Nations people who are interested in being part of the club.
<p>Contribute to reconciliation</p>	<ul style="list-style-type: none"> ➤ Perform an Acknowledgement of Country at every committee meeting, public event, football match and training. ➤ Place an Acknowledgement of Country on the Club's website, social media channels, email signatures and any public correspondence with the wider community. ➤ Invite members of the Dja Dja Wurrung Corporation for paid consultations where possible. ➤ Request a Djaara person or Dja Dja Wurrung Corporation member to give an Acknowledgement of Country, or a Welcome to Country, at specific events and celebrations.
<p>Respect and acknowledgement</p>	<ul style="list-style-type: none"> ➤ We will celebrate and support the club to engage in significant cultural activities such as Reconciliation and NAIDOC week events. ➤ We will respect our First Nations players, members of our club, and wider community by creating a respectful environment that doesn't tolerate discrimination.
<p>Sir Doug Nicholls Indigenous Round</p> <p>Sir Doug Nicholls played 54 games for Fitzroy and was the first Aboriginal person to be knighted, also serving as Governor of South Australia.</p>	<ul style="list-style-type: none"> ➤ We will seek to host the annual Sir Doug Nicholls Indigenous Round, recognising and celebrating Indigenous players and culture in the AFL since 2007. ➤ We will seek consultation from the Dja Dja Wurrung Corporation of ways that we can celebrate First Nations peoples and players for this round in an appropriate way in the future.