



CLUB AUDIT AND ACTION PLAN: DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

1. Accessible, welcoming environment
2. Transportation
3. Affordability
4. Community collaboration / inclusion
5. Encouraging equity / diversity
6. Creating a safe environment

Actions to increase equity, inclusion, safety, and belonging in your club	Yes!	Needs work	Action List your club/program actions here: WHAT steps need to take place? WHO will lead this initiative? HOW will you do it? WHEN will it be accomplished?
1. Being an accessible and welcoming club or program			
Are your signs and promotion materials clear, easy to read and understand, and in languages reflecting diversity in your area?	☐	☒	Example action Club communication lead will contact Affiliation of Multicultural Societies and Service Agencies of B.C. or applicable local club members to ask for assistance in translating important club communications into common local languages. Complete it within 3-4 months.
Do you have a welcome package, meeting, or process for new members?	☐	☐	
Do you encourage members with diverse (intellectual and physical) abilities to participate?	☐	☐	Click here to enter text.
Do you have a buddy system or peer support for new members? <i>(Consider Board, players, coaches, parents, volunteers)</i>	☐	☐	Click here to enter text.
Do you hold 'Give it a go' days or an 'open house'?	☐	☐	Click here to enter text.

More ideas and support
• ‘Give it a go’ days can be a great way to increase awareness and interest with your local community. Consider attending a community cultural event or festival and running a ‘have a go’ session or exhibition game. Consider setting up a regular free informal game night. • Get advice and ideas from local organisations in your community that are charged with newcomer services. They can help get documents and promotional material translated into languages other than English and might be valuable partners for “give it a go” days. Check out Volleyball BC’s Newcomer Programs for ideas and information about programming.

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2. Transportation			
Do you provide transport, have a car pooling roster or buddy system for players to training and games?	☐	☒	Example action Nominate the common local schools that players attend as a regular pick up place for training sessions. Team managers or parent volunteers/coaches can determine who will be responsible for weekly pickups. Communicate this system to families at the start of the training season or upon joining the club.
Do you plan activities and training with public transport in mind?	☐	☐	Click here to enter text.
More ideas and support			
• Consider allowing each team to develop their own appropriate carpooling system that incorporates a “rule of two” and safety first. • Review training and competition schedules and locations to see if there are changes that can make car pooling or public transport access easier.			

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3. Affordability			
Do you provide equipment and uniforms for free or at a low-cost?	☐	☒	Example action Create a club stock of second hand uniforms. Club managers can also source from local shops and ask for old uniform and equipment donations from past and current players, coaches, officials. Members will be advised that uniforms are available for free on an exchange basis (i.e. return once they need a new size/leave club).
Do you provide family membership rates?	☐	☐	Click here to enter text.
Do you provide sports equipment and uniforms free or low-cost?	☐	☐	Click here to enter text.
Do you keep down the costs of club social events or other related activities?	☐	☐	Click here to enter text.
Have you explored funding and grant opportunities to subsidize membership fees, uniforms or equipment?	☐	☐	Click here to enter text.
More ideas and support			
• Contact your local municipality, viaSport BC, ISPARC (Indigenous Sport Council), or other local non-profit charitable granting society for advice in seeking sponsorship or grants. Encourage families to apply for JumpStart Funding or KidSport Funding from their local chapters. • Consider holding regular fundraising events and/or dedicating an existing fundraising event to raising money for uniforms, equipment or special memberships. • Consider asking current members with means to pay an extra registration fee to the club for families in need.			

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4. Working with community groups to increase ethno-cultural diversity			
Do you promote your club and sport with local community organizations?	☐	☒	Example action Organise for coaches visit local schools to provide information on free club activities, joining a team and what support is offered.
Do you promote your club and sport with local community organizations?	☐	☐	Click here to enter text.
Do you participate in local community events, Pride festivals, or cultural celebrations?	☐	☐	Click here to enter text.
Do you run joint initiatives with local community organisations?	☐	☐	Click here to enter text.
Does your club feature or celebrate diverse cultural celebrations in your calendar?	☐	☐	Click here to enter text.
Do your activity times clash with significant religious celebrations, observances or practices?	☐	☐	Click here to enter text.
Does your club have a flexible uniform policy, including supporting girls/women who wear a head scarf or observe a dress code?	☐	☐	Click here to enter text.

Does your catering reflect different cultural or religious requirements?	☐	☐	Click here to enter text.
Does alcohol consumption play a large role in your club culture? Do you hold alcohol-free events?	☐	☐	Click here to enter text.
More ideas and support			
• Current club members who are from migrant or refugee backgrounds are an excellent source of information on what local community organisations may exist and can provide insights into the best way to engage with their community. Supporting current members to ‘spread the word’ in their own community can work well. As your membership becomes more diverse, it will be easier to form community partnerships. • The best approach to catering for diversity is to ask the current members or consider the specific backgrounds and diversity of the young people in your area that you hope to attract to your club. Find out from them what their specific requirements are: e.g. would changing the time of training make it easier for your target group to attend so it doesn’t clash with a regular community or faith-based commitment? • See the Canadian Centre for Diversity and Inclusion’s resources and calendar for more information and ideas.			

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5. Increasing gender equity, cultural, and abilities diversity			
Do you actively seek, develop and encourage coaches and officials across the gender spectrum to get involved?	☐	☒	Example action The club will write an advertisement for a position prioritizing a female coach and promote it in appropriate media over the next 3 months.
Do your management, volunteers and members reflect the cultural diversity of your community?	☐	☐	Click here to enter text.

Do you capture demographic information about your members at registration (optional-only)? <i>(See Volleyball BC's membership registration form for ideas about how to frame these questions)</i>	☐	☐	Click here to enter text.
Are there spaces at your club rooms, training sites or game events where women can sit separately to men?	☐	☐	Click here to enter text.
Do your policies, signage and participation processes include language that is welcoming across the gender spectrum (*including non-binary or other gender identification?)	☐	☐	Click here to enter text.
Do you encourage your leadership and membership to use their pronouns to help with safety and inclusion?	☐	☐	Click here to enter text.
Do you have female coaches and officials involved? Do you hold female-only training opportunities for coaches or referees?	☐	☐	Click here to enter text.
Does your club offer sitting volleyball or opportunities for players with diverse abilities?	☐	☐	Click here to enter text.
Are your members regularly made aware of your policies, statements and strategies supporting cultural diversity?	☐	☐	Click here to enter text.
More ideas and support			
• A good starting point is to talk with players along the gender spectrum in your club to discover whether anything about your club makes it hard for them or their friends or family members to participate. • Offer club leaders the opportunity to take some of the cultural, diverse ability, gender equity training listed in the Recommended Training section in 5.2. • The Canadian Paralympic Committee and other BC-based disability sport organizations have resources and coach training to help encourage more athlete and coach participation.			

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6. Creating a harassment-free, and safe environment			
Does your club have a Commitment Statement or policy that encourages diversity and inclusion?	☐	☒	Example actions: The committee chairperson will review and update the old multicultural policy and table new policy for discussion at next Executive meeting.
Does your club have a code of conduct and/or an anti-discrimination policy relating to targeting various forms of diversity? <i>(Note: All clubs that are part of Volleyball BC are required to uphold this Code of Conduct and Ethics Policy).</i>	☐	☐	Click here to enter text.
Are club volunteers and members aware of the code of conduct and/or anti-discrimination policy?	☐	☐	Click here to enter text.
Do your members know where to get help in the event of discrimination, harassment or all forms of abuse? <i>(Note: All clubs or participants that are part of Volleyball BC can file complaints regarding abuse and maltreatment with the Abuse Free Sport Program).</i>	☐	☐	Click here to enter text.
Does your club promote a culture that does not tolerate abuse, harassment or discrimination?	☐	☐	Click here to enter text.
More ideas and support			
• See the Volleyball BC Safe Sport Handbook for information about how to promote and support an abuse-free volleyball community. • Visit the viaSport BC website for ideas on safe sport practices, tools for assessing boundary transgressions or safe sport issues, and tools for crafting policy to foster inclusion (disability sport, LGBTQ2iS inclusion, etc.) • There is a list of further resources on preventing discrimination in sports on page 31 of the Game Plan Resource Kit or in the Resources document available on the Game Plan website.			