

General Duties and Best Practices for Surf Club Admins



Introduction to the DEI Strategy

- Launched in March, SLSQ's DEI strategy is the first of its kind nationally.
- Focuses on supporting clubs, branches, and staff to foster diversity, equity, and inclusion within the organization.

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Focus on Priority Communities

The DEI strategy targets five priority communities:

1. Gender Equity

- Nearly 50% of SLSQ members are women, but only 33% hold leadership roles.
- The Gender Equity Plan aims to increase representation in leadership through focus groups and accountability measures.

2. PRIDE Community

- Promotes inclusivity for LGBTQIA+ members and allies.

3. Aboriginal and Torres Strait Islander Peoples

- Recognizes the value of indigenous culture and aims to enhance participation.

4. Culturally and Linguistically Diverse Communities

- Encourages clubs to engage with local multicultural organizations to increase diversity.

5. People with Disabilities

- With 18% of Queenslanders living with disabilities, the Disability Inclusion Plan aims to create a sense of belonging and opportunities for participation.

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Gender Equity and Leadership

- **Current Challenges:** Despite equal membership proportions, leadership roles lack gender equity.
- **Initiatives:**
 - Focus groups for actionable insights.
 - Campaigns like **Join the Network** connect women and male allies to foster support and share experiences.

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Disability Inclusion: Inclusive Nippers Program

- Provides young children with disabilities access to surf life-saving activities.
- **Key Features:**
 - Tailored adjustments for various disabilities.
 - A safe, fun, and welcoming environment promoting a healthy lifestyle.

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Engaging Multicultural Communities

- Clubs are encouraged to:
 - Understand local demographics.
 - Build partnerships with schools and multicultural organizations.
 - Learn from successful initiatives like Mermaid Beach Surf Club's collaboration with Queensland Academy.

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Tips for Inclusive Leadership

1. **Listen and Understand**
 - Engage with community needs and perspectives.
2. **Know Your Demographics**
 - Tailor inclusion strategies to fit the local context.
3. **Normalize Conversations**
 - Openly discuss bias and different lived experiences.
4. **Be Visible and Promote Representation**
 - Use role models and networks to connect with diverse communities.

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Key Outcomes and Follow-Up Actions

- **Join the Network Campaign:** Build connections and support equity-focused efforts.
- **Inclusive Nippers Program Expansion:** Share best practices across clubs.
- **Community Partnerships:** Develop collaborations to boost diversity in memberships.
- **Policy Review:** Encourage clubs to adopt the **Inclusion and Safe Participation Policy**.
- **Training and Resources:** Equip clubs with tools to implement inclusive programs.

For additional resources and updates, visit the **SLSQ DEI webpage**.