

Cultural Inclusion Policy

Ice Sports Victoria is the peak body of Ice Hockey, Speed Skating, Ice (Figure) Skating and Curling. Our purpose is to represent and assist the growth of the sports in Victoria, by providing coordination, and development and/or assistance to the clubs and associations.

Statement

Ice Sports Victoria welcomes, encourages and supports the inclusion of young people from migrant and refugee backgrounds in all areas of the organisation.

Aim

Ice Sports Victoria aims to provide an environment where young people from migrant and refugee backgrounds feel:

- Welcome
- Represented
- Included in decision making
- Able to participate
- Free from discrimination and racism

Policy Principles

The policy is based on the following principles:

- That Australia is a multicultural nation with a diversity of cultures.
- Cultural and religious diversity is a strength to be respected and used for the development of a tolerant, cohesive society.
- All Australians have the right to express and share their cultural heritage.
- All Australians have the responsibility to respect the cultural heritage, religion and language of others.
- All Australians have the right to become members of Ice Sports Victoria, participate in our activities, use resources and access our programs.
- That barriers to participation are removed in the planning and delivery of our activities.

Ice Sports Victoria shows its commitment to cultural inclusion by:

- Adopting strategies to ensure its commitment to being an inclusive organisation.
- Pursuing strategies to increase participation and inclusion by young people from migrant and refugee backgrounds.
- Implementing strategies that allocate responsibility for inclusion to the whole organisation.
- The board, committees and officials will lead these strategies and regularly review them.
- Reviewing these strategies and policies and their implementation regularly.
- Seeking the advice and input of key stakeholders in the migrant and refugee community when reviewing or developing these strategies.