



# Anti-racism Audit Tool for Community Sport Clubs



## About this tool

This audit tool helps you identify where your club is currently in relation to anti-racism work and practice, and also helps identify practical actions you could undertake to promote anti-racist cultures, behaviours and practices within your club.

We encourage you to collectively complete the audit with club committee and members of the club and identify areas for development, which will help you develop an anti-racism action plan for your club.

We recognise that your club will have limited resources, so it may be important to prioritise a few key actions and build from these.

We encourage you to develop an action plan for your anti-racism practices that specifies timeframes, roles and responsibilities, and measures of success.

# Framework for Prioritising Action

When deciding where to start, use the matrix below to prioritise actions that will make the greatest difference and are achievable in your current context.

Clubs are encouraged to select at least **one high**, **one medium**, and **one long-term** action for their plan. The action plan should be revisited annually to see what progress has been made and what adjustments are required.

Consider three key areas where you either have no action yet in place or are only just starting, and identify steps you can take in these areas.

Priority level	Description	Examples of action that might fit
<b>High priority (Start here)</b>	Actions that are high impact and feasible right now and they directly influence culture, visibility, or safety.	e.g. Add anti-racism statement to website; anti-racism policy is developed, provide coach training on responding to racism; communicate clear reporting process.
<b>Medium priority</b>	Actions that are impactful but need more time, resources or partnerships to implement effectively.	e.g. Develop ongoing education plan; establish partnerships with local Indigenous and multicultural groups.
<b>Long-term priority</b>	Actions that will not initially have obvious impact and are likely to require slow change to club culture but are important to build towards. Plan for these once early wins are achieved.	e.g. Ensuring a support pathway for Multicultural and Indigenous leaders and coaches within the club.



## Leadership

Action	Responsibility	Not Started	Partially Implemented	Fully implemented and ongoing
Commitment to anti-racism is communicated in club's mission statement, at game days, values and website.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leaders regularly communicate the club's anti-racism stance to members and families via website, social media, AGMs, social events, committee meetings.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Anti-racism a standing item in committee meetings.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Club leaders are educated about the experiences of First Nations peoples and local multicultural communities.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Multicultural and Indigenous club members are actively encouraged and supported to take on leadership and coaching positions within the club.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



## Policies

Action	Responsibility	Not Started	Partially Implemented	Fully implemented and ongoing
Club has a visible anti-racism policy, that whole of club is aware of.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Code of Conduct explicitly state that racism will not be tolerated and clearly articulates the consequences of being racist.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Policies and codes are communicated with all players, parents, and spectators.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Uniform policies allow for cultural dress needs such as wearing long sleeves and leggings, or allowing religious clothing such as hijabs.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



## Reporting and managing racism

Action	Responsibility	Not Started	Partially Implemented	Fully implemented and ongoing
There is a clear process for reporting and responding to racism, in line with the State Sporting Association requirements.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Anonymous reporting options are promoted (e.g., <a href="#">Racism Register</a> , <a href="#">Call It Out</a> ) .		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Volunteers and coaches are trained to respond to racist incidents.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Volunteers and coaches are trained to provide support to those impacted by incidents of racism.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



## Engagement

Action	Responsibility	Not Started	Partially Implemented	Fully implemented and ongoing
Club membership reflects the diversity of the local community.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The club engages with local Indigenous and Multicultural organisations.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Opportunities are provided for Indigenous and Multicultural members to share experiences and advise on improvements.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



## Education

Action	Responsibility	Not Started	Partially Implemented	Fully implemented and ongoing
Ongoing anti-racism education is provided to staff, coaches, officials, and volunteers.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resources and training include structural racism, everyday racism, and racial literacy.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact of education is measured (e.g., pre/post knowledge, behaviour change).		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



## Events and recognition

Action	Responsibility	Not Started	Partially Implemented	Fully implemented and ongoing
Displays, posters and club images reflect cultural and racial diversity.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social events are inclusive of different cultures and religions (e.g. halal/kosher food, alcohol free options).		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The club recognises key cultural and religious dates (e.g. Ramadam, NAIDOC week).		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
An Acknowledgement of Country is performed at club events.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



## Websites and social media

Action	Responsibility	Not Started	Partially Implemented	Fully implemented and ongoing
The club website/social media highlights its commitment to anti-racism stance with a statement on the website and regular posts on social media about anti-racism work.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Images used reflect cultural and racial diversity.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Information is available in languages that are easily understood by the local community.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
An Acknowledgement of Country is included on website and social media.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



## Coaches

Action	Responsibility	Not Started	Partially Implemented	Fully implemented and ongoing
Coaches are educated about the cultural backgrounds and needs of the players they coach.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Coaches ensure they learn and use correct pronunciation of players' names.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Coaches are aware of particular racial and cultural assumptions made about the players they work with and ensure they avoid these in their own coaching behaviour.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Coaches feel equipped to step in and challenge racist behaviour.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Players are encouraged to share their cultural experiences with teammates, other athletes and the coach.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>