



# VICTORIAN SOARING ASSOCIATION

ABN 334 265 99 881 / A0026788B  
Our Values: Respect, Integrity, Confidentiality, Honesty  
Email : secretary@victas.glidingaustralia.org

## First Nations Engagement & Inclusion Policy

### POLICY STATEMENT

The Victorian Soaring Association (VSA) recognises Aboriginal and Torres Strait Islander peoples as the First Peoples of Victoria and acknowledges their continuing connection to land, waters, culture, and sky.

VSA is committed to advancing Aboriginal inclusion, cultural safety, and fair access within the sport of gliding in Victoria. Our commitment relates to five (5) criteria.

1. Aboriginal self-determination
2. Equal opportunity and anti-discrimination
3. Inclusive participation pathways
4. Safe and welcoming sporting environments
5. Good governance and accountability

#### Alignment with Victorian Government Principles

VSA is in alignment with the Victorian Government Principles of:

**a) Self-Determination**

Recognising the right of Aboriginal Victorians to make decisions about matters that affect them and supporting community-led engagement wherever possible.

**b) Cultural Safety**

Ensuring environments where Aboriginal people feel respected, valued, and free from racism or discrimination.

**c) Equity of Access**

Identifying and reducing structural, financial, and social barriers to participation in gliding.

**d) Accountability & Governance**

Embedding inclusion objectives within VSA strategic planning and reporting.

#### Acknowledgement of Country

VSA will include an Acknowledgement of Country at meetings, gatherings and competitions.

The customary wording as follows:

“The Victorian Soaring Association acknowledges the Traditional Custodians of the land on which we gather and conduct our activities. We pay our respects to Elders past and present and recognise their continuing connection to land, waters, culture, and sky.”

Where practicable, event organisers will reference the specific Traditional Owner group relevant to the location.

#### Governance & Strategic Integration

To meet Victorian Government sport governance expectations, VSA will:

1. Nominate a representative responsible to ensure the Policy and Principles are being followed.
2. Incorporate objectives into the VSA Strategic Plan.
3. Review this policy every three years.
4. Ensure alignment with Member Protection, Equal Opportunity, and Child Safety policies.



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## **Participation & Pathways Commitments**

VSA will, as part of its Strategic Plan and club involvement, encourage affiliated clubs to host inclusive “Come & Try” events.

It will provide introductory scholarships or subsidised access opportunities where feasible and support mentoring pathways into gliding instruction, competition, and leadership.

All initiatives will be developed in a manner that supports dignity, inclusion, and community consultation.

## **Safe & Inclusive Environments**

VSA affirms zero tolerance for racism, vilification, cultural disrespect and discriminatory conduct.

All complaints will be managed in accordance with Gliding Australia’s grievance and disciplinary policies.

## **Partnerships & Community Engagement**

Where appropriate, VSA may seek engagement through respectful consultation and community-led dialogue and seek guidance from Aboriginal advisors in the development of major initiatives.

## **Monitoring & Reporting**

To support funding compliance and transparency, VSA will report progress and provide a summary to the VSA Committee and member clubs.

To ensure transparency, VSA will make policy documentation publicly available on their website and as required.