



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 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 the lands, waters and skies above Country which form part of the cultural and spiritual landscapes of First Nations peoples”.

1. Purpose

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.

2. Statement of Commitment

The VSA acknowledges that achieving equitable outcomes requires sustained commitment and action. We will continue to listen, learn, and work in partnership with Aboriginal and Torres Strait Islander peoples to ensure our approach is respectful, relevant, and aligned with community priorities. The VSA recognises that sport plays an important role in advancing equity, inclusion, and community well-being. We are committed to contributing to these outcomes by supporting the participation, representation, and success of First Nations peoples in gliding.

Our commitment relates to five (5) criteria.

1. Aboriginal self-determination and collaboration
2. Equal opportunity and anti-discrimination
3. Respectful inclusion and open participation pathways
4. Culturally safe and welcoming sporting environments
5. Good governance and accountability

3. Guiding Principles

The VSA will be guided by the following principles:

a) Aboriginal Self-Determination and Collaboration

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

b) Cultural Safety and Respect

Ensuring environments where Aboriginal people feel respected, valued, and free from racism or discrimination. Integrate cultural awareness, respect, and responsiveness into governance, leadership, and club operations, ensuring environments where Aboriginal and Torres Strait Islander peoples feel safe, valued, and able to participate fully.

c) Equity of Access and Inclusion

Identifying and reducing structural, financial, and social barriers to participation in gliding and ensuring all First Nations people are welcomed and included within our gliding clubs.

First Nations Engagement and Inclusion Policy - Version 2



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d) Accountability & Governance

Embedding inclusion objectives within VSA strategic planning and reporting with the affirmation of zero tolerance for racism, vilification, cultural disrespect and discriminatory conduct.

4. Priority Areas

- ✚ Participation & Pathways Commitments
- ✚ Cultural Safety and Respect
- ✚ Equity of Access and Inclusion
- ✚ Accountability & Governance

5. Actions

Priority Area	Action	Responsibility	Timeline
Participation & Pathways Commitments	Promote and encourage club involvement, to host inclusive “Soaring to Connect with Country” Come & Try events and Air Experience Flights. 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.	Committee	Within 6 months
Cultural Safety and Respect	Introduce Acknowledgement of Country at competitions, gatherings and events, and where practicable, event organisers will reference the specific Traditional Owner group relevant to the location.	Event Coordinator	Immediate
Equity of Access to Safe & Inclusive Environments	Provision of introductory studentships or subsidised access opportunities, where feasible. Recognise significant First Nations peoples’ celebratory days.	Committee	Within 3 months
Accountability & Governance	Nominate a representative responsible to ensure the Policy and Principles are being followed and incorporated objectives are included in the VSA Strategic Plan.	First Nations Rep	Annually



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6. 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.
5. VSA affirms zero tolerance for racism, vilification, cultural disrespect and discriminatory conduct.
6. All complaints will be managed in accordance with Gliding Australia's grievance and disciplinary policies.

7. Implementation

This policy will be implemented through communication to clubs via the monthly newsletter, meetings with clubs and incorporated with existing policies from Gliding Australia.

8. Review and Continuous Improvement


This policy will be reviewed on an annual basis and will be assessed against actions, collaboration and feedback on areas for improvement.

9. Ratification

This policy was approved by:

Victorian Soaring Association (Gliding VicTas) Committee

Date: 1 April, 2026

Signed: 
Vivienne Drew
President