

# Hobsons Bay Yacht Club (HBYC)

## Diversity and Inclusivity Policy

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### Purpose and Definitions

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This Policy sets out the club's commitment to diversity and inclusivity.

HBYC is committed to creating a welcoming environment for everyone, regardless of their background, abilities, or identity. The club believes that sailing should be an accessible activity, enjoyed by the community. HBYC aims to ensure a positive experience at the club by valuing and respecting diversity and inclusion for all (as affirmed in the HBYC Strategic Plan - 2030 Vision). The scope of this policy includes all members, staff, volunteers, sailing participants, visitors, contractors and suppliers..

#### Diversity Definition

Accepting each person as an individual irrespective of differences used to differentiate groups and people from each other (both visible and non-visible).

Such differences include but are not limited to age, sex, gender, gender identity, intersex status, disability, culturally and linguistically diverse backgrounds, nationality (race, colour, descent), ethnicity, marital, family or relationship status, religious or political beliefs, sexual orientation, carer responsibilities, pregnancy, breastfeeding, socio-economic background and flexible working arrangement.

#### Inclusivity Definition

An environment that makes every individual or group feel comfortable and safe to speak up and be themselves, where similarities and differences are not just accepted but are valued.

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### Policy Statement

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HBYC is committed to creating a welcoming environment for all. The club will strive to be inclusive and will take the necessary steps to make that a reality.

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### Key Objectives and Responsibilities

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1. This Policy and its annual action plan will be communicated by various formats to club staff, members and other relevant individuals.
2. HBYC commits to promoting this Policy to ensure the club's members support and participate in this Policy's action plan.
3. This Policy will be reviewed and updated (where appropriate) to be approved by the General Committee on an annual basis.
4. This Policy acknowledges a set of values that the General Committee will uphold. As the Strategic lead of the Policy, the General Committee will ensure that the way the club operates is consistent with the Policy's purpose.
5. As a responsibility of the General Committee, any grievances that may arise under this policy will be dealt with according to HBYC's Bylaws and Code of Conduct.
6. The Membership Development Committee will develop an Action Plan by examining the club's events, training, activities and facilities with respect to the [7 Pillars of Inclusion](#) to assess and identify strengths and weaknesses to ensure the club meets the Policy statement.

This Policy was approved and endorsed by the HBYC General Committee – Date: