



Brisbane Mariners Rifle Club

Diversity Policy – May 2021

Overview

Brisbane Mariners Rifle Club (BMRC) recognises its talented and diverse membership is a key advantage for both the club and the sport of rifle shooting generally.

Our club is a reflection of the quality and skills of our people. BMRC is committed to attracting and retaining a diverse membership base to enhance the social benefits for all club members and ensure growth and performance within the sport.

We recognise that each BMRC member brings their own unique capabilities, experiences and characteristics to the sport and as such we value diversity at all levels of the club and in all that we do.

Endorsement, revision and distribution

This Diversity Policy will be reviewed annually by the BMRC Management Committee (“the Committee”) and updated to reflect any new club rules, and any such practices and procedures identified by the Committee needed to enhance BMRC’s inclusivity objectives. The updated policy will be presented at the Annual General meeting for endorsement.

Copies of the policy will be available to all members.

Principles

The following principles guide BMRC’s diversity policy:

- Equity and fairness – ensuring equitable access for current and prospective members to all aspects of the sport and club proceedings including facilities, training and development, and club administration and management
- Inclusion – consistently striving to attract new members who represent the diversity of the community generally
- Representation – ensuring equal representation of club members in all matters relating to the sport of rifle shooting and club proceedings including shooting fixtures, training and mentoring, administration, management, marketing and publicity
- Lack of discrimination – ensuring no club member or prospective member feels discriminated against or excluded on the basis of race, sex, age, ethnicity, gender, sexual preference, physical or mental abilities.

Practices

In keeping with BMRC's commitment to diversity and inclusion, the club has implemented the following practices:

- An annual review of the Diversity Policy (this document), by the Committee, to ensure it remains in line with current thinking and best practice. This review is to consider matters including:
 - endorsement and enhancement of the club's diversity principals;
 - actions the club has taken over the past 12 months to enhance diversity;
 - diversity goals for the following 12 months including measurable objectives; and
 - activities planned for the following 12 months to enhance diversity within the club including programs to attract and retain people who are currently under-represented in the sport of rifle-shooting.
- Providing equitable access to club facilities for all members and prospective members.
- Ensure that all club decisions take into consideration the club's diversity principals to ensure they do not preclude or disadvantage any individual or group.

Club operations

BMRC provides all club members with a safe and pleasant environment which is free from prejudice. We offer:

- Facilities which are accessible for people with a physical disability
- Membership to any member of the community who meets the eligibility criteria in accordance with legislative and club guidelines
- Equipment for loan and hire to all club members and prospective members
- An intensive training program for people who are new to the sport, tailored to their individual and unique learning styles and which takes into consideration their physical abilities
- A proactive approach which seeks and encourages feedback from members and the community about how it can enhance access to the club and sport more generally.