

# DIVERSITY CHARTER

**FOR THE CARLTON FOOTBALL CLUB CULTURAL DIVERSITY IS AT THE CORE OF ITS MISSION. IT IS AN INTEGRAL PART OF ITS HISTORY AND ITS FUTURE. PLAYERS AND THEIR FAMILIES, MEMBERS AND SUPPORTERS, STAFF AND VOLUNTEERS FROM DIVERSE BACKGROUNDS AND CULTURES HAVE MADE CARLTON WHAT IT IS.**

*TO BE PART OF THE CARLTON FOOTBALL CLUB IS TO HAVE A DEEP SENSE OF BELONGING TO A COMMUNITY BUILT ON THE RICH VARIETY OF INTERACTING CULTURES AND BACKGROUNDS.*

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## **A WHOLE OF CLUB APPROACH**

We must be a community in which the voice of each member and supporter of the Carlton Football Club, and of all those who play, work or volunteer at the Club, is valued and respected.

We are committed to creating a diverse and inclusive playing, mentoring and working environment. We need to take concrete steps to attract and retain the widest array of sporting, administrative and community talent and provide an environment that supports and nurtures their creative skills and energies.

We view diversity holistically, knowing that what we understand by diversity is constantly evolving. Our definition of diversity includes race, colour, gender, identity, nationality, ethnicity, class, religion, ability, age, and sexual orientation.

We know that we must give specific acknowledgement and support to the cultures of Aboriginal and Torres Strait Islander peoples.

We know that we have to raise the level of cultural competence for players, staff and volunteers so that they are capable of responding sensitively, sympathetically and equitably in any cultural context.

We also know that a diversity of ideas, approaches, mentoring and learning styles is part of inclusion and equity.

Finally, we know that we must also commit to internationalisation, for international partnerships are now an important part of engaging with cultural difference.

## **CREATING A CLIMATE OF RESPECT AND OPENNESS**

Many challenges lie ahead. We believe that increased diversity will support our strategic objective of attracting to the Club the highest quality players, staff, volunteers, supporters, ambassadors and sponsors. It is for us to take the initiative.

To accomplish this, we must create a welcoming and supportive multicultural atmosphere for all members of our community. This is our responsibility.

The task does not fall on any one individual or office – it is the work of everyone. Therein lies our unity.

*In this spirit, we will build a clubwide climate of respect, openness, awareness and inclusion.*



**WE ARE THE  
NAVY BLUES**  
ONE CLUB. ONE TRIBE. ONE LOVE.