

INCLUSION AND DIVERSITY

RBYC continues to recognise the importance of broadening the diversity of our membership base and ensuring new members feel welcome at the club.

Inclusion is a difficult goal to measure. Anecdotally the front new entrance and public restaurant give the club a more friendly and welcoming feel, and our training programs are well subscribed with both junior sailors and adults new to sailing. However, it is still true that the percentage of female members has not grown substantially over the past few years, and the average age of our membership has not reduced. We currently have no way of measuring the other indicators of diversity and demographics. It is important to avoid complacency and support programs to improve the diversity of our membership and the sport of sailing more broadly.

The club has partnered with the ORCV, Australian Sailing and other clubs in several initiatives which assist in these aims. Individual club members and members of partner organisations have contributed substantially in specific areas, for which we are grateful.

- The BLiSS program in conjunction with KISS and the Port Phillip Women's Series promotes women's sailing, including specific keelboat training.
- The recent International Women's Day event sponsored by the ORCV and the KISS program was held at RBYC and attracted over 190 participants.
- Sail Melbourne attracts younger sailors to the club, and a variety of classes including inclusive classes
- The 2.4-metre fleet has grown substantially
- There are several club members participating in the HANSA World championships in Pittwater later this month, as competitors and as officials.
- Sailing Lifts your Spirits continues to introduce first responders and health workers to the benefits of sailing.
- Individual boat owners have generously made their boats available for programs to introduce new sailors to the sport and to the club.

In this 150th anniversary year it is important to see how far we have come, while at the same time maintaining the momentum – sailing is a wonderful sport for everyone to enjoy.

Inclusion and Diversity Advisory Group

Niesje Hees, Cassandra Treagus, Lallie Leckey, Josh Stuchbery, Marike Kopponel (external advisor)

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