

A close-up photograph of a person's hands holding a white surfboard leash. The hands are positioned on the left side of the frame, with the fingers gripping the black strap. The leash is made of multiple white braided lines and extends diagonally across the top right of the image. The background is plain white.

State Volunteer Congress 2008

Surfing the Same Wave: New Arrivals and Volunteering

Surfing the Same Wave: New Arrivals and Volunteering

● Presenters

- Steve Cornish, Strategic Development Manager, Surf Life Saving SA
- Roy Menner, Henley Surf Life Saving Club
- Judith Robertson, Diversity Officer, City of Charles Sturt
- Facilitator: Robert Bean, Cultural Diversity Services Pty Ltd

Surfing the Same Wave: New Arrivals and Volunteering Session Outline

- **Film: “Between the Flags”**
- **Steve Cornish; Preparing SLSC’s for engagement with CALD communities**
- **Judith Robertson; Recent local government experiences**
- **Questions and Discussion**
- **Summary and Future Directions**

Surf Life Saving SA: Preparing for engagement with CALD communities

- SLISA - An Inclusive Organisation
- On The Same Wave Project
- Working With CALD Communities
 - Barriers/Challenges & Solutions
- Case Studies
- Learning's

SURF LIFE SAVING AUSTRALIA

AN INCLUSIVE ORGANISATION

Embracing cultural diversity within an Inclusion Strategy.

Key Inclusion Principles ...

1. Diversity embraces all members.
2. Inclusion is fundamental to the egalitarian culture within SLSA.
3. Positive relationships are the cornerstone of inclusive practice.
4. Inclusion is fundamental to recruitment and retention.
5. Surf Life Saving is for all Australians.
6. Cultural diversity is one dynamic in the challenge of change.





ON THE SAME WAVE

CONSUMER LADDER



1. Mutual Respect & Understanding



2. Surf Safety



3. Diverse Membership

Specific programs developed and being delivered ...

Cultural Awareness Training

Cultural awareness training conducted with surf life saving volunteers and staff.

Community Awareness

Community groups, organisations, clubs and media engaged to promote programs, encourage participation and break down surf life saving stereotypes.

Beach and Surf Awareness programs

Promoting beach and surf awareness to people from CALD backgrounds. These programs aim to increase surf safety. In SA over 2000 have participated in surf education sessions.

Resource Development

Resources developed to assist in the delivery of programs. DVD, posters, multi-lingual water safety brochures and fact sheets, inclusive imagery, website links, etc...

SLSA awards and membership

Radio, Resuscitation, First Aid, Surf Rescue, Bronze Medallion training.

WORKING WITH CALD COMMUNITIES

BARRIERS OR CHALLENGES

- Language / communication
- Swimming is not cultural / traditional
- Gender issues / bathing separately / physical contact
- Clothing and bathing costume
- No confidence / progress / age / applying the skill for life approach - Swim, Surf , Aquatics
- Respect / understanding / racism / trust

WORKING WITH CALD COMMUNITIES

SOLUTIONS

● COMMUNICATION:

- Keep it simple, basic language, repeat often, use visual prompts, signs, symbols, interpreters where necessary.
- Eye contact?
- Always check for understanding.

● CULTURE:

- Swimming part of the Australian culture and is an invaluable life skill.
- Encourage everyone to learn to swim, self rescue, rescue others and resuscitate.

WORKING WITH CALD COMMUNITIES

SOLUTIONS

● GENDER ISSUES:

- Do your homework with each group and adapt or split genders within program if practical.
- Before touching check that it is appropriate and discuss why the physical demonstration will assist with teaching. If in doubt, don't.

● COSTUME:

- Example: The 'Burkini' for Muslim women.



WORKING WITH CALD COMMUNITIES

SOLUTIONS

● NO CONFIDENCE:

- Adapt programs for new arrivals and non swimmers.

● RESPECT, UNDERSTANDING & TRUST:

- Get ready for engagement.
- Review policies, promote inclusive practices, discuss the benefits, provide cultural awareness training.
- Meet and engage in two way communication.
- Find the common ground.
- Build positive relationships.

WORKING WITH CALD COMMUNITIES

CASE STUDIES

- Surf Life Saving – On the Same Wave
- Henley SLSC
- Other examples

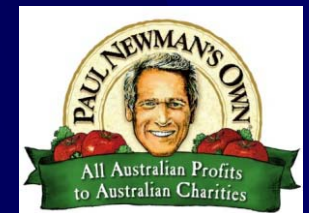


WHAT HAVE WE LEARNT?

- Engage with CALD Communities
- Develop Mutual Respect and Understanding
- Practice Active Inclusion and Provide a Special Welcome
- Find the Common Ground
- Gain Trust
- Inspire Confidence
- Celebrate Success
- Have Fun!!!



**Government of
South Australia**



**City of Charles Sturt:
Recent experiences in engaging
with CALD communities at the
local government level**

Judith Roberston
Diversity Officer
City of Charles Sturt

City of Charles Sturt

- 5 S's
- SAND and SURF
- SEEN
- SUPPORTED
- SUSTAINED
- SAFE

Summary

- Volunteering – an observation from some community members
- Volunteering-job pathways vs. socialisation and networking

Surfing the Same Wave: New Arrivals and Volunteering

- Questions
- Discussion
- Key Points
- Future Directions

Surfing the Same Wave: New Arrivals and Volunteering KEY POINTS

- **Engage with new and host communities**
- **Develop mutual understanding and respect. Find common ground**
- **Practice inclusion, gain trust, inspire confidence**
- **Sustain the effort and support each other**
- **Celebrate Success and Have Fun!!!**

Surfing the Same Wave: New Arrivals and Volunteering KEY POINTS & THE WAY AHEAD

- **Share successful experiences and develop resources and systems**
- **Provide training in cultural awareness and cultural competence for all volunteers**
- **Create opportunities for all volunteers to communicate and interact**