

# AUSTRALIAN DRAGON BOAT INCLUSION FRAMEWORK

A framework to connect more Australians to the sport of Dragon Boat that is reflective of Australia's diversity



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## **Acknowledgement of traditional owners**

Australian Dragon Boat Federation acknowledges and pays respect to the past, present and future Traditional Custodians and Elders of this nation and the continuation of cultural, spiritual, and educational practices of Aboriginal and Torres Strait Islander peoples. AusDBF recognises and respects these practices acknowledging that our sport in Australia is conducted, administered and celebrated on the land and waterways of these Traditional Custodians.

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## Message From the Chair



**John Holland**  
**Chairperson**

The AusDBF Board is passionate about our sport of dragon boat. To see us increase participation, we realise that we need to think differently. We are proud to have a membership that consists of 70% women and are eternally grateful to the Dragon Abreast Initiative for introducing these strong paddlers to the sport. In the spirit of diversity and inclusion, we want to continue our efforts in ensuring intersectional diversity and that our sport better reflects the wider Australian community.

We also realised we have gaps in our policies, education and support of Member States, DAA and Clubs around the country to ensure they attract and make people feel welcome and connected to the sport of dragon boat for us to grow as an organisation.

Therefore, we set up the Diversity and Inclusion committee represented by each of the Member states, headed by our new Diversity and Inclusion Chairperson who is part of the AusDBF Board. We are excited that we now can deliver this Framework that will support our sport and ensure that dragon boat can drive to be truly representative of the diversity of the Australian population.



## The Framework

### Reasoning

Australian Dragon Boat Inclusion Framework (ADBIF) is a guide to support the Australian Dragon Boat Federation (AusDBF), member states / territories, clubs, administrators, coaches, officials, athletes (paddlers, sweep, drummers), members and volunteers to ensure a more diverse and inclusive environment within our sport<sup>1</sup>. This Framework communicates the inclusive values and culture of Australian Dragon boat and is designed to ensure these are well communicated, understood and implemented across the community to help all of us understand the values and culture we strive to develop and grow within the entire Dragon Boat community.

Dragon boat is a traditional sport that comes from a rich history and has spread around the world. This rich history provides the ideal environment for ensuring the diversity that Australia brings. This is reinforced by The Dragon Spirit and Paddler Oath (extracted below). This Framework will provide a practical guide to support all members of the Dragon Boat community to participate, enhance inclusivity and ensure all are able to enjoy our sport.

### Purpose

The purpose of the Framework is to identify the macro stages for the Dragon Boat community to clearly work together to build greater diversity and inclusion into the sport. AusDBF, provides as part of the Framework, the policies, education and resources to support inclusion. AusDBF does however share the responsibility of creating a safe, inclusive, and welcoming environment within Dragon Boat alongside states and clubs. As it sits in a national landscape, the Framework has been underpinned by concepts and programs from national bodies such as SportsAus and Play By the Rules, that identify the barriers to inclusion and strategies to overcome and change.

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#### *The Dragon Spirit*

*Play the game for the game's sake; be modest in the victory and generous in defeat*

*The most important thing in dragon boating is not to win, but to take part, just as in life – it is not the triumph but the struggle*

*Be true to your fellow paddler*

*Paddle not for yourself but for your team*

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#### **The Paddler's Oath**

“On behalf of all paddlers, I promise to take part in this regatta showing mutual respect and abiding by the rules that govern, with the Dragon Spirit in heart and mind, for the glory of dragon boat and the honour of all teams”

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<sup>1</sup> Where 'Dragon Boat community' is referred to in this document it includes board members, committee members, staff, member states / territories and their member clubs, volunteers and race officials, participants/athletes, coaches, administrators, parents.



## Commitment: Inclusivity is part of our values and culture.

In 2020, the AusDBF Board developed the Australian Dragon Boat Strategy Plan. The plan identified inclusivity as a core value for the sport; and developed the Terms of Reference for the AusDBF Diversity and Inclusion Committee to drive change and provide support in to further the valued commitment to inclusivity. The AusDBF mission statement is the core case for change, and guiding statement on how commitments to inclusivity will be achieved.

**Australian Dragon Boat Federation** aims to connect more people with the sport of dragon boat across Australia. In order to meet this goal, AusDBF is committed to providing a community environment where all people feel welcomed, represented, included in decision-making, able to participate, safe and free from discrimination, bullying, harassment and vilification. The following agreed Statement of Commitment reflects these aims.

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### *Statement of Commitment*

*The Australian Dragon Boat Inclusive Framework (ADBIF) is an initiative developed by Australian Dragon Boat Federation (AusDBF), in consultation with the member states/territories. It provides dragon boat with a clear guide to achieving full inclusion of people who face disadvantage when it comes to getting involved in our sport.*

*As representatives of dragon boat, we recognise that inclusion is about ensuring our sporting community reflects the diversity of the broader Australian community and we sincerely commit to work together towards achieving this.*

*We commit to applying the ADBIF principles in the development of clear strategies and policies to achieve inclusion and remove discrimination within our respective organisations.*

*We commit to establishing clear targets for measuring success in the context of our respective organisational priorities and core business.*

*We commit to promoting a culture of inclusion through application of the ADBIF and promotion of associated resources and tools to our respective stakeholders, constituencies, and members.*

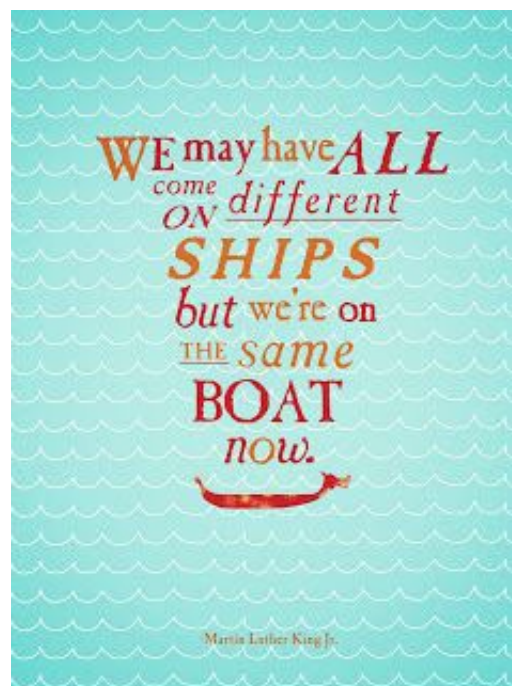
*We commit to contributing to the ongoing development and delivery of the ADBIF in the dragon boat community.*

*In making this commitment we recognise the important role we play in leading the sport at all levels towards full inclusion of people in the sport of dragon boat. We understand that the impact of our commitment will reach beyond our own organisations.*

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**Australian Dragon Boat Federation will meet this commitment by:**

- communicating community values and standards of behaviour of inclusive and safe competition and participation;
- implementing practices and behaviours that encourage the treatment of all people with courtesy, dignity, and respect;
- ensuring, encouraging and promoting the importance of a welcoming environment within all aspects of the sport including at events, within clubs and in all executive and administrative functions;
- ensuring that all members focus on abilities, not on limitations; by providing options to support full participation;
- actively identifying and reducing barriers to participation for minority and under-represented populations;
- ensuring minority populations are given the opportunity to fully participate in all aspects of the sport of dragon boat;
- effectively responding to instances of discrimination, bullying, harassment and vilification, in accordance with AusDBF rules, regulations and policies;
- ensuring equitable and inclusive recruitment onto the AusDBF Board and Committee positions, paid positions, and volunteer positions;
- collaborating with community groups and other organisations to facilitate inclusive practices and ensure achievement of all inclusivity goals.



## Rationale: Why Inclusion?

### *What is Diversity?*

Diversity is the mix of people's different attributes and backgrounds (i.e. race, ethnicity, gender, age, disability, sexual orientation, religion). A good way to think about diversity is to think about your local community. Does your club reflect the diversity of your local community? Diversity is the mix of people; inclusion is trying to get this mix to all work.

### *What is Inclusion?*

Inclusion is proactive behaviours, options and actions to make people from all backgrounds, ages and abilities feel welcome, respected and that they belong at your club. Being inclusive includes integrating supportive behaviours, policies, language, communications and practices.

The term 'inclusion' represents participation in the dragon boat community in friendly, welcoming environments. This means that in whatever capacity desired, all members of the community regardless of age, ability, income, education, sexual preference, race, language or religion; are able to participate, are treated equitably and supported to feel part of the organisation.

### *Why Inclusion?*

Statements of fundamental human rights provide the grounding that inclusion is required to be protected for all humans involved. This includes rights to live free from discrimination, rights to be safe and free. As the recognised national representative body for Dragon Boat within Australia and internationally, AusDBF operates in and is subject to international regulations and expectations on human rights.

In addition, AusDBF acknowledges that a variety of Australian and state-based legislation applies to dragon boat activities and communities; that also support anti-discrimination and positive inclusion. These include: Age Discrimination Act (Cth) 2004; Disability Discrimination Act (Cth) 1992, Racial Discrimination Act (Cth) 1975 and Sex Discrimination Act (Cth) 1984.

Sport can play a powerful role in:

- contributing to the development of healthier individuals and healthier communities;
- increasing social connection and shaping positive social (norms) behaviours;
- promoting community cohesiveness and breaking down barriers to positive view of diverse communities.

A sporting community is diminished when it fails to ensure these benefits are available to all persons.

We recognise that people cannot enjoy themselves or perform at their best if they are treated unfairly, so the Dragon Boat community must provide environments that are free from all forms of discrimination and harassment.



We also recognise that a commitment to inclusion will support AusDBF to:

- ensure consistency in 'walking the talk' to meet our strategic objectives;
- increase access pathways, membership and member satisfaction with participation;
- provide a better connected and diverse sports community;
- break down barriers and promote social inclusion;
- increase public support and volunteer base;
- allow us to meet sport regulatory obligations;
- enhance our brand and reputation, sponsorship opportunities and positive public image;
- increase governance and risk management and decrease potential legal risks.

## Our Challenge

In Australia, sport is part of our daily lives. 65% of Australians aged 15 years and over participate in sport on a regular basis<sup>2</sup>. However, it's not the same for all of us. For example we know:

- people who migrate to Australia from other countries access sport less than the general population and, significantly, less than half (49%) of children aged 5-14 from non-English speaking countries participate in organised sport<sup>3</sup>;
- only 30.1% of Indigenous Australians participate in sport and active recreation regularly<sup>4</sup>;
- people with disability participate even less, with only 23.7% getting involved in sport<sup>5</sup>;
- generally, women participate less than men;
- participation rates decrease as we get older, though we do not find this within the sport of Dragon Boat<sup>6</sup>; and
- lesbian, gay, bisexual and transgender Australians continue to face discrimination, and many have experienced homophobia while participating in sport<sup>7</sup>.

In spite of Australia being a diverse country and research continually showing the benefits and necessity for diversity and inclusion, it still does not consistently occur. Knowing how to change this is not readily understood and resistance is high. While the challenge is clear, it presents the dragon boat community an opportunity to create environments that welcome all Australians who turn up to paddle regardless of their background or motivation. If you would like to understand more around the data in the Australian community, you can learn that here. (Add final link when document uploaded)

### Where we are today?

From the 2021 AusDBF Diversity and Inclusion Survey and member information we understand the following about the current Dragon Boat community:<sup>8</sup>

- 70% are women,
- 7% have disability for which they require carer support,
- 82% identify themselves Australian,
- the majority speak English at home,
- 22.1% have dependents (children or other caring responsibilities),
- 34.5% are in full time employment and 40% are in tertiary sectors,
- 38.6% are retired,
- 6.6% are Gay or Bisexual and 0.5% are Lesbian,
- 50.2% live in a metropolitan area and 40.1% in regional areas.

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<sup>2</sup> Australian Bureau of Statistics. 2012. *Sport and Physical Recreation: A statistical overview*, (cat. No. 4156)

<sup>3</sup> Australian Bureau of Statistics. 2009. *Feature article 4: Migrant attendance and participation in cultural and sporting activities, by proficiency in spoken English*

<sup>4</sup> Australian Bureau of Statistics. 2012. *Sport and Physical Recreation: A statistical overview*, (cat. No. 4156)

<sup>5</sup> Australian Bureau of Statistics. 2012. *Sport and Physical Recreation: A statistical overview*, (cat. No. 4156)

<sup>6</sup> Australian Bureau of Statistics. 2012. *Sport and Physical Recreation: A statistical overview*, (cat. No. 4156)

<sup>7</sup> Pride in Sport Inclusion training

<sup>8</sup> D&I Survey participants = 707 approx 10% of the Australian dragon boat membership

## A Dragon Boat Community Approach

The ADBIF provides a consistent starting point and context and is intended to provide guidance and support beyond AusDBF. AusDBF recognises that member states/territories are responsible and accountable for the achievement of inclusive outcomes and in supporting individual clubs to meet these commitments. The ADBIF has been collaboratively and is applicable to the broader dragon boat community.

All member states/territories have committed to adopt and promote the Australian Dragon Boat Inclusion Framework (ADBIF).



### Statement of Commitment

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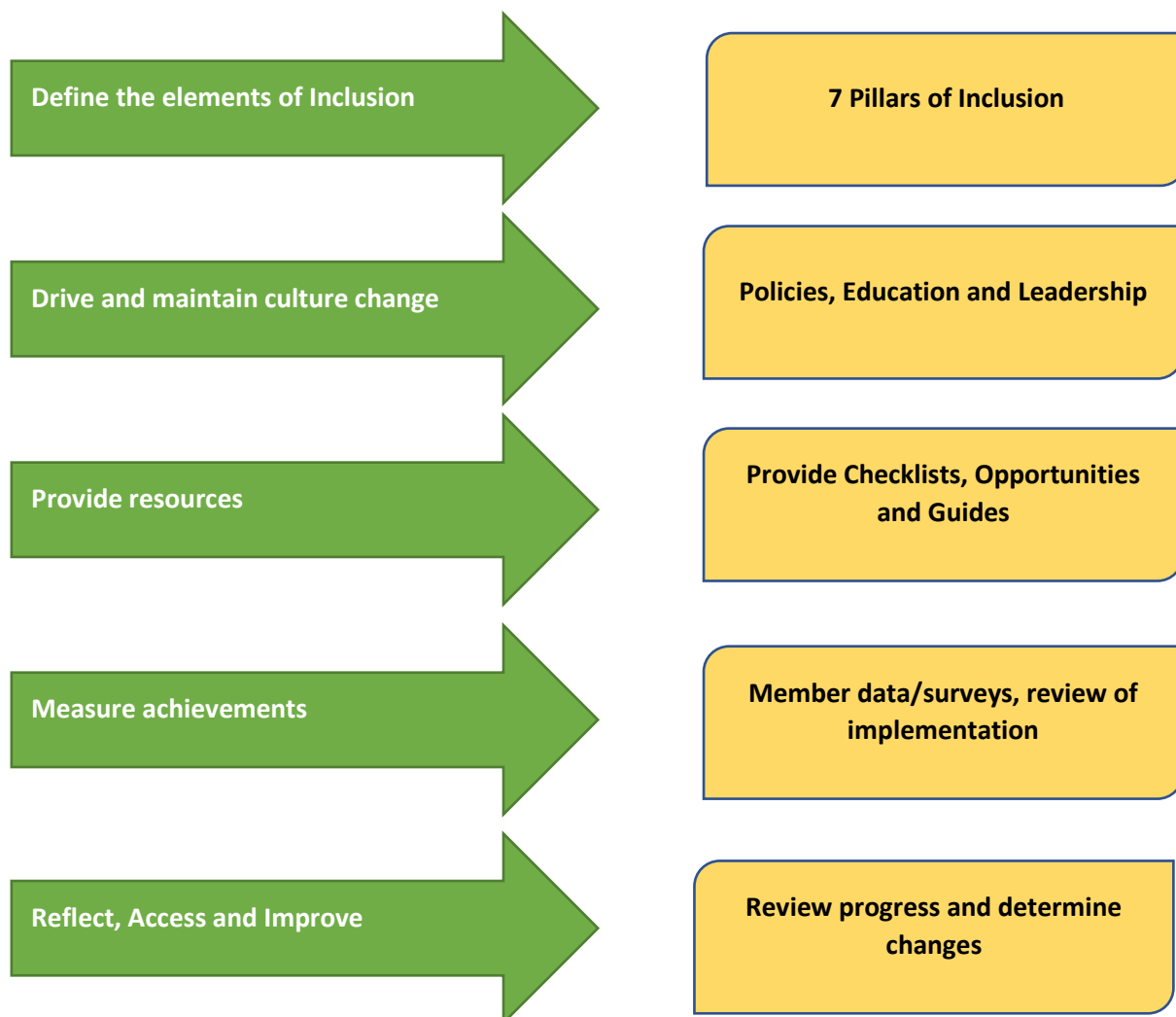
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## The Framework



## Define the elements of Inclusion

There are many groups within the Australian population that face challenges when it comes to getting involved in sport. While there are many factors that contribute to this, it is the focus of the ADBIF to identify how we, as a community, can change things for the better.

The 7 Pillars of Inclusion is a broad framework, to give sports clubs and associations a starting point to address inclusion and diversity. The 7 Pillars model is about giving you a 'helicopter' view of inclusion which looks at the common elements that contribute to creating inclusive environments that reflect the communities that we live in. It was developed by Sports Australia and Play By The Rules.

The 7 Pillars of Inclusion represent the common areas of inclusion – providing a starting point for achieving diversity. The 7 Pillars can be used to address the 'how to' of achieving inclusion.

The seven pillars are:

- Access – where is current location and how do you work to your target?
- Attitude - how willing are you to make it happen?
- Choice - what can you do?
- Partnerships - who will you work with?
- Communication - who will you tell?
- Policy - how are people responsible?
- Opportunities - what do you want to do?

These have been developed by Play by the Rules and details on each of the pillars and what they cover can be found [here](#). You can also view a simple graphic of the 7 pillars [here](#).



### Drive and maintain culture change

The success of culture change in states / territories and clubs will be dependent on the whole community understanding the importance of Diversity and Inclusion; and commit to a vision for its achievement. One of the primary goals of the AusDBF Diversity and Inclusion Committee is to drive this base understanding. This will be done by:

- developing a clear vision and values statement on Diversity and Inclusion
- developing and reviewing relevant supporting policies
- providing education via both face to face and e-learning
- distributing resources to the dragon boat community that will support our Diversity and Inclusion journey
- Evaluating and monitor progress of initiatives to suggest change improvements.

We will continuously be reviewing based on feedback and best practice from both our members and external bodies so we can provide the best leadership and resources for all those that support dragon boating in Australia.

Governing bodies at the state / territory level will be the primary lead for providing advice and support to individual clubs.





## Theory of Change

Following change management theories, clubs and states / territories may seek to use the following principles to drive change within their organisations:

- communicate your compelling vision (including community need, intervention, what success looks like) repeatedly and consistently via a diversity of channels and voices;
- repurpose existing social groups, networks and teams to facilitate change;
- identify influential members at all levels to be change agents and role models;
- create powerful partnerships between influential members at the same level as each other;
- build members capability to lead change in Diversity and Inclusion, integrate change-related capabilities into people's roles, so they are seen as core to people's roles.

Following change management theories, clubs and states / territories may seek to use the following principles to sustain change within their organisations:

- include Diversity and Inclusion measures in your regular reporting of targets to lead boards/committee
- ensure that Diversity and Inclusion is integrated into your practices, including recruitment to roles.
- develop standard decision-making processes which are underpinned by Diversity and Inclusion principles
- ensure that Diversity and Inclusion is allocated the necessary resources, and that this is included in the regular budgeting process.

## Provide resources

In line with this Framework AusDBF will provide Guides and Checklists to support member states / territories and clubs to assess their inclusion and develop strategies to improve.



## Targets

AusDBF has set the following targets over the next 10 years that will support member states / territories to move to reflect the Australian community. We have used the census, Human Rights Australia and Australian Network of Disability to provide a snapshot of aspects of the Australian population to provide these targets but understand that even this does not provide the full diversity of Australia.

AusDBF will aim to set targets that represent the diversity of the Australian population using these figures as a guide:

### 1. Age and Binary Gender Targets (by division for each state / territory)<sup>9</sup>

Target Percentage by State	Juniors			Under 24			Premier			Senior A			Senior B			Senior C			Total		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
ACT	6.7%	7.2%	13.8%	4.5%	4.5%	9.0%	14.8%	14.3%	29.1%	8.2%	8.2%	16.4%	7.0%	6.7%	13.6%	9.5%	8.5%	18.0%	50.7%	49.3%	100.0%
NSW	6.9%	7.3%	14.2%	3.8%	4.1%	7.9%	13.3%	13.2%	26.5%	7.7%	7.6%	15.3%	7.4%	7.0%	14.4%	11.2%	10.5%	21.7%	50.2%	49.8%	100.0%
QLD	7.5%	7.9%	15.3%	3.9%	3.9%	7.8%	12.8%	12.4%	25.1%	7.9%	7.6%	15.6%	7.6%	7.2%	14.8%	10.9%	10.5%	21.4%	50.6%	49.4%	100.0%
SA	6.9%	7.2%	14.1%	3.8%	4.0%	7.7%	12.0%	11.9%	23.9%	7.4%	7.3%	14.7%	7.8%	7.5%	15.3%	12.6%	11.7%	24.3%	50.5%	49.5%	100.0%
VIC	6.7%	7.1%	13.8%	4.1%	4.4%	8.4%	14.0%	13.9%	27.9%	7.7%	7.6%	15.3%	7.3%	6.9%	14.2%	10.6%	9.8%	20.4%	50.4%	49.6%	100.0%
WA	7.2%	7.5%	14.7%	3.7%	3.9%	7.5%	13.2%	13.2%	26.5%	7.9%	8.0%	15.9%	7.5%	7.4%	14.9%	10.5%	10.0%	20.6%	50.0%	50.0%	100.0%
TAS	6.8%	7.3%	14.2%	3.3%	3.6%	7.0%	11.0%	10.9%	21.9%	7.3%	6.9%	14.2%	8.2%	7.7%	15.9%	13.7%	13.1%	26.8%	50.4%	49.6%	100.0%
NT	7.4%	8.0%	15.5%	3.7%	4.0%	7.8%	15.8%	16.2%	32.0%	7.9%	8.3%	16.2%	7.0%	7.3%	14.3%	6.8%	7.5%	14.3%	48.7%	51.3%	100.0%
AusDBF	7.0%	7.4%	14.4%	3.9%	4.1%	8.0%	13.3%	13.1%	26.4%	7.8%	7.6%	15.4%	7.4%	7.1%	14.5%	11.0%	10.3%	21.3%	50.3%	49.7%	100.0%

### 2. Ancestry, Languages and Religion Targets<sup>10</sup>

- 27.6% of the population were born overseas;
- Top 5 languages used at home, other than English, were Mandarin (2.7%), Arabic (1.4%), Vietnamese (1.3%), Cantonese (1.2%) and Punjabi (0.9%);
- Top 5 ancestries were English (33%), Australian (29.9%), Irish (9.5%), Scottish (8.6%) and Chinese (5.5%);
- Top 5 religious affiliations were No religion (38.9%), Catholic (20%), Anglican (9.8%), Islam (3.2%) and Hinduism (2.7%).

### 3. Disability Targets<sup>11</sup>

- 1 in 5 of our participants have some form of disability.

### 4. LGBT+ Targets<sup>12</sup>

- Up to 11% may have a diverse sexual orientation, sex or gender identity.

### 5. Aboriginal and/or Torres Strait Islander<sup>13</sup>

- 3.2% of our participants identify Aboriginal and/or Torres Strait Islander.

These targets will be reviewed on an annual basis to ensure that they are still appropriate or if they need to be adjusted.

## Measure achievements

We will need to measure how we are changing the diversity and inclusion within the sport of dragon boat and how we are achieving against our goals as an organisation. This will be done through membership data collected at registration, annual Diversity and Inclusion surveys and submission of inclusion checklists.

<sup>9</sup> ABS Estimated resident population by age, Statistical Areas Level 2, 30 June 2020

<sup>10</sup> ABS Country of Birth of Person by State and Territory of Usual Residence, Count of persons - 2016(a)

<sup>11</sup> [Disability statistics - Australian Network on Disability \(and.org.au\)](#)

<sup>12</sup> [Face the facts: Lesbian, Gay, Bisexual, Trans and Intersex People | Australian Human Rights Commission](#)

<sup>13</sup> [2021 Australia, Census All persons QuickStats | Australian Bureau of Statistics \(abs.gov.au\)](#)

This will be shared with members, so everyone understands how important this is to our dragon boat community.

### Reflect, Assess and Improve

AusDBF will review progress against targets annually and determine if any changes are needed in line with the Reflective Practice Framework<sup>14</sup>, which assists sporting organisations review guidelines and practices for inclusion. While not specific to this wider Diversity and Inclusion setting, the principles remain relevant and will be applicable to AusDBF's broader commitment.

The Diversity and Inclusion Committee is responsible for reviewing the AusDBIF annually. Recommendations for changes are to be submitted at any time to the Board. If a change is consequently required, this will be tabled for discussion at the next AusDBF Board meeting. All changes are to be communicated to staff and affiliates and the revised policy is to be available on the website.

## Glossary of Terms

**CALD** - Culturally and Linguistically Diverse. It's an acronym that refers to the many Australian communities that originally came from different countries and therefore have cultures and languages that are different to those of Australians born here generation after generation.

**Club** - A club is an association of people united by dragon boating.

**Disability** - The United Nations Convention on the Rights of Persons with Disabilities defines disability as: long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder [a person's] full and effective participation in society on an equal basis with others.

**Intersectional diversity** - 'Intersectionality' refers to the ways in which different aspects of a person's identity can expose them to overlapping forms of discrimination and marginalisation.

Aspects of a person's identity can include social characteristics such as:

Aboriginality

gender

sex

sexual orientation

gender identity

ethnicity

colour

nationality

refugee or asylum seeker background

migration or visa status

language

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<sup>14</sup> [ahrc\\_reflective\\_practice\\_framework\\_tgd\\_guidelines\\_2019.pdf \(humanrights.gov.au\)](#)

religion

ability

age

mental health

socioeconomic status

housing status

geographic location

medical record

criminal record

Attitudes, systems and structures in society and organisations can interact to create inequality and result in exclusion. These include:

sexism

racism

homophobia

biphobia

transphobia

intersex discrimination

ableism

ageism

stigma

When these aspects or characteristics combine:

- there is a greater risk of people experiencing family violence;
- people find it harder to get the help they need due to systemic barriers;
- there is increased risk of social isolation.

**LGBT+** - LGBT+ is an acronym for Lesbian, Gay, Bisexual and Trans. Lesbian is a term used to describe women attracted romantically, erotically, and/or emotionally to other women. Gay is a term used to describe individuals who are primarily emotionally, physically, and/or sexually attracted to members of the same sex. Bisexual is a term used to describe a person that is emotionally, physically and/or sexually attracted to male/men and females/women. This attraction does not have to be equally split between genders and there may be a preference for one gender over others. Trans is an umbrella term covering a range of identities that transgress socially defined gender norms. It may mean someone who mentally and emotionally identifies as a different gender to the one they have been assigned by society, often living their lives as that gender, and who may or may not choose to undergo sex reassignment surgery. Or it could be a person who transcends the binary gender systems altogether, so that they identify as neither male or female gender. The '+' sign is used as "plus" in order to describe all the other gender and sexual orientations that don't fit into the letters

**Member States** – States and Territories that are members of Australian Dragon Boat Federation, plus DAA

**Official** - An official is a person who holds a position of authority in dragon boating.

**Paddler** - one who paddles a dragon boat

**Participant** - a person who takes part in dragon boating

**States/Territories** – Includes New South Wales, Victoria, ACT, South Australia, Tasmania, Western Australia, Queensland and 2 clubs within Northern Territory



