

Equality^{and} **Respect** in Sport

Practice Tool: Embedding
Diversity and Inclusion in
Sport

Prepared by
Our Watch 2020

**Our
WATCH**
End violence against
Women And Their Children

About the diversity and inclusion practice tool

- This tool aims to assist you in embedding diversity and inclusion across your implementation of the Equality and Respect in Sport Standards.
- It should be used in conjunction with the Standards, Implementation Guide and other Equality and Respect in Sport tools.

How is this relevant to the prevention of violence against women in sport?

Diversity and inclusion are the building blocks for taking an 'intersectional approach'. They help us target a range of audiences and consider how we can include them in our strategy. An 'intersectional approach' on primary prevention of violence against women takes a step further to consider the complexity of diversity and inclusion. It seeks to understand how gender inequality intersects with other forms of discrimination to shape how different people experience violence and inequality. This includes racism, ableism, sexism, ageism, classism, homophobia and transphobia.

By understanding how these intersecting forms of discrimination play out across gender norms, practices and structures in a sporting context, we are better able to design primary prevention strategies and actions that will create an Australia where all women are safe, respected and equal.



Thinking critically at each key step

Taking an 'intersectional approach' means thinking critically at each key step of implementation.

Step 1 - Getting Started

Step 2 - Prioritising and Planning

Step 3 - Taking Action

It means asking ourselves questions about any gaps or unconscious biases, and reflecting on opportunities for improvement.

Asking the following questions can help to uncover these gaps and identify areas for change.

STEP 1

- Who is involved in leading this work (and who isn't)?
- Who in the community can you consult, or partner with, to ensure your work includes a range of voices, experiences and expertise, from the outset and across the lifespan of your work?
- How will you build organisational understanding of how violence against women, inequality and discrimination impact different women in different ways?
- What is needed to ensure your response mechanisms are culturally safe and accessible for all staff, players and volunteers?

STEP 2

- How can you ensure your consultations include a range of voices and perspectives?
- Will your data assist in seeing not only sex disaggregation, but also which women and men are, or are not, represented in key workplace indicators? Is this data collected in a way that is safe and culturally appropriate?
- Will your strategies and actions address other forms of inequality that intersect with sexism? Do you have specific actions focusing on improving conditions for women who experience greater discrimination and barriers?
- How will you ensure that all women will benefit from your gender equality initiatives, not just some?

STEP 3

- Who is involved in implementing your work (and who is not)?
- What mechanisms can you build into your regular monitoring/evaluation processes to measure the effectiveness of your intersectional approach? This can include consulting with the communities you are trying to reach in your evaluation processes.

Implementing the Standards with an intersectional approach

Achieving the Equality and Respect in Sport Standards will look different in each workplace; so will how you embed an intersectional approach across your strategies and actions. The following examples can assist you in reflecting on each of the Standards and help to identify opportunities to ensure more women benefit from your strategies and actions. This should be used alongside the *Implementation Guide*.

Standard	Examples
<p>1. Commitment</p> <p>We are committed to preventing violence against women and we have structures, strategies and policies that explicitly promote gender equality.</p>	<ul style="list-style-type: none">• Our leaders understand how violence impacts different women in different ways and are committed to ending violence experienced by all women.• Our strategies, policies and procedures are reviewed to ensure they promote gender equality for all women and men, regardless of their age, race, faith, sexuality, class or disability.• Our gender equality work is guided and informed by women representing a range of backgrounds and we seek to centre the voices of those with the least power or privilege.• Our gender equality budget includes resourcing to make our work accessible, such as interpreters, communication aids and other measures.• Our internal and external communications are reviewed to ensure they do not promote negative or unequal stereotypes based on gender, gender identity, race, age, disability or sexuality.• Our communications represent people from a range of backgrounds and reflects the diversity of Australian society.





2. Conditions

We embed gender equality in our recruitment, remuneration and promotion processes, and men and women utilise flexible work options without penalty.

- We ask important questions about who is and isn't represented in our leadership and focus efforts on supporting leadership opportunities for those least likely to be represented (such as, Aboriginal and Torres Strait Islander women, women with disabilities, and women from migrant and refugee backgrounds).
- We take the time to reflect on which women may or may not be benefiting from our current and planned recruitment strategies, and take action to address this.
- We pay specific attention to how the pay gap disproportionately affects women who experience intersecting forms of discrimination, and seek to rectify this.
- We have accountability measures in place to monitor, track and report on our progress towards advancing gender equality for all women and men, including those who experience intersecting forms of inequality, discrimination or marginalisation.

3. Culture

All staff feel safe and confident in our workplace, and we actively challenge gender stereotypes, roles and norms.

Staff can raise concerns about gender inequality and discrimination without adverse consequences.

- Leaders are supported to think critically about how gender stereotypes intersect with other forms of discrimination to create norms about which men and women make 'better/natural' leaders.
- We review all planned measures with an intersectional approach to ensure that they are equitable and accessible and do not unintentionally reinforce the marginalisation or exclusion of different population groups.
- Language that reflects sexism, racism, ableism, ageism, classism, homophobia or transphobia is not accepted, excused or minimised in our workplace, on the field or from spectators.
- We ensure all staff have the knowledge, skills and confidence they need to undertake their work in a way that is culturally safe and inclusive, including for Aboriginal and Torres Strait Islander people, people with disabilities, and people from LGBTIQ communities.
- We ensure our staff have the training and skills to address backlash and resistance to gender and other equity initiatives.





4. Support

We have the structures, practices and culture to respond appropriately to staff and stakeholders affected by violence, bullying and sexual harassment.

- Managers have the skills (or organisational support to be upskilled) and confidence to challenge all forms of violence and harassment in the workplace and support other staff to do the same.
- Our violence, bullying and harassment policies and procedures are culturally safe, appropriate and accessible for all staff, players and volunteers.
- Our organisation has safe and relevant policies to respond to all those who experience and use violence.

5. Our business

The work we do and the way we promote it aligns with our commitment to gender equality and the prevention of violence against women.

- Our leaders help draw public attention to how gender inequality intersects with other forms of inequality (for instance condemning forms of violence experienced by Aboriginal and Torres Strait Islander women or women with disabilities, or calling out the use of homophobic or transphobic language on the sports field).
- Our leaders advocate for representation of a diverse range of women leaders on panels, in the media and other events.
- We seek input from women experiencing intersecting forms of inequality to guide our key actions, including internal expertise and building strong partnerships and relationships with external expert organisations.
- Our communications policy includes a style guide and inclusive language guide to support all staff to communicate in a way that fosters equality and respect for all women.

