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2022-23 EQUITY, DIVERSITY AND INCLUSION POLICY

SKATE AUSTRALIA

VERSION CONTROL

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Acknowledgment of Country

Skate Australia acknowledges the traditional owners upon whose lands our organisation is located on and recognise their continuing connection to land, waters, and culture. First Nations' history spans more than 65,000 years. We pay our respects to Elders past and present and extend that respect to other Aboriginal and Torres Strait Islander Peoples.

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We acknowledge the Jagera, Yuggera, Turrbal, Yugambah and Kombumerri Peoples upon whose lands where Griffith University campuses are located. We pay our respects to Elders past and present and extend that respect to other Aboriginal and Torres Strait Islander Peoples.



Acknowledgment of First Nations

Skate Australia acknowledges the traditional owners upon whose lands our organisation, committees, clubs, and members are located and are skating on and recognise their continuing connection to land, waters and culture. First Nations' history spans more than 65,000 years. We pay our respects to Elders past and present and extend that respect to other Aboriginal and Torres Strait Islander Peoples.



Policy Overview

This policy reflects the Australian Sports Commission's shift towards putting equity, inclusion and diversity (EDI) at the heart of sport organisations. Skate Australia (SA) follows the stance taken by the Australian Sports Commission (ASC) that: "All Australians should have the opportunity to be involved in sport and physical activity, regardless of their gender, sexual orientation, ability, cultural background or ethnicity. It is important that sporting bodies, from local clubs through to national sporting organisations, reflect the diversity in the communities they are a part of, and that together, we ensure every person is treated with respect and dignity and protected from discrimination."

This policy has been developed to encourage participation in our sport, in any capacity, by all members of the community. SA is committed to ensuring that people of all abilities and backgrounds are welcomed, respected, and able to participate in the skate sports under its umbrella. Importantly, we recognise equity as a key principle to inform actions and strategies that support diverse participation with respect to gender, ethnicity, disability, sexuality, education, age, income, and other backgrounds where discrimination can arise. We also recognise the importance of an



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intersectional approach, acknowledging that people have multiple identities and can experience greater inequity in our society. The six official skate sports are skateboarding, roller derby, artistic skating, inline hockey, inline rink skating, and speed skating. We encourage members to extend the principles and guidelines in any interactions with cognate skate sports, including aggressive park skating and recreational skating as these are pathways into participation and competition, and important parts of the skate sport landscape.

While leadership, management, and governance of organisations with respect to equity, diversity and inclusion are vital, it is the responsibility of all SA members to recognise and work to include the value of persons of varying abilities and identities.

SA seeks to be at the forefront of equity, inclusion and diversity (EDI) practices, creating an open and welcoming sport environment. Unlike many sports, SA has large proportions of girls and women and well-acknowledged non-binary and transgender participants.

This policy commits all committees and clubs under the SA umbrella to the principles and practices that support equity, diversity and inclusion in their skate sports. In addition, we recognise that all members of the community have a part to play in the success of the growth of all the skate sports covered by SA.

National Integrity Framework



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The National Integrity Framework applies to this Member Policy. Members can access information on the Sport Integrity Australia website (<https://www.sportintegrity.gov.au/what-we-do/national-integrity-framework>).

SA's National Integrity Framework and partnership with Sport Integrity Australia commenced on 1 May 2022, making us the 21st National Sporting Organisation to adopt the Framework.

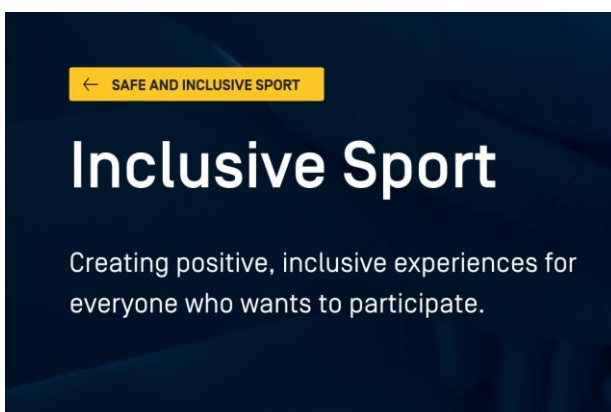
Any complaints in relation to alleged breaches under the National Integrity Framework (including member protection, safeguarding children and young people, misuse of drugs and medicines and competition manipulation and sports gambling) will be managed by Sport Integrity Australia under the Complaints, Disputes & Discipline Policy.

All States, Clubs and members of SA are bound by this Framework. This includes skaters, support personnel, employees and volunteers.

Australian Sports Commission Inclusive Sport Framework

This policy is also guided by the Australian Sports Commission Inclusive Sport Framework

https://www.sportaus.gov.au/participation/inclusive_sport





UN Sustainable Development Goals Framework

Equity, diversity and inclusion in Australian skate sports connects with the global focus of the United Nations (UN) Sustainable Development Goals (SDG) on reducing inequality of all kinds and improving access. This includes Skate Australia supporting the stance of the United Nations (UN) SDGs of promoting equality, reducing disadvantage, and creating inclusive workplaces, communities, and cities. In particular:



Goal 5: <https://www.un.org/sustainabledevelopment/gender-equality>

Commitment and bold action are needed to accelerate progress, including through the promotion of laws, policies, budgets and institutions that advance gender equality. This includes to:

5.1: “End all forms of discrimination against all women and girls everywhere¹”

5.5: “Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life”

Goal 10: <https://www.un.org/sustainabledevelopment/inequality>

¹ SA also follows guidelines by the ASC Inclusive Sport Framework which emphasises the additional importance of inclusive policies and strategies for transgender and gender diverse populations



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Reducing inequalities and ensuring no one is left behind are integral to achieving the Sustainable Development Goals such as in:

10.2 “By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status”

10.3 “Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard”

Goal 11: <https://www.un.org/sustainabledevelopment/cities>

Goal 11 is about making cities and human settlements inclusive, safe, resilient and sustainable such as:

11.7 “By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities”

Jurisdiction

This policy provides the framework by which SA actively manages and encourages diversity and inclusion across the organisation and its members within all skate sports.

Prohibited Conduct

In Australia, it is unlawful to discriminate on the basis of a number of protected attributes including age, disability, race, sex, intersex status, gender identity and sexual orientation in certain areas of public life, including education and employment. Australia's federal anti-discrimination laws are contained in the following legislation:

- [Age Discrimination Act 2004 - external site](#)
- [Disability Discrimination Act 1992 - external site](#)
- [Racial Discrimination Act 1975 - external site](#)



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- [Sex Discrimination Act 1984 - external site](#)

In 2013, the Sex Discrimination Act 1984 was amended to introduce new protections from discrimination on the grounds of sexual orientation, gender identity and intersex status in many areas of public life. The guidelines recognise that individuals may identify as a gender other than the sex they were assigned at birth, or may not identify as exclusively male or female. More information is available on the Australian Human Rights and Anti Discrimination Law website (<https://www.ag.gov.au/rights-and-protections/human-rights-and-anti-discrimination/australias-anti-discrimination-law>).

In the areas of gender diversity and inclusion, SA is also informed by the guidelines set out by the Australian Sports Commission https://www.sportaus.gov.au/integrity_in_sport/transgender_and_gender_diverse_people_in_sport

Reporting

Complaints, Disputes and Disciplinary Action

The [Complaints, Disputes and Discipline Policy](#) applies to any alleged Prohibited Conduct, including reports of breaches, of this Policy. The Policy is a collaboration between SA, Sport Integrity Australia and the National Sports Tribunal that will provide an independent, transparent, and fair complaint management system for all involved in Skate Sports.

Defining Equity, Diversity and Inclusion

Equity refers to the principle of fairness and the commitment made to overcome societal and historical constraints to enable people to have the same opportunities to participate. Equitable practices relate to the process of learning and making efforts to implement strategies in whatever capacity is required so that everyone can participate and benefit from opportunities and roles equally. This includes removing and having pathways to overcome barriers or obstacles (physical,



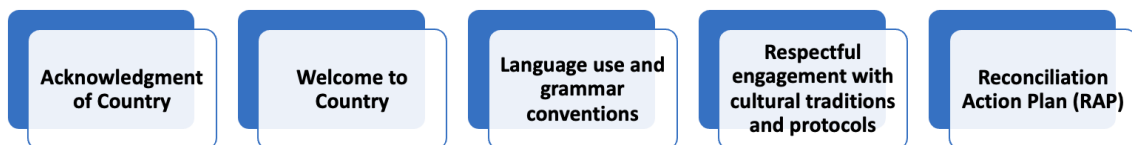
cultural-attitudinal, economic) that exclude and marginalise people due to gender, sexuality, disability, ethnicity, income, or age difference.

Diversity refers to differences including (but not limited to) race, ethnicity, sexual preference, gender identity, age, people with diverse experiences of disability, caring and family responsibilities, religion, nationality, and cultural and linguistic background.

Inclusion refers to the creation of opportunities for equitable participation in sport, rather than assuming those with diverse identities and needs fit into a predetermined model or culture. Equity and inclusion involve a commitment to the engagement of people with varying abilities and identities who may not have access or existing pathways into mainstream activities within SA. This can refer to issues such as low participation numbers and low visibility in key decision-making roles and general representation including promotional and educational material.

Intersectionality refers to an approach that acknowledges the complexity of inequality, thinking across categories, for example, not only addressing women in sport, but thinking about Indigenous women, or women with disabilities. Also, acknowledging socioeconomic inequalities across categories of gender, ethnicity, disability and other areas where individuals or groups may experience discrimination.

Respect and Recognition: Aboriginal and Torres Strait Islander Peoples



Cultural understanding and protocols are important for fostering awareness, respect and inclusion of First Nations Peoples in skate cultures and the traditional owners of the land we skate on. SA recognises:



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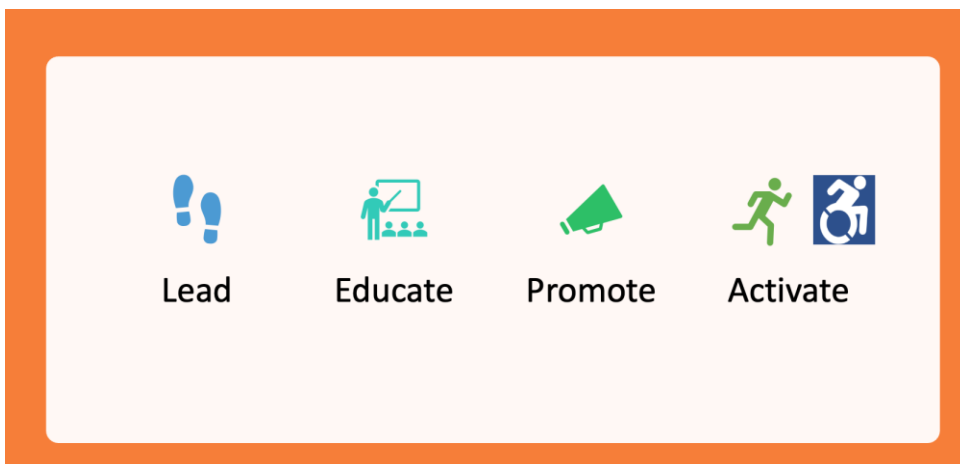
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- Welcome to Country as an important ceremony undertaken by an Indigenous Elder from the People and land an event is held.
- An Acknowledgement of Country as a way for non-Indigenous people and Indigenous people not from that area to show respect.
- The importance of language use and grammar conventions that are not discriminatory and offensive. Usage of respectful language that is guided by Aboriginal and Torres Strait Islander Peoples.
- Respectful inquiries about and engagement with cultural traditions and protocols when working with Indigenous communities e.g. naming protocols and Sorry Business.
- The importance of actions that support reconciliation and cultural understanding in skate sports, which may include implementing a Reconciliation Action Plan (RAP).
- Supporting Indigenous skaters' leadership, participation, and visibility.

Key Principles and Guidelines

This policy identifies the following key guidelines for actioning the policy across the organisation:



Guidelines for inclusion and diversity above, Tennis NSW 2022.

1. **LEAD** – Ensure members are familiar with the SA EDI policy in any orientation process and annually. Additionally:-



Foster a supportive culture for individuals and groups to build inclusive and diverse environments, clubs, teams, networks, competitions, events, and workforce.

Treat any reports of barriers that can hinder diverse participation in community and high-performance skating seriously and make efforts to address them and identify solutions to support diverse participation in community, recreational and high-performance skating.

Be explicit and clear that there is zero tolerance for discrimination.

Set indicators and targets that address equity, diversity and inclusion in relation to Indigenous Peoples, culturally and linguistically diverse (CALD) communities, gender, sexual orientation, disability, age and other relevant backgrounds and experiences while recognising the importance of intersectionality where inequality is exacerbated.

2. **EDUCATE** - Ensure SA members have ways to learn about the principles, pillars, expectations and practices that the EDI policy outlines across coaching, events, community, promotional and high-performance contexts. Additionally:

Explore and encourage training across EDI areas which may include as part of an SA-wide orientation process, with units covering key areas such as Indigenous Peoples, CALD communities, gender, sexual orientation, disability, age and other relevant topics addressed in the Australian Sports Commission Inclusive Sport Framework.

Utilise courses run by programs such as Play by the Rules, Proud to Play, Australian Sporting Alliance for People with a Disability (ASAPD) and First Peoples led programs.

3. **PROMOTE** – Communicate news about the EDI policy, its expectations and principles through multiple channels and platforms, ensuring the information is accessible, appropriate and will reach different audiences.

Represent and celebrate diversity in skate sports and skate communities through appropriate images and narratives.

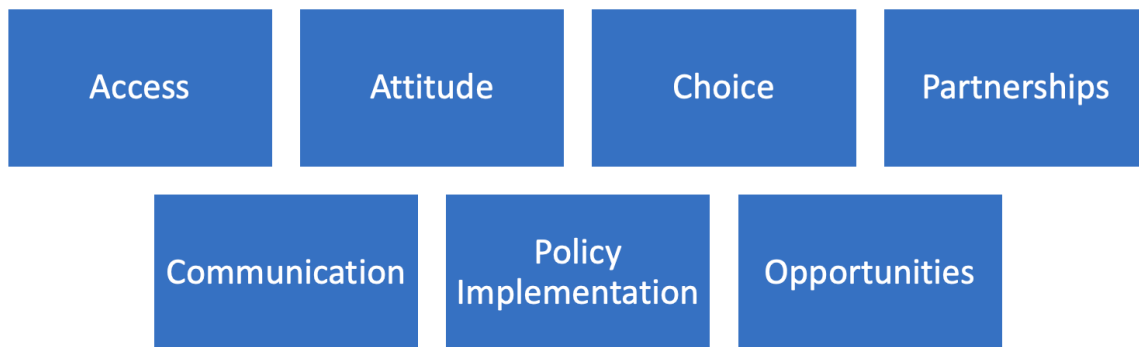


Ask people how they wish to identify, ensure inclusive language considerations include: Aboriginal and Torres Strait Islander Peoples; cultural and linguistic diversity; age diversity; gender diversity; sexual orientation; physical, cognitive, and intellectual disabilities, neurodiversity and affirming body diversity.

4. **ACTIVATE** – Provide pathways and access to skaters from Indigenous and diverse backgrounds with special attention to issues of equity and those not traditionally included. For example, non-traditional skaters can include women and non-binary skaters, skaters with a disability, and individuals from CALD backgrounds.

The 7 Pillars of Inclusion and Diversity

To support reflective learning on inclusion SA promotes the use of the following guided questions that can inform good practice, adapted from the 7 Pillars of Inclusion and Diversity developed by Play by the Rules.



ACCESS – How is the space accessible for diverse needs in relation to gender, ethnicity, sexuality, disability, age, religion and is it universally designed to ensure people can engage, feel safe and welcome?

ATTITUDE – How are people encouraged and guided in their interactions and encounters with diversity?



CHOICE – What types of information, awareness and education exist?

PARTNERSHIPS – What types of people have been included to improve and advance diversity, equity and inclusion?

COMMUNICATION – What types of language and images are encouraged and how can people contribute and stay informed?

POLICY IMPLEMENTATION– What can you do to ensure people are aware of the type of guidance, expectations and support that exists?

OPPORTUNITIES – What mechanisms are in place for people to participate at all levels and have room for equal advancement regardless of social, cultural and economic backgrounds?

All SA members across all skate sports are further encouraged to read the information contained on the Play by the Rules website www.playbytherules.net.au and at the Australian Sports Commission website: https://www.sportaus.gov.au/participation/inclusive_sport/toolkit/7-pillars-of-inclusion

Review and Evaluation Process

A diversity, equity, and inclusion advisory committee will meet 2 - 4 times a year. The nominations process aims to reflect the official skate sports and be inclusive of individuals whose professional, volunteer and/or lived experience can also inform the committee on relevant themes. The advisory committee selection will be processed through the SA nominations committee.

A review will be conducted every two years so SA can stay informed about community experiences, expectations, and suggestions for improvements to the organisation and its EDI Policy.



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Recommended Resources

It is recommended that SA members become familiar with the following websites, organisations, and resources.

Accessibility Design Guide: Universal design principles for Australian Sports Commission:

https://www.sportaus.gov.au/integrity_in_sport/inclusive_sport/toolkit/universal-design

Acknowledgment of Country and Welcome to Country, National Indigenous Agency, Australian Government: https://www.indigenous.gov.au/contact-us/welcome_acknowledgement-country

Acknowledgment of Country and Welcome to Country, Reconciliation Australia:

<https://www.reconciliation.org.au/reconciliation/acknowledgement-of-country-and-welcome-to-country>

Australian Sports Commission Inclusive Sport Framework:

https://www.sportaus.gov.au/participation/inclusive_sport

Australian Sports Commission Women Leaders in Sport:

https://www.sportaus.gov.au/grants_and_funding/wlis

Australian Sporting Alliance for People with a Disability (ASAPD) - covers 9 National Sports

Organisations for Disability: <https://asapd.org/>

Change the Game (VIC): <https://changeourgame.vic.gov.au/>

Clearing House for Sport <https://www.clearinghouseforsport.gov.au/>

Consent Labs: <https://www.consentlabs.org.au>

Consent is Rad: <https://consentisrad.wordpress.com/>



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Disability Sports Australia training and ambassadors program: <https://www.sports.org.au/>

The Equality Institute, Writing a Meaningful Acknowledgement of Country:

<https://www.equalityinstitute.org/blog/writing-a-meaningful-acknowledgment-of-country>

Her Sport, Her Way (NSW): <https://www.sport.nsw.gov.au/hersportherway>

Inclusive Sport Framework and Toolkit, ASC:

https://www.sportaus.gov.au/participation/inclusive_sport

Inclusive style manual Australian Government: <https://www.stylemanual.gov.au/accessible-and-inclusive-content/inclusive-language>

Inclusive language guidelines APA 7 (American Psychological Association)

<https://www.apa.org/about/apa/equity-diversity-inclusion/language-guidelines.pdf>

Innovation Reconciliation Plan 2022 - 2024, Australian Sports Commission:

https://www.sportaus.gov.au/_data/assets/pdf_file/0006/677337/36168_ASC-Reconciliation-Action-Plan-2022-2024-acc2.pdf

Gender Diversity and Inclusion in Sport Guidelines, Australian Sports Commission

https://www.sportaus.gov.au/integrity_in_sport/transgender_and_gender_diverse_people_in_sport

Human Rights Approach, UN <https://www.un.org/development/desa/disabilities/united-nations-sports-and-the-paralympic-games-promoting-human-rights-development-and-the-ideals-of-humanity.html>

Play by the Rules: <https://www.playbytherules.net.au>

Proud to Play Organisation: <https://www.proud2play.org.au/>



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NSW Office for Sport Reconciliation Plan: <https://www.sport.nsw.gov.au/our-reconciliation-action-plan>

Reconciliation Action Plan (RAP), Reconciliation Australia:
<https://www.reconciliation.org.au/reconciliation-action-plans/>

Sport Integrity Australia: <https://www.sportintegrity.gov.au/>

Tennis NSW Inclusion and Diversity Plan 2021-2022:
<https://www.tennis.com.au/nsw/files/2021/10/TENNIS-NSW-INCLUSION-DIVERSITY-PLAN-2021-2025.pdf> .

Words Matter: A Guide to Inclusive Language, Griffith University:
https://www.griffith.edu.au/_data/assets/pdf_file/0025/546073/152_17_Words_Matter_A5_FA3_WEB.pdf

Universal Design Australia: <https://universaldesignaustralia.net.au/>