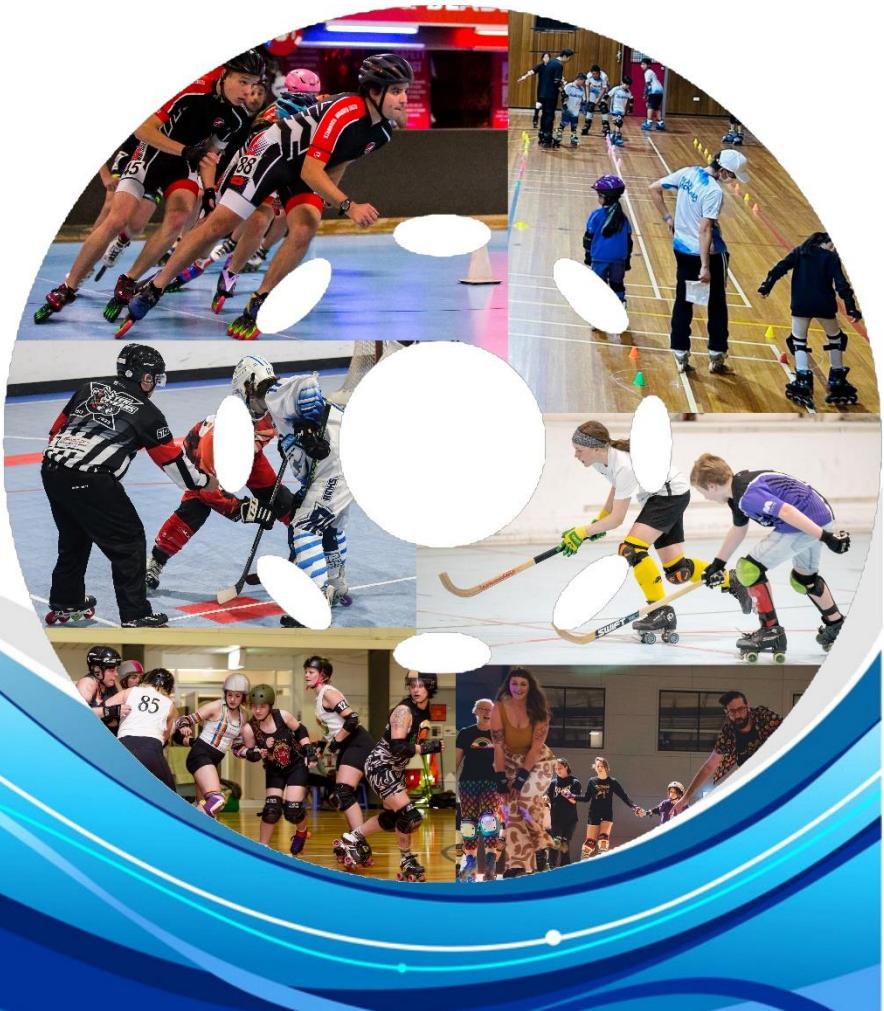


Diversity and Inclusion **Policy**



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Acknowledgement

OF COUNTRY

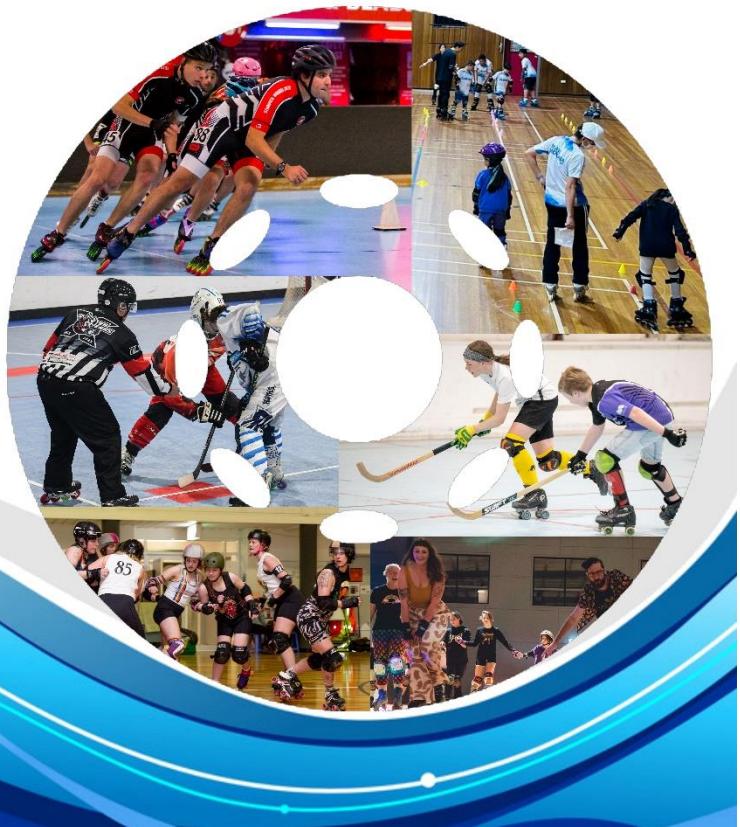
Skate Victoria acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea, and community. We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

OF DIVERSITY AND INCLUSION

Skate Victoria recognises that inclusion is about making sure our sport reflects the diversity of all participants and are committed to providing a safe, welcoming, and respectful culture where everyone feels welcome and accepted regardless of age, gender, ability, socio economic status or cultural, ethnic, or religious background.

OF SAFE ENVIRONMENTS

Skate Victoria is committed to the safety and well-being of all children and young people who participate in our sport or access our services. We support the rights of the child and will always act to ensure that a child-safe environment is maintained.



PURPOSE

This policy provides the framework by which Skate Victoria actively manages and encourages diversity and inclusion across the organisation.

People are the heart of what we do at Skate Victoria and we believe that diversity and inclusion is an imperative part of doing our work well.

We want to create an environment that enables our members to thrive and achieve their roller sports goals.

Our goal is to encourage and create a culture that is diverse, inclusive and respects and celebrates our differences.

Creating a safe, respectful, and inclusive place to work, volunteer and engage in sport will provide an essential foundation for our staff and members to successfully contribute to meeting the objectives of Skate Victoria, enhance our National and International reputation, improve the member experience, and achieve sustainable business results.

Is to enable and provide the structure, culture, systems, resources, and participant input to effectively manage, develop, and promote all aspects of roller sports in Victoria and across Australia.

SCOPE

This policy applies to:

- Skate Victoria's Executive Committee
- Members of Skate Victoria (individuals and clubs)
- All Skate Victoria employees, volunteers, and contractors of our organisation
- Persons seeking employment and/or membership with our organisation

DEFINITIONS

In this Diversity and Inclusion Policy:

- Diversity refers to the visible and invisible differences that exist between people, including (but not limited to) race, colour, physical features, sex, sexual preference, gender identity, lawful sexual activity, age, physical or mental disability, marital status, family responsibilities, pregnancy, breast feeding, carer responsibilities, religion, political opinion, national extraction, social origin. It also refers to diverse ways of thinking and ways of working.
- A reference to employees/members/candidates/people "of a particular diversity dimension" refers to employees/members/candidates/people of a particular race, colour, physical features, sex, sexual preference, gender identity, lawful sexual activity, age, physical or mental disability, marital status, family responsibilities, pregnancy, breast feeding, carer responsibilities, religion, political opinion, national extraction, or social origin.
- Inclusion refers to ensuring that current, future, and potential employees and members have equality of opportunity in the organisation without any barriers or obstacles as a result of their race, colour, physical features, sex, sexual preference, gender identity, lawful sexual activity, age, physical or mental disability, marital status, family responsibilities, pregnancy, breast feeding, carer responsibilities, religion, political opinion, national extraction, or social origin.

POLICY

Skate Victoria's belief in diversity and inclusion

Skate Victoria will manage and encourage diversity and inclusion as follows:

- Promote and encourage a diverse and inclusive workforce, by fostering an environment of mutual learning, respect, dignity, openness to other cultures and an appreciation of difference and other perspectives;
- Work with our members to promote and encourage a diversity and inclusion in roller sports, by fostering an environment of mutual learning, respect, dignity, openness to other cultures and an appreciation of difference and other perspectives and a policy of zero tolerance for discrimination in any form;
- Attract and retain an Executive Committee whose composition reflects a diversity of backgrounds, knowledge, experience, and abilities;
- Seek to ensure that the policies and programs created by Skate Victoria will reflect a diversity of backgrounds, knowledge, experience, and abilities;
- Seek to ensure that our business practices, systems, and processes do not prevent people from diverse backgrounds having equality of opportunity within the organisation.

DIVERSITY AND INCLUSION IN PRACTICE

To achieve a diverse and inclusive workforce and sporting community, Skate Victoria supports the following practices.

GENDER EQUITY

Skate Victoria aims to create a culture that values, promotes, and benefits from gender diversity and equity. We will ensure equal rights and opportunities for people through regular reviews of our policies, procedures, and programs, to identify any gender imbalances, attract and develop female and non-binary participants, volunteers and employees and we will educate our Executive Committee, staff, and volunteers about gender equity. Our policies will be regularly updated to reflect our processes for ensuring gender equity and opportunity in the workplace and in the work we do with our members and partners.

Skate Victoria will actively work to promote gender inclusive language in our policies and procedures and in all our communication with our members and the wider community.

7-PILLARS OF INCLUSION MODEL

The work that Skate Victoria does to promote diversity and inclusion in our organisation and sporting communities is based on the 7-Pillars of Inclusion Model which was developed by Play by the Rules (PBTR). Play by the Rules is a national initiative backed by Federal and State governments that promotes safe, fair, and inclusive sport and provides an inclusive sport framework for sporting organisations from the grassroots to national level.

The seven pillars are:

- Access
- Attitude
- Choice
- Partnerships
- Communication
- Policy
- Opportunities

INCLUSION

Skate Victoria is committed to recognising and celebrating the diversity of the organisation through creating an environment that values, respects, and encourages a diverse range of views, knowledge, and experience.

When hiring and promoting candidates, management will consider diversity in the selection and appointment processes to ensure there is no intended or unintended bias or discrimination throughout the processes to ensure that recruitment decisions are made consistently, fairly, and equitably by Skate Victoria.

The Skate Victoria CEO and Executive Committee will endeavour to ensure that there is no intended or unintended discrimination towards or against employees of diversity dimensions in relation to the remuneration that they receive for their work.

Skate Victoria will invest in the physical, mental, and emotional wellbeing of our people, including staff, volunteers, and our members, through ongoing education around diversity and inclusion initiatives, ensuring our policies and processes support and encourage equal opportunity for all individuals and create a culture of inclusion.

FLEXIBLE WORK ARRANGEMENTS

Skate Victoria recognises the importance of providing flexible work arrangements for all employees and volunteers to achieve the right balance between personal and work responsibilities and for the continued success of the organisation.

Skate Victoria is committed to creating a workplace that is truly flexible and considers the workforce of the future to enable our people to balance and achieve their whole life goals. This will create the foundation to ensure our organisation is well positioned to attract and retain the best employees and volunteers for our organisation regardless of personal circumstances.

EXECUTIVE COMMITTEE DIVERSITY AND INCLUSION

Skate Victoria is committed to attracting and retaining an Executive Committee whose composition reflects a diversity of backgrounds, knowledge, experience, and abilities.

The Executive will consider issues of diversity in developing its selection criteria, skills mix and process for nominations to the Executive Committee.

Furthermore, Skate Victoria is committed to maintain gender diversity on the Executive and will ensure that at least 50% of the Executive is female with consideration of the number of Executive members at any given time.

REVIEW OF THIS POLICY

The Skate Victoria CEO with assistance from the Skate Victoria Executive, will review and amend this policy from time to time as required.

SUPPORTING POLICIES

This policy is supported by the Skate Victoria Code of Conduct.

DOCUMENT REVISION HISTORY

June 2021	Document	Created
September 2023	Formatting	Updated

SKATE
VICTORIA
INC