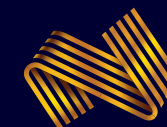




Australian Government
Australian Sports Commission

SPORTAUS



AIS

DIVERSITY, EQUITY AND INCLUSION

November 2021



Introduction

Since the establishment of Australian Sport Commission in 1984, the enterprise has delivered programs and initiatives to ensure that all Australians, regardless of gender, race, age, culture are able to be included and feel welcome to be involved in sport.

PURPOSE: ALL AUSTRALIANS INVOLVED IN SPORT FEEL INCLUDED, SAFE, AND VALUED

To drive a strong diversity, equity and inclusion strategy the AIS and Sport Australia will focus on four strategic pillars:



All activities in this space address the needs of six key segments:

- GENDER
- LGBTIQ+
- DISABILITY
- FIRST NATIONS
- CULTURAL DIVERSITY
- MENTAL HEALTH



A history of diversity and inclusion programs at the ASC

1980–1989

1984	Australian Sports Commission (ASC) established ASC establishes a Working Group on Women in Sport
1986	ASC launches 'Aussie Sports' program for Australian children, resource materials include: <ul style="list-style-type: none"> • Aboriginal and Islander activities (traditional and contemporary) • Colonial (lifestyle and sport) • Twentieth Century (issues and personalities).
1987	Women's Sport Promotion Unit formed as part of the ASC
1988	ASC established 'Sport for All' Committee and assumed responsibility for considering policy matters in disabled sport such as funding levels, grant allocations and program direction ASC launches 'Disabled Sports Program' commenced operation
1989	'Disabled Sports Program' continued ASC launches the 'Youth Sport Program' and 'Women's Sport Program', including a 'National Adolescent Girls in Sport' campaign
1990	ASC offers Elite athletes with disabilities scholarships National Sports Research Program, commenced targeted research for projects concerning people with disabilities

1990–1999

1992	ASC launches 'Maintain Momentum' sports policy, focus on: <ul style="list-style-type: none"> • Aboriginal Sport • Gender Equity in Sport. 'Active Girl Campaign' Launched 'Give it a go' coaching athletes with disabilities video produced
1993	ASC establishes the Aboriginal Sport and Recreation Program, this included employing Aboriginal Sport and Recreational Development Officers ASC launches the 'Young Person's Sport and Recreation Development program'
1995	Three-pronged strategy to combat racism in sport launched by ASC
1996	The ASC develops and expands the 'Willing and Able — PE and Sport For young People with Disabilities' program Australian women in sport and recreation strategy 1996-2001 launched Indigenous Sports Program (ISP) commenced, combining two programs (the Young Person's Sport and Recreation Development Program and the National Sport Program)
1998	The ASC launches Harassment-free sport resources (topics include: anti-disability, homophobia and sexual discrimination and protecting children from abuse in sport) The Indigenous Sport Program (ISP) was further developed, including: <ul style="list-style-type: none"> • The Olympic Training Centre for Aborigines and Torres Strait Islanders • Indigenous Sport Scholarships (ISS). A cross-Commission Women and Sport Working Group was established at the ASC The ASC implements the Active Australia Disability Education Program, in all states and territories
1999	ASC launches 'Mentor as Anything!' A policy on active women

2000–2010

2000	Australian Paralympic Federation announces the AIS as a Centre for Excellence for Athletes with Disabilities
2001	<p>Australian Government launches 'Backing Australia's Sporting Ability: a more active Australia' policy, including:</p> <ul style="list-style-type: none"> • Provide increased resources for specific indigenous participation programs developed by sporting bodies • Ensure that Australians regardless of culture, gender, race, capability or age have an opportunity to be a part of a More Active Australia. <p>ASC publishes 'Give it a go: including people with disabilities in sport and physical activity' resource</p> <p>Harassment-free sport protection officer training courses were conducted in six states and territories</p>
2002	ASC (in collaboration with Office for Women) develop and manage a grants program, Women Leaders in Sport (WLIS), to improve the leadership skills of women who work in sport
2003	<p>ASC held the Sport Needs More Women forum in Sydney 20-21 May.</p> <p>ASC launches the 'Project CONNECT – Disability Action Plan: A standard for sport'</p> <p>ASC continued to fund the employment of Indigenous Sport Development Officers</p>
2004	<p>The Indigenous Disability Program was established in north Queensland</p> <p>ASC continued to deliver the WLIS</p> <p>ASC continued to fund the employment of Indigenous Sport Development Officers</p>
2005	<p>Play by the Rules was developed, a free online learning and information resource for the sports industry on harassment, discrimination and child protection</p> <p>ASC continued to deliver the WLIS</p> <p>ASC continued to fund the employment of Indigenous Sport Development Officers</p>
2006	<p>ASC creates Sports Ability cards resource, including topics on Indigenous and disability</p> <p>ASC continued to deliver the WLIS</p> <p>ASC continued to fund the employment of Indigenous Sport Development Officers</p>

2007	<p>ASC continued to fund the employment of Indigenous Sport Development Officers</p> <p>ASC continued to deliver the WLIS</p> <p>Harassment-free Sport Strategy launched</p>
2008	<p>ASC continued to deliver the WLIS</p> <p>ASC continued to fund the employment of Indigenous Sport Development Officers</p> <p>ASC hosted the sixth annual Harassment-free Sport Government Partners Forum</p>
2009	<p>ASC continued to deliver the WLIS</p> <p>ASC has implemented target entry-level recruitment initiative</p>
2010	<p>Sports CONNECT makes one hundredth partnership for disability (program launched in 2003)</p> <p>Australian Government released its new sport policy paper, Australian Sport : The pathway to success. Key program commitments include:</p> <ul style="list-style-type: none"> • Women's participation, advancement and leadership in sport • Supporting our sporting organisations to enhance community participation and social inclusion • Expand on opportunities for people with disability to participate in sport and support our high performance athletes with disability • Continue recognizing the power of sport in achieving positive results for Indigenous Australians both on and off the sporting field. <p>ASC continued to deliver the WLIS</p> <p>Women in Sport Leadership Register was established and launched</p> <p>Disability Action Plan with targeted recruitment initiatives was implemented</p> <p>Play by the Rules continued with development of resources</p>

2011–2020

2011	<p>ASC launches Multicultural Youth Sports Partnership Program to create opportunities for young people from ethnically diverse backgrounds to engage with sport</p> <p>ASC launches a pilot program, Fair go, sport!</p> <p>ASC hosts a three-part All Cultures webinar series</p> <p>ASC continued to deliver the WLIS</p> <p>ASC coordinated the Sport Demonstration Project for Indigenous youth</p>
2012	<p>ASC continued to deliver the WLIS</p> <p>ASC commences the Elite Indigenous Travel and Accommodation Assistance program</p> <p>ASC creates the Multicultural Youth Sport Partnerships program</p>
2013	<p>ASC pledges support for national anti-racism campaign</p> <p>ASC continued to deliver the WLIS</p> <p>The Multicultural Youth Sports Partnership programme continued</p> <p>The Elite Indigenous Travel and Accommodation Assistance programme continued.</p> <p>The ASC commissioned Disability segmentation research to explore the needs of people with disability</p>
2014	<p>ASC continued to deliver the WLIS</p>
2015	<p>ASC continued to deliver the WLIS</p> <p>ASC launches the Play.Sport.Australia participation policy</p> <p>Erection of an Acknowledgement of Country in the AIS Visitor Centre</p>
2016	<p>ASC continued to deliver the WLIS</p> <p>ASC joined the Male Champions of Change Sport (MCCS) program</p> <p>AIS designed a new Women in Sport Leadership Program 'Stepping In'</p>

2017	<p>ASC continued to deliver the WLIS</p> <p>Indigenous Australian's participation in sport and physical activities project included a data and literature review and a qualitative research phase</p>
2018	<p>ASC continued to deliver the WLIS</p>
2019	<p>ASC continued to deliver the WLIS</p> <p>Sport Australia's Reflect Reconciliation Action Plan was launched and endorsed by Reconciliation Australia</p> <p>Guidelines for the inclusion of transgender and gender diverse people in sport, Australian Human Rights Commission in partnership with Sport Australia and the Coalition of Major Professional & Participation Sports</p>
2020	<p>ASC continued to deliver the WLIS</p> <p>AIS launches the 'Share a Yarn' initiative to connect high-performance athletes with indigenous communities</p> <p>Suncorp and Sport Australia teamed up to build a nation of more confident girls and women through a connection with sport</p> <p>One-off grant to Barkly Regional Council to 'improve social outcomes in the Barkly region through provision of access to sporting communities'</p> <p>Sport Australia updated Inclusive sport documents for people with disability</p>

Diversity, Equity and Inclusion at the ASC



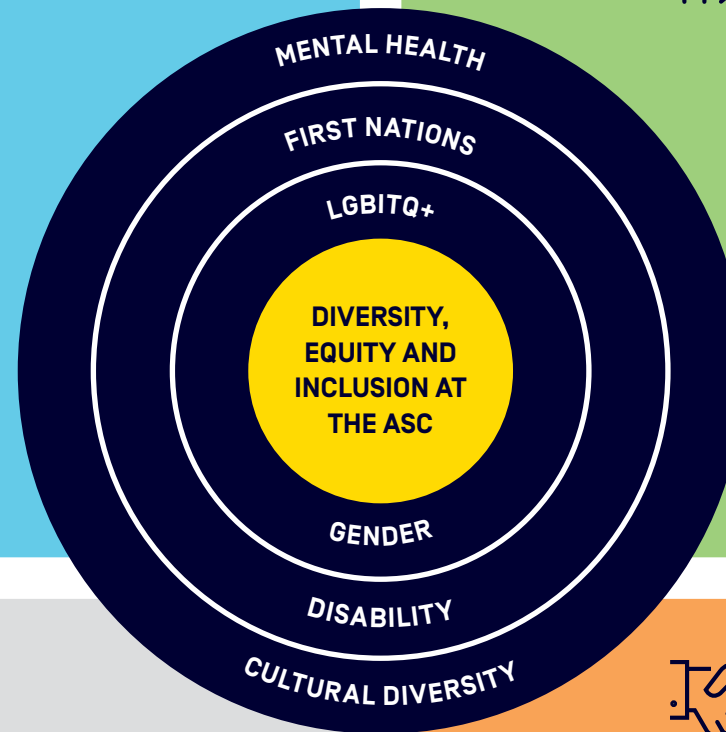
CURRENT AIS AND SPORT AUSTRALIA LED PROGRAMS AND INITIATIVES

- > WLIS grant program
 - Executive Program
 - Individual Grants
 - Organisational Grants
 - Athlete Accelerate Program
 - Talent Development Program
 - WLIS Workshops
- > Gender Diversity Project
- > Share a Yarn
- > Transgender Guidelines
- > Pride Engagement Platform
- > ASC RAP
- > AIS Be Heard



AIS LED LEARNING AND DEVELOPMENT TRAINING AND WORKSHOPS

- > LGBTQ+ MHRN Training
- > Female Performance Health Initiative – consists of research and resources for SSSM clinicians and practitioners working in sport
- > Elevate Coach Program – women’s program [see slide 10 of AIS presentation]
- > Elevate Coach Program – athlete to coach program [see slide 10 of AIS presentation]
- > Performance Pathways
- > Early Career PD Programs for SSSM Practitioners
- > Respectful Behaviours Training Program
- > Cultural Awareness Training



ASC MEMBERSHIPS

- > Male Champions of Change
- > Pride in Sport
- > Government Advisory Group for the development of the National Anti-Racism Plan



SPORT AUSTRALIA AND AIS PROGRAM PARTNERS

- > Get Skilled Access
- > Suncorp Team girls
- > Lifeline
- > Black Dog Institute
- > Human Rights Commission

The Evolving Approach



REBOOT



- Strong alignment across the ASC on projects and resources
- Partner with subject experts and external stakeholders
- Conduct audit of current policies and practices across all sporting organisations



REDIRECT



- SportAUS and AIS work with subject experts to develop new targets for the sports sector
- Educate sports and work with them to create supportive and inclusive cultures
- Conduct annual benchmark reporting



REVIEW

- Promote and celebrate those leading the charge
- Review funding and grant allocations
- Continue to educate, support and advise





[SportAus.gov.au](https://www.sportaus.gov.au)



Leverrier Street Bruce ACT 2617
PO Box 176 Belconnen ACT 2616
+61 2 6214 1111