

Equality and Diversity

scottishathletics



Equality and Diversity Advisory Group

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What does diversity and inclusion mean?

Diversity is about differences, recognising that everyone has different characteristics and circumstances

Inclusion is ensuring that everyone's differences are valued and people feel valued for who they are and for their differences

What does diversity and inclusion mean?

Language	Religion	Ethnicity	Perspectives	Thinking styles	Race
Gender identity	Skills	Culture	Age	Nationality	Job level
Physical ability	Pregnancy and maternity	Experiences	Gender	Sexual orientation	Marriage and civil partnerships
Openness	Respect	Relationships	Career	Flexibility	Leadership

Diversity and Inclusion in Sport

- Sport and participation builds self confidence.
- Improves both mental and physical health
- Positively impacts on quality of life (people with a disability)
- Feeling of inclusion/sense of belonging where someone may feel excluded in other areas of their life due to a particular characteristic (gender, disability, sexual orientation, race etc)

Diversity and Inclusion in Sport

The benefits to having a diverse and inclusive club:

- Connecting people in the local community
- Improved attitudes of local community towards your club / more welcoming
- Increase in awareness and membership
- More diverse teams and competition opportunities
- Increased diversity in club committees leads to more inclusive decision making and can often benefit the club in terms of higher levels of fundraising success etc
- Learning/educational opportunities (Disability Inclusion Training, Mental Health Awareness)
- Increase in engagement and motivation within your club
- Role Models

Diversity and Inclusion in Sport

- People may behave in completely unconscious ways that affect inclusive practices and behaviour.
- Particular groups not deliberately excluded, but decision makers often don't consider the impact
- Pause and consider how decision could directly affect or negatively impact a group of people

Equality, Diversity & Inclusion Guidance for Clubs



Equality, Diversity & Inclusion Guidance for Clubs

- Revised guidance (2019)
- Interactive
- Check-list
- Inclusion Champions
- Best Practice
- Further Support
- Updated annually

- Webinar Oct/Nov



Equality and Diversity



Club Inclusion Champions

Harmeny AC

Equality and Diversity

Group Discussion

Equality, Diversity & Inclusion

- How diverse is your club? Is it's membership representative of your local community?
- What will you do to help make your club the best place for everyone?

- How can clubs be more aware/diverse?
- If Scottish Athletics could do one thing to create a more inclusive environment, what would it be?