



INCLUSION, DIVERSITY AND EQUALITY POLICY

INTRODUCTION

The Western Australian Speedway Commission (the Commission) is committed to encouraging inclusion, diversity and equality within the WA Speedway Community and making sure that all children and adults can participate as valued, respected and contributing members of society. WA Speedway accepts and equally treats members of the wider community regardless of their gender, gender identity or sexuality, age, disability, religious or cultural background, or other attributes that may lead to people feeling excluded or isolated.

This policy covers all the Commission areas of authority and applies to everyone involved in the activities of the Commission including committee and board members, staff, volunteers, drivers, officials, administrators, parents and spectators.

This policy provides the Western Australian Speedway Commission's (the Commission) position on the inclusion of all people with a particular focus on athletes with a disability in recognition that sport can play a powerful role in:

- Contributing to the development of healthier communities and individuals.
- Increasing social connection and shaping acceptable social norms.
- Promoting multiculturalism.

The Commission takes an active leadership role in supporting and encouraging diverse participation across all aspects of Speedway, including paid and voluntary roles in coaching, officiating and administration.

PURPOSE

This policy is to help the Commission, our clubs, and divisions create a culture that is diverse, and inclusive and respects and celebrates our differences. We welcome all members of the community, regardless of their race, ethnicity, nationality, religion, gender, ability, disability, or any other status.

We believe that inclusion is a right and we endeavour to provide all people with the opportunity to participate in all aspects of the sport and to make our sport as accessible as possible. In achieving greater inclusion and diversity, we aim for everyone in our community to be able to participate and contribute according to their ability.

Our Commission believes that sport can contribute to, promote and develop healthier communities, sport can help increase social connections and sport also helps promote multiculturalism. This policy aims to assist the Commission, its clubs and division to provide a space where all people feel:

- Welcome.
- Represented.
- Included in decision-making.
- Able to participate.
- Safe and free from discrimination, bullying and harassment.

POLICY

| WASC Office Use Only: | |
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The Commission embraces diversity and difference and is committed to providing healthy sporting environments that are safe, inclusive, accessible and equitable. This commitment involves a focused approach to actively encourage and support the inclusion of all people, in particular drivers with a disability in all aspects of our sport.

Inclusion will only work if all participating clubs embrace the idea of including people of all ages and abilities in the speedway community and share an understanding that all members of the community have a part to play in developing and maintaining a vibrant speedway culture in Western Australia.

Inclusion involves the integration of people with varying abilities into mainstream activities within the Speedway community. Any organisation is only as good as the people who make it up and it is the responsibility of all members to recognise the value of persons of varying abilities.

WA SPEEDWAY COMMISSION COMMITMENT

The Commission staff, board, members and volunteers will, within their areas of responsibility and resources, take all reasonable steps to address barriers which limit people's participation in programs and services within the physical, social and virtual environment of Speedway. Genuine participation in the speedway community requires contributions from both participants and groups and therefore our member clubs will regard every person as an active and contributing participant.

Given the importance of sport and recreation to everyone in the community, the Commission agrees that it is of utmost importance to the speedway community that all members of the community, regardless of age, sex, race, socio-economic status, ability and geographical location have access to the range of opportunities that we provide. In practical terms, WASC will actively work with all its members to:

- Speak with community groups and make respectful relationships with other organisations to facilitate inclusive practices and challenge barriers to participation.
- Take all reasonable steps to eliminate discrimination from our structures and practices.
- Encourage people from all areas of the community to be recognised, respected, valued and welcomed into Speedway.
- Deliver opportunities for training in officiating and volunteering positions.
- Advocate for the creation and maintenance of safe, accessible, inclusive and equitable physical and social environments.

DEFINITIONS

Inclusion: when a diversity of people (e.g., of different ages, cultural backgrounds, genders) feel valued and respected, have access to opportunities and resources, and can contribute their perspectives and talents to improve their organisation.

Diversity: the deliberate inclusion in a group or activity of people who are, for example, of different races, genders, and religions.

Equality: that all human beings are born free and equal. Equality presupposes that all individuals have the same rights and deserve the same level of respect. All people have the right to be treated equally. This means that laws, policies and programs should not be discriminatory, and also that public authorities should not apply or enforce laws, policies and programs in a discriminatory or arbitrary manner.

AUTHORISATION

This policy in its new format with minor edits was approved at the Board meeting on 8 August 2023.