

### Background - what is diversity and inclusion?

(below is an extract from Fair Work Commission's Diversity and Inclusion Strategy 2023 – 28)

*“Diversity means the **mix** of people in an organisation – that is, all the differences between people and how they identify themselves. This can include:*

- **Social identity** – for example, Aboriginal and/or Torres Strait Islander background, age, caring responsibilities, cultural background, disability status, gender, religious affiliation, sexual orientation, gender identity, intersex status, and socio-economic background.

*Inclusion means making sure that **every person** in that diverse mix is accepted, respected, heard and included. It means creating space for every person and their differences as well as making information and services accessible to every person.”*

### Policy objectives

- To provide an inclusive environment for WSRT staff, volunteers, board directors, members and stakeholders, where everyone is valued and respected.
- Foster an environment where everyone can participate fully and with confidence, and play a role in developing the organisation regardless of their background and experience.
- Actively promote and harness an understanding and appreciation of the value that diversity can bring to WSRT and the services we provide to our stakeholders.
- Celebrate and showcase the diversity of women and girls in sport and recreation in Tasmania, including as athletes, officials, referees, and administrators – both paid and voluntary.

### Responsibilities

We believe diversity is a strength that brings better perspective and opportunities for all.

As an organisation we are committed to playing a role in eliminating discrimination in all forms. We uphold the principle of equal opportunity and believe that all codes of sport and recreation should be accessible to all Tasmanians.

WSRT welcomes people with diverse experience, skills, perspectives and backgrounds to be part of our organisation and/or participate in our programs. This includes Aboriginal and Torres Strait Islander People, people with disabilities, neurodiverse people, people that identify as LGBTIQ+, people of all ages and genders, and people from culturally and linguistically diverse backgrounds.

### Related legislation

To ensure that WSRT is welcoming, inclusive, equitable and compliant, we will uphold the principles established in State and Commonwealth Government legislation including:

- Australian Human Rights Commission Act 1986
- Fair Work Act 2009
- Workplace Gender Equality Act 2012
- Anti-Discrimination Act 1998 (Tas Government)
- WorkSafe Tasmania Code of Practice for Managing Psychosocial Hazards at Work, 2023

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### Related documents:

- WSRT Working With Children and Vulnerable People Policy
- WSRT Code of Conduct
- WSRT Privacy Policy

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