



Diversity and Inclusion Strategy 2022-2025

Date	Approver	Comments
June 2022	Executive Committee	Due for update in June 2025

CRDL's Diversity and Inclusion Strategy (DIS) draws inspiration from the diversity and inclusion actions of Atlantic Roller Derby, Dallas Derby Devils, Victorian Roller Derby, the WFTDA Diversity and Inclusion and code of conduct documents, Play by the Rules resources, the Australian NRL Diversity and Inclusion Framework. Because of this we would like to acknowledge and sincerely thank the innovative work of these organisations and especially their members for providing their time, labour and experience to develop resources and guidance that have helped inform our own work in this space.

The CRDL Diversity and Inclusion Committee (D&IC) also recognises and appreciates the assistance of CRDL member volunteers in developing this strategy.

CRDL skates on the lands of the Ngambri and Ngunawal/Ngunnawal people and recognises their continuing connection to land, waters and culture. We pay our respects to, and celebrate, their Elders past, present and emerging. Sovereignty was never ceded.

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Context

Canberra Roller Derby League (CRDL) has been a proud and active participant within the Canberra community since its inception in 2008. Key to this role within the community has been a commitment to providing all participants with an environment that promotes respectful and positive behaviour and values.

We are grateful to past and present members who have contributed countless hours of volunteer effort to develop the inclusivity of our sport; maintain our league; and promote the wellbeing of our membership body.

CRDL is growing and evolving to reflect the values and standards of our community. We acknowledge this has been a process we have fallen short on in the past, and are now moving forward with continuous systemic and structural change, redeveloping CRDL's approach to diversity and inclusion. We value intersectional diversity and acknowledge the complexities it may present to this process, while also committing to taking on these challenges and appreciating the opportunities it presents.

In 2018-19 CRDL established a formal Diversity and Inclusion Committee with the goal of embedding a focus on inclusivity and diversity across the league environment, policies and practices. Since then CRDL's focus through this committee and other associated committees has been to develop core policies and codes (below) to ensure that everyone is aware of their rights and responsibilities, and provide and improve upon the foundational procedures to prevent and address discrimination, harassment, child protection concerns, and other forms of inappropriate behaviour.

The following documents and activities reflect this work and underpin the CRDL Diversity and Inclusion Strategy 2022-25 ('the Strategy').

Code of Conduct

- The Code of Conduct sets out the standards of behaviour for skaters, board members, trainers, officials, and spectators.
- All members and spectators are expected to abide by the Code of Conduct to ensure that a safe environment exists within the CRDL community.
- This policy was updated in 2021 and is available on the CRDL website.

● **Member Protection Policy**

- The Member Protection Policy (MPP) sets out definitions, processes and procedures for handling grievances. It also covers the care and protection of children and vulnerable people participating in league activities.
- This policy applies to everyone involved with our league.
- The MPP policy was updated in 2020 and is available on the CRDL website.

● **CRDL Constitution**

- The CRDL Constitution is the written set of rules that codify CRDL's purpose; membership structure; Executive Committee structure and meeting procedures; financial and fundraising obligations and procedures; and dispute procedures.
- Note: at the time of writing, the Constitution is being reviewed to support a stronger governance structure for our leadership and committees.

- **Certification, education and practice**

CRDL has bolstered the safety and inclusivity of league spaces by:

- Requiring trainers to obtain a Working With Vulnerable People clearance.
- Requiring trainers complete coaching training provided by AIS.
- Requiring trainers complete Sports Integrity Australia's Inclusive Coaching course.
- Providing trainers with guidance on the importance of using correct pronouns and gender-neutral language when addressing groups.
- Including acknowledgement of the sovereignty of Canberra's First Nations Peoples before all training sessions, committee meetings, public games and on league documents and email signatures.

Purpose of the Strategy

CRDL is a community minded, not-for-profit organisation, run 'for the skaters, by the skaters'. As a league we value safety, teamwork and positive body image centred on a philosophy that 'all bodies are good bodies for derby'. We strive to create spaces that are accessible, welcoming, equitable, and open to continuous improvement.

This strategy is designed to guide the League forward in taking tangible actions that uphold these values. The Strategy will help CRDL increase awareness and visibility of the different identities, perspectives and experiences lived by our members and the wider community, and create a sustainable pathway for embedding and reflecting those experiences into our systems, operations, and bodies of practice.

This strategy will govern our objectives for a period of three years and will be renewed with new objectives at the end of this period to ensure our commitment to diversity and inclusion reflects an environment of continuous improvement.

Consultation

This strategy was developed through consultation with our league members, the public and Diversity ACT. In 2021, CRDL conducted a survey of its members demographic and needs based inclusion and diversity issues. The survey was optional and anonymous, returning a 70% completion rate from 106 members. These results were used to formulate the early draft of the Strategy and identify the priority issues that the Strategy needed to address.

The draft Strategy was then opened to public consultation for one month (via CRDL's social media channels and website). CRDL also consulted Diversity ACT during the development of the Strategy. All feedback and comments were considered before finalisation of the Strategy.

The Seven Pillars

The objectives of the Strategy align with the Play by the Rules and the Australian Sports Commission's 'Seven Pillars of Inclusion' model. The Seven Pillars model was developed to provide sport clubs or organisations a starting point for workshopping actions to address diversity and inclusion.

These pillars provide a helicopter view of inclusion by identifying the common elements that contribute to creating inclusive environments (for a definition of each pillar please see Appendix A). In this way, the pillars provide a tool to assist CRDL in interrogating our objectives and ensuring spread across the elements that create transformative change.

Objectives of the Strategy

Under this strategy, CRDL will address seven objectives (formulated as SMART goals), which were identified as key areas of focus in the 2021 league-wide survey. An overview of how the objectives align with the Seven Pillars and high-level implementation plans can be found in the following pages.

Objective One	Reduce financial barriers to league participation by implementing a new financial support policy for members (including options such as payment plans and expanded gear library support) that is accessed by at least five members prior to the beginning of the 2024 season.
Objective Two	Increase representation of, and options for, skaters from First Nations and CALD backgrounds within the league by offering scholarships for the Fresh Skater Program each year to persons from these groups. CRDL will seek to fill two of these scholarships in the first intake of 2024.
Objective Three	Partner with a relevantly qualified organisation to identify accommodations that can be made to our communications and training and game environments to better support the inclusion and increase participation of neurodiverse individuals. Accommodations will be implemented by the beginning of the 2024 skating season.
Objective Four	Establish partnerships with organisations that represent Transgender and Indigenous peoples to develop appropriate and tangible actions to increase accessibility and inclusivity of the league for these groups. Establish one partnership per group leading to a minimum of one action that can be implemented by the beginning of the 2024 skating season.
Objective Five	Review the league's attendance policy for unintended barriers to participation. Amend where necessary to ensure the policy has adequate flexibility to fairly account for extenuating circumstances and periods of significant stress (e.g., changes to carer commitments, changes to mental or physical health, experiencing or escaping family/partner abuse/violence) while also adhering to league safety standards. This review is to be completed by the end of 2023.
Objective Six	Develop an induction package which outlines the league's language, attitude and behaviour expectations and relevant diversity and inclusion training for members that must be renewed on an annual basis. Development of this package is to be completed by the end of the 2024 skating season, all existing and new members will be sent this package to read and acknowledge by the commencement of the 2025 season.
Objective Seven	Improve CRDL's gender-inclusivity by rebranding league teams to replace gendered logos and names with gender neutral alternatives by the beginning of the 2025 skating season.

Strategy alignment with the Seven Pillars

Objective		Pillar						
		Access	Attitude	Choice	Partnerships	Communication	Policy	Opportunities
1	Reduce financial barriers to league participation by implementing a new financial support policy for members (including options such as payment plans and expanded gear library support) that is accessed by at least five members prior to the beginning of the 2024 season.	✓		✓			✓	✓
2	Increase representation of, and options for, skaters from First Nations and CALD backgrounds within the league by offering scholarships for the Fresh Skater Program each year to persons from these groups. CRDL will seek to fill two of these scholarships in the first intake of 2024.	✓		✓				✓
3	Partner with a relevantly qualified organisation to identify accommodations that can be made to our communications and training and game environments to better support the inclusion and increase participation of neurodiverse individuals. Accommodations will be implemented by the beginning of the 2024 skating season.			✓	✓			✓
4	Establish partnerships with organisations that represent Transgender and Indigenous peoples to develop appropriate and tangible actions to increase accessibility and inclusivity of the league for these groups. Establish one partnership per group leading to a minimum of one action that can be implemented by the beginning of the 2024 skating season.			✓	✓			✓
5	Review the league's attendance policy for unintended barriers to participation. Amend where necessary to ensure the policy has	✓					✓	✓

Objective		Pillar					
	adequate flexibility to fairly account for extenuating circumstances and periods of significant stress (e.g., changes to carer commitments, changes to mental or physical health, experiencing or escaping family/partner abuse/violence) while also adhering to league safety standards. This review is to be completed by the end of 2023.						
6	Develop an induction package which outlines the league's language, attitude and behaviour expectations and relevant diversity and inclusion training for members that must be renewed on an annual basis. Development of this package is to be completed by the end of the 2024 skating season, all existing and new members will be sent this package to read and acknowledge by the commencement of the 2025 season.		✓			✓	✓
7	Improve CRDL's gender-inclusivity by rebranding league teams to replace gendered logos and names with gender neutral alternatives by the beginning of the 2025 skating season.		✓			✓	

Implementation plan

The table below outlines a high-level implementation plan to deliver the Strategy’s objectives. While responsibility for the overall implementation of the strategy sits with the D&I Committee, at times other committees and the wider league may be involved in planning, drafting, consultation and approval. Indicative due dates are kept at months to account for the fact that committee meetings (including those of the Executive Committee) are flexible depending on committee resources and volunteer availability.

	Objective	Key actions	Delegation	Due date
1	Reduce financial barriers to league participation by implementing a new financial support policy for members (including options such as payment plans and expanded gear library support) that is accessed by at least five members prior to the beginning of the 2024 season.	Identify available funds and discuss ongoing financial viability with the league Treasurer.	D&I Committee and Treasurer	May 2022
		Draft financial support policy for consideration by EC.	D&I Committee	June 2022
		Executive Committee review for final approval of the financial support policy.	Executive Committee	August 2022
		Update policy with feedback from Executive Committee.	D&I Committee	October 2022
		League launch and integration into league operations.	D&I Committee	November 2022
2	Increase representation of, and options for, skaters from First Nations and CALD backgrounds within the league by offering scholarships for the Fresh Skater Program each year to persons from these groups. CRDL will seek to fill two of these scholarships in the first intake of 2024.	Identify funds available and discuss ongoing financial viability with the league treasurer.	D&I Committee and Treasurer	May 2022
		Develop criteria, text and promotional material for the scholarships.	D&I Committee	July 2022
		Executive Committee review draft	D&I Committee	September 2022
		Update with feedback from Executive Committee.	Executive Committee	November 2022
		Launch scholarships publicly.	D&I Committee	January 2023
		Close and allocate first round of scholarships	Executive Committee	February 2023
3	Partner with a relevantly qualified organisation to identify accommodations that can be made to our communications and training and game environments to better support the inclusion and increase participation of neurodiverse individuals. Accommodations will be	Identify a suitable organisation and reach out to establish a partnership.	D&I Committee	April 2022
		Draft options to implement the three accommodations (for communications, training and games).	D&I Committee and partner	June 2022
		Executive Committee review draft	Executive Committee	July 2022

	Objective	Key actions	Delegation	Due date
	implemented by the beginning of the 2024 skating season.	Update with feedback from Executive Committee.	D&I Committee and partner&	August 2022
		Implement accommodations across our communications and training and game environments.	D&I Committee	Progressively from September 2022
4	Establish partnerships with organisations that represent Transgender, Indigenous and CALD peoples to develop appropriate and tangible actions to increase accessibility and inclusivity of the league and its various environments for these groups. Establish one partnership per group leading to a minimum of one action that can be implemented by the beginning of the 2024 skating season. Our collaboration with these partnership organisations will also extend to other objectives, such as our scholarships.	Identify the suitable organisations and reach out to establish a partnership.	D&I Committee	April 2023
		Organise and hold a workshop to develop actions.	D&I Committee, partners & EC	August 2023
		Draft actions.	D&I Committee	November 2023
		Executive Committee review draft	D&I Committee & partners	February 2024
		Update with feedback from Executive Committee.	D&I Committee	April 2024
		Incorporate draft actions into the next Diversity and Inclusion Strategy.	D&I Committee	June 2024
5	Review the league's attendance policy for unintended barriers to participation. Amend where necessary to ensure the policy has adequate flexibility to fairly account for extenuating circumstances and periods of significant stress (e.g., changes to carer commitments, changes to mental or physical health, experiencing or escaping family/partner abuse/violence) while also adhering to league safety standards. This review is to be completed by the end of 2023.	Identify groups or scenarios from the league survey that members would like covered by the policy review.	D&I Committee	April 2023
		Review and update attendance Policy.	D&I Committee & TC	June 2023
		Release updated attendance policy to the league for consultation (one month)	D&I Committee & TC	July 2023
		Attendance policy redrafted considering feedback from the consultation.	D&I Committee & TC	August 2023
		Executive Committee review for final approval of the financial support policy.	D&I Committee & TC	September 2023
		Update with feedback from Executive Committee.	D&I Committee & TC	October 2023
		Publish and promote the updated attendance policy within the league.	D&I Committee & TC	November 2023

	Objective	Key actions	Delegation	Due date
6	<p>Develop an induction package which outlines the league's language, attitude and behaviour expectations and relevant diversity and inclusion training for members that must be renewed on an annual basis.</p> <p>Development of this package is to be completed by the end of the 2024 skating season, all existing and new members will be sent this package to read and acknowledge by the commencement of the 2025 season.</p>	Draft Inclusive Language Guide (ILG) specific to the league's context.	D&I Committee	March 2022
		Send ILG to the Executive Committee for final approval.	D&I Committee & EC	April 2022
		Publish and promote the ILG within the league.	D&I Committee	May 2022
		Undertake search for appropriate training options for the package, including seeking guidance from Diversity ACT.	D&I Committee	July 2023
		Format options into a draft package and send them to the Executive Committee.	D&I Committee	October 2023
		Executive Committee review for draft of the package.	D&I Committee & EC	November 2023
		Update with feedback from Executive Committee.	D&I Committee	December 2023
		Release updated package to the league for consultation (one month).	D&I Committee & EC	February 2024
		Package redrafted considering feedback from the consultation.	D&I Committee	April 2024
		Send the updated package to the Executive Committee for final approval.	D&I Committee & EC	May 2024
		Redraft with Executive Committees feedback.	D&I Committee	June 2024
		Send all existing and new members the package to read and acknowledge.	Executive Committee	July 2024
		7	<p>Improve CRDL's gender-inclusivity by rebranding league teams to replace gendered logos and names with gender neutral alternatives by the beginning of the 2025 skating season.</p> <p>* Final dates to be determined based on the outcomes of the forum and tender process.</p>	Seek league feedback on the process for rebranding through a 'home team forum'.
Use outcomes of the forum to draft an approach for seeking external tenders for the rebranding.	D&I Committee, TC & Executive Committee			June 2022
Open tender for three months.	Executive Committee			*TBD
Tender work completed	Executive Committee			*TBD
League announcement TBD	Executive Committee			*TBD
Update to league advertising and communications materials	Executive Committee			*TBD

	Objective	Key actions	Delegation	Due date
		Launch	Media and &EC	*TBD

Accountability

The D&I committee will provide regular updates to the Executive Committee on the implementation of the strategy and progress towards objectives including a summary report presented to our membership at our annual AGM.

Individuals involved with CRDL (in any capacity) and the public can contact CRDL's diversity and inclusion team (crldiversity@gmail.com) to submit any queries, advice, concerns and/or feedback related to this strategy and the actions that fall under it.

Individuals involved with CRDL (in any capacity) and the public can contact CRDL's Member Protection Information Officers (crdImpio@gmail.com) to report any concerns about inappropriate behaviour, harassment, or discrimination. The Member Protection Policy is publicly available on the CRDL website.

Appendix A: The Seven Pillars of Inclusion

[Inclusive Sport Design](#) defines the seven pillars as:

1. **Access:** explores the importance of a welcoming environment and the habits that create it.
2. **Attitude:** looks at how willing people are to embrace inclusion and diversity and take meaningful action.
3. **Choice:** about finding out what options people want and how they want to get involved.
4. **Partnerships:** looks at how individual and organisational relationships are formed and how effective they are.
5. **Communication:** examines the way we let people know about the options to get involved and about the culture.
6. **Policy:** considers how an organisation commits to and takes responsibility for inclusion.
7. **Opportunities:** explores what options are available for people from disadvantaged backgrounds.