

Equity, Diversity and Inclusion Advisory Group

Terms of Reference

As part of the whole of sport strategic plan, Triathlon Australia and each State and Territory is committed to making triathlon and multisport easier to access, more relevant and more rewarding for more people of all backgrounds, ages, genders, sexual orientations and ability levels.

Australia is filled with culturally, linguistically and gender diverse communities that are looking for sporting options that celebrate this diversity, promote inclusion and most importantly, make people feel like they belong – one of triathlon’s key values.

Sport plays an important role in promoting social inclusion, community health/well-being, values and anti-discrimination. It brings people together in a single united activity. Triathlon Australia is seeking to establish an Equity, Diversity and Inclusion Advisory Group (EDIAG) to provide strategic advice and recommendations to the Board regarding policy, practices, initiatives and issues to ensure its objectives are aligned and achieved.

The EDIAG will support organisational change to enable triathlon to be a leading exemplar in equity, diversity and inclusion. The TA and STTA boards, National Leadership Team and members of the EDIAG will play a key role in driving this change and fostering an inclusive environment that will allow all participants and consumers of our sport to thrive, thereby enabling Triathlon Australia to achieve its 2025 strategic priorities.

Roles and Responsibilities

- Review existing activities and programs across all STTAs and TA for future suitability
- Identify and prioritise new initiatives to improve equity, diversity and inclusion
- Identify initiatives (from other sports and organisations) that could be considered best practice and adapt these for possible introduction within triathlon
- Develop targets and strategies for triathlon to improve its equity, diversity and inclusion metrics in the immediate short term and over the longer term
- Provide advice on organisational responses to policy and strategic initiatives taken by government and other external organisations
- Act as diversity sponsors and advocate to raise awareness amongst members including clubs, race directors and other stakeholders of the importance of diversity and inclusion within triathlon
- Monitor the progress and process of diversity, inclusion and equity work.

Developed by Play by the Rules and Sport Australia, the 7 Pillars of Inclusion model is designed to advance diversity and inclusion in sport.

It is anticipated that the EDIAG will give consideration to this framework to guide conversations and areas of investigation that shape recommendations for the sport. These are:

- Choice

- Partnerships
- Communications
- Policies
- Opportunities
- Access
- Attitude

Composition

The EDIAG will ideally have between 8 and 12 members representing a broad range of skills, lived experiences and approaches. The TA Chair will chair the EDIAG but is not included in the number of formal members. Sport Australia will be invited to appoint an appropriate member to the EDIAG and again they will not be included in the total membership number. The TA CEO has a standing invitation to the EDIAG. Additional specialised skills or staff may be co-opted to the EDIAG on an as-needs basis.

Term

The EDIAG term will be initially for 12 months with a review conducted at 6 months and again at 12 months. The TA Board may choose to extend the term for some, or all of the members based on the outcomes of the recommendations.

Delegated Authority

The EDIAG has no delegated authority and is advisory in nature only. The EDIAG provides recommendations for consideration by the TA Board.

Meetings and Attendance

The EDIAG will meeting approximately monthly with additional meetings and smaller working groups formed when needed. Meetings will be held virtually.

Remuneration

This is a volunteer role. No remuneration is provided.