

ACT TRIATHLON

Diversity, equity and inclusion goals

Approved by: ACT Triathlon Board
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Purpose

This document establishes the Diversity, Equity and Inclusion (DEI) goals of ACT Triathlon (TACT) and provides a framework for embedding inclusive governance and participation practices across the organisation.

The framework aligns with:

- AusTriathlon's Equity, Diversity & Inclusion Plan 2024-28
- The Australian Sports Commission (ASC) Sport Governance Standards
- The AusTri National Integrity Framework
- Relevant ACT and Commonwealth anti-discrimination legislation
- AusTriathlon strategic and participation objectives

This document is intended to guide the Board, staff, volunteers, clubs and stakeholders in creating a more inclusive, representative and equitable triathlon community across the Australian Capital Territory.

Statement of Commitment

TACT is committed to fostering a sporting environment where all individuals:

- Feel safe, respected and valued;
- Have equitable access to opportunities and participation;
- Can contribute regardless of gender, age, ability, cultural background, identity, sexuality, religion or socio-economic status; and
- Are supported to participate, lead and succeed within the sport.

TACT recognises that diversity strengthens governance, decision-making, innovation, participation and community connection.

Guiding Principles

TACT commits to the following principles:

Principle	Commitment
Inclusion	We will actively create environments where everyone feels welcomed and supported.
Equity	We recognise that different individuals and groups may require different supports and opportunities to achieve fair outcomes.
Representation	We seek leadership and participation structures that reflect the diversity of the ACT community.
Respect	We will foster a culture free from discrimination, harassment, bullying and vilification.
Accessibility	We will work to reduce barriers to participation, leadership and involvement.
Accountability	We will measure, review and report on our DEI progress.

These principles are informed by *Play by The Rules’ 7 Pillars of Inclusion* and the United Nations Sustainable Development Goals, consistent with AusTriathlon’s EDI Plan 2024–28. In particular, TACT will focus on Good Health & Wellbeing (SDG 3), Gender Equality (SDG 5), Reduced Inequalities (SDG 10) and Partnerships for the Goals (SDG 17).

Strategic Goals

Goal	Objective		Actions	Measures
Increase Diversity in Board and Leadership Positions	Improve representation and diversity within Board, committee and leadership positions.		<ul style="list-style-type: none"> • Maintain a Board skills and diversity matrix. • Use inclusive recruitment and nomination processes. • Promote leadership development opportunities. • Establish succession planning processes. • Encourage committee participation as a pathway to Board service. 	<ul style="list-style-type: none"> • Annual Board diversity reporting. • Gender balance tracking. • Number of new and emerging leaders participating in governance pathways.
Create Safe and Inclusive Sporting Environments	Ensure all participants experience a safe, respectful and inclusive culture.		<ul style="list-style-type: none"> • Continuous embedding and promotion the National Integrity Framework. • Maintain child safeguarding and member protection practices. • Promote Sport Integrity Australia and Australian Sports Commission elearning education. • Promote AusTriathlon complaint and reporting pathways. • Address discriminatory or inappropriate behaviour promptly. 	<ul style="list-style-type: none"> • Completion of safeguarding and integrity training. • Monitoring complaints and incident trends. • AusTriathlon Member surveys.
Increase Participation Among Underrepresented Groups	Reduce barriers and improve participation opportunities for underrepresented communities.	Focus Area 1: First Nations Recognition	<ul style="list-style-type: none"> • Deliver an Acknowledgement of Country at all TACT events, Board meetings and major activities. • Engage with local First Nations communities and consultants to ensure our practices are respectful and appropriate. • Embed AusTriathlon's Reconciliation Action Plan (RAP) within the ACT. • Explore participation growth partnerships and strategies with First Nations organisations. 	<ul style="list-style-type: none"> • Acknowledgement of Country delivered at all events and key activities. • Reconciliation Action Plan initiated and progress reported annually. • Growth in First Nations participation as a proportion of membership and event entries.

			<ul style="list-style-type: none"> • Support inclusive club practices that welcome First Nations athletes and families. • Increase First Nations representation in administrative and volunteer leadership roles. 	
		<p>Focus Area 2: Sexual Orientation and Gender Identity</p>	<ul style="list-style-type: none"> • Complete Pride in Sport Index to assess and improve TACT’s LGBTQIA+ inclusion practices. • Adopt and embed AusTriathlon’s Trans and Gender Diverse Policy at the ACT level (when developed). • Ensure TACT membership and race entry portals include multiple gender options in partnership with AusTriathlon. • Promote clear complaint and reporting pathways for LGBTQIA+ participants who experience discrimination or harassment. • Support inclusive club practices and education for coaches, officials and volunteers. • Work toward listing TACT clubs in the Registered Welcoming Places directory. 	<ul style="list-style-type: none"> • Multiple gender options available in TACT membership and race registration systems. • Pride in Sport Index assessment completed and actions implemented.
		<p>Focus Area 3: Multiclass Pathway</p>	<ul style="list-style-type: none"> • Explore opportunities to provide multiclass and paratriathlon race categories across TACT events. • Align with AusTriathlon’s National Classification and Eligibility Program. • Develop or promote at least one local multiclass participation initiative annually. • Explore participation growth partnerships with disability organisations. 	<ul style="list-style-type: none"> • Multiclass and paratriathlon categories available on race entry where possible. • Number of multiclass participants in TACT events annually. • Number of inclusive programs and initiatives delivered for athletes with disability.

			<ul style="list-style-type: none"> Promote accessible event infrastructure and equipment where possible. 	
		<p>Focus Area 4: Women and Girls</p>	<ul style="list-style-type: none"> Develop and promote participation pathways for women returning to sport post-childbearing years. Support the National Triathlon Pink event series in the ACT as a gateway for female participation. Actively seek to increase female coaching, officiating and volunteer representation across TACT events and clubs. Amplify female athlete stories and profiles in TACT communications and social media. Explore funding opportunities to enhance female participation at all levels of the sport. Support inclusive club practices that reduce barriers for women and girls. Encourage flexible participation formats and introductory programs for women new to the sport. Collaborate with community organisations and schools to broaden female participation. 	<ul style="list-style-type: none"> Female participation growth as a proportion of membership and event entries. Retention rates for women and girls across TACT events and programs. Number of female coaches, officials and volunteers in leadership roles. Number of inclusive programs targeting women and girls delivered annually.
		<p>Other Priority Groups</p> <p>In addition to the four focus areas above, TACT will also work to reduce barriers for:</p>	<ul style="list-style-type: none"> Support inclusive club practices across all priority groups. Promote accessible event and program design. Develop targeted participation initiatives aligned with community need. Encourage flexible participation formats. 	<ul style="list-style-type: none"> Participation growth by demographic segment. Retention rates across priority groups. Number of inclusive programs delivered annually.

		<ul style="list-style-type: none"> • Culturally and linguistically diverse communities. • Lower socio-economic communities. • Older adults and new participants. 	<ul style="list-style-type: none"> • Collaborate with community organisations and schools. 	
Improve Accessibility and Equity Across Programs and Events	Ensure TACT events and programs are accessible and equitable.		<ul style="list-style-type: none"> • Review event accessibility and infrastructure requirements. • Partner with Clubs to promote and encourage affordable participation pathways. • Consider financial barriers in program design. • Improve communication accessibility. • Engage with AusTriathlon to promote inclusive imagery and language in marketing. 	<ul style="list-style-type: none"> • Accessibility reviews completed. • Participant feedback regarding inclusion and affordability. • Uptake of modified and introductory participation options.
Build an Inclusive Organisational Culture	Embed diversity, equity and inclusion into organisational culture and decision-making.		<ul style="list-style-type: none"> • Incorporate DEI considerations into strategic planning. • Include DEI standing items in Board discussions where relevant. • Encourage Board members to complete DEI awareness and governance training through Sport Integrity Australia and the Australian Sports Commission. • Recognise and celebrate diversity within the community. • Embed inclusive behaviours into volunteer and staff expectations. 	<ul style="list-style-type: none"> • Annual culture review. • DEI training completion rates. • Stakeholder feedback regarding organisational culture.

Board Responsibilities

The TACT Board is responsible for:

- Setting the tone for inclusive leadership and governance;
- Monitoring progress against DEI goals;
- Ensuring policies support safe and inclusive participation;
- Reviewing diversity data and governance practices;
- Supporting equitable recruitment and leadership pathways; and
- Allocating resources to support DEI initiatives.

Reporting and Accountability

The Board will:

- Review DEI progress annually;
- Include DEI considerations within strategic and operational planning;
- Monitor measurable participation and governance outcomes; and
- Communicate progress transparently to members and stakeholders where appropriate.

Annual reporting indicators include:

- Board gender composition;
- Participation demographics;
- Volunteer diversity metrics;
- Inclusion program participation;
- Complaints and integrity trends;
- Accessibility improvements implemented.

Review

This framework should be:

- Reviewed annually by the Board;
- Updated in line with ASC governance guidance and legislative changes;
- Updated in line with AusTriathlon's Equity, Diversity & Inclusion Plan 2024-28; and
- Integrated into TACT strategic planning and governance processes.