

Inclusive Swimming Framework (summary)

A BLUEPRINT FOR ENSURING SWIMMING REFLECTS THE DIVERSITY OF THE AUSTRALIAN COMMUNITY

For the full Inclusive Swimming Framework visit
www.swimming.org.au/inclusion

OUR GOALS

1

All Australians feel welcome, safe, valued and celebrated in swimming.

2

All Australians can participate in the role and at the level of their choice in swimming.

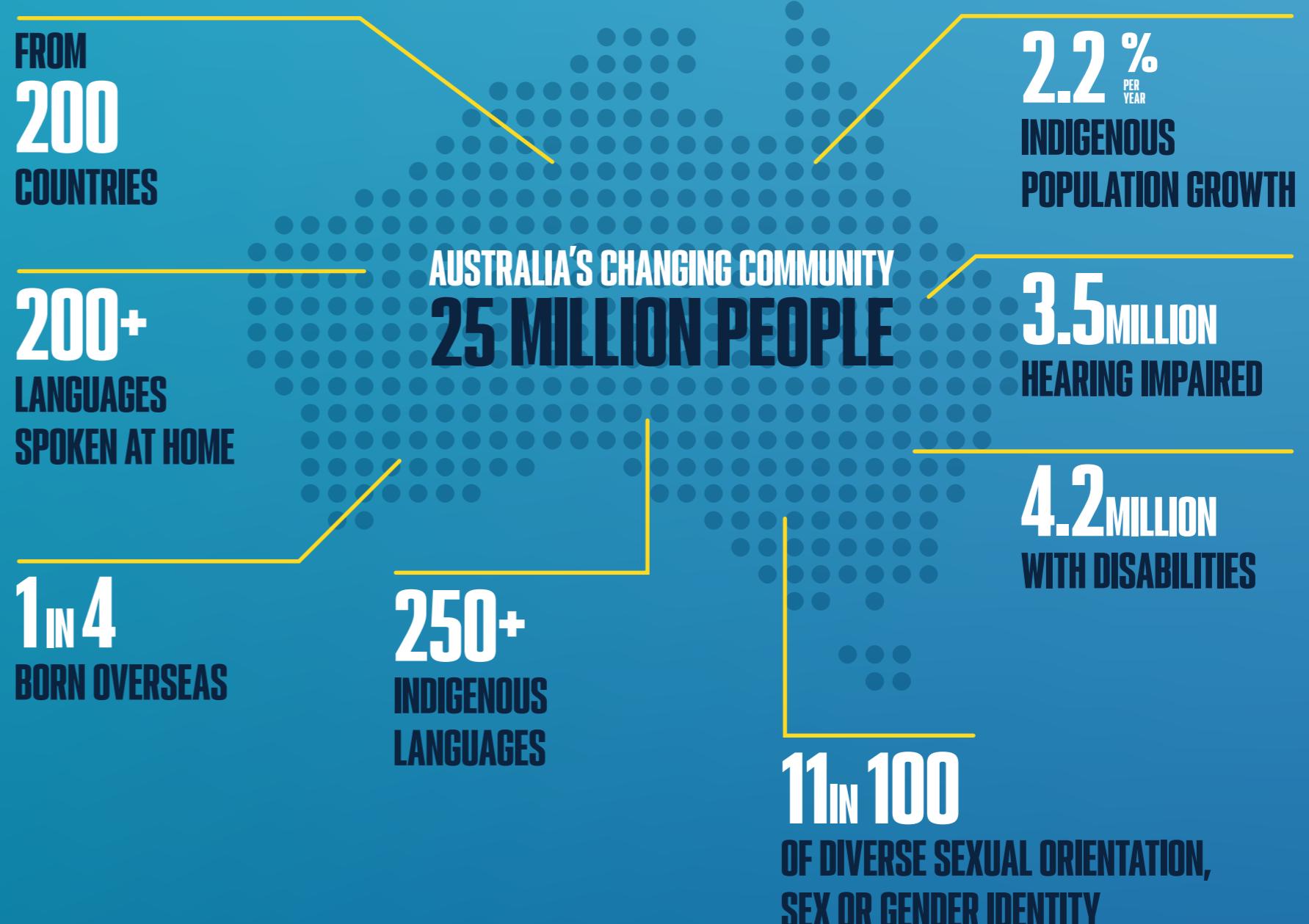
3

Australia's diversity is reflected in swimming.

THE CHALLENGE

An increasingly diverse nation

The demographic makeup of the communities in which swimming operates has changed dramatically over the last decade. Australia is becoming increasingly culturally diverse and we are getting older. In addition, historically marginalised and disadvantaged population groups such as people with a disability, LGBTI+ communities, Indigenous Australians and women, command greater respect, acknowledgment and involvement in society than at any point in Australia's history¹.



AN INCREASINGLY DIVERSE SPORT

Statistically we can estimate that a diverse range of Australians already participate in swimming, with five million (more than 20% of the Australian population) participants. However, when we explore how this is reflected in our sport, there is an opportunity for us to better understand the current membership base, whilst also implementing strategies to grow and better serve an increasingly diverse audience.

The snapshot below provides some current statistics regarding diversity within our membership audiences:



59% Female swimmers v 15% female coaches



1% Of all members identify as Aboriginal and Torres Strait Islanders, however none of the Australian Dolphins identify with this community



39 Paralympic gold medals since 2008, however only 1% are swimmer members with a disability



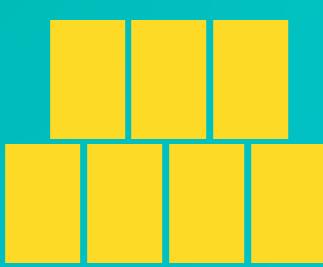
One out of nine female CEOs, with 41% female Board members across the SA network

THE OPPORTUNITY

Acting on inclusion leads to numerous positive outcomes for the sport, participants and wider Australian community².

HEALTH	SOCIAL	ECONOMIC	ORGANISATIONAL
<ul style="list-style-type: none"> Improved cardio, strength and flexibility Improved mental health Feeling 11% less stressed than the general population Reduced chronic disease Reduced drowning Feeling twice as healthy as the general population 	<ul style="list-style-type: none"> Improved social cohesion (10% increase with social network) Improved sense of optimism More diverse friendships 78% of swimmers volunteer in the community, nearly twice that of overall sport participants 	<ul style="list-style-type: none"> Contributes \$3.6B to economy annually \$135M saved on public health burden annually 	<ul style="list-style-type: none"> More effective More innovative More diverse and vibrant

OUR GUIDING PRINCIPALS



7 Pillars of Inclusion

Inclusion and diversity
what can you do - Play by the Rules - Making Sport inclusive, safe and fair



United Nations Sustainable Development Goals

THE 17 GOALS | Sustainable Development (un.org)



Human Rights approach



Whole of sport approach

OUR POLICIES, GUIDELINES AND CODES

Our policies, guidelines and codes are an essential part of our commitment to preventing and addressing inappropriate and unlawful behaviour that excludes, vilifies, or harms. More information on our policies can be found on the SA website [here](#).

OUR ROADMAP

HORIZON ONE – 2020/21		HORIZON TWO – 2021/22
Review existing activity and focus on new key areas		Building emerging strategies and exploring new opportunities
Aboriginal & Torres Strait Islander	<ul style="list-style-type: none">Initiate Reconciliation Action Plan process	<ul style="list-style-type: none">Implement ‘Reflect’ level Reconciliation Action PlanExplore partnerships for education and participation growth
Sexuality, Trans & Gender Diverse	<ul style="list-style-type: none">Complete Pride in Sport indexDevelop and implement National Trans and Gender Diverse PolicyExplore partnerships for education and participation growth	<ul style="list-style-type: none">Improve Pride in Sport indexImplement initiatives for education and participation growth
Culturally & Linguistically Diverse	<ul style="list-style-type: none">Deliver Move IT AUS Participation Grants ProgramExplore partnerships for education and participation growth	<ul style="list-style-type: none">Seek extension of Move IT AUS Participation Grants ProgramImplement initiatives for education and participation growth
People with a Disability	<ul style="list-style-type: none">Deliver Move IT AUS Participation Grants ProgramDeliver Multi-Class competition and integrated eventsEnhance Paralympic pathway and Paralympic High-Performance ProgramExplore partnerships for education and participation growth	<ul style="list-style-type: none">Enhance National Classification ProgramSeek extension of Move IT AUS Participation Grants ProgramImplement initiatives for education and participation growth
Women & Girls	<ul style="list-style-type: none">Develop Women’s Coaching StrategyImplement Workplace Sexual Harassment PolicyMaintain Champions of Change Coalition partnership	<ul style="list-style-type: none">Implement Women’s Coaching StrategyExplore partnerships for educationMaintain Champions of Change Coalition partnership
Adults & Ageing	<ul style="list-style-type: none">Maintain strong relationship with Masters Swimming Australia	<ul style="list-style-type: none">Explore partnerships for education and participation growth
Low Socio-Economic	<ul style="list-style-type: none">Deliver Move IT AUS Participation Grants Program	<ul style="list-style-type: none">Seek extension of Move IT AUS Participation Grants ProgramExplore funding opportunities

1. Sport Australia (n.d). Diversity in Australia. Retrieved September 29, 2020 from https://www.sportaus.gov.au/integrity_in_sport/inclusive_sport/toolkit/diversity-in-australia

2. Community impact of swimming in Australia study, funded with the support of Sport Australia and completed by experienced management consultants Sport Business Partners. August 2020.