



EQUALITY, DIVERSITY AND INCLUSION STRATEGY

Prepared by



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Triathlon Ireland's Strategy 2021-28 highlights diversity and inclusion as a key area of focus to support in delivering against the organisations vision and mission.

The overall goal of Triathlon Ireland in this key area of focus is to open triathlon to be more diverse and inclusive, catering for all, not just the middle aged, affluent base.

A strong foundation has already been laid by way of the *Women in Sport* and various youth initiatives that have been successfully undertaken to date.

This Equality Diversity and Inclusion (EDI) Strategy therefore aims to build on the positive outcomes of these initiative and deliver an equality, diversity and inclusion strategy including bespoke plans aimed at encouraging more people from other underrepresented groups to engage and participate.

Triathlon Ireland has engaged Diversity Sports Solutions (a specialist consultancy) to develop this Equality Diversity and Inclusion (EDI) Strategy together with bespoke action plans and training materials.

VISION

To strengthen our community, open triathlon to all and to transform lives through swimming, cycling and running

MISSION

To deliver a sport that

- **is vibrant and attractive to all**
- **runs brilliant events that captures people's imaginations**
- **innovates to grow**
- **delivers international success**
- **gets the nation moving**

The rationale for encouraging diverse and inclusive practices has been developed as a first step in defining our EDI strategy; that is the ‘Why?’ for EDI. Studies consistently show that diverse and inclusive organisations outperform their peers, leading to increased fan engagement, higher revenue, and enhanced brand loyalty.

Development of our EDI strategy is then underpinned by extensive quantitative research, stakeholder interviews, and review of EDI best practices on the island of Ireland and overseas. This research provides us with a clear baseline picture of our respondents profiles with regard to gender, disability, ethnicity and sexual orientation.

A clear statement of our EDI policy principles and actions has been defined.

Ultimately five strategic pillars have been identified as the core pillars of our EDI strategy.

Each pillar is associated with specific desired outcomes, an action plan to achieve those outcomes and key performance indicators.



Pillars and their action plans form the roadmap for our overall strategy focussing on laying good EDI foundations, developing strong partnerships and inclusive participation and ultimately embedding best in class EDI practices for our sports longer term health.



03 THE 'WHY?' FOR EDI

Though Diversity and Inclusion is a priority area of focus in Triathlon Ireland's Strategic Plan 2021 – 28, our research suggests that it would be beneficial to elaborate on the importance of this area in order to clarify the rationale for EDI.

Much research has already been carried out in relation to both the commercial and societal benefits of having diverse participation in both business and sports organisations.

According to a study by Nielsen Sports, sports organizations that emphasize diversity and inclusion, including disabled athletes, see a 5-10% increase in fan engagement. This is particularly evident in younger, more diverse demographics who value inclusivity.

Source: Nielsen Sports: Fans are Changing the Game: 2022 Global Sports Marketing Report

A study by the Institute for Diversity and Ethics in Sport (TIDES) found that teams in the NBA with higher diversity in coaching and management positions tended to perform better in terms of win-loss records.

Source: [The Institute for Diversity and Ethics in Sport (TIDES)]



The Women's Sports Foundation reported that increasing the participation of women and girls in sports can lead to a significant boost in economic activity, estimating a potential economic impact of over \$189 billion globally.

Source: [Women's Sports Foundation]

THE 'WHY?' FOR EDI

The Aspen Institute's Project Play highlighted that inclusive sports programs lead to improved social cohesion and community engagement, reducing social tensions and promoting community well-being.

Source: [[Aspen Institute's Project Play](#)]

Research by the Women's Sports Foundation shows that visible role models from diverse backgrounds in sports can inspire broader participation among underrepresented groups, fostering a more inclusive sports culture.

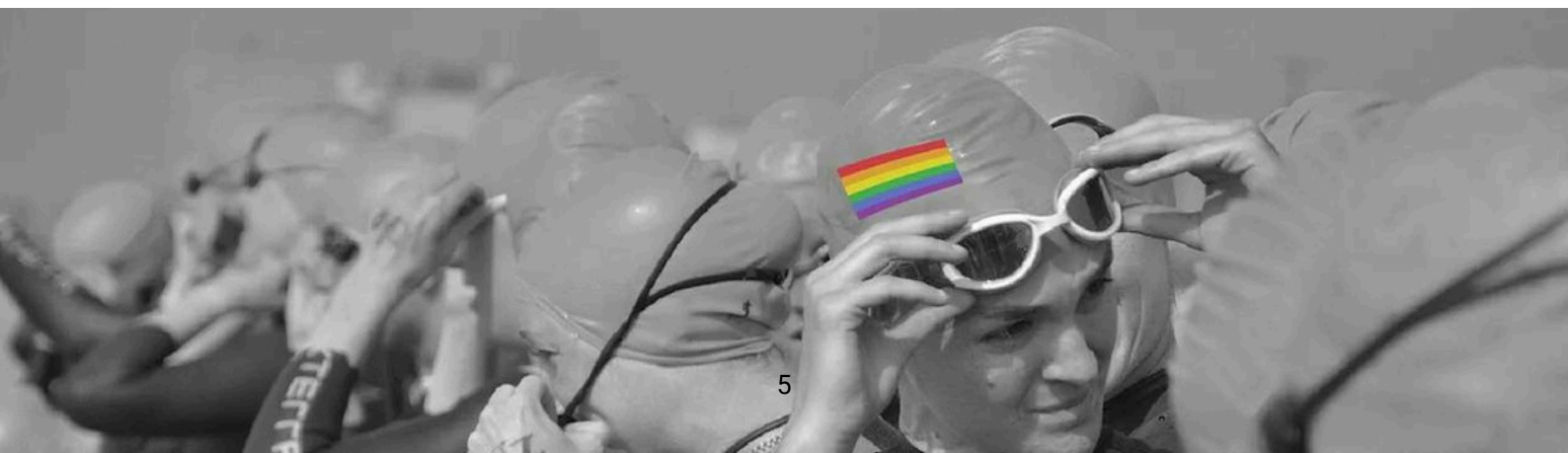
Source: [[Women's Sports Foundation](#)]

FIFA's Women's Football Strategy aims to double the number of female players to 60 million by 2026 and increase the number of female coaches and referees. This strategy has been pivotal in promoting gender equality in football globally.

Source: [[FIFA, "Women's Football Strategy"](#)]

We believe these data points underscore the importance of EDI in sports, highlighting not only the performance and engagement benefits but also the broader social and economic impacts.




They provide a strong foundation for why Triathlon Ireland should prioritize EDI to enhance performance, innovation, and engagement within the sport for the benefit of all.



In order to understand priority areas of focus for our strategy, it is important to establish our current position with regard to EDI representation. This will also enable us to set a baseline and measure progress in addressing underserved cohorts.

This table provides current data on diversity (gender, disability, ethnicity, and sexual orientation) of triathlon community respondents to our online survey.

It is recommended that the 4 key metrics of gender, disability, ethnicity and sexual orientation be monitored as part of an annual survey to understand progress of the overall EDI strategy.

	Irl./ N.Irl Gen Pop	Tri Irl. Membership*	Tri Irl. Staff*	Tri Irl. Board*
Gender				
Female 	51%/ 51%	38%	67%	57%
Male 	49%/ 49%	61%	25%	43%
Other incl. trans and non-binary 	N/A	0.06%	8%	0
Disability (including physical, intellectual and long term illness)				
	22%/ 24%	5%	25%	0
Ethnicity (all those of non-white ethnicity)				
	7%/ 3%	2%	17%	0
Sexual Orientation (LGBTQ+)				
	13%/ 2%	7%	17%	0

*based on survey responses

Some Key Research Highlights

Women, those with some form of disability, non-white populations and LGBTQ+ participants are under-represented in our membership survey respondents.

Those with disabilities and non-white individuals appear to be particularly under-represented.

Initiatives targeted at encouraging women and LGBTQ+ participants should be continued in order to continue to support these cohorts.

Further focus should be brought to support greater participation for those with disabilities and non-white populations.

By far the greatest barriers to entry cited are expense of equipment and cost of participation, there is recognition that this is particularly challenging for economically challenged communities and individuals.

Some existing outreach initiatives have good awareness (WIS and Tri with Pride) but there is recognition that pathways for newer populations and non-traditional demographics could be better developed.

Data Sources



700+ completed survey responses from Triathlon Ireland members, board and staff.



8 x 1-to-1 key stakeholder interviews with triathlon administrators, athletes, coaches and volunteers



Discussion with several minority group representatives who are not within the triathlon community



General population data was sourced from:



Irl - CSO Census 2022

N. Irl - NISRA Census 2021



Triathlon Ireland is committed to fostering an inclusive environment where everyone, regardless of their background, has the opportunity to participate, thrive, and excel in the sport of triathlon.

E

We are committed to providing fair treatment and equal opportunities for all individuals to participate in triathlon, addressing barriers to entry, and supporting the unique needs of underrepresented groups to the best of our abilities.

D

We celebrate and embrace the diverse backgrounds, perspectives, and experiences that each individual brings to our sport, recognizing that diversity strengthens our community.

I

We strive to create an environment where everyone feels welcome and valued, regardless of race, religion, age, ethnicity, gender, sexual orientation, ability, disability, or socioeconomic status.

We recognize that sport has the power to bridge gaps, create opportunities, and build life skills, and we are dedicated to ensuring that our sport is accessible and welcoming to all.

**Policy
and
Practice**

We will continually review and update our policies and practices to ensure they align with best EDI practices (including Sport Ireland's Diversity and Inclusion Policy), promoting fairness and equality in all aspects of our organisation.

**Education
and Training**

We will provide ongoing education, training and practical tools for our staff, volunteers, and members to enhance their understanding of EDI principles and practices.

**Engagement
and
Collaboration**

We will actively engage with diverse communities and collaborate with local sports partnerships, councils, and other National Governing Bodies to promote inclusion in triathlon.

**Monitoring
and
Accountability**

We will establish clear metrics and regularly monitor our progress towards our EDI goals, holding ourselves accountable to our commitment to fostering an inclusive sporting environment.

By embedding these principles into the fabric of our organisation, we aim to lead by example and inspire positive change in our communities.

As stated in the Triathlon Strategy 2021 - 2028 our overall goal is ***to open triathlon to be more diverse and inclusive catering for all not just the middle aged, affluent base.***

In the course of our research and stakeholder engagements, five key themes emerged that are fundamental to triathlon becoming a more diverse and inclusive sport.

Therefore our overall strategy identifies these five themes as the core pillars upon which the 4-year strategy is developed.



In addition to being a key component of many of our actions, consistent clear communications will be necessary to reinforce the importance of greater EDI to the future development our sport.



The **Education and Awareness** pillar focusses on supporting our organisation and community with training and resources to raise awareness and build competency in equality, diversity, and inclusion among all members and stakeholders



The **Community Engagement and Partnership** pillar supports developing and implementing effective strategies to reach and engage diverse communities, ensuring they are informed about and feel welcomed to participate in triathlon activities



The **Inclusive Participation** pillar seeks to ensure equal access and opportunities for all individuals to engage in triathlon activities and events, regardless of their background or abilities



The **Organisational Excellence** pillar seeks to continue cultivating a workforce and leadership team that reflects diverse perspectives and experiences, enhancing decision-making and organisational effectiveness



The **Accountability and Reporting** pillar seeks to Establishing systems to measure, report, and ensure progress toward equality, diversity, and inclusion goals, holding the organisation accountable for its commitments



While all of our pillars are interconnected and often interdependent, it is important to build on the good work already done, by laying a firm foundation of *Education and Awareness* in Year 1.

Developing on this pillar into years 2 and 3, our aim is to cement the year 1 activities and implement further actions aimed at furthering our *Community Partnerships and Engagement* and developing greater *Inclusive Participation*.

Years 3 and 4 will then focus on further deepening and developing those partnership and participation models, and extending successful pilot programmes more broadly.

We believe that while the actions associated with the 3 pillars above are fundamental to embedding excellent EDI over a 4-year period, they must be underpinned by ongoing *Organisational Excellence* and effective *Accountability and Reporting*.

Each of our pillars is associated with specific desired outcomes, an action plan to achieve those outcomes, key performance indicators, and clear ownership to allow us to track and monitor progress.



Supporting with training and resources to raise awareness and build competency in equality, diversity, and inclusion among all members and stakeholders

Desired Outcome

Increased awareness and buy-in among board, staff and membership around the importance of EDI for the future growth and development of the sport.

Action	KPI	Owner	Timing
Board: EDI updates and status to be main agenda item in at least 1 board meeting annually	EDI to be explicitly included in board schedule	CEO	Y1 - Q2
Educational Resources: Develop educational resources/toolkit on diversity and inclusion for clubs and members. This should also explain the rationale and importance of EDI along with basic language guidance and other tools	Toolkit Developed	EDI Lead, Marketing & Communications Team	Y1 - Q3
Resource Distribution: Ensure availability of EDI materials is communicated to all clubs, provide central hub where clubs can access all of those materials (toolkits, guides, assets etc) and make them available to their members e.g. website, we transfer etc. Implement annual review and update of resources	Distribution model established and educational materials distributed to all clubs	EDI Lead, Marketing & Communications Team	Y1 - Q4



Action	KPI	Owner	Timing
<p>Diversity Champion: Encourage clubs to nominate a Diversity Champion who will be the point of contact for all EDI information and ensure dissemination to their club members.</p>	<p>EDI champions identified for each club</p>	<p>EDI Lead</p>	<p>Y1 - Q4</p>
<p>Diversity Champion: Recognise a club-EDI champion at annual TI awards dinner/event who has made significant impact on inclusive practices in their club</p>	<p>Inclusivity Award at annual dinner</p>	<p>EDI Lead</p>	<p>Y2</p>
<p>Communications: Update general imagery and language on website and socials to better represent EDI</p>	<p>20% of imagery to reflect racial diversity/disability/LG BTQ+ and 50% of imagery to reflect women</p>	<p>EDI Lead, Marketing & Communications Team</p>	<p>Y2</p>
<p>Supports: Leverage TI's EDI strategy and highlight as part of funding and sponsorship pitches and commercial strategy</p>	<p>Include EDI highlights in commercial / sponsorship pitches</p>	<p>EDI Lead, Marketing & Communications Team</p>	<p>Y2</p>



Implementing effective communication strategies to reach and engage diverse communities, ensuring they are informed about and feel welcomed to participate in triathlon activities.

Desired Outcomes

New partnership programmes with disability and minority organisations to enable pathways for those groups.
Maintain existing successful programmes for Women and LGBTQ+ cohorts.

Action

KPI

Owner

Timing

<p>Partnerships: Provide clubs with playbook/toolkit that includes guidance on how clubs may connect with local groups as per action below</p>	<p>Toolkit development</p>	<p>EDI Lead</p>	<p>Y1 - Q4</p>
<p>Partnerships: Encourage / incentivise clubs to engage with at least one local community organisation, school, or minority group. Triathlon Ireland to commit to support participating clubs by; reduced cost for coaching courses, financial grants for training or equipment, Triathlon Ireland event branding assets (e.g. inflatable arch/finish, banners, bunting etc). Cost may be mitigated subject to availability of grant funding.</p>	<p>Number of Club/Local Community partnerships formed</p>	<p>EDI Lead</p>	<p>Y2 - Q2</p>



Action	KPI	Owner	Timing
<p>Tri Ambassadors: Identify 4-6 potential ambassadors who are existing community activists or athletes, agree partnership with local club for tri-ambassadors to train and participate in first triathlon. Incentivise by providing equipment. Deliverables should include, regular posting of training and event participation, assets and images that can be used by TI, highlighting sign-posting for how their network can find out more info. Disability, ethnic minority, direct provision. TI will pay membership for year and match them with training partner/club.</p>	<p>Number of Local ambassadors who complete a triathlon</p>	<p>Local Club Representatives</p>	<p>Y2 - Q2</p>
<p>Cultural Events: Target non-sport community cultural events with triathlon information e.g. Africa Day in various communities, Chinese New Year, Pride events etc. This can be undertaken by Triathlon Ireland at major festivals or clubs at local events.</p>	<p>Number of community events attended</p>	<p>EDI Lead</p>	<p>Y2-Q1</p>
<p>Success Stories: Share success stories from community members who have engaged with triathlon</p>	<p>Social Media engagement metrics</p>	<p>Marketing & Communications Team</p>	<p>Y2</p>



Ensuring equal access and opportunities for all individuals to engage in triathlon activities and events, regardless of their background or abilities

Desired Outcomes

More people from diverse backgrounds (or targeted groups) actively participating in triathlon.

Create a welcoming environment for all participants.

Action

KPI

Owner

Timing

Action	KPI	Owner	Timing
<p>Targeted Intro Events: Consider partnership with advocacy groups (e.g. Irish Refugee Council IRC, Movement of Asylum Seekers in Ireland MASI, Active Disability Ireland, or other similar groups), to provide tri-a-tri intro programme to targeted groups. For example with direct provision groups, or disability groups. Those interested in further pursuing triathlon may require a flexible approach to membership fees (e.g. €1) and subsidized or borrowed equipment in order to participate</p>	<p>Define event model and follow-on parameters and partner with 1 advocacy group to an run event</p>	<p>EDI Lead</p>	<p>Y2 - Q2</p>



Action	KPI	Owner	Timing
<p>Targetted Intro Events: Consider a 1-day multi-sport pilot event in partnership with other NGBs and partners e.g. Swim Ireland, Cycling Ireland, Athletics Ireland and Active Disability Ireland (for example). Host in central location (e.g. National Sports Campus) and target under-represented &/or disabled communities in close proximity to the NSC. Identify local community groups that will have strong networks in the area aim to partner with them to connect to the right audience. Involve Dublin based tri-club volunteers. Format of event may take the form of morning intro session and afternoon fun competitions including individual activities, mini-tri activities, relay events or mini-duathlon activities. Focus should be on delivering an event model that could be replicated across local leisure centres regionally. Aim to create a 'template' event. Work with clubs to provide pathway programmes that participants may sign up to after the event.</p>	<p>Define event model and follow-on parameters (e.g. how to drive membership sign-ups). Engage with NSC and NGBs to gauge level of interest and define partnership MOU. Define event model and follow-on parameters (including pathways to further participation and membership), identify local advocacy groups and volunteers to support event within 12 months.</p>	<p>TI EDI Lead, EDI Taskforce</p>	<p>Y3</p>



Action	KPI	Owner	Timing
<p>Disability Partnership: Consider partnering with Active Disability Ireland and enrolling in their Xcessible programme https://activedisability.ie/xcessible/</p>	MOU in place	CEO, EDI Lead	Y3
<p>Cost mitigation: Consider establishment of centralised gear exchange and recycling programme oversees by TI. Kit could be donated to a central hub. Refurbished by TI and allocated to individuals who complete specific intro programmes (for example follow-on programmes to the above event)</p>	Number of individuals benefitting from programme	TI EDI Lead, EDI Taskforce	Y3
<p>Cost mitigation: Consider 1st yr significantly reduced membership fees for Triathlon Ireland for potential members from disadvantaged backgrounds. This may take the form of offering reduced membership to high potential individuals coming through the intro events</p>	Number of individuals benefitting from reduced membership	TI EDI Lead, EDI Taskforce	Y3



Action	KPI	Owner	Timing
<p>Inclusive Communication: Ensure communication materials (e.g., websites, socials, press releases etc) are welcoming, inclusive and reflective of a diverse audience</p>	<p>All materials reviewed and aligned to EDI principles</p>	<p>Marketing & Communications Team</p>	<p>Y2 - Q1</p>
<p>Inclusive Communication: Consider review of all online image galleries for EDI-type imagery. Create database of appropriate imagery for use in comms, website, socials, clubs etc. Consider this as TY or intern project. This should also be made available to clubs including college and 3rd level clubs</p>	<p>Database or hub created with EDI informed imagery</p>	<p>TI EDI Lead, EDI Taskforce</p>	<p>Y2 - Q2</p>
<p>Data collection: Consider including additional fields to online membership sign-up to provide insight into new membership diversity profile</p>	<p>Percentage of new member sign-ups completing demographic data information</p>	<p>Membership Team</p>	<p>Y3</p>



Cultivating a workforce and leadership team that reflects diverse perspectives and experiences, enhancing decision-making and organisational effectiveness

Desired Outcomes

Greater minority, disability and LGBTQ+ representation at board level

Maintain current strong levels of diversity and inclusion among staff

Action

KPI

Owner

Timing

Board Buy-in: Ensure EDI is featured agenda item for discussion and approval at board meeting in near future. Regular EDI progress updates to be included in board packs. Aim for sign-off on EDI strategy and approval to establish EDI taskforce (see below). Key in this board session should be general education on EDI and specifically on business rationale for EDI and importance with respect to the future growth of the sport. EDI updates to be given at each board meeting.

Sign-off on EDI strategy and approval to establish EDI taskforce

CEO, Board

Y1 - Q2



Action	KPI	Owner	Timing
<p>Inclusive Culture : Conduct training on rationale for EDI with staff/colleagues and training on best practices to support inclusive culture within Triathlon Ireland</p>	<p>All staff to have completed EDI training workshop or online training by end of year</p>	<p>CEO, EDI Lead</p>	<p>Y1 - Q4</p>
<p>EDI task-force: Establish EDI task-force or board sub committee to champion implementation of EDI strategy. This group should comprise board member, TI CEO/director, EDI exec, club reps (2?), coaching rep, volunteer rep, athlete rep. Terms of Reference (TOR) to be laid out including regular meetings (3 - 4/year) and oversight of EDI strategy implementation</p>	<p>TOR and first meeting of EDI taskforce to take place by end Q2</p>	<p>CEO, Board</p>	<p>Y1 - Q4</p>
<p>Inclusive Recruitment: Ensure job/board postings reach a wide and diverse audience. For example, consider sharing job opps with African Professional Network of Ireland and similar organisations</p>	<p>All postings to be circulated to key minority and disability organisations</p>	<p>EDI Lead</p>	<p>Y1 - Q4</p>



Action	KPI	Owner	Timing
<p>Inclusive Recruitment: Include an EDI statement on all job opps (paid and voluntary) highlighting the EDI focus of the organisation and the desire to support applicants from all backgrounds including reasonable accommodations for those with disabilities</p>	<p>Boilerplate statement defined and included in all postings from Q3</p>	<p>EDI Lead</p>	<p>Y1 - Q3</p>
<p>Mentorship Program: Consider a mentorship programme that pairs experienced leaders with high potential colleagues and includes individuals from diverse backgrounds. Note: this may be challenging for a smaller organisation and is often dependent on resource availability</p>	<p>Establishment of programme by end Q3 and annual feedback mechanic (via anonymous survey) from mentorship program participants</p>	<p>EDI Lead</p>	<p>Y2 - Q1</p>



Establishing systems to measure, report, and ensure progress toward equality, diversity, and inclusion goals, holding the organisation accountable for its commitments

Desired Outcome

Establish clear monitoring and tracking to enable senior leadership team to monitor progress (of the EDI strategy) and to be able to make informed decisions as appropriate.

Action	KPI	Owner	Timing
Set Baseline Metrics: Conduct a comprehensive assessment to establish baseline metrics for diversity and inclusion across all areas of Triathlon Ireland.	Baseline metrics established - COMPLETED	EDI Lead	Y1 - Q1
Define KPIs: Identify and define primary key performance indicators (KPIs) and targets to measure progress	Primary KPIs clearly identified and targets set. Note: Primary KPIs identified, targets to be set	EDI Lead, EDI Taskforce	Y1 - Q1
Benchmarking: Compare the current state with general population demographics via CSO/NISRA data	Benchmarking baseline metrics with general population - COMPLETED	EDI Lead	Y1 - Q1
Reporting: Define reporting model and schedule for reports	Standardised and regular reports in place	EDI Lead	Y1 - Q1



Action	KPI	Owner	Timing
<p>Annual Reviews: Undertake annually survey and stakeholder reviews and track progress against benchmarks.</p>	<p>Annual surveys undertaken</p>	<p>EDI Taskforce</p>	<p>Y2</p>
<p>Reporting: Reports to be presented to Board</p>	<p>Report submitted to board</p>	<p>EDI Lead, EDI Taskforce</p>	<p>Y1 - Q4</p>

As we embark on this transformative journey to enhance equality, diversity, and inclusion (EDI) within our sport, this 4-year strategic approach is both a reflection of our commitment to fostering a more inclusive environment and a roadmap to achieving tangible change.

Our strategy is built on thorough research and best practices, informed by data-driven insights and the voices of our community. By focusing on Education and Awareness, Community Engagement and Partnership, Inclusive Participation, Organisational Excellence and clear Monitoring and Accountability, we aim to create a sustainable and inclusive culture that welcomes all individuals, regardless of their background.



The compelling business case for EDI in sports underscores the importance of this strategy. Studies consistently show that diverse and inclusive organisations outperform their peers, leading to increased fan engagement, higher revenue, and enhanced brand loyalty. By embracing these principles, we are not only fostering a fair and equitable environment but also positioning our sport for long-term success and growth.

This strategy represents a significant step towards a more inclusive future, where every participant, coach, volunteer, and fan feels valued and respected. We are excited to lead this initiative, confident that our collective efforts will bridge gaps, unite communities, and elevate our sport to new heights.

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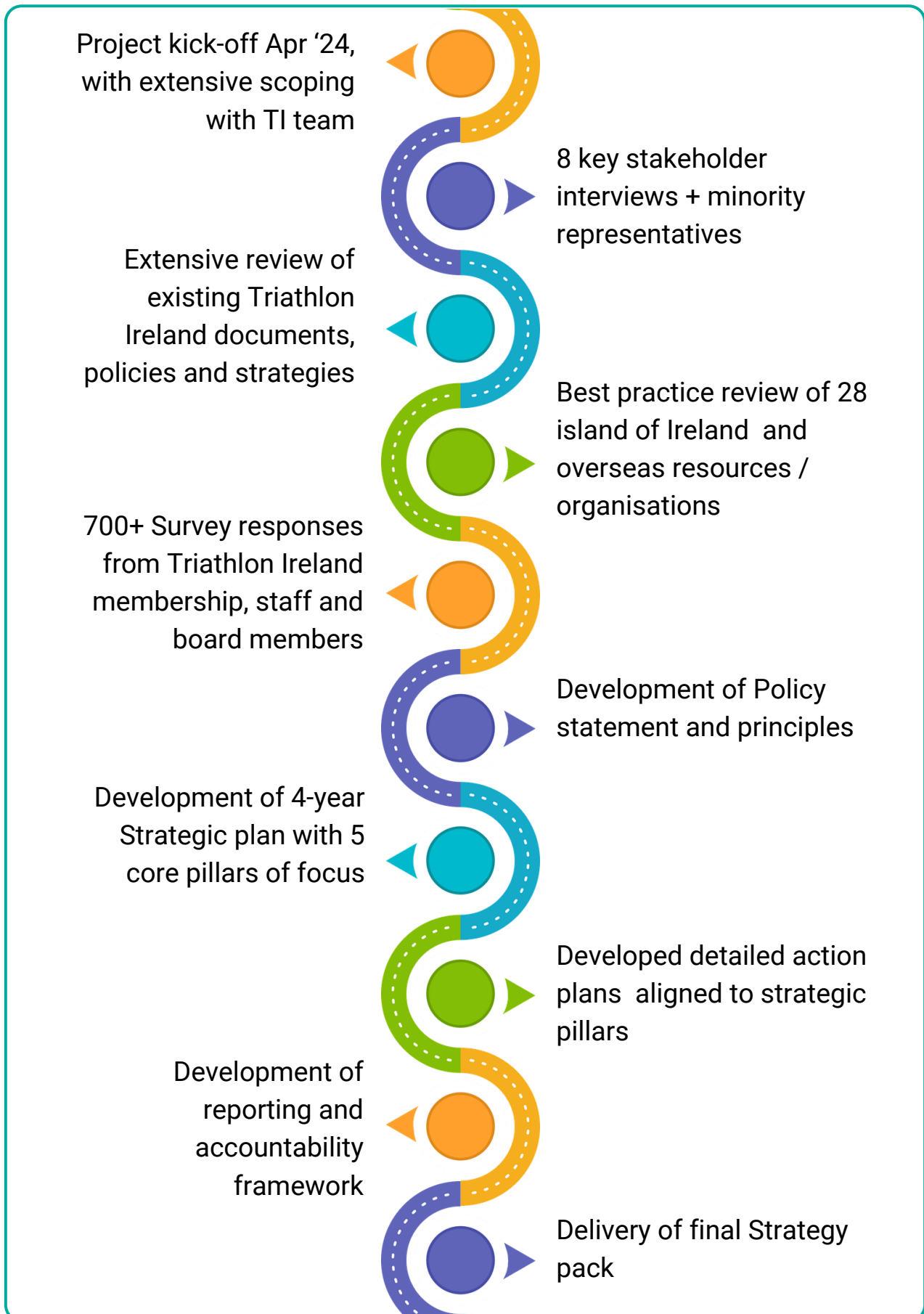
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Diversity Sports Solutions

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Reference materials and sources

Island of Ireland

Active Disability Ireland are a national pan-disability organisation committed to creating an Ireland where people with disabilities have more opportunity to participate in physical activity of their choice

Age and Opportunity is the National Programme for Sport and Physical Activity for Older People, funded by Sport Ireland and the HSE

Central Statistics Office Ireland is Ireland's national statistical institute

Deaf Sports Ireland is the national governing body in Ireland and is affiliated to International Committee of Sports for the Deaf (ICSD), the world body organisation responsible for all aspects of sport for Deaf people, European Deaf Sports Organisation (EDSO), and the Irish Sports Council (ISC), the hearing Irish sporting State body

Irish Human Rights and Equality Commission Equal Status Act 2000-2018

Irish Sport Monitor Annual Report 2022 ISM is a long-established survey providing an ongoing measurement of sports participation in Ireland

Irish Wheelchair Association - Sport is a leading NGB for people with a physical disability across a range of sports and activities at all levels, from first time participants to elite athletes

Sport Ireland

- [Diversity and Inclusion in Sport Policy](#)
- [Women in Sport Policy](#)
- [Disability Policy](#)

Sporting Pride is a non-profit LGBTQ+ community organisation that focuses on developing inclusivity in sport, and sports clubs within the whole Irish community

Swim Ireland

- [Strategic Plan 2022 - 2026](#)
- [Swim Ireland Diversity and Inclusion Policy](#)

Irish Wheelchair Association - Sport is a leading NGB for people with a physical disability across a range of sports and activities at all levels, from first time participants to elite athletes

National Disability Authority is the independent statutory body, providing evidence-based advice and research to Government on disability policy and practice and promoting Universal Design

Northern Ireland Statistics and Research Agency.

Vision Ireland is Ireland's national sight loss agency, with a mission is to transform the lives of people who are blind or vision impaired

Overseases Resources

Black Triathletes Association (BTA) is a national organization (in the US) that promotes the sport of triathlon within the black community

British Triathlon Equality, Diversity & Inclusion

Diversity in Aquatics aims to empower communities to have equitable access to quality water safety education and aquatic opportunities

Move United empowers over 120,000 youth and adults to redefine disability, build confidence, and grow stronger through participation in sports, including recreation, competition & education programs

Pride in Sport, Australia is a national not-for-profit sporting inclusion program specifically designed to assist sporting organisations of all levels with the inclusion of employees, athletes, coaches, volunteers and spectators with diverse sexualities and genders

Sport Canada Sport Canada EDI

Sport Information Resource Center, Canada: [Diversity, Equity and Inclusion Policy](#).

Sport NZ [Diversity Equity and Inclusion](#) | [Sport New Zealand - Ihi Aotearoa](#)

[Stonewall UK](#)

TIDES Organizationa [Justice, Equity, Diversity, and Inclusion](#)

United States Olympic and Paralympic Organization [Diversity, Equity & Inclusion](#)

USA Triathlon [Diversity, Equity, Inclusion & Access](#)

World Triathlon [World Triathlon](#)

Women Sports Foundation: [Chasing Equity: The Triumphs, Challenges, and Opportunities in Sports for Girls and Women](#)