

OFFICIAL

Diversity and Inclusion Framework

2024 - 2026



Government
of South Australia

Office for Recreation,
Sport and Racing

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CE Message

The Office for Recreation, Sport and Racing, including SASI (ORSR/SASI), aspires to increase opportunities for all South Australians to be involved in movement and play, and to empower people to achieve their sporting dreams. This does not mean for some South Australians; it means for all South Australians.

Participation in sport and recreation is a powerful vehicle for inclusion, but at times it can - intentionally, or unintentionally - exclude people, particularly those who are already excluded in many other aspects of their lives. Every individual, regardless of their race, ethnicity, gender identity, sexual orientation, age, ability, or any other characteristic, should have an equal opportunity to fully participate in and benefit from sport and recreation as a player, official, coach, administrator or any other role within the sport and recreation industry.

As a public sector organisation and a leader within the sport and recreation industry, ORSR/SASI has a responsibility to model diversity and inclusion; not only in the products, services, and programs we offer to the community, but also in the way in which we operate and work together.

This diversity and inclusion framework outlines a positive example for the sport and recreation industry, and society as a whole. By championing diversity and inclusion, ORSR/SASI becomes a role model, encouraging other entities to follow suit. This leadership role in the promotion of inclusivity in sport and recreation can also contribute to broader societal changes.

To be the best that we can be, our workforce must reflect the community that we serve. Embracing diversity brings together individuals with different perspectives, experiences, and skills. Valuing diverse perspectives makes people happier and more engaged at work and leads to greater retention of our talented staff. Diversity of thought fuels innovation and creativity, and generates fresh ideas, which allow us to quickly adapt to changing needs and develop inclusive policies and practices that cater to a broad range of participants.

Unconscious bias is so deeply ingrained within all of us that we must continually check and challenge our policies, plans, practices, and behaviours if we are to be a model of diversity and inclusion. This requires an ongoing commitment to continuous improvement from all at ORSR/SASI and is the reason why this framework will serve as a working document and remain in draft format.

I am delighted to present this framework, which has been developed by the Diversity and Inclusion Sprint Team and endorsed by the Executive Leadership Team

Kylie Taylor

Chief Executive

Office for Recreation, Sport and Racing.



Vision

The Office for Recreation, Sport and Racing (including SASI) are physical places, environments, and has a culture where everyone feels safe, respected, valued, and where uniqueness is celebrated. It is somewhere where people belong and feel comfortable bringing their whole selves to work, to train or to participate. The workforce reflects the diversity of the community we serve.

Our Diversity/Workforce Profile - Demographics

In February 2024, 87% of ORSR staff responded to the SA Public Sector People Matter Employee Survey.¹

Gender Identity



Employment Status



85%

Full Time

50%

Female executives

36%

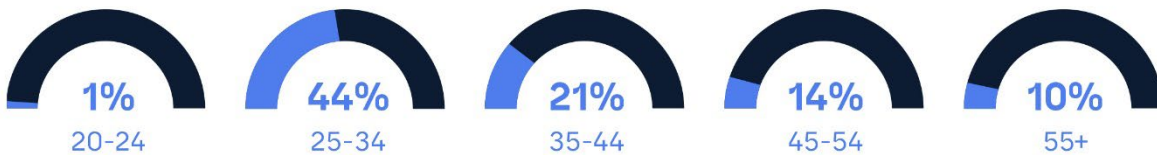
Have access to flexible work arrangements

41%

Female managers

Age Profile

10% Prefer not to say



1.43%

Self reported a Disability

0%

Identify as ATSI

14%

Born overseas

9%

Speak language other than English at home

3%

LBGTIQ+

6%

Neurodivergent

At this Agency, everyone can succeed to their full potential no matter who they are (e.g all ages, cultural backgrounds, genders, races, religions)

76% Agree

¹ Survey commissioned by the Office of the Commissioner for Public Sector Employment.

Priority Areas

1. Recruit

The ORSR/ SASI community is reflective of the broader South Australian community.

We will attract, recruit and retain staff from a range of backgrounds, experiences and skills (and lived experience) to reflect the community that we serve.

2. Include

People feel comfortable and confident to bring their whole authentic self into the ORSR/ SASI environment.

We will create a safe and accessible environment that recognises and embraces every aspect of people's identities and experiences.

3. Develop

ORSR/ SASI is committed to developing diversity and inclusion and cultural competency in all staff, contractors and athletes.

We will build a competent workforce through education in inclusion, equity, equality and anti-racism.

4. Accountability

ORSR / SASI will embed diversity and inclusion principles in everything we do and will report annually against progress.

ORSR/ SASI athletes, contractors and staff will role model inclusive behaviour.



Diversity and Inclusion Plan 2024-26

1. Recruit

- Examine all job and person specifications to ensure language is inclusive, encourages diversity of applicants and reflects a flexible work environment.
- Review current recruitment and selection processes to ensure that they are inclusive and free from barriers and unconscious bias.
- Use targeted approaches to the recruitment of First Nations people, people living with disability and people from culturally diverse and other diverse backgrounds.
- Review interview practices to ensure that all candidates have the best opportunity to be successful.
- Ensure all selection panel members complete unconscious bias training prior to the start of the recruitment process commencing.

2. Include

- Embed flexible work arrangements as part of every Performance Development Plan and as an accepted and common way of working.
- Ensure staff have the appropriate resources including access to technology to support flexibility.
- Deliver a whole of staff Diversity and Inclusion Survey every three years to inform future directions, and to improve outcomes for employees and customers.
- Consider diversity and inclusion aspects as a component of all staff and customer feedback mechanisms.
- Review the ORSR website and intranet to ensure diversity and inclusion content is appropriately placed and that inclusive language and imagery is used.
- Update email templates to allow staff to show their pledge to respecting diversity including the use of personal pronouns.
- Program days that celebrate the cultural diversity of the community, for example Harmony Day, NAIDOC Week, Reconciliation Week, Disability Awareness Week, White Ribbon Day, IDAHOBIT etc.
- Create and promote quiet spaces for staff to use for cultural needs and other purposes.
- Maintain commitment to the “We’re Equal” initiative of Government to demonstrate to employees, athletes and stakeholders that ORSR has made a commitment to zero tolerance for discrimination, bullying, and harassment.
- Review all internal and external forms to ensure that people can be recognised in accordance with their gender identity.
- Encourage and support staff to participate in cross-government networks.
- Ensure that leaders of Divisions, teams and working groups consider the profile of the group and, where possible, actively seek input from diverse perspectives that may not be represented in the membership.

3. Develop

- Ensure all new and continuing staff complete mandatory training programs to build competency around diversity and inclusion practices.
- Develop a suggested schedule of mandatory training that aligns with key celebration weeks. As an example, encourage staff to complete disability awareness training during Disability Awareness week.
- Develop resources and training focused on intersectionality, inclusive language and building inclusive leadership and environments.
- Ensure all new resources (internal and external) consider and reflect intersectionality, inclusive language and building inclusive leadership and environments.
- Facilitate informal learning opportunities where guests share experiences, perspectives and learning on diversity and inclusion.
- Ensure Performance Development Plans have a clear focus on career development planning and identifying development opportunities in relation to diversity and inclusion.



4. Accountability

- All staff are required to complete mandatory training diversity and inclusion modules.
- Induction of all SASI athletes involves diversity and inclusion awareness education and obligations.
- Commitment to diversity and inclusion principles is a component of all Personal Development Plans.
- A Diversity and Inclusion committee will be formed with representatives across ORSR/SASI to guide the implementation of the plan.
- The plan will be reported on annually to all staff.

Definitions

Diversity is about what makes each individual unique. A diverse workplace is one that is made up of individuals with a wide range of characteristics, experiences, professional skills and perspectives shaped by cultural background, ethnicity, disability, age, sex, gender identity, sexuality and socio-economic background.

We know that people have more than just one background.

Equity recognises that each person has different circumstances and acknowledges different approaches are necessary.

Inclusion occurs when everyone feels valued, respected and that they belong. It is about embracing our collective diversity and removing attitudinal, behavioural and physical barriers so that everyone is heard, has equal access to opportunities, and is empowered to participate and contribute their skills and perspectives to the workplace.

Unconscious bias refers to a bias that we are unaware of, happens automatically and which happens outside of our control. It is our brain's way of making quick judgements and assessments of people and situations, using our background, cultural environment and personal experiences over our lifespan. Unconscious bias is reflected in the prejudices and stereotypes that are deeply seated within us as a result of our socialisation.

Intersectionality refers to a way of seeing people's experiences as shaped by (but not limited to) their combination of diverse backgrounds all at the same time. The point of understanding intersectionality is to understand the variety of privileges and/or forms of discrimination or exclusion that one may experience simultaneously at any given time (for example, as a result of race and disability together).ⁱ

ⁱ DPC- Diversity & Inclusion Framework 2023-2025

