

## Diversity, Equity, and Inclusion Working Group

### Call for Expressions of Interest for Members

#### **Background**

The Australian Fencing Federation Limited (**AFF**) is the National Sporting Organisation for the Olympic Sport of Fencing.

The AFF's vision is to have Fencing recognised as an exciting, accessible and challenging sport providing opportunities for participation at all levels – recreational, competitive and elite.

The mission of the AFF is to administer and promote the sport of Fencing in Australia through national plans and programs, services and opportunities that enable members from recreational to the Olympian to reach their maximum potential.

#### **Diversity, Equity, and Inclusion in Sport**

Sport is one of the most powerful platforms for promoting equality, empowering different backgrounds, and ensuring all people have an opportunity to engage.

The AFF is committed to proactively promoting behaviours, options and actions to ensure people everywhere feel welcomed and respected in our sport. Different backgrounds and personal attributes contribute to the robust nature of fencing and transcend perceived boundaries.

This working group will assist in advancing the engagement of women and girls, culturally and linguistically diverse populations, and Aboriginal and Torres Strait Islander people to break down any perceived barriers and foster social inclusion. This will be achieved by encouraging opportunities for lifelong participation at all levels. From state presidents through to the humble volunteer, this working group will provide continued development of our sport in Australia.

The Terms of Reference for the Diversity, Equity, and Inclusion Working Group are attached.

#### **Expressions of interest**

The AFF is seeking calls from all interested people to join the Diversity, Equity, and Inclusion Working Group. Expressions of interest should be submitted to [operations@fencing.org.au](mailto:operations@fencing.org.au) by 5.00pm AEDT Friday 15 October 2021.

At a minimum, expressions should contain the following:

- Name of applicant.
- Member state of the applicant.
- Best contact details.
- A short biography or interest statement.

No remuneration is available for members of the Diversity, Equity, and Inclusion Working Group; however, the reimbursement of certain expenses may be agreed between the AFF and the working group members in advance and from time to time.

## Diversity, Equity, and Inclusion Working Group

### Terms of Reference

**Expiry:** 1 July 2022 (unless otherwise agreed with the AFF)

**Membership:** Membership of the Diversity, Equity, and Inclusion Working Group will be those appointed by the AFF to the Diversity, Equity, and Inclusion Working Group from time to time.

**Accountability:** The Diversity, Equity, and Inclusion Working Group will be accountable to the AFF Board via the AFF President.

**Review:** The progress of the Diversity, Equity, and Inclusion Working Group will be reported to the AFF president by the Chair of the Diversity, Equity, and Inclusion Working Group each calendar month.

**Purpose:** To develop sustainable, practical programs to increase participation, provide opportunities, and connect with local communities to enhance the sport of fencing in Australia. It is envisaged the mechanism of delivering these programs may change over time to appropriately encourage advocacy, education, and mentorship throughout the year.

The objectives of the Diversity, Equity, and Inclusion Working Group include (but are not limited to) the following:

- Develop content for coaches, clubs and member states to deliver,
- Increase the profile of Diversity, Equity, and Inclusion through promotional opportunities at local and national events,
- Identify and apply for grant funding opportunities with sporting and/or government organisations,
- Liaise with state fencing associations in the implementation of initiatives,
- Track and report on progress.

**Meetings:** It is expected that the Diversity, Equity, and Inclusion Working Group will perform most of its work electronically including electronic meetings. Given the initial workload, it is expected that the working group will meet at least monthly for the first three months. The AFF will appoint a chair of the working group who will be responsible for the group's running and reporting to the AFF.

**Information:** The working group will hold confidential AFF information. Diversity, Equity, and Inclusion Working Group members must keep that information confidential.