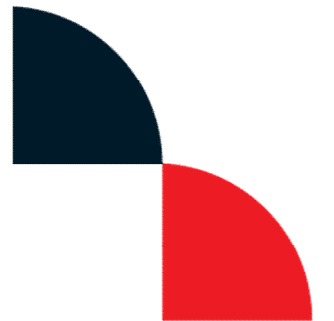




Inclusive Sailing Forum





Agenda



Para World Sailing Committee Inclusion Development Working Party
David Staley

World Sailing Para Classification Working Party
Sarah Ross

Australian Sailing Inclusion, Diversity & Equity Advisory Group
Ali Weatherly

Open Forum





Inclusion Development

Para World Sailing Committee
Working Party - David Staley

Working Party Members

- David Staley (AUS)
 - Betsy Alison (USA)
 - Jenny Davey (CAN)
 - Emma Hallen (SWE)
 - Alison Weatherly (AUS)
 - Jens Kroker (GER)
-
- Videoconference meetings held on March 21, May 25, July 18 & October 10
 - Combined working document - Draft Goals and Definitions

Working Party Draft Goals

Based upon the Para World Sailing Strategic Plan 2020-2023

- 1 Organisation
- 2 Inclusion
- 3 Diversity
- 4 Equity
- 5 Accessibility
- 6 Youth Participation
- 7 Communication

Each goal includes a goal statement and tactics

The 2024-2030 Strategic Plan is expected to be published in May and has a stronger focus on inclusion

Working Party Draft Definitions

- **IDEA**
- **Inclusion** is ensuring all individuals are equally supported, valued, and respected. This is best achieved by creating an environment in which individuals feel welcomed, safe, respected, valued, and are supported to enable full participation and contribution.
- **Diversity** is the wide range of attributes within a group or community which makes them distinctive. Dimensions of diversity consider that each individual is unique and recognizes individual differences including ethnic origins, gender (identity, expression), sexual orientation, background (socio-economic status, immigration status or class), religion or belief, civil or marital status, family obligations (i.e. pregnancy), age, and disability.

Working Party Draft Definitions

- **IDEA** (cont'd.)
- **Equity** is the fair treatment and access to equal opportunity (justice) that allows the unlocking of one's potential, leading to the further advancement of all peoples. The equity pursuit is about the identification and removal of barriers to ensure the full participation of all people and groups.
- **Accessibility** is the provision of flexibility to accommodate needs and preferences, and refers to the design of products, devices, services, or environments for people who experience disabilities. It can also be understood as "a set of solutions that empower the greatest number of people to participate in the activities in the most effective ways possible".
- *Adapted from the Canadian Commission for Unesco document - Inclusion, Diversity, Equity & Accessibility (IDEA) Toolkit*

Working Party Draft Definitions

- **Inclusion in Sailing**

- Mainstream sailing, inclusive sailing, para sailing, and high-performance sailing are all interconnected segments within the broader world of sailing.
- Mainstream sailing is the foundation of the sailing world, is based around sailing clubs large and small, and has evolved over centuries.
- Inclusion, or Inclusive Sailing, broadens access to a wider group of participants and makes it more appealing to those who have not traditionally been attracted to the sport. Para Sailing caters to athletes with a range of disabilities and High-Performance Sailing represents the pinnacle of sailing excellence.
- These segments are all aligned and interconnected, with pathways for individuals to move through and between them based on their interests, abilities and commitment.

Working Party Draft Definitions

- **Inclusive Sailing Events**
- An Inclusive Event or Inclusive Championship shall promote diversity, accessibility, and equal opportunities for all participants, regardless of their background or abilities.
- **Event Titles**
- **Event and Rankings Terminology**



Classification

Para World Sailing Committee
Working Party – Sarah Ross

Two Classification Pathways

- Functional Classification System => Paralympic reinstatement, IPC rules
- Inclusive Classification => Inclusion Championships

- Functional Classification System (FCS) – Current system. Physical impairments and vision impairments with functional limitations related to sailing.
- Inclusive Classification – Proposal being considered. Hearing impairments, intellectual impairments including Down's syndrome, organ transplant, lung conditions, heart conditions, diabetes, cancer, pain syndromes, diabetes Type 1 etc
- functional limitations in daily life.

Para and Inclusive Strategy Webinars

A series of webinars will be conducted by World Sailing in April to present the framework of the new strategy and the vision for Para and Inclusive Sailing, outline the future event structure and share the IPC Feedback from the application for LA2028.

Register via the *Para Inclusive World Sailing: Sailors Forum* Facebook page or use the links below:

- Webinar 1 (Monday 8th April 1100hrs UTC = Monday 8th April 2100hrs / 9pm AEST)

<https://events.teams.microsoft.com/event/beb53a6c-1c4e-4bc9-8b43-34647d757c1c@dc6f03c6-cb87-43fe-a696-cf514438f6cb>

- Webinar 3 (Friday 12th April 0700hrs UTC = Friday 12th April 1700hrs / 5pm AEST)

<https://events.teams.microsoft.com/event/e4378188-7bf0-4ac7-9f28-34a8b54f4fd5@dc6f03c6-cb87-43fe-a696-cf514438f6cb>



Diversity, Equity and Inclusion Strategy Update – Ali Weatherly

Inclusion, Diversity and Equity Advisory Group Members

Inclusion Advisory Group Members



Naby Mariyam



David Staley



Nicola Samuels



Sarah Ross

Inclusion, Diversity and Equity Advisory Group Members



Toby Legg



Paddy Butler



Alison Weatherly



Fiona Smith

Australian Sailing's Strategic Plan



Sailing 2032

The Strategic Plan for Australian Sailing 2022-2032

SAILING 2032 is the platform from which Australian Sailing and our key partners will make exciting changes to what we do, when we do it, how we do it, where we do it, and who we do it with.

Our Purpose

To grow sailing by leading, inspiring, and supporting sailors and their communities.

Our People

The future of Australian Sailing lies in our people. We will proactively attract, train, support and retain people who love Sailing and are committed to achieving our purpose.

Our Culture

Our values define our character and guide how we behave as we collectively do what is right for Sailing.

R **Respect**
We value each other's experience and knowledge

I **Integrity**
We act honestly and take responsibility

T **Teamwork**
We work as one crew to help each other perform

E **Excellence**
We exceed expectations and strive for the best

Our Strategic Focus Areas

Our drive to deliver on our strategic plan and achieve our purpose will be focused on three key strategic pillars and six strategic foundations.

OUR STRATEGIC PILLARS



SUPPORT

An enhanced Sailing delivery system delivering positive and rewarding Sailing experiences.



OUR GOAL

- » All clubs and Centres access Australian Sailing programs and support to help them deliver Sailing to their communities and achieve their goals



GROW

More people on the water, in more ways, more often.



OUR GOAL

- » Sailing is safer, more visible, accessible, relevant and rewarding for all



WIN

#1 Olympic Sailing nation in the world, uniting and inspiring Australia.



OUR GOALS

- » Consistently winning multiple medals
- » Produce and retaining a pipeline of athlete and coach talent
- » Have a positive influence on retaining and growing our Sailing community

OUR STRATEGIC FOUNDATIONS



FUTURE FOCUS

Our cultural, governance and integrity, operating and financial frameworks are best practice and perfectly placed to support our organisation and Sailing's delivery system into the future.



ENVIRONMENTAL SUSTAINABILITY

With the ocean, lakes and rivers as our playground, Sailing and the environment are intrinsically connected. We play an active role in ensuring all Australians have clean and safe waterways on which to sail.



DIVERSITY AND INCLUSION

Sailing is a great way to show how diverse and inclusive we can be as a nation. We want to see Sailing reflecting our communities. Inclusive sport = inclusive communities, and Sailing is part of this.



INNOVATION

We are open to new ideas and will continually challenge our assumptions to improve the way we operate.



SAFETY

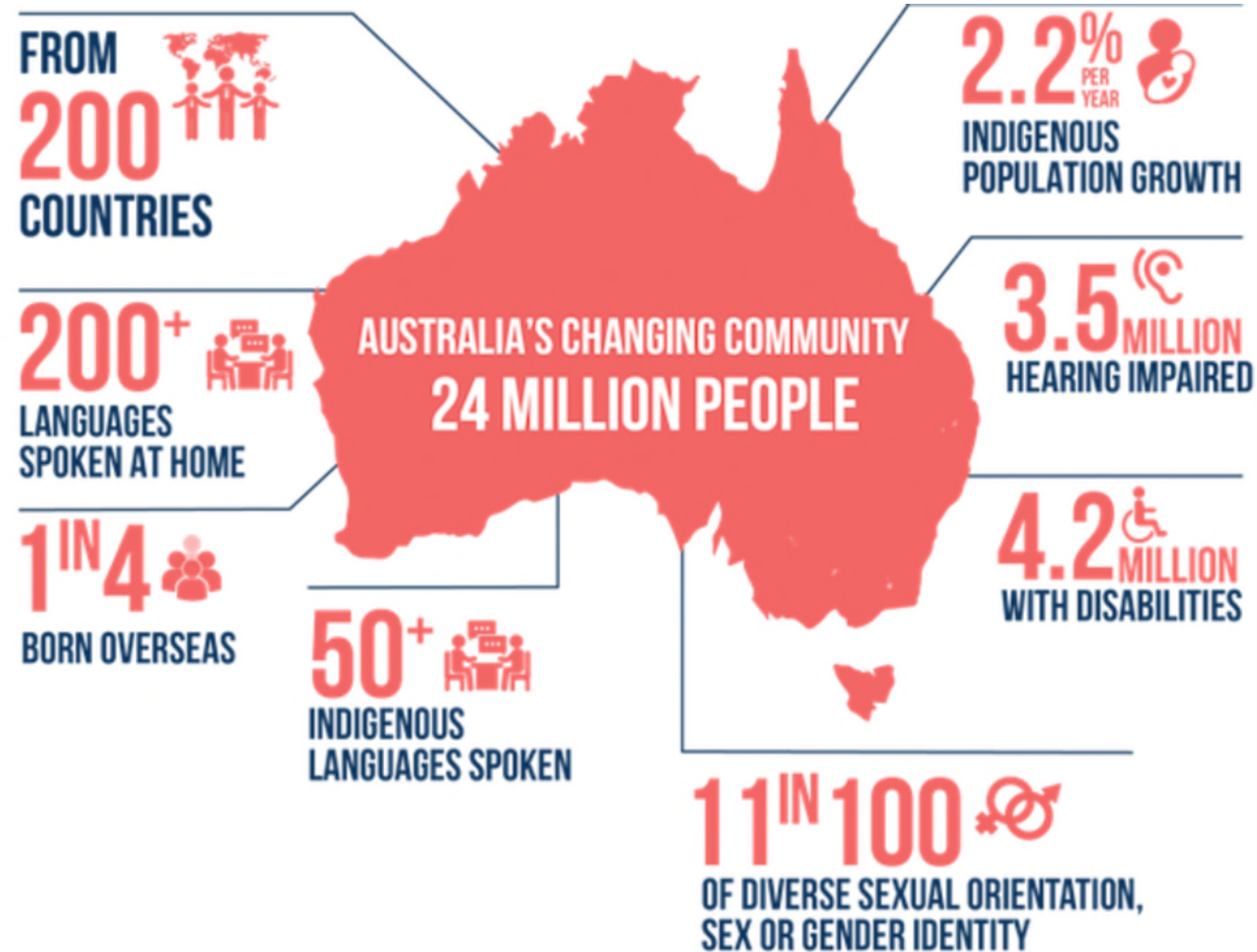
We promote a Sailing safety culture.



PARTNERSHIPS

We positively partner with all elements of the Australian Sailing community for the benefit of Sailing.

Australia's changing community



Review of Other Strategies



Diversity, Equity and Inclusion Strategy for Sailing

- We are committed to fostering a safe environment that values, respects, and welcomes everyone. We aim to empower individuals to engage, connect and thrive in all aspects of sailing.***



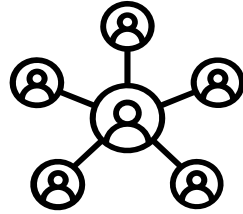
FOCUS AREAS & HIGH-LEVEL GOALS

Environment



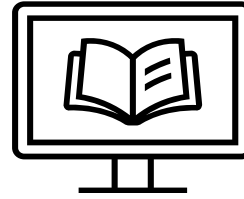
Create inclusive environments, ensuring equitable access to opportunities for all.

Connection



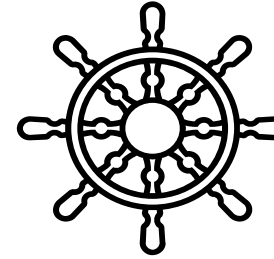
Collaborate with aligned organisations to amplify our diversity, equity, and inclusion outcomes.

Education



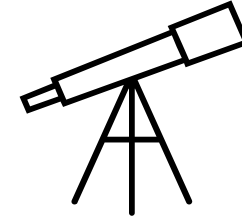
Implement educational initiatives for the growth of greater inclusivity and equity.

Leadership



Promote diverse leadership and improve inclusive leadership practices.

Visibility



Enhance visibility of diverse individuals, celebrate achievements, and challenge biases.

ACTIONS TO HELP ACHIEVE OUR GOALS

Environment

1. Action 1
2. Action 2
3. Action 3
4. Action 4
5. Action 5

Connection

6. Action 1
7. Action 2
8. Action 3
9. Action 4
10. Action 5

Education

11. Action 1
12. Action 2
13. Action 3
14. Action 4
15. Action 5

Leadership

16. Action 1
17. Action 2
18. Action 3
19. Action 4
20. Action 5

Visibility

21. Action 1
22. Action 2
23. Action 3
24. Action 4
25. Action 5

Consultation – Diversity, Equity and Inclusion Strategy

- **When** - April 2024
- **Who** - All clubs and members
- **What** – Consult on draft focus areas/ challenges and opportunities for clubs
- **How** – Club News, Nautical News, General Manager Updates
- Further consultation with focus groups and final draft in July 2024
- [Your Feedback is Important to help shape the strategy](https://www.sailing.org.au/surveys/5725/)
<https://www.sailing.org.au/surveys/5725/>

Focus Areas

To what extent does the draft mission statement resonate with you ? (1= not at all, 10=completely)*

We are committed to fostering a safe environment that values, respects, and welcomes everyone. We will empower individuals to engage, connect and thrive in all aspects of sailing.


N/A 1 2 3 4 5 6 7 8 9 10

These are the focus areas the actions will be developed from. Do you agree?*

1. Environment (Inclusive spaces physical and culture) 2. Engagement / Connection 3. Leadership 4. Educational Awareness 5. Visibility

N/A Strongly Disagree Disagree Neutral Agree Strongly Agree

Are there any specific focus areas we have missed ?

Please select... 

Challenges

Challenges - Data

- Current lack of data on those who sail with a disability
- Those from culturally diverse backgrounds

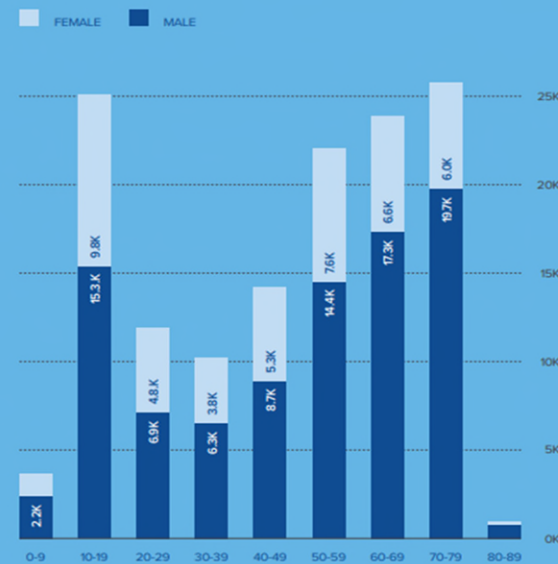
Membership by state

STATE	2022	2023
ACT	1,409	1,602
NSW	34,778	36,790
NT	1,198	1,195
QLD	11,323	13,656
SA	5,235	5,073
TAS	8,996	9,546
VIC	39,769	42,128
WA	25,192	26,956
Total	127,900	136,946

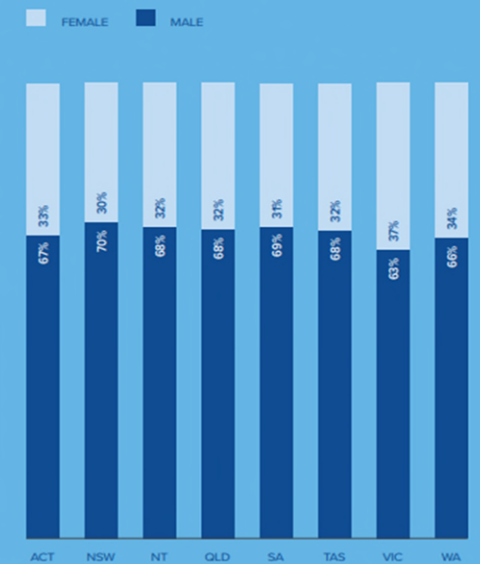
Total by gender



Gender by age



Gender by state



Additional questions to be added to RevSport member registration

Area	Question	Collection
Culturally and Linguistically Diverse	Do you speak a language other than English at home?	Yes No Prefer not to say
Culturally and Linguistically Diverse	(If Yes) What language other than English do you speak at home?	Dropdown List of languages provided
Aboriginal and/or Torres Strait Islander	Are you of Aboriginal and/or Torres Strait Islander origin?	Yes No Prefer not to say
Disability	Do you have a disability or long-term health condition?	Yes No Prefer not to say
Disability	(If Yes) Please advise the type of disability or health condition	Dropdown list <u>Physical Disability</u> <u>Hearing Impairment</u> <u>Intellectual Disability</u> <u>General Disability</u> <u>Visual Impairment</u> <u>Other</u>

Resources/ Training/ Awareness



Resources for Instructors – How to include Autistic Children in Tacklers

Resources to help Instructors and Discover Sailing Centres engage with autism, to ensure they feel included, especially when starting Tacklers! soon to be published on the Australian Sailing website.



Diversity and Inclusion

We want to see sailing reflecting our communities. Here you will see links to organisations with resources available to support clubs and participation.

[CLICK HERE FOR DIVERSITY & INCLUSION RESOURCES](#)

Autism is a neurodevelopmental condition that affects the way people socialise, interpret, and engage with their environment. No two Autistic people are the same, as each Autistic person you meet has their own unique strengths and challenges.

Attending Tacklers is a social experience and for many Autistic children this can be challenging. Some Autistic children will feel anxious about the social and sensory elements

they can do if they feel overwhelmed.

The social scripts that have been developed explain the different stages of a Tacklers lesson. These social scripts should be made available to the parents/ teachers of Autistic children before they attend Tacklers for the first time. This will help them prepare.



two social scripts for Tacklers. One for ITB clubs and the other describes

ques to explain new experiences and images.

ated information about what an – such as how they'll travel to a 'at activities will occur, and what



Inclusive Sailing Forum





Thankyou 😊

