

Diversity Policy

Purpose

To set out Cycling Victoria's (CV or the Organisation) policy in relation to diversity. The aim of Cycling Victoria is to ensure that all members/participants are treated fairly and with respect and that no one is denied access to Cycling Victoria because of a discriminatory reason.

What does "diversity" mean?

Diversity is broadly defined as including but not limited to, gender, age, ethnicity and cultural background.

Policy

Cycling Victoria's policy is to leverage diversity through the attraction, retention and development of a diverse range of people in the sport of cycling at all levels, including the Board of Cycling Victoria and Cycling Clubs affiliated with Cycling Victoria (Clubs).

The Cycling Victoria Board aims to attract and maintain a team which has an appropriate and diverse mix of skills, experience and expertise.

To facilitate the implementation of this policy, recruitment and development decisions are based on performance and capabilities.

As articulated in the Cycling Australia Code of Conduct, Cycling Victoria expects all Clubs to operate in a non-discriminatory environment which is free from harassment, where people are treated equally regardless of gender, ethnic origin or religion or any other status covered by Australian Sports Commission Guidelines for Harassment-Free Sport. To assist Clubs, a template is attached, as an appendix to this policy, to enable Clubs to implement their own diversity policy.

Cycling Victoria is committed to taking positive action where inequalities exist and the development of a program of on-going training and awareness to promote diversity in cycling. (An example of taking positive action is running a program or event specifically aimed at priority populations defined by VicHealth to encourage an increase in participation).

Measurable Objectives

The Board must annually establish measurable objectives for achieving diversity throughout Cycling Victoria, specifically in the Board and management of the Organisation and generally across Clubs.

Monitoring and Reporting

Pursuant to the Cycling Victoria Code of Conduct, the Board is (among other things) responsible for:

- Formally assessing the appropriate mix of skills, experience, expertise and diversity required on the Board and assessing the extent to which the required skills are represented on the Board;
- Overseeing Board succession, including the succession of the Chairman, to maintain an appropriate mix of skills, experience, expertise and diversity on the Board; and
- Considering and agreeing upon strategies to address diversity on the Board and within Cycling Victoria as a whole.

The Board will ensure that appropriate disclosures are made in the Annual Report regarding diversity.

Review

The Board shall review and reassess this policy at least annually.

[Attachment: Club Diversity Policy Template](#)

Inclusion Charter

The Cycling Victoria Charter for inclusion in cycling calls for everyone with an interest or involvement in cycling to unite to provide a safe inclusive environment.

The Charter is part of our Commitment to Fair Go, Sport! which specifically increases awareness of sexual and gender diversity and promotes safe and inclusive environments in sport.

Cycling Victoria Inclusion Charter:

1. We believe that everyone should be able to participate in and enjoy cycling – whatever their background.
2. We believe participating in cycling is about fairness, equality, respect and dignity.
3. Cycling teaches individuals to strive and succeed, how to cope with success and disappointment, and brings people together with a common enjoyment of the sport.
4. We are committed to making these values a reality for all people involved in cycling.
5. We will make cycling a welcome place for everyone.
6. We will challenge unacceptable behaviour in the sport and foster inclusion at all levels.

For further information on Fair Go, Sport

visit <http://www.humanrightscommission.vic.gov.au/index.php/fair-go-sport-home>