



Swans Diversity, Equity and Inclusion Action Plan

1. Our commitment to diversity, equity and inclusion

Diversity, equity and inclusion sit at the heart of Swan Districts Football Club's (Swans) values. It's central to our club's value of Everyone Matters to bring people together, embrace quality, celebrate diversity, and provide support when it's needed.

Swans is committed to recruiting and developing people that is representative of the communities in which we live, work and play. We're aware that building a diverse mix of skills and talent amongst our players, staff and volunteers will enhance club performance on and off the field.

Swans is committed to eliminating discrimination and encouraging diversity and inclusion at all levels in our club and in the many programs we deliver.

We oppose all forms of unlawful and unfair discrimination including direct and indirect discrimination, harassment, bullying and victimisation. We recognise our legal obligations and will abide by the requirements of all relevant legislation.

The club's commitment to diversity, equity and inclusion is reflected in the Diversity, Equity and Inclusion Policy approved by the Club Board in 2023.

The three tenets of the club's policy are:

- Diversity is about our individual differences and acknowledging the unique blend of knowledge, skills and perspectives our staff, players, volunteers and community program participants bring to our club.
- An inclusive culture is one where everyone feels valued and respected and can fully contribute.
- Equity is to eliminate discrimination at the club and ensure equity outcomes by understanding different circumstances.

2. What is diversity?

It's important that the club's culture thrives on mutual respect, teamwork and diversity of thought in the club among people who are diverse in work background, experience, education, age, gender, race, national origin, physical abilities, religious belief, sexual orientation, gender identity, and other real and perceived differences.

3. The importance of diversity

Diversity drives innovation, creativity, problem-solving capabilities, and individual and organisational productivity. A diverse club positions it to better serve its members and the community it belongs, while enabling us all to grow together.



4. The Action Plan

This plan provides a step-change in how we embed diversity, equity and inclusion in everything we do.

5. Objectives

The Diversity, Equity and Inclusion Action Plan aims to ensure the Club will:

1. Demonstrate a clear commitment to equity and diversity.
2. Celebrate and value diversity in everything we do.
3. Create a fair and respectful workplace culture.
4. Build and retain diverse capabilities and experiences.

6. Actions

1. Demonstrate a clear commitment to equity and diversity

- Create a Swans Cultural Security Policy to ensure people of all cultures feel confident to safely identify who they are and feel safe in their culture and their community.
- Promote the Club's member, employee and player Code of Conducts which include 'we will not engage in nor endorse any form of harassment and discrimination on the basis of race, gender, religion, ethnicity, age or sexuality'.
- Create a WAFLW milestones strategy to appropriately recognise Swans WAFLW players and volunteers.
- Create and deliver culture, inclusion and diversity training and development programs for staff, players, and volunteers.
- Include culture, inclusion and diversity guidelines in staff and volunteer inductions/training.
- Create an understanding of the difference between equality and equity.

2. Celebrate and value diversity in everything we do

- Promote and celebrate club and community cultural events including, but not limited to, NAIDOC Week, Reconciliation Week, National Sorry Day, Count Me In, International Day of People with a Disability, Harmony Day and World Pride Month.
- Increase dual naming around Steel Blue Oval using Noongar language.

3. Create a fair and respectful workplace culture

- Create a working environment that promotes dignity and respect for all.
- Promote and deliver the club's 'Reporting an Issue or Concern' process for employees, players, and volunteers to safely report any matters or incidents of concern without fear of reprisal. This may include incidents or issues including, but not limited to racism, bullying, discrimination, or inappropriate behaviour and may be in relation to themselves or somebody else.
- Empower the club's Swans Aboriginal Advisory Committee (SAAC), the Swans Disability, Advocacy and Inclusion Sub-Committee (DAIS), and the Swans Youth Advisory Committee (SYAC) to continue to advise and guide the club's diversity, inclusion and equity internal and external strategies.
- Create a strategy for dealing with historical cases of racism at the club.

4. Build and retain diverse capabilities and experiences

- Create a Culturally and Linguistically Diverse (CaLD) Advisory Committee and a Seniors Advisory Committee to advise and guide the club with its Diversity, Inclusion and Equity Policy and Action Plan.
- Continue to deliver the club’s 2020 – 2022 Innovate Reconciliation Action Plan (RAP) and submit an Expression of Interest to Reconciliation Australia to develop a Stretch RAP in 2023.
- Encourage and inspire greater gender, cultural and LGBTQI representation at all levels of the club.
- Create a strategy to build capabilities and retain staff and volunteers from diverse backgrounds.
- Wherever possible and appropriate, adopt recruitment strategies that support a diverse workforce.
- Establish internship and work experience opportunities for people from diverse backgrounds.
- Establish or source mentorship programs for staff of diverse backgrounds eg Indigenous mentors.
- Develop a strategy to achieve gender parity and greater diversity on the club’s Board.

7. Reporting

It is the responsibility of all employees, players and volunteers to comply with the Swans Diversity, Equity and Inclusion Policy and report violations or suspected violations in accordance with this policy.

The CEO will provide the Board an annual review of this action plan.

8. Monitoring

The Club will monitor its current profile and position in terms of equity and diversity. This will include data measuring number of employees, volunteers and players who identify themselves as LGBTQI, Aboriginal, CaLD, and people with a disability.

In 2019, the Club provided the following snapshot of its staff and volunteers. This information will provide a baseline to measure the outcomes of this plan against.

	Male	Female	Indigenous	Disability	CaLD
Board	72%	28%	14%	0	0
Total staff (not including honorary)	54%	46%	27%	0	8%
Football department (inc honorary and volunteers)	61%	39%	0	2%	0
Committees	65%	35%	11%	2%	6%
Community staff	65%	35%	42%	0	6%

9. Related Documents

- Swans Diversity, Equity and Inclusion Policy 2023
- Swans Reporting an Issue or Concern 2022
- Swans Code of Conduct 2020
- Swans Members Code of Conduct 2020
- Swans Health and Safety Policy 2021
- Swans Volunteer Policy 2021



Swans Welcome to Country Policy 2021
Swans Work, Health and Safety Plan 2021
Swans Social Impact Committee Terms of Reference 2022
Swans Youth Advisory Committee Terms of Reference 2021
Swans Aboriginal Advisory Committee Terms of Reference 2021
Swans Disability, Advocacy, and Inclusion Sub-committee Terms of Reference 2019

10.Revision History

Version No.	Date Board Approval	Contact
1	29.9.2022	Jeff Dennis
2	25.5.2023	Jeff Dennis