

Date approved: 17 November 2022

1. Objective of Policy

The objective of this Policy is to develop and foster a sport that is representative of the community we serve. This Policy seeks to establish a framework for the continued diversification and inclusion of the Motorsport Australia Workforce and Participants and to create an environment which encourages and supports equity and fairness and eliminates all forms of discrimination.

2. Scope of Policy

This Policy applies to Motorsport Australia directors, management, staff, officials, volunteers and Participants.

3. Definitions

Capitalised terms used in this Policy have the following meanings unless stated otherwise:

- (a) **Diversity** includes differences in gender, age, language, ethnicity, cultural background, disability, religious beliefs, and family responsibilities. In the workplace, it also encompasses differences between individuals in educational level, life experience, work experience, socio-economic background, and personality. It includes diversity of background from lived experience, as well as diversity of thinking approaches.
- (b) **Inclusion** includes different groups or individuals having different backgrounds who are culturally and socially accepted and welcomed, and equally treated, regardless of their differences. It is a sense of belonging and making people feel valued, authentic and psychologically safe
- (c) **Motorsport Australia** means the Confederation of Australian Motor Sport Ltd. trading as Motorsport Australia.
- (d) **Participant** means anyone who participates in an Event, including any of the following:
 - (i) Competitors, drivers, co-drivers, entrants, and navigators.
 - (ii) Competitor or team members including Crew.
 - (iii) Contractors engaged by a third party to attend a Motorsport Australia permitted event
- (e) **Workforce** refers to the wider Motorsport Australia community including directors, management, staff, contractors, Motorsport Australia officials and volunteers.

4. Context

- (a) Motorsport Australia aims to have a mix of people in the organisation and workforce that reflects the diversity of the Australian community. It is recognised that diverse workforces drive innovation, creativity, problem-solving capabilities, and individual and organisational productivity. A diverse workforce positions Motorsport Australia to better serve and support its members and stakeholders.
- (b) We recognise that it is not only the staff, officials and volunteers that create the culture of the sport, but those participating in motorsport as competitors, crew and teams also have a responsibility to making our sport safe, welcoming, and inclusive.
- (c) We recognise that each individual brings their own unique capabilities, experiences, and characteristics to their role. We value such diversity at all levels of Motorsport Australia and in all that we do.
- (d) We aim for an inclusive culture where our people feel safe, respected and valued for who they are as an individual or group.

5. The Aim of this Policy

- (a) The aim of this Policy is to include as completely as possible, the diversity of the Australian community into our workplace and our activities and ensure they feel included and supported. This includes fostering a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children and young people are respected and valued. To achieve this, Motorsport Australia will foster a culture that is welcoming, celebrates diversity and inclusion and is accommodating. This means that Motorsport Australia will:
 - (i) Treat all people with dignity and respect.
 - (ii) Promote and encourage a diverse and inclusive sport, by fostering an environment of mutual learning, respect, dignity, openness to other cultures and an appreciation of difference and other perspectives.
 - (iii) Attract and retain staff, directors, other office bearers and officials, whose composition reflects a diversity of backgrounds, knowledge, experience, and abilities.
 - (iv) Seek to ensure that the composition of committees appointed by either the Board or management will reflect a diversity of backgrounds, knowledge, experience, and abilities.
 - (v) Seek to ensure that its business practices, systems, and processes do not prevent people from diverse backgrounds having equality of opportunity within the organisation.

- (vi) Take account and advantage of differing beliefs, circumstance, needs and backgrounds in its operational systems, work methods and management styles.
- (b) Motorsport Australia's aims will be achieved by:
 - (i) Including everyone as the way it conducts motorsport.
 - (ii) Fostering a culture of belonging, being collaborative, courteous, non-judgemental and respectful.
 - (iii) Having a demographically diverse workforce and membership, which is representative of the broad Australian community and its employees, office bearers, volunteers, competitors and Participants are confident to openly embrace their identity and be themselves.
 - (iv) Providing evidence that everyone believes that they are treated with dignity and respect, are reasonably having their needs met, and are satisfied in their roles.
 - (v) Providing evidence that its workplace is inclusive in both the way in which we work and the services we deliver.
 - (vi) Including diversity targets in the Motorsport Australia strategic plan.

6. Responsibilities and Accountabilities

Promoting diversity and inclusion is everyone's responsibility. The success of this Policy is dependent upon the support of everyone at all levels within the organisation be they staff member, director, volunteer, or Participant. We all have a responsibility to foster a culture in the workplace where diversity and inclusion is valued and supported by:

- (a) Practising and promoting behaviour consistent with our Values, Codes of Conduct and Race with Respect Code.
- (b) Treating each other with courtesy and respect and fostering good working relationships.
- (c) Ensuring that workplace structures and procedures foster diversity and inclusion.
- (d) Allow employees to manage their work and personal life, subject to business needs.
- (e) Drawing on our diverse backgrounds, skills and talents and focusing on areas where these attributes may be enhanced and of value to the sport, free from discrimination and harassment.
- (f) Developing our own understanding and knowledge of diversity and inclusion and resolving issues quickly, sensitively, and effectively.

7. Implications for Non-Adherence

Any breach of this Policy may result in disciplinary action being taken by Motorsport Australia. Disciplinary action may include but not be limited to suspension of duties or obligations or termination of employment or other arrangements with Motorsport Australia.

8. Related Rules, Policies or Procedures

- (a) Motorsport Australia Code of Conduct Policy
- (b) Motorsport Australia Officials Code of Conduct Policy
- (c) Director Code of Conduct
- (d) Respect Code
- (e) Member Protection Policy
- (f) Motorsport Australia OHS Policy
- (g) Motorsport Australia Anti-Discrimination, Harassment and Bullying Policy
- (h) Discrimination, Human Rights and Work Health and Safety Acts in all jurisdictions
- (i) Fair Work Act 2009
- (j) Child Safeguarding Policy

9. General

- (a) The Policy Manager is the Manager – People and Culture to whom any questions in relation to this Policy should be directed.
- (b) This Policy will be reviewed every 2 years if not sooner.

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