

## WESTCROFT TRI CLUB – DIVERSITY AND INCLUSION CHARTER

Welcome to the Westcroft Tri Club Diversity and Inclusion Charter. As part of our clear commitment to inclusivity across the sport of Triathlon and amongst our club members, this charter forms part of our Diversity & Inclusion strategy which will underpin our Diversity and Inclusion activities. The objective being to **ensure that inclusivity\* is at the heart of everything we do as a club.**

To achieve our vision, we commit to the following actions:

1. **Club Leadership** – the committee commit to regularly discussing and taking proactive steps to improve our club's diversity and inclusion, building upon this charter. We will review and report progress to members.
2. **Diversity and Inclusion Ambassador** – will be appointed to sit upon the committee and be our instrumental in the delivery of this strategy and provide ongoing advice to ensure that there is a continued focus on our Diversity and Inclusion approach.
3. **Understand our Current Diversity and Inclusion** – we will undertake to establish baseline with respect to our current diversity, gain feedback on the club's current culture and encourage members to make recommendations for future improvements.
4. **Understand our Local Community** – we will aim to better understand the make-up of the local community and identify local community groups with whom we can work to promote the club.
5. **Committee and Coach Education** – we will aim to assess training and education opportunities to improve our understanding and ability to drive inclusive practices across club activities.
6. **Proactive Marketing** – we commit to using new channels to proactively market the club to local community groups that do not typically engage with our existing channels.
7. **Club Communications** – we will regularly review our website, social media content and wider promotional activities to ensure the language and imagery used, accurately reflects the diverse nature and goals of the club.
8. **WTC Aquathlon** – we will proactively promote the Aquathlon to local community groups who would typically not engage with triathlon focused marketing.
9. **Working in Partnership with British Triathlon** - we will work with British Triathlon to understand their diversity and inclusion plans and implement any recommendations at a local level.

This charter is a working document that will be subject to ongoing review and development. We welcome all feedback, stories, recommendations and other contributions.

\*Age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation