

Cyclekart Club of Australia Incorporated



DIVERSITY AND INCLUSION POLICY

This document is part of a system of management framework that provides an insurable safe system of operation for CCA activities. The complete framework is available to view at <https://cyclekarts.org.au/framework>

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1. Objective of Policy

The objective of this Policy is to foster a club and sporting environment that is representative of the community we serve. This Policy establishes a framework for continued diversification and inclusion within the Cyclekart Club of Australia (CCA). It aims to create a culture that encourages equity and fairness and eliminates all forms of discrimination, ensuring all participants feel welcomed and respected.

2. Scope of Policy

This Policy applies to all CCA members, directors, committee members, officials, volunteers, and participants in any CCA-sanctioned activity, event, or function.

3. Definitions

For the purposes of this Policy:

- Diversity includes differences in gender, age, language, ethnicity, cultural background, disability, religious beliefs, family responsibilities, educational background, life experience, socio-economic background, and personality. It encompasses diversity of lived experience as well as diversity of thought.
- Inclusion means fostering a culture where individuals of all backgrounds are culturally and socially accepted, equally treated, and able to participate fully. Inclusion creates a sense of belonging and ensures that people feel valued, authentic, and safe.
- Participant means anyone who takes part in a CCA activity or event, including drivers, builders, entrants, teams, volunteers, or contractors engaged in the delivery of an event.
- Club Community refers to the wider Cyclekart Club of Australia community including committee members, officials, volunteers, and members.

4. Context

- The CCA aims to reflect the diversity of the Australian community in its membership and leadership.
- The CCA considers itself to be a diverse club and community that fosters innovation, creativity, collaboration, and strengthens community connections.
- Inclusion is a shared responsibility of all members, participants, and volunteers in making our sport safe, respectful, and welcoming.
- The CCA values the unique experiences and attributes that each individual brings, and is committed to a culture where everyone is respected and valued.

5. Aim of this Policy

The aim of this Policy is to actively include and support the diversity of the Australian community in all aspects of Cyclekarting and CCA activities.

The CCA and its representatives will:

- Treat all people with dignity and respect.
- Promote and encourage an inclusive environment of openness, courtesy, learning, and respect.
- Attract and retain members, officials, and volunteers from diverse backgrounds, knowledge, experiences, and abilities.
- Ensure that committees and leadership groups reflect diversity of backgrounds and skills.
- Design club systems, policies, and processes to provide equal opportunity to all.
- Take into account differing beliefs, needs, and circumstances in the way activities and events are run.

This will be achieved by:

- Embedding inclusion in all CCA activities.
- Fostering a culture of belonging that is collaborative, respectful, and non-judgemental.
- Supporting members and participants to feel confident in embracing their identity.
- Monitoring feedback to ensure people feel they are treated with dignity and respect.
- Providing evidence that CCA events and activities are inclusive in practice and in culture.
- Incorporating diversity and inclusion commitments into CCA's strategic planning.

6. Responsibilities and Accountabilities

Promoting diversity and inclusion is a shared responsibility across the entire CCA community.

All members, participants, officials, and volunteers are expected to:

- Demonstrate behaviour consistent with the CCA Values and Codes of Conduct.
- Treat each other with courtesy and respect, fostering positive relationships.
- Support club structures and procedures that promote diversity and inclusion.
- Respect the balance of personal and club commitments.
- Value the diverse skills and experiences of others, free from discrimination or harassment.
- Actively build understanding of diversity and inclusion and address issues quickly and respectfully.

7. Inclusivity and equal rights

- The CCA is a fully inclusive organisation that strives to make CycleKarting accessible to all.
- No one shall be excluded from participating on the basis of discriminatory characteristics except where such characteristics are deemed to pose a risk to the safety and wellbeing of the participant or any other person.
- Drivers with physical impairments or special needs, or their carers are encouraged to contact the club prior to the event to discuss any specific requirements, questions or concerns that they may have.
- Wherever possible the club will endeavour to accommodate all requests for participation by drivers with physical impairments, or special needs, and will seek to develop programming that accommodates such requests
- CycleKarts may be modified so that they can be operated by drivers with physical impairments. One example is the use of hand controls. CycleKarts modified in this manner must be approved by the committee. Any such approval must be sought prior to the event.

8. Acknowledgement of Country

The Cyclekart Club of Australia acknowledges the Traditional Custodians of country and their connections to land, sea and community.

We pay respect to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

9. Implications for Non-Adherence

Breaches of this Policy may result in disciplinary action in line with the CCA constitution. This may include warnings, suspension of membership or event participation, or other measures deemed appropriate by the Committee.

10. Review

This Policy will be reviewed annually

All changes shall be ratified by the committee