

INCLUSION & DIVERSITY STRATEGY



OUR VISION & GOALS

To create an inclusive and more diverse hockey community, where underrepresented groups, such as women, people with disability, Aboriginal and Torres Strait Islander people, culturally and linguistically diverse people and LGBTQI communities, have equal opportunities, decision-making power and responsibilities.

Hockey Queensland aims to:

LEAD	Through intentionally aiming for gender balance, actively seeking diversity and continuing to embed good governance principles. (at Board level, coaching and officiating appointments)
PROMOTE	Through role modelling and showcasing the pathways and opportunities for underrepresented groups and implementing marketing guidelines that raise the diversity profile of Hockey Queensland (HQ).
RECRUIT	Through the development of equitable recruitment practices and processes that attract, develop, value and retain women and people from diverse backgrounds as administrators, coaches and officials in HQ run programs.
COLLABORATE	Through developing partnerships with Associations and clubs to become Ambassadors of Inclusion.
EDUCATE	By providing HQ Staff, Board, Volunteers, Representative Teams (players and officials), Clubs and Associations with training and resources to support inclusion and diversity initiatives.

LEADERSHIP	GOVERNANCE	PROFILE	PARTICIPATION
<ul style="list-style-type: none"> Continue to be recognised by the Queensland State Government as an exemplar sport in relation to fostering the opportunities of women in sport Equal conditions for male and female Brisbane Blaze players Hockey Queensland's Inclusion and Diversity Policy developed and implemented through an action plan Inclusion Ambassador Program implemented 	<ul style="list-style-type: none"> Maintain 50% female representation on HQ Board HQ Operational Committees to apply an inclusive lens to recruitment Reporting gender & diversity specific workforce data annually Promote the benefits and importance of diverse, gender equitable Boards to clubs and Associations Encourage Associations and clubs to combine gender specific incorporated bodies 	<ul style="list-style-type: none"> Set bench mark KPI's for diversity representation on social media, print and website platforms Visible female coach and official's pathway established and promoted Identification of diverse marquee players to act as ambassadors for Brisbane Blaze Adopt National themed rounds across the State 	<ul style="list-style-type: none"> Gender equity maintained in appointed State team coaches Maintain gender equity in player participation Increase participation of people that identify as other 20% increase in participation of underrepresented groups by 2026 Improve umpire diversity across gendered Championships to represent a minimum of 80:20 gender mix at each Championship by 2026 aiming for 50% by 2032 50% females appointed as Regional Development Squad Coaches Set base data & Increase diversity of officials

HOW WE WILL ACHIEVE OUR VISION & GOALS

LEADERSHIP	GOVERNANCE
<ul style="list-style-type: none"> ✓ Establish a Champions of Change culture to generate leadership opportunities and experiences for Underrepresented Groups. ✓ Increase staff awareness of unconscious bias and barriers to inclusion through targeted training and ongoing education for staff, board, subcommittees, coaches and umpires. ✓ Actively speak about valuing all genders, cultures and ability equally, promoting the same rights, opportunities and rewards across the organisation. ✓ Targeted scholarships to encourage more women to take on coaching and leadership opportunities. ✓ Engage Associations to have Inclusion Ambassadors. Promote the Ambassadors role in cultural and structural change. ✓ Continue to support female friendly facilities and universal design in any new facility developments. ✓ Continue to support and implement flexible work practices within Hockey Queensland. ✓ Support upcoming female leaders in the sport to network and build connections which support their pathway or career aspirations. 	<ul style="list-style-type: none"> ✓ Implementation of HQ's Inclusion and Diversity strategy. ✓ Development of Hockey Queensland's Inclusion and Diversity plan. ✓ Develop a recruitment and selection policy and process for Board and committee appointments. ✓ Develop guidelines that will look at ways to attract and retain more women in coaching, officiating and administrative career pathways. ✓ Have gender balanced interview panels. ✓ Continue to have gender related KPI's and targets into appointment processes for coaching and introduce them for officiating. ✓ Encourage and support Associations to have at least 40% of a gender on their boards and to include people from underrepresented groups. ✓ Review funding requirements in line with Associations ability to demonstrate diversity. ✓ Conduct Board Governance skills and diversity assessments annually. ✓ Report gender and diversity workforce data to the HQ Board annually. ✓ Conduct a pay equity audit annually as part of the organisational audit process. ✓ Adopt HA's Trans and Gender Diverse Guidelines. ✓ Establish a junior advisory committee to hear the perspectives of young people in hockey.
PROFILE	PARTICIPATION
<ul style="list-style-type: none"> ✓ Enhance the profile of the diversity in hockey through celebrating success. ✓ Promote underrepresented groups in coaching, officiating and administration pathways – "You can't be what you can't see". ✓ Use underrepresented role models to create videos showcasing our diverse talent. ✓ Showcasing and supporting champions in the sport to inspire change. ✓ Develop new marketing guidelines. ✓ Identify marquee players as part of Hockey One and look at how they can become ambassadors to promote diversity. ✓ Aim to host an Indigenous All Stars game in the HQ event program. 	<ul style="list-style-type: none"> ✓ Provide education for boys and men on respecting female umpires. ✓ Establish a mentoring program for female umpires in male Championships. ✓ Create partnerships with agencies who hold expertise in inclusion e.g. Disability agencies, Proud to Play. ✓ Provide products and services that meet the needs of underrepresented groups. ✓ Enhance participation choice and improve how opportunities are marketed. ✓ Facilitate a Women's Coaching Academy. ✓ Develop tailored approach to attract people of underrepresented groups to off-field positions in sport.