



A PLACE FOR ALL

DIVERSITY, EQUITY, INCLUSION AND BELONGING
STRATEGY 2024-2028

Sport Starts Here.
gymnasticsireland.com

About Us

Gymnastics is one of the largest participation sports in Ireland, one of the biggest sports in the world and one of the three 'Category A' sports in the Olympic programme. We are recognised worldwide not only as a major sport in our own right but also as a sport that provides the building blocks for almost all other sport.

Gymnastics Ireland is the National Governing Body (NGB) for the sport of gymnastics in Ireland and is officially recognised as such by Sport Ireland (SI). We are an inclusive club-based member organisation with clubs in all urban and rural communities nationwide. Our clubs come in all shapes and sizes with some being small, voluntary run set-ups; however, the majority are now run as small to medium enterprises (SMEs). These hugely successful community-based sports businesses have been growing year-on-year. Participation demand still greatly outstrips current club capacity; therefore, there is still massive untapped potential for future growth.

On a daily basis our clubs work with their members to unlock the full physical potential of every child or adult who wishes to participate in the sport, whatever their abilities or their sporting ambitions. For the vast majority that will be through the enjoyment and camaraderie of being involved at participation level and for a smaller number it will be as they progress through our pathway to sporting success at the highest level. Our hope is that for all it will be the beginning of a lifelong involvement with sport and physical activity through gymnastics.

Sport Starts Here.

What do we value?

ENJOYMENT

in our inclusive sport, whether it is at recreational or competitive level as a positive experience for our members.

PRIDE

in ourselves, in Gymnastics Ireland and in wanting to represent Ireland well on the international stage.

TEAM WORK

underpins our approach, as working together we are stronger.

HARD WORK

is how we achieve success.

AMBITION

to strive to achieve success in everything we do, from training sessions through to competition results.

FAIR PLAY

is the way we work and the way we win.

RESPECT

for each other, our competitors and ourselves.

Contents

Our Plan	3
Why this strategy is important to us?	4
Our Engagement	5
What is DEIB?	6
Our Message	7
Our Strategic Goal	7
Our Values	7
Our guiding principles	7
Our Strategic Commitments	8
Commitment 1: Engaging and listening to diverse voices	8
Commitment 2: Investing in learning and education	9
Commitment 3: Inclusive leadership and governance	10
Commitment 4: Developing and delivering inclusive programmes and services	11
Evaluation and Monitoring	12

Our Plan

This strategy represents our approach to addressing Diversity, Equity, Inclusion and Belonging (DEIB) and Equality of Opportunities (EOO) in Gymnastics Ireland. It forms part of our Culture and Governance Objective in our organisations Strategic Plan which aims to promote a positive culture and operate to the highest standards of corporate governance by:



Putting people first – creating an inclusive, safe, secure, enjoyable and rewarding environment where everyone is valued, avoiding a ‘win at all costs’ culture;



Enabling people to be the best they can be, through the sport from participation through to international competitive levels;



Having an active voice on the main global issues affecting gymnastics;



Having an active voice on the main issues nationally in Irish sport;



Continuing to develop strong internal structures, maintaining strong governance principles, policies and practices.

We have put policies in place which set out our commitments and obligations and our expectations of our member clubs to Diversity, Equity, Inclusion and Belonging. This DEIB strategy aims to deliver and support these overarching objectives by committing to six guiding principles and four concrete commitments. These principles are aimed to foster a culture of DEIB which reflects the gymnastics community and creates an environment where all participants, regardless of background, identity, or disability, feel welcome, valued, and supported.

This DEIB strategy outlines the commitments and action plans that will guide Gymnastics Ireland in achieving a more diverse, equitable, and inclusive gymnastics community. Gymnastics Ireland has also developed a DEIB policy statement.

Our Board & leadership team are fully committed to embedding this strategy across all our activities and understand the importance of their personal responsibility to show positive role modelling and leadership by adopting inclusive behaviours in everything that they do.

Why this strategy is important to us?

This strategy provides us with a clear vision and objectives against which we can hold ourselves accountable.

We already operate as an open inclusive organisation but we want to evolve our culture and embed our DEIB and EOO principles across all our activities and in all our clubs so everyone feels valued, respected, and heard. We know diversity has a positive impact on our organisation, our performance and how we deliver our sport and enhances our performance leading to better decision making.

We know that our members care passionately about doing the right thing so we want to ensure they have the support and leadership necessary to deliver our sport in a way that encourages everyone to be themselves and celebrated for who they are.



Our Engagement

We have undertaken an equality review and an extensive gap analysis to identify whether the promotion of equality of opportunity is adequately addressed in Gymnastics Ireland's written policies; and where gaps exist identify areas of improvement. This strategy aims to further enhance DEIB and EOO in Gymnastics Ireland and identify improvements we would like to achieve. Our review and this strategy were submitted to the Irish Human Rights and Equality Submission and our Board are committed to updating this plan if any further recommendations or suggestions are needed following that consultation.



We also engaged with our key funder Sport Ireland which launched its own Diversity and Inclusion in Sport Policy in May 2022 to ensure this Strategy and our DEIB policy were aligned with their objectives.



We became a member of 'The Open Doors Initiative', an organisation whose purpose is 'To create pathways to education, employment and entrepreneurship for marginalised people'. As a leading independent organisation in the area of DEIB in Ireland we have also engaged with them in the development of this strategy.



We invited written submissions from key stakeholders.



Our staff also played an important role in identifying the key issues impacting diverse groups in our sport.



We also engaged professional expertise with in-depth knowledge of this area.



It is our intention to engage more comprehensively with our members and diverse groups for the review of this plan which we intend to update periodically in line with our overarching strategy.

What is DEIB?



Diversity

Diversity is about everyone. Diversity is about valuing difference of all kinds of people in Gymnastics Ireland.



Equity

Equity is about fairness. Equality is about treating everyone in Gymnastics Ireland in a way that ensures everyone has the same opportunity. This means working to tackle prejudice, unfair discrimination, and barriers by reference to the grounds protected under the Equal Status Act: gender, marital status, family status, age, disability, sexual orientation, race, religion, and membership of the Traveller community (the Protected Grounds).



Inclusion

Inclusion is feeling respected valued and heard. Inclusion is about the individual's experience in Gymnastics Ireland.



Belonging

Belonging is feeling you are part of our team. Belonging is feeling supported as a result of inclusion and knowing you can be yourself and have a positive experience in Gymnastics Ireland.

Our Message

Recognise, Celebrate and Value Difference

Our Strategic Goal

Continue to develop as a diverse and inclusive organisation where our members, gymnasts and volunteers feel welcome, included, and able to excel as themselves across all our activities.

Our Values

Aligned with our Strategic Plan we are committed to being Inclusive in all our activities, to embed Fairness across the organisation, and to Respect each other so our sport can be enjoyed and be a positive experience where everyone has Pride in who they are and what they achieve.

Our guiding principles



Listening to diverse voices

Listen to the lived experience of others.



Understanding what we don't know

Educating ourselves and our members about DEIB.



Communicating

Creating opportunities for DEIB to be more visible.



Awareness

Being aware of DEIB in how we shape our future activities and programmes.



Team

Working together with our members to be proactive.



Evaluate

Check how effective we are against data and objectives.

Our Strategic Commitments



Commitment 1: Engaging and listening to diverse voices

We intend to listen to the different experiences and diverse voices of members across gymnastics Ireland in order to deepen our understanding of DEIB and promote an open culture, so everyone feels welcome and can enjoy our sport.

To learn from the diverse perspectives and insights of our members, volunteers, staff and stakeholders it is important to proactively work to maintain a culture in which everyone knows they, are valued, respected, included and heard. Gymnastics Ireland is open to other/ diverse voices and can be trusted to take on board your experiences and your suggestions for improvement. Gymnastics Ireland is a safe environment to express your views and we want everyone to feel they can trust us to have their voice heard without fear or worry.

Actions

- 1** Pilot an annual focus group 'Lived Experience' to help us improve our understanding of different lived experiences to enable us to make more informed decisions and provide the focus group with training/ supports as needed (for example, members with ethnically diverse backgrounds on any issues that cause barriers in accessing our services or being able to fully participate).
- 2** Continue our existing work with organisations who represent member disability groups with a renewed focus on inclusivity and belonging (Active Disability Ireland, Special Olympics Ireland).
- 3** Open new engagements with organisations who represent groups we have not yet worked with that represent underrepresented protected groups (ethnically diverse groups, LGBTQI+).
- 4** Have a clear communication and engagement plan in place to develop new ways of reaching out to the diversity of our members and gathering insight to inform prioritised projects.

Our Strategic Commitments

(Continued)

Commitment 2: Investing in learning and education



We will increase our own awareness and knowledge of difference to embed a culture where all members, volunteers and gymnasts/athletes are confident in demonstrating inclusive behaviours.

In order to continue to reflect the diversity of modern Ireland we need to understand the impact DEIB and EOO can have on everyone in terms of behaviour. Change can take time but learning about what makes us unique can be liberating and enriching. We need to develop and support our member, volunteer and staff knowledge and confidence in understanding and tackling bias and delivering our strategy.

Actions

- 1** Integrate inclusive leadership training into our Board and Staff training so it becomes part of our everyday thinking in operations, recruitment, performance, planning, and procedures.
- 2** Liaise with organisations that work with protected groups to assist us develop and deliver a fit for purpose DEIB & EOO training and education programme and suite of materials to deliver to our member clubs.
- 3** Ensure appropriate disability awareness training, intercultural relations, and managing inclusivity are rolled out and embedded in all event training programmes & inductions for volunteers, coaches, judges, and event management teams.
- 4** Develop a new DEIB module for all education courses.

Our Strategic Commitments

(Continued)



Commitment 3: Inclusive leadership and governance

We intend to further enhance and embed DEIB in all our policies and procedures and show leadership to all our member clubs in order to continue to foster a membership which respects diversity and embraces DEIB in all activities.

The role of our Board and Staff is to set the tone from the top acting as positive ambassadors and role models of inclusive behaviour, empowered to challenge behaviours not aligned to our commitments. Having clear policies and practices for the organisation as part of our governance programme supports our diversity and inclusion vision. As a membership body, it is also our responsibility to champion diversity in our clubs and ensure they have the support and resources in order to embed DEIB at individual membership level where a real sense of belonging and inclusion needs to be the lived experience.

Actions

- 1** Undertake an internal review, audit and gap analysis and update the Constitution and all policies (including specific DEIB/ EOO complaints and discrimination policies), strategies, plans, guides, rules and regulations and other materials to ensure DEIB/EOO principles are adequately captured and meeting our legal and strategic obligations.
- 2** Develop our membership system to enhance our equality data capture to provide insight into the impact and progress our strategy is having on our diversity profile and develop clear targets and measures.
- 3** Include minimum standards for Clubs including DEIB/EOO mandatory policy criteria and DEIB club champions in our individuals Mandatory Membership Agreement and Club Registration applications.
- 4** Advise our membership where to turn to for support and have confidence in promoting diversity and tackling unacceptable or biased behaviour.

Our Strategic Commitments

(Continued)

Commitment 4:

Developing and delivering inclusive programmes and services

We will build diversity and inclusion into the earliest stages of programmes, policies and projects and communicate our activities to reflect our commitment.



Actions

1

To ensure our sport is enjoyable and a positive experience for all we will positively design our programmes with diverse needs in mind to provide all our members with equal opportunities of access. We want to respond to ensure inclusion by design is part of our culture.

2

Ensure our external and internal communications plans and social media visibility and imagery reflect, engage and value diversity and inclusive communication.

3

Deliver programmes that are consciously designed in line with the needs of a diverse community by engaging with diversity groups to get clarity about what needs to be designed to give fair access and opportunity across our programmes.

4

Recognising members and volunteers who champion DEIB at all levels through an awards programme and development of Club Champions.

Evaluation and Monitoring

The Board have accountability for implementing the ‘A Place For All’ strategy. All Gymnastics Ireland employees are responsible for the strategy’s success and are required to adhere to its principles. We will also provide training in diversity, equity, inclusion and belonging to all members, volunteers and staff.

We will evaluate this plan every year. Gymnastics Ireland aspires that this Strategy becomes a ‘living’ document being fully implemented into all our activities and day to day interactions with our members, volunteers, gymnasts and the general publics. We will monitor these objectives as part of this plan and our overall strategic plans and update the Board.

As part of our commitment Gymnastics Ireland is in the process of implementing a new staffing restructure whereby responsibility for DEIB roll-out will be overseen by 3 x new senior Directors and managed by the new SafeSport and Integrity Manager. These key staff will oversee roll-out with the support of other team members and under the guidance of the CEO and the Board.

Some of the key measures which will help us to assess the effectiveness and impact of our strategy and actions over time include:



Membership Data



Member Lived Experience



Education & Training delivered



Engagement with organisations



Visibility and Communications



Irish Sports HQ
Sport Ireland Campus
Blanchardstown
Dublin 15
Ireland
D15 DY62

Tel (+353) 01-625-1125
Email ask@gymnasticsireland.com

Sport Starts Here.
gymnasticsireland.com