



**BALMAIN**  
**ROWING CLUB**  
Rowing for All

**BALMAIN ROWING CLUB INC.**  
ABN 49 114 044 362  
White Street Balmain NSW  
PO Box 15 Balmain NSW 2041  
secretary@balmainrowingclub.com  
[www.balmainrowingclub.com](http://www.balmainrowingclub.com)

# Diversity, Equity and Inclusion Policy 1.01

## 1. PURPOSE

Balmain Rowing Club seeks to conduct, encourage, promote, advance and administer rowing in the spirit of its motto of “Rowing for All” as we believe that rowing is not just a sport for elites but one which is embedded in our community.

The purpose of this policy is to establish our commitment to that motto by fostering a diverse, equitable, and inclusive environment at Balmain Rowing Club where all members, volunteers and participants are treated with fairness and respect and where our club is a safe and welcoming space for everyone.

Balmain Rowing Club recognises that diversity enhances the experience for all involved in rowing, from novices to seasoned rowers, indoor rowers and casual participants. We embrace diversity of all kinds including based on sex, gender, age, disability, cultural background, sexual orientation, socio-economic background, religious beliefs, amongst many other aspects. By valuing these differences, we can foster a culture of inclusion that supports participation in rowing activities, physical and mental wellbeing and a strong sense of community belonging and pride.

## 2. APPLICATION

This policy applies to all members, volunteers, and participants (including coaches) of Balmain Rowing Club.

## 4. OBJECTIVES AND POLICY PRINCIPLES

The objective of this policy is to ensure that Balmain Rowing Club achieves the purpose stated in this policy by:

- creating a culture and practices which value and promote diversity in our membership and volunteer base thereby ensuring that everyone has the opportunity to participate in rowing activities;
- supporting accessibility for our members, volunteers and participants and providing reasonable adjustments to the club facilities to ensure that it is inclusive for all;
- providing support to our members, volunteers and participants (including coaches) to ensure that our practices align with our policy objectives;
- regularly reviewing and updating our policies and practices to support a diverse, equitable, and inclusive environment; and
- engaging with our community and stakeholders to ensure that diversity, equity and inclusion considerations are forefront of club strategy and operations.

## 5. IMPLEMENTATION

To achieve these objectives Balmain Rowing Club will:

1. **Maintain our Culture of Belonging:** Implement and maintain strategies relating to diversity, equity and inclusion reflective of our club membership, volunteers and participants, starting with a Gender Equity Action Plan.
2. **Support Full Potential:** Provide opportunities for rowing participation based on unmet need, starting with Gender Equitable Access and Usage Policy.
3. **Encourage engagement and feedback:** conducting regular surveys members, volunteers and participants as well as access to a Diversity Champion for feedback on matters relating to diversity, equity and inclusion within the club.
4. **Remove Barriers:** Regular monitoring of strategies, feedback and club practices to ensure reasonable adjustments are made to encourage a diverse, equitable and inclusive club environment.
5. **Communicating Policy:** Committing to and communicating awareness of our Code of Conduct and key related policies that foster a safe and inclusive environment for our members, volunteers and participants and addressing any issues promptly.

## 6. RESPONSIBILITIES

- **Committee:** Responsible for endorsing, implementing, and monitoring the Diversity, Equity and Inclusion policy, associated strategies, feedback and recommendations and annual review of objectives, progress, and performance of this policy and Gender Equitable Access and Usage Policy objectives.
- **Members and Volunteers:** Expected to comply with this policy and contribute to a safe, respectful and inclusive environment, including raising concerns when appropriate.
- **Diversity Champion:** A Committee member who is the contact point for feedback from members, volunteers and participants in relation to the Diversity, Equity and Inclusion policy's objectives, provides that feedback to the Committee, including recommendations. The Diversity Champion is also responsible for assisting with monitoring of whether BRC activities align with our strategic goals and policies for inclusion and diversity.

## 7. COMPLIANCE AND MONITORING

- Balmain Rowing Club will ensure that all Diversity, Equity and Inclusion initiatives and related policies and strategies comply with relevant legislation.
- Members and volunteers are encouraged to report any concerns arising from application of this policy to the Diversity Champion, who will investigate and address these concerns promptly, including any recommendations to the Committee of reasonable adjustments to BRC operations to address the concern. These matters will be reported to the Committee at its usual meetings.
- This policy should be reviewed annually to consider surveys and regular feedback, how effective the policy has been in addressing concerns relating to inclusion and diversity and what improvements are reasonably necessary to BRC activities to support our commitment to inclusion and diversity.

## 8. RELATED DOCUMENTS

This policy should be read in conjunction with:

- Balmain Rowing Club Code of Conduct
- Balmain Rowing Club Strategy 2022-2027
- Balmain Rowing Club BRC Harassment & Discrimination Policy
- Balmain Rowing Club BRC Junior Member Protection Policy
- Balmain Rowing Club Member Handbook
- Balmain Rowing Club Gender Equitable Access and Usage Policy

## 9. DOCUMENT CONTROL

**Title:** Diversity, Equity and Inclusion Policy

**Effective Date:** 1 September 2024

**Content Owner:** Balmain Rowing Club Committee

**Approved by:** Joseph Grech, Club President

### Version History:

#### Release Date | Change Description

1 September 2024 | Initial release rev 1.01 tailored for Balmain Rowing Club