

EDI Framework

Introduction

- This framework sets out our intentions and ambitions within the EDI space and highlights what the main areas of focus are to help better serve our members.
- We will use this framework as a tool for us to refer to when implementing practices into our work as well as being able to equip us for future opportunities.
- Our framework will evolve as we learn more about the needs in our communities.
- We will work to co-produce the delivery and action planning to ensure a collaborative process with the groups most impacted by inequality.
- This framework will be used in conjunction with the [diversity action plan](#) where Sported's specific EDI objectives are highlighted and it will be reviewed annually as we continue to learn.

WHY

VISION

PURPOSE

We want **EVERY** young person to have the same opportunity to **fulfil their potential**.

Helping community groups **survive**, to help young people **thrive**.

WHAT

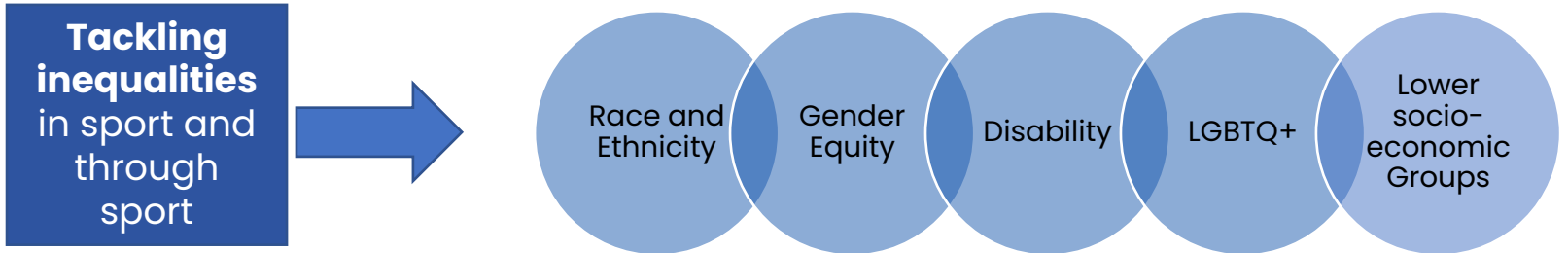
OBJECTIVES

Increasing representation and participation of minoritised groups both within Sported and our groups

Encouraging & supporting our network to **adopt inclusive practices**

Driving and championing conversations around EDI internally and externally

THEMES



HOW

TACTICS

Embedding an intersectional lens

Amplifying the voices of those from minoritised groups

Providing expert advice and learning

Creating supportive networks

Co-producing the work we develop

ENABLERS

People

Income generation and partnerships

Data and insight

Advocacy, PR and comms

VALUES

Demonstrate integrity

Commit to Inclusion

Be people led

Drive change

Understanding the Framework

Vision

*We want **EVERY** young person to have the same opportunity to fulfil their potential.*

We want to help remove the barriers that our most under-served, at risk and minoritised groups of young people experience when trying to access sport and physical activities.

Purpose

*Helping community groups **survive to help young people thrive***

We know diverse groups are more sustainable. For groups to "survive" and "thrive", they need to create inclusive spaces, one which considers every young person in their community.

Understanding the Framework

Encouraging and supporting our network to adopt inclusive practices – Better equipping our network to create the most inclusive spaces possible through training, resources and signposting.

Objectives

- 1. Increasing representation and participation of minoritised groups both within Sported and our groups**
We know representation matters, particularly for young people looking up to role models and aspiring to them. We want this reflected in our workforce, volunteer base and beyond to demonstrate our commitment to understanding the importance of representation and why it matters.
- 2. Encouraging and supporting our network to adopt inclusive practices**
Better equipping our network to create the most inclusive spaces possible through training, resources and signposting so every young person can thrive.
- 3. Driving and championing conversations around EDI internally and externally**
Driving and championing conversations around EDI with Partners and NGBs to strengthen the work being done around inequality and to create a collaborative approach to the work being done.

Understanding the Framework

Tactics

- 1. Embedding an Intersectional lens**
Understanding this is key when looking at tackling inequalities. Working through insight and data to explore how multiple intersected barriers enhance inequality
- 2. Amplifying the voices of those from minoritised groups**
We want to better utilise existing and new spaces to understand and listen to the needs of our members who have traditionally been excluded from conversations.
- 3. Providing expert advice and learning**
We want to help remove barriers by upskilling our network to become more inclusive.
- 4. Creating and participating in supportive networks**
We want to provide the voice and platform for those with lived experience to shape the future of minoritised communities. An example of this will be launching a Black Leaders Network. BLN will provide support and resources for both leaders in grassroots and senior positions in sports community
- 5. Coproducing the work we develop**
We want the voices of our network to help inform what we develop and deliver and for the work we do for our members to be from our members.

Understanding the Framework

Enablers

- 1. People**
We will employ thematic leads to champion the work of EDI , through area experts e.g, race equity, disability
- 2. Income generation and partnerships**
We will build our case to highlight the demand in the areas around EDI to support us with our income stream so we can better serve our communities.
- 3. Data and insight**
We will improve the data of our members so we can accurately ascertain the demographics of our communities and use this to be better reflective.
- 4. Advocacy, PR and comms**
We will use our communication channels to lead discussions on tackling inequalities

Other related documents

- [Diversity Action Plan](#)
- [Our Inclusion Champions & Open Spaces](#)
- [Our Board Diversity Policy](#)