

**Sported**  
**Our Inclusion**  
**Champions and**  
**Open Spaces**

July 2022



## Introduction

At Sported, our internal culture is paramount to the success we see in our EDI ambitions. We want to make sure that our staff team have a sense of belonging, can develop their learning, and feel Sported are an inclusive organisation. We also want to make sure our staff team are reflective of the diverse communities we serve, and actively monitor and evaluate our recruitment processes. We have specific actions assigned to this intention in our [Diversity Action Plan](#).

## Inclusion Champions

In 2021 we launched our Inclusion Champions programme which offers members of our staff team the opportunity to champion and advocate a particular topic. This could be a topic they are passionate about, hold expertise in or a lived experience. We currently have Inclusion champions in the following areas:

- Disability
- Gender Equity
- LGBTQ+
- Race, Religion & Belief
- Mental Health and Well-being.

Our staff members holding these roles are:

- Disability – Rob Danson
- Gender Equity– Laura Henshaw, Onyinye Nkemdirim & Polly Crook
- LGBTQ+ – Craig Stephen and Debra Barklin
- Race, Religion & Belief – Cheddi Gore and Juliet Bertie
- Mental Health and Well-being – Ellie Blackstock & Penny Rabone

## Open Spaces

After the events of 2020, there was a clear need for our Staff to learn and have a safe “open space” for discussion around topics centred around Equality, Diversity and Inclusion. We therefore hold monthly open space sessions, centred around topics that are relevant to a climatic discussion. The open spaces have helped increase awareness and upskilled our staff team in their awareness of certain topics. The sessions are mainly held by our Inclusion champions and topics this year have included:

- LGBT+ history month
- International Women’s Day
- Mental Health Awareness
- Windrush Day
- Pride
- International Youth Day
- National Inclusion Week
- Black History Month – TBC
- Islamophobia awareness – TBC
- Disability awareness -TBC



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