



Australian Government
Australian Sports Commission

Roadmap:

An **all inclusive** approach to governance and leadership in Australian sport





TOOL 1:

Diversity & Inclusion versus Justice & Equity

Adapted from “Colleges need a language shift, but not the one you think” by Dr. D. L. Stewart ([Colleges need a language shift, but not the one you think \[essay\]](#) [\[insidehighered.com\]](#))

The table on the following page offers a framework for understanding the conceptual terrain which applies to internationality. Intersectionality is ultimately about justice – a tool for social change, enabling us to dismantle oppressive systems and build a more just and equitable sporting world.

Want to learn more?
Watch this 15 minute TED talk:
D-L Stewart: Scenes from a Black trans life | TED Talk

At the crossroads of life and livelihood, scholar D-L Stewart invites us into scenes from his own life as he resists and reflects on the dehumanising narratives that shape the Black trans experience in the US.

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| Diversity asks: "Who is in the room?" | Equity responds: "Who is trying to get into the room but can't? Whose presence in the room is under constant threat of erasure?" |
| Inclusion asks: "Have everyone's ideas been heard?" | Justice responds: "Whose ideas won't be taken seriously because they aren't in the majority?" |
| Diversity asks: "How many more of [pick minoritised identity] group do we have this year than last?" | Equity responds: "What conditions have we created that maintain certain groups as the perpetual majority here?" |
| Inclusion asks: "Is this environment safe for everyone to feel like they belong?" | Justice responds: "Whose safety is being sacrificed and minimised to allow others to be comfortable maintaining dehumanising views?" |
| Diversity asks: "Isn't it separatist to provide funding for safe spaces and separate meeting places?" | Equity responds: "What are people experiencing here that they don't feel safe when isolated and separated from others like themselves?" |
| Inclusion asks: "Wouldn't it be great to have a panel debate Black Lives Matter? We had a Black Lives Matter activist here recently, so now we should invite someone from the alt-right." | Justice responds: "Why would we allow the humanity and dignity of people to be the subject of debate or the target of harassment and hate speech?" |
| Diversity celebrates: "Increases in numbers that still reflect minoritised status in the organisation and incremental growth." | Equity celebrates: "Reductions in harm, revisions to abusive systems and increases in supports for people's life chances as reported by those who have been targeted." |
| Inclusion celebrates: "Awards for initiatives and credits itself for having a diverse leadership group." | Justice celebrates: "Getting rid of practices and policies that were having disparate impacts on minoritised groups." |



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ausport.gov.au



Leverrier Street Bruce ACT 2617
PO Box 176 Belconnen ACT 2616
+61 2 6214 1111