



Ice Hockey New South Wales Diversity, Equity, and Inclusion Policy

Policy Name:	Diversity, Equity, and Inclusion Policy
Date of Approval:	24/05/2025
Policy Coverage:	This policy outlines IHNSW's commitment to fostering a diverse, equitable, and inclusive environment and applies to all members, participants, and stakeholders involved in IHNSW activities, programs, and governance.
Date of Review:	23/05/2027

1 Purpose

Ice Hockey NSW (IHNSW) is committed to fostering a diverse, equitable, and inclusive community where everyone—regardless of background, identity, or ability—feels respected, supported, and empowered to participate and thrive. This policy outlines our commitment to diversity, equity, and inclusion across all levels of our organisation, from governance to grassroots participation.

2 Scope

This policy applies to all members of the IHNSW community, including:

- Players
- Coaches and officials
- Board and committee members
- Club volunteers and administrators
- Parents, supporters, and spectators

It covers all IHNSW activities, including sanctioned events, programs, representative teams, governance, and operations.

3 Definitions

Diversity: The presence of differences that include—but are not limited to—gender, age, race, ethnicity, disability, sexual orientation, gender identity, socio-economic background, religion, and cultural background.

Equity: The fair treatment, access, opportunity, and advancement for all people, while striving to identify and eliminate barriers that prevent full participation.

Inclusion: The intentional, ongoing effort to ensure that diverse individuals are welcomed, respected, supported, and valued as equal participants in all aspects of the organisation.

40:40:20 Gender Representation: A target for Board composition in which 40% of positions are held by women, 40% by men, and 20% may be of any gender identity, to ensure gender-balanced leadership.

4 Guiding Principles

In accordance with the IHNSW Code of Conduct, all members are expected to:

- Treat all individuals with dignity, respect, and fairness.
- Promote a safe and inclusive environment free from discrimination, harassment, bullying, and vilification.
- Encourage equal opportunities for participation, leadership, and recognition.

These principles guide our Diversity, Equity, and Inclusion Policy (DEI) practices and are embedded in the IHNSW Code of Conduct.

5 Commitments

5.1 Governance

- Adopt and maintain a 40:40:20 gender representation policy for the IHNSW Board.
- Gender diversity in leadership – President and Vice President roles
- Ensure diversity is reflected in sub-committees, working groups, and advisory panels.
- Promote inclusive recruitment and appointment practices for all leadership roles.

5.2 Inclusive Participation

- Provide accessible opportunities for everyone to participate and progress in ice hockey at all levels.
- Work with clubs and stakeholders to ensure rinks, programs, and competitions accommodate people with varied needs.
- Support culturally safe spaces that welcome Aboriginal and Torres Strait Islander peoples and individuals from culturally and linguistically diverse (CALD) communities.

5.3 Culture and Inclusion

- *Promote diversity, equity, and inclusion (DEI)* by ensuring that all board members, coaches, officials, and volunteers understand and adhere to IHNSW's commitment to an inclusive environment.
- *Integrate DEI principles* into coaching and officiating guidelines, ensuring all relevant stakeholders contribute to fostering inclusive participation.
- *Encourage the development of inclusive practices* within clubs and organisations by aligning with IHNSW's DEI standards as part of regular operational procedures and member expectations.

5.4 Reporting and Accountability

- Include DEI as a standing agenda item in Strategic Planning reviews.
- Establish a clear pathway for reporting and addressing concerns relating to discrimination, harassment, or exclusion in line with the Ice Hockey Australia [Complaints, Disputes and Discipline Policy](#)

6 Implementation

The IHNSW Board is responsible for overseeing the implementation of this policy, with operational support from the Executive Officer and relevant portfolio holders.

Each club under IHNSW is encouraged to adopt its own DEI commitments aligned with this policy and ensure local compliance.

7 Review

This policy will be reviewed every two years, or more frequently if required, to ensure it remains aligned with IHNSW's values, strategic goals, and evolving community expectations.

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