



BOTSWANA NATIONAL SPORT COMMISSION

DIVERSITY, EQUITY AND INCLUSION

POLICY

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DEFINITIONS AND ACRONYMS

- i. CEO- Chief Executive Officer*
- ii. BNSC- Botswana National Sport Commission*
- iii. Commission- The Botswana National Sport Commission*
- iv. Staff – Employees of the Botswana National Sport Commission*
- v. SDG- Sustainable Development Goals*
- vi. WASBO – Women and Sport Botswana*
- vii. SADC – Southern African Development Committee*
- viii. AU- African Union*

1. INTRODUCTION

1.1 Botswana National Sport Commission (BNSC) is committed to fostering and supporting diversity, equity and inclusion in sport. The Commission is committed to diversity, creating equity across its systems and structures and fostering and advancing a culture of inclusion. The Commission appreciates that bringing diverse backgrounds, cultures, and perspectives together drives creativity and growth.

The Diversity, Equity and Inclusion Policy, sets out the principles and requirements by which the Commission will enhance opportunities for diverse participation and harmoniously working together in sport.

1.2 The Commission recognizes that diversity, equity and inclusion are multifaceted and that they need to be addressed holistically to better engage and support all groups, particularly those who have been historically marginalized and underrepresented. The Commission also recognizes that the differences bring richness to sport.

1.3 The Commission embraces differences in age, color, ability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status and other characteristics that make everyone unique.

2. SCOPE

2.1 As the national governing body in sport, the Commission believes that sport can be a catalyst to promote positive change in people and society. It is therefore the responsibility of the Commission, as the national governing body for sport to lead the charge in identifying and removing the barriers that prevent sport from being diverse, equitable and inclusive.

3. TERMINOLOGY

3.1 Understanding Diversity

- i. In communities, many distinct variations exist, which reflect dimensions of diversity which are hard to change. They relate to genetic or other human differences that exert an important influence on socialization and have an ongoing impact throughout the lives of individuals. These are primary dimensions of diversity and include: age, ethnicity, gender, sexual orientation, physical abilities/ qualities and race.
- ii. Secondary dimensions of diversity are ones that may change or be changed overtime. They reflect differences that may impact our lives differently at different times. These may include educational background, geographic location, income, marital status, experience and religious beliefs.

3.2 Understanding Equity

- i. Equity is a term that describes fairness and justice in outcomes. It is not about the equal delivery of services or distribution of resources, it is about recognizing diversity and disadvantage, and directing resources and services towards those most in need to ensure equal outcomes for all. The concept relates to an instance where everyone has the opportunity to actively partake in the sport of their choice and in whatever capacity they choose.
- ii. Equity is not achieved by providing identical treatment to everyone regardless of individual circumstance. Equity is achieved when differences are acknowledged and the stories, ideas and experiences within our community are recognized and valued. As such sporting organisations should be committed to being inclusive and open to all.

3.3 Understanding Inclusion

- i. Inclusion is the act of creating environments in which all individual or group can feel welcome, valued, respected, supported and can fully participate.

- ii. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people as well as ensuring access for all.

3.4 Seeing Through the Various Lenses

- i. The equity, diversity and inclusion lens ensures the development of policies and programs that respond to the broad diversity of a community. As sport and the society becomes more diverse, the Commission must find ways to ensure that the needs and concerns are captured and addressed in policy and program development.
- ii. When considering the impact of policies, services and programs on specific groups, it is advised to apply a lens analysis, to look through the lens of various communities, such as gender, race, ability.

3.5 Equity and Inclusion Lens

- i. Equity and Inclusion lens is a transformative tool used to improve planning, decision making, and resource allocation leading to more equitable outcomes from policies and programs.
- ii. The lens utilizes a set of principles, reflective questions, and processes that focuses at the individual, institutional, and systemic levels.

3.6 Why Use an Equity and Inclusion Lens

- i. Without intentional intervention, such as the use of an equity lens, institutions and structures will continue to perpetuate inequities.
- ii. The lens should be used in planning, development, implementation and evaluation of policies, services and programs delivered by the Commission.
- iii. Routine use of an equity lens explicitly integrates equity into the Commission operations and ensures that the Commission services, programs, budgets, resources, grants and decisions result in equitable outcomes.

3.7 Gender Equity Lens

- i.** Applying a gender equity lens will enable the Commission to consider policies, services and programs from a gender point of view, e.g. questioning how different genders will be impacted by decisions made, and by considering the answers to these questions, the Commission will design policies, services and programs to benefit different genders.
- ii.** In considering the historic discrepancies between genders, a gender equity lens will allow the Commission to ensure a diverse range of voices are considered in the decision making process. This further analysis will bring gender consideration into the decision making process.
- iii.** An equity analysis which looks at the differential impact of proposed or existing policies and programs on gender must be embedded into all assessment tools by the Commission.
- iv.** When gender analysis is used, policy makers make more informed decisions by considering gender issues.
- v.** This approach serves to eliminate discrimination against gender, e.g. Women based on their gender and thus contributes to the advancement of women's equality and gender equity.

3.8 Intersectional Lens

- i.** Intersectionality is a framework for conceptualizing a person, group of people, or social problem as affected by a number of discriminations and disadvantages.
- ii.** It takes into account people's overlapping identities and experiences in order to understand the complexity of prejudices they face.

- iii. Without an intersectional lens, initiatives that aim to address injustice towards one group may end up perpetuating systems of inequities towards other groups. Being aware of these complexities allows better planning and decision making.

3.9 Benefits of Using an Equity, Diversity and Inclusion Lens

- i. It opens sport to diverse community participation and create a positive public outlook.
- ii. An equity, diversity and inclusion lens provides a way to consciously attend to the needs of an individual, group or community and remove barriers that result in unequal outcomes to marginalized groups.
- iii. The lens can be used to more accurately assess the community's needs and bring potential solutions into sharper focus.
- iv. Equity and Inclusion Lens should be used across all areas including:
 - a. Communications
 - b. Engaging Community and Volunteers
 - c. Gathering Information or Research
 - d. Planning: Projects, Programs, Events
 - e. Policy Development
 - f. Budgeting and Allocation of Resources
 - g. Recruitment and Appointments of Staff, Board, Committees and all other structures.
 - h. Appointment of National Teams Caretakers, Coaches and Managers
 - i. Appointment of Junior Teams Caretakers, Coaches and Managers e.g. Botswana Games
 - j. Appointments into Leadership Positions in Sport
 - k. Hosting of Events

4. THE POLICY'S PURPOSE IS TO:

4.1 Set out principles and requirements for equity, fairness and respect for all.

4.2 Not to discriminate on the characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, including colour, nationality, and ethnic or national origin, religion or belief, sex, language and sexual orientation.

4.3 Oppose and avoid all forms of discrimination. This includes in support and benefits, terms and conditions of participation in sport or employment, selection for opportunities, promotions, training or other developmental opportunities

5. APPLICATION AND CONTEXT

5.1 The Commission is committed to promoting equity, diversity and inclusion by providing an environment that values and understands diversity in sport and in the society.

5.2 The policy is applicable but not limited to the Commission practices and policies on sport development, social and recreational programs, work environment and sport built on the premise of gender and diversity equity.

5.3 The Policy applies to the Commission, affiliates and anyone conducting work on behalf of the Commission.

5.4 The Commission commits to:

- i.** The Commission will not tolerate discrimination based on age, gender, race, national origin, sexual orientation or any other social identity category and/or defining characteristic.

- ii.** The Commission will cultivate and support an inclusive culture and environment, through programming and education, where all individuals regardless of race, colour, sex, sexual orientation, gender identity and expression, religion, nationality, age, socioeconomic background, financial means, marital and family status/makeup, physical ability, health status, neurodiversity, ancestry, and citizenship are supported and able to succeed in sport.

- iii.** The Commission will allocate resources and support in a manner that fosters equitable and inclusive participation in sport.
- iv.** The Commission will present growth opportunities for athletes, coaches, administrators, care takers, volunteers, board members and staff from diverse backgrounds.
- v.** Create an environment free of discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued.

This commitment includes training Commission Stakeholders about their rights and responsibilities under the equity, diversity and inclusion policy.

- vi.** Responsibilities include staff conducting themselves to help the organisation provide equitable distribution of opportunities and resources and prevent discrimination.
- vii.** All staff should understand they, as well as the Commission, can be held liable for acts of discrimination, in the course of their employment.
- viii.** Review and update practices, procedures, guidelines, programmes, policies and other documents in alignment with the Diversity, Equity and Inclusion Policy.
- ix.** Monitor the make-up of staff, committees, board, national teams, care takers, coaches, managers and all other structures regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging diversity and inclusion, and in meeting the aims and commitments set out in the equity, diversity and inclusion policy.

- x. Monitoring will also include assessing how the equity, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.
- xi. The Commission staff, the board and relevant structures are also required to attend and complete annual diversity awareness training to enhance their knowledge to fulfill this responsibility.

5.5 The Commission values and subscribes to the principles of diversity, inclusion, and equity and thus;

- i. We will strive to see diversity, inclusion, and equity in connection with our vision and mission for the benefit of those we serve.
- ii. We aim to recognize and address inequities in our policies, programs, and services.
- iii. We will update and document progress on our diversity, equity, and inclusion practices.
- iv. We promise to investigate underlying assumptions that interfere with our diversity policy.
- v. We commit to being transparent about diversity in all our interactions.
- vi. We will dedicate our time and resources to expanding greater diversity within our structures.
- vii. We commit to leading with respect and tolerance and we encourage all employees and volunteers to express this in their work within our organization.
- viii. We commit to advocating against systemic inequities that impact our work and address it according to this policy and in accordance with our mission.
- ix. We commit to identify and eradicate inequalities and discriminatory practices in sport.
- x. We will create new learning opportunities and formal, transparent policies as we strive for cultural competency throughout our organization.
- xi. We will strive to conduct or identify research related to equity so that we can make progress in the area of diversity, inclusion, and equity.
- xii. We will take action to improve diversity, inclusion, and equity in sport.

- xiii. We will identify resources for our underrepresented constituents by networking with other organizations that are also committed to efforts for diversity, inclusion, and equity.
- xiv. We will develop internal resources that demonstrate our commitment to diversity, inclusion, and equity and present them to our stakeholders.
- xv. We will develop a system to create awareness and address biases in our processes, procedures and programs

5.7 Gender Equality

- i. The Commission is committed to providing equitable opportunities for all genders and gender identities.
- ii. The Commission is actively committed to the equal representation of women and girls in sport at all levels.

5.8 Inclusive Practices for People with Disability

- i. The Commission supports the inclusion and involvement of people with disabilities in sport at all levels.
- ii. The Commission undertakes to foster positive and informed attitudes and behaviour towards people with disabilities.

5.9 Inclusion of sexually and gender diverse people

- i. The Commission is committed to the inclusion and support of people of diverse sexualities and gender identities. Through the provision of awareness training sessions and resources, the Commission is committed to fostering positive, informed and inclusive attitudes and behaviour towards all.

5.10 People from culturally and linguistically and other diverse backgrounds

- i. The Commission values the perspectives and contributions of all, including those from culturally and linguistically diverse backgrounds. The Commission seeks to reflect all areas of the diversity of the community that it serves in the composition of its structures.

5.11 Inclusion of Out of School Youth

- i. The Commission recognises that it is a challenge to involve Out of School Youth in sports.
- ii. The Commission undertakes to develop programs which will identify and remove barriers to participation in sports for the youth who are not in the school system.

5.12 Inclusion of the Rural Population

- i. The Commission is fully aware that the rural population is disadvantaged to fully participate in sports, in terms of resources and the reach of its programs. The Commission therefore undertakes to develop programs specifically targeted at the rural population in order remove barriers to participation in sport and recreation.

5.13 Disclaimer

The above is by no means an exhaustive list, but it gives an indication of the groups or class of people targeted by this Policy.

5.14 Disclosure

Disclosure of personal information regarding attributes, as stated in the policy, is optional. However, all who identify with any of the relevant attributes are encouraged to make a disclosure to the Commission. This will assist the Commission to strengthen and monitor its equity, diversity and inclusion programs and strategies. Information which has been disclosed will be kept confidential and will be used to measure results of strategies implemented across the Commission.

6. LEGISLATIVE COMPLIANCE

6.1 This Policy supports the Commission's compliance with local, regional and international instruments dealing with human rights, inclusion, diversity, gender equality, rights of persons with disability. This includes but is not limited to:

- i. The Botswana National Sport Commission (BNSC) Act

- ii. The National Sport and Recreation Policy for Botswana
- iii. Botswana Gender and Sport Strategy
- iv. The Southern African Development Community (SADC) Protocol on Gender and Development
- v. United Nations Convention on the Rights of Persons with Disabilities
- vi. United Nations Disability Inclusion Strategy
- vii. International Working Group on Women and Sport (IWG) Declaration and Big 5 Legacy
- viii. Sustainable Development Goals (SDGs), SDG 3 good health and wellbeing, SGD 5 gender equality and SDG 10 reduced inequalities
- ix. Revised National Disability Policy 2021
- x. WASBO Sexual Harassment Policy
- xi. African Union (AU) Agenda 2063
- xii. Universal Declaration of Human Rights 1948
- xiii. The Convention on the Elimination of All Forms of Discrimination against Women (1979).

7. BREACH OF POLICY

7.1 The Commission is committed to ensuring an inclusive, fair and just environment. In the event that this is breached, the matter will be resolved through application of the relevant procedures including Commission Code of Conduct

8. DELEGATED AUTHORITIES

8.1 All staff are expected to have an understanding of equity, diversity and inclusion and are responsible for the implementation of such within their sphere of activities.

8.2 The CEO has responsibility for staff equity, diversity and inclusion policies, practices and programs across the Commission.

8.3 The equity, diversity and inclusion policy is fully supported by the Board.