



World Water Safety

INTERNATIONAL LIFE SAVING FEDERATION

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ILS POLICY – POL 22

EQUITY, DIVERSITY AND INCLUSION

1. PURPOSE

This purpose of this policy is to provide a framework for Equity, Diversity and Inclusion for the ILS that will underpin all decisions, policies, procedures, events, activities and behaviour of the ILS taken collectively by the Board of Directors, Commissions, Committees, Working Groups and by individual representatives.

There are many definitions and principles of inclusion, diversity, accessibility, and equity (IDA&E); however the establishment of IDA&E within an organisation is not a one-size-fits-all approach, and the definitions and principles that are adopted need to reflect what works for that organisation¹.

The implementation of this policy will ensure the ILS operates in accordance with the best practice Equity, Diversity and Inclusion principles, consistent with expectations of the ILS General Assembly.

2. DEFINITIONS

- **Diversity** refers to all the ways in which people differ. Individuals may differ through personal characteristics and/or organisational characteristics.
- **Diversity management** focuses on managing the difference within an organisation's membership, capitalising on the benefits of diversity.
- **Equity** is about ensuring every person has an equal opportunity to participate or receive ILS services and products. Different treatment may need to be provided in order to achieve equal opportunity for everyone. Equity strategies permit the development of special initiatives designed to overcome the results of long-term discrimination/inequity experienced by certain groups and individuals.
- **Inclusion** refers to the international, ongoing effort to ensure that diverse people with different identities can participate in all aspects of the work of an organisation, including leadership positions and decision-making processes. It refers to the way that diverse individuals are valued as respected members and are welcomed in an organisation and/or community.

Equity, Diversity and Inclusion are philosophies that can only be achieved after an organisation is free of harassment and discrimination.

3. POLICY STATEMENT

- A. This policy is applicable to all situations within the ILS structure where decisions are made.

¹ *Principles of Inclusion, Diversity, Access, and Equity*. Tina Q Tan. The Journal of Infectious Diseases, Volume 220, Issue Supplement 2, 15 September 2019, Pages S30–S32.

- B. All Officials, Delegates and persons within the ILS must ensure that this policy is rigorously adhered to at all times.
- C. The ILS equity, diversity and inclusion principles ensure that there is diversity of race, colour, ethnicity, religion, gender, language, age, sexual preference, wealth, national origin, regional perspective and disability. In addition, the ILS fosters diversity culturally, intellectually and experientially in its representation and activities.
- D. The ILS will ensure that Board approved Equity, Diversity and Inclusion policies and principles are in place and are consistently applied and monitored.
- E. The ILS will promote the approved principles of Equity, Diversity and Inclusion to all volunteers, staff and contractors as well as to all the ILS member federations.
- F. The ILS encourages member organisations to assess their equity status and implement the strategies offered in the Montreal Tool Kit ² where required.
- G. This policy will be addressed through a number of targeted actions including:
 - 1. Increase participation levels for women to a minimum of 20% of senior leadership (Members of the Board of Directors, Directors such as Executive Director, Event Director, etc), Advisors (such as Financial Advisor and Legal Advisor), Commission Chairs and Members, Committee Chairs and Members).
 - 2. Increase participation levels for women to a minimum of 30% of Committee positions.
 - 3. Increase participation levels for non-native English-speaking individuals to a minimum of 30% of senior leadership.
 - 4. Increase participation levels for non-native English-speaking individuals to a minimum of 40% of Committee membership.
 - 5. Every Commission and Committee includes at least one person from each gender.
 - 6. The number of languages that key documents are translated into has increased.
 - 7. The ILS Business Commission will monitor progress against each action and report regularly to the ILS Board of Directors

4. EQUITY, DIVERSITY AND INCLUSION ENQUIRIES

Enquiries relating to this Policy should be directed to:

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ILS Headquarters
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The ILS Equity, Diversity and Inclusion Policy was adopted by the ILS Board of Directors 20/09/2020.

² International Working Group on Women and Sport. (2002). "The Montreal Tool Kit – a legacy of the 2002 World Conference". Montreal Tool Kit