



IRISH ATHLETIC
BOXING ASSOCIATION

Club Diversity & Inclusion Charter

2023



IABA.IE

Red boxing gloves on
white background

Mission Statement

Our club _____ and IABA recognizes and is enriched by the unique identity, life experiences, abilities, learning styles, knowledge and contribution of every individual within the existing boxing community and seeks to support the growth of our community to be even more inclusive of people from a diverse range of backgrounds at all levels of our sport including participating, coaching, officiating, volunteering, spectating and administering

Our club strives to achieve inclusion by creating pathways to participation through working in partnership with clubs, representative groups, disability services and in consultation with people with disabilities and their families. The IABA commits to continued action to identify and remove physical, cultural, perceived, and other barriers to people in accessing our sport and our community



A group of High Five Academy boxers in a circle holding a rainbow parachute at the start of training

Ethos



Our club's Diversity & Inclusion Policy is rooted in the IABA's core values of trust, teamwork, inclusion, respect, excellence, integrity, and leadership. Our club commits to leveraging these core values in the implementation of all aspects of this policy.



Context

The IABA is home to 355 boxing clubs on the island of Ireland, with more than 18,000 members

80%

of IABA's members are under the age of 18

57%

of clubs provide training to boxers with additional needs

1,800

boxers with additional needs are in training in boxing clubs

42%

of remaining clubs wish to provide training to people with additional needs

12%

of all qualified coaches are women

20%

of all boxers are women & girls

The Irish Boxing community is home to people from a diverse range of ethnicities and nationalities, and participants are from communities including the Travelling Community, Nigerian, Ukrainian, Polish, Latvian, Lithuanian, Brazilian, Russian, Romanian and many others.



Two women boxers in the ring at the National Stadium with the crowd in the background



DEFINITION OF DIVERSITY

Diversity is the practice or quality of including and/or involving people from a range of different social, ethnic, cultural & religious backgrounds and of different ages, genders, gender identities, sexual orientations, and abilities.

Inclusion is the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those who have physical or mental disabilities and members of other minority groups.

DEFINITION OF INCLUSION

Inclusion is the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those who have physical or mental disabilities and members of other minority groups.

INFORMING LEGISLATION, POLICIES & PROTOCOLS

IABA's Diversity & Inclusion Policy is informed by the Disability Act 2005, the Employment Equality Acts 1998–2015, the Equal Status Acts 2000-2015, the United Nations Convention on the Rights of Persons with Disabilities (Article 30.5) and the EU Gender Equality Strategy 2020-2025



A coach and a boxer doing pad work

Commitments

Our club welcomes all members of all communities, regardless of their abilities, ethnic, cultural & religious background, gender identity or sexual orientation. We will include people with disabilities and from diverse backgrounds in our organisation in both sporting and non-sporting roles to the greatest extent possible.

We will try to make our organisation as inclusive, diverse and accessible as possible, in line with the IABA Diversity and Inclusion Policy.



A man in older age punching a heavy bag



Actions



Our club commits to signing the Active Disability Ireland's Sport Inclusion Disability Charter



Through IABA Women in Sport initiatives, and our own programmes, our club will seek to increase will increase female participation in all areas of our club, from participation to competing, coaching, officiating, and administration.



Coaches, and members of our Committee will undergo Diversity & Inclusion training and so that these principles may inform decision making in our club

SIGNED, ON BEHALF OF OUR CLUB _____

Name:

Position:

Date:

