



IRISH ATHLETIC  
BOXING ASSOCIATION

# Diversity & Inclusion Policy

2023

[iaba.ie](http://iaba.ie)



# Mission Statement

The 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

IABA 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



## Ethos



This Diversity & Inclusion Policy is rooted in the IABA's core values of trust, teamwork, inclusion, respect, excellence, integrity, and leadership. We commit 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.



## 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



# Commitments

The IABA 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.

The IABA will endeavor to make our organisation as inclusive, diverse and accessible as possible, based on our commitment to comply with the Employment Equality Acts 1998–2015, the Equal Status Acts 2000-2015 the Disability Act 2005 and Article 30.5 of the United Nations Convention on the Rights of Persons with Disabilities. The IABA is also committed to fulfilling the requirement of the Sport Ireland Policy on Participation in Sport by People with Disabilities, the Sport Ireland Code of Ethics, the Sport Ireland Diversity and Inclusion Policy and is a signatory to the Sport Inclusion Disability Charter.



# Actions

The IABA is a signatory to the Sport Inclusion Disability Charter and has committed to infusing its principles of openness, awareness, promotion, and training throughout the boxing community. In addition:



The IABA will aim to achieve a Cara Centre Xcessible Bronze, Silver and Gold programme awards.



Through Women in Sport initiatives, the IABA will increase female participation in all aspects of the boxing community, from participation to competing, coaching, officiating, and administration.



Staff, and members of the IABA Board will undergo diversity and inclusion training, so that these principles may inform decision making.



The IABA will reach out to minority communities through specific diversity inclusion programmes in order to further open boxing to all who may wish to participate.



The IABA will conduct diversity and inclusion audits of the organisation and its membership annually to form a greater understanding of the boxing community and to signpost the evolution of diversity and inclusion actions.

## Review

The IABA will review the Diversity & Inclusion Policy at regular intervals and implement any recommendations and developments that may arise as a result of the development and auditing of policy initiatives.

