

# British Triathlon Diversity and Inclusion Action Plan 2020 - 2024

## OUR VISION

Great experiences through swim, bike, run.

## OUR MISSION

To develop an environment that makes Britain the world's leading triathlon nation; enabling success and increasing participation.

## OUR PURPOSE

To act as a forum for staff and volunteers in issues relating to diversity and inclusion.	To improve the representation and brand image of Triathlon and ensure Inclusion is embedded throughout the sport.	To recommend appropriate strategies to improve diversity and inclusion within the leadership and governance of the sport both internally and externally.	To continually monitor and evaluate the diversity and inclusion action plan, providing advice and guidance where necessary ensuring that diversity and inclusion remains a part of the core business strategy across the organisation.	To improve our policies, procedures and practices directly and indirectly relating to equality and diversity, through the use of an Equality Impact Assessment methodology, which will support us to better understand and improve the diversity of our sport.
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## OUR VALUES

WE ARE PEOPLE CENTRED	WE ARE AMBITIOUS	WE ARE INCLUSIVE	WE DO WHAT'S RIGHT
We openly support and challenge each other We are customer focused We nurture communities	We are dynamic We are innovative and creative We are passionate about doing our best We create positive impact	We remove barriers to involvement We connect people We have fun We work in partnership	We are honest and respectful We practice clean sport We are accountable

## OUR GOALS: BY 2024

More Participants	Great Clubs	Exceptional People	Excellent Organisation	Elevated Profile
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## HOW WILL WE DO THIS?

We will identify the tasks required to achieve our goals and set objectives aligned to these

## HOW WILL WE KNOW IF WE ARE WINNING?

We will monitor our progress against these goals via an annual scorecard and Chair of the Committee will provide a report and using the matters reserved for the board spreadsheet to the Main Board on any substantive matters of importance and any material issues or concerns.