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## **Improving diversity policy**

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For review by the Board: by May 2024

## 1. INTRODUCTION

The Board has a responsibility to promote the game of squash and squash 57 locally and to increase its membership and diversity leading to an increased pool of talent from which to select top players and contribute to improved mental and physical well-being, promote social cohesion and national identity. However, improving diversity applies across the organisation and is based not only on what is right but also on evidence that increasing diversity leads to improved results at all levels.

South Africa currently is experiencing challenges in developing its economy and the following statistics<sup>1</sup> are relevant:

- 74% of our population is black African
- About 10% owns 90% of the country's productive assets
- 64% live in urban areas
- 36,% of households are run by single mothers; 41% are female headed
- 60% of children live without their fathers
- Our median age is 27 and 20 of 55 million South Africans are between 15 and 34 years of age
- 32,4% of youth between 15 and 24 are not in employment, education nor training.

Against this background, improving access to opportunities to all South Africans to play squash at any level from grassroots to elite; socially or competitively as well as to engender squash to players, technical officials, coaches, administrators and team management remains a challenge but one to which we must all rise.

Diversity, according to King IV, is defined as "the varied perspectives and approaches offered by the different identity groups, for the purposes of King IV, it includes diversity in terms of fields of knowledge, skills and experience as well as age, culture, race and gender". This helps to guide all functions of Squash SA (SSA).

## 2. PURPOSE

This policy sets out the requirements and conditions for financial or other support for players in the talent and performance pathways and is *dependent on available budget and resources*. In particular, the aim is to support players with the potential to enter the top 100 and top 50 on the ranking list for men and women respectively. This will, in turn, create visibility of the sport as well as raise the standard of the game locally.

## 3. SCOPE

3.1 This policy means ensuring SSA ultimately reflects the demographics of the country and covers the following persons and organisations including but not limited to:

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<sup>1</sup> Indlulamithi South Africa Scenarios 2030 – Models and Indicators Edition (2019) <https://sascenarios2030.co.za/wp-content/uploads/2019/SAScenariosBooklet/SA-Scenarios-booklet-2019.pdf>

- 3.1.1 players:
    - 3.1.1.1 in the talent pathway
    - 3.1.1.2 in the performance pathway
    - 3.1.1.3 future players in these pathways
    - 3.1.1.4 Masters players
    - 3.1.1.5 Deaf players
  - 3.1.2 coaches
  - 3.1.3 referees
  - 3.1.4 team management
  - 3.1.5 administrators
  - 3.1.6 employees.
- 3.2 In addition, diversity includes but is not limited to:
- 3.2.1 all genders
  - 3.2.2 all ages
  - 3.2.3 all social and economic backgrounds
  - 3.2.4 all in rural and urban areas.

## 4. PROCESS

- 4.1 This policy requires the following:
- 4.1.1 changing demographics
  - 4.1.2 ensuring equitable access by providing resources within the organisation's means
  - 4.1.3 developing skills and capacity
  - 4.1.4 developing a wider spectator base and therefore player base
  - 4.1.5 with greater inclusion, becoming more attractive to sponsors and donors
  - 4.1.6 promoting BBEE principles in procurement
  - 4.1.7 improving good governance throughout the organisation
  - 4.1.8 promoting sustainability
  - 4.1.9 monitoring and evaluation of the processes
  - 4.1.10 seeking continuous improvement
  - 4.1.11 encouraging buy-in through the provinces, clubs, universities and schools
  - 4.1.12 implementing appropriate policies including safeguarding.
- 4.2 The policy may imply "opening the door" but needs to extend to encouraging people to enter who may not otherwise do so.
- 4.3 Acknowledging challenges and barriers is key but more importantly changing attitudes is fundamentally imperative to become truly inclusive and therefore diverse.
- 4.4 In order to perform at the highest levels, selecting from 100% of the population will benefit the sport more than selecting from 20% of the population.
- 4.5 Traditionally, squash has been seen as a sport for white people and people from the A and B income groups and whilst this is slowly changing it does remain a perception that needs to be addressed.
- 4.6 Working with Government departments at national, provincial and local levels as well as particularly education, local government, sport and defence to promote the provision of squash facilities which, in turn, will allow greater access across the country.

- 4.7 Consideration will be given to establishing inclusive squads particularly at school and university levels.
  - 4.7.1 Squads should receive top level coaching from qualified coaches
  - 4.7.2 Players in squads may benefit from being mentored by other players
  - 4.7.3 Additional funding may be required to equalise the opportunities not only to play but also to compete.
- 4.8 Where possible, using data to inform decisions, adapt policies and change practices will be encouraged together with feedback from all interested and involved persons so that SSA can ensure an environment of inclusion which values diversity, different views and opinions.
- 4.9 Working on the principle of role models, coaches from different backgrounds will be encouraged to become qualified and to support emerging talent.
- 4.10 A review of our tournament structure, associated costs and talent screening and development programmes will be undertaken to ensure they are fit for purpose.
- 4.11 A scorecard system will be introduced in consultation with provinces, affected players and coaches as well as other interested parties as suggested below:

Indicator	Target set	2021 figure	2022 figure	% improvement	Target achieved
<b>Number of players</b> <ul style="list-style-type: none"> <li>• Women</li> <li>• Men</li> <li>• Other</li> <li>• African</li> <li>• Coloured</li> <li>• Indian</li> <li>• White</li> <li>• Disabled</li> <li>• Under 18</li> <li>• Over 18</li> </ul>					
<b>Number of players in squads</b> <ul style="list-style-type: none"> <li>• Women</li> <li>• Men</li> <li>• Other</li> <li>• African</li> <li>• Coloured</li> <li>• Indian</li> <li>• White</li> <li>• Disabled</li> <li>• Under 18</li> <li>• Over 18</li> <li>• National</li> <li>• Provincial</li> <li>• Clubs</li> </ul>					

<p><b>Number of clubs</b></p> <ul style="list-style-type: none"> <li>• Urban</li> <li>• Rural</li> <li>• School</li> <li>• University</li> <li>• Business</li> <li>• Local government</li> </ul>					
<p><b>Number of courts</b></p> <ul style="list-style-type: none"> <li>• Urban</li> <li>• Rural</li> <li>• School             <ul style="list-style-type: none"> <li>○ Rural</li> <li>○ Farm</li> <li>○ Urban</li> </ul> </li> <li>• University</li> <li>• Business</li> <li>• Local government</li> </ul>					
<p><b>Number of coaches</b></p> <ul style="list-style-type: none"> <li>• Women</li> <li>• Men</li> <li>• Other</li> <li>• African</li> <li>• Coloured</li> <li>• Indian</li> <li>• White</li> <li>• Disabled</li> <li>• Under 18</li> <li>• Over 18             <ul style="list-style-type: none"> <li>○ Level 1</li> <li>○ Level 2</li> <li>○ Level 3</li> </ul> </li> </ul>					
<p><b>Number of referees</b></p> <ul style="list-style-type: none"> <li>• Women</li> <li>• Men</li> <li>• Other</li> <li>• African</li> <li>• Coloured</li> <li>• Indian</li> <li>• White</li> <li>• Disabled</li> <li>• Under 18</li> <li>• Over 18             <ul style="list-style-type: none"> <li>○ Level 1</li> <li>○ Level 2</li> <li>○ Level 3</li> </ul> </li> </ul>					

<p><b>Number of administrators</b></p> <p><b>Number of coaches</b></p> <ul style="list-style-type: none"> <li>• Women</li> <li>• Men</li> <li>• Other</li> <li>• African</li> <li>• Coloured</li> <li>• Indian</li> <li>• White</li> <li>• Disabled</li> <li>• Under 18</li> <li>• Over 18             <ul style="list-style-type: none"> <li>○ National</li> <li>○ Provincial</li> <li>○ Club</li> <li>○ School</li> <li>○ University</li> </ul> </li> </ul>					
<p><b>Number of events</b></p> <ul style="list-style-type: none"> <li>• Women's events</li> <li>• Men's events             <ul style="list-style-type: none"> <li>○ African players</li> <li>○ Coloured players</li> <li>○ Indian players</li> <li>○ White players</li> </ul> </li> <li>• Disabled</li> <li>• Under 18</li> <li>• Over 18</li> <li>• International</li> <li>• National</li> <li>• Provincial</li> <li>• Club</li> <li>• Singles</li> <li>• Doubles</li> <li>• Urban</li> <li>• Rural</li> </ul>					
<p><b>Number of BBBEE companies contracted</b></p> <ul style="list-style-type: none"> <li>• Level 1</li> <li>• Level 2</li> <li>• Level 3</li> <li>• Level 4</li> </ul>					

<ul style="list-style-type: none"> <li>• Level 5</li> <li>• Level 6</li> </ul>					
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4.12 Diversity will be included on the agendas for the Board, Convention and will be included in the annual report.

## 5. RESPONSIBILITY

- 5.1 The ultimate responsibility for diversity rests with the Board.
- 5.2 In reality, every person involved in SSA is responsible to contribute to diversity as the late Archbishop Emeritus Desmond Tutu said: "do your little bit of good where you are; it's those bits of good put together that overwhelm the world".
- 5.3 One person can contribute to change and if we all contribute our little bit, change will come to SSA more quickly and effectively.

## 6. EFFECTIVE DATE

The policy is effective from 25 May 2022 and will be updated every two years.

