

WPA SOCIAL IMPACT FRAMEWORK

# INCLUSION, DIVERSITY & EQUITY



	Version 1
	April 2023

## Water Polo Australia Inclusion, Diversity and Equity Strategy 2023-2025

Water Polo Australia's commitment to an inclusive, diverse and equitable water polo for all, making "Our Sport, Your Sport".

## **INCLUSION, DIVERSITY & EQUITY**

### **TABLE OF CONTENTS**

---

<b>3</b>	WPA Board Commitment
<b>4</b>	WPA Statement
<b>5</b>	Contributions
<b>6</b>	Strategic Direction
<b>8</b>	Our Sphere of Influence
<b>10</b>	Social Impact
<b>11</b>	Our Goals
<b>12</b>	Our Story
<b>13</b>	Our Project Scope
<b>14</b>	Our Baseline
<b>15</b>	Understanding Our Challenges
<b>16</b>	Our Policies
<b>17</b>	Our Opportunity
<b>18</b>	Our Approach
<b>22</b>	Our Action Plan

## **ACKNOWLEDGEMENT**

Water Polo Australia acknowledges the Traditional Owners of Country throughout Australia and recognises the ongoing connection to lands, waters, and communities. We pay our respects to the continuation of cultural, spiritual, and educational practices of Aboriginal and Torres Strait Islander peoples and to Elders past, present and emerging.

## **THANKS**

WPA would like to thank all contributors to the development of this document including;

- WPA Inclusion, Diversity and Equity (ID&E) Steering Panel
- WPA State Associations
- Australian Sports Commission (ASC)
- Australia Sporting Alliance for People with a Disability (ASAPD)
- Centre for Multicultural Sport (CMSport)
- Pride in Sport (PiS)

## **CONTACT**

Water Polo Australia  
[www.waterpoloaustralia.com.au](http://www.waterpoloaustralia.com.au)  
[info@waterpoloaustralia.com.au](mailto:info@waterpoloaustralia.com.au)

# WPA Board Commitment to Inclusion, Diversity and Equity

*February 2023*

Water Polo Australia (WPA) welcomes and recognises people of all genders, races, cultures, abilities, backgrounds, ages and geographic locations. We strive to create an environment where people feel welcome, safe, represented, considered in decision making, and able to participate and perform.

We understand the important role sport can play in promoting a feeling of belonging and security. We also encourage participation by all individuals both in the pool, playing across all levels and formats of the game, and out of the pool, coaching, officiating, volunteering, or supporting our sport.

In order to grow our game and create an environment where everyone can feel truly welcome, we are committing to transformational change. All staff, volunteers, members, players, parents, coaches, officials, and spectators of the sport are expected to behave in a way that is respectful, inclusive and treats others with dignity and integrity.

An inclusive, diverse, and equitable sport is possible when its benefits are embraced, and we all play our part in creating a welcoming, safe and positive environment – in and out of the pool. The WPA Board calls for all members to join us and help on this journey as we know greater diversity leads to stronger community competition, stronger pathways, stronger national teams, and most importantly, makes our sport your sport.

As the Board of Water Polo Australia, we make a commitment to ensuring Inclusion, Diversity and Equity is embedded in everything we do.



# WPA Statement

Water Polo Australia (WPA), as the peak body for members of a community plays an important role in leading and influencing the behaviour of our members. Sport is a thread that binds communities and WPA can influence the attitude and behaviour of our community through a range of social impact initiatives.

WPA's mission is to make our sport, your sport and in order to deliver on that, we must ensure we provide an inclusive environment and formats that cater to people from all backgrounds and communities. Our approach to achieve our Inclusion, Diversity and Equity goals is anchored through a theme of intersectionality. Every individual and every experience is unique, we each are more than one thing.

While Water Polo is an Olympic sport, our role and our community, is far broader. Our intent is genuine and authentic, providing a values alignment for our partners, participants and WPA employees as water polo becomes a product, workplace, and sport of choice, because of its inclusive and welcoming environment.

We have assembled a team of wonderful community members, who have led the development of this strategy, and we are grateful for their time, energy and commitment to innovating and enhancing the culture of water polo in Australia.



*Trent Birkett,  
President Water Polo Australia*



*Richard McInnes,  
CEO Water Polo Australia*

# Contributions

## PARTNERSHIPS

Engaging passionate and informed allies and partners creates a road to success and longevity. WPA is partnering with the following groups and industry bodies to inform and support the development and implementation of this strategy to ensure the best representation of the targeted groups;

**SPORTAUS**



---

## WPA INCLUSION, DIVERSITY AND EQUITY STEERING PANEL

Thank you to the invaluable expertise of the WPA Inclusion, Diversity and Equity Steering Panel. Our panel comes from a variety of backgrounds including sports administration, climate adaptation research, sports sustainability consultancy, athletes and committed members of our community.



**Holly Tyrrell –  
Chair (WPA)**



**Francisco Alfaro  
(NSW)**



**Miranda Frisken  
(WPA)**



**Peter Hornung  
(QLD)**



**Emily McGowan  
(VIC)**



**Jacqui O'Dwyer  
(VIC)**



**Simon Rodder  
(CMSport)**



**Domenic Tripodi  
(ACT)**



**Akshay Trivedi  
(SA/WPA)**



**Tim Welsford  
(WPA)**



**Garry West-Bail  
(ASAPD)**

# Strategic Direction: Establishing the foundations for success

Water Polo Australia, in collaboration with our State Water Polo Associations, developed our National Strategic Framework. This framework established our shared **vision**, our **mission**, our **values**, and five common **goals** to achieve these.

Our **VISION** is to make Our Sport, Your Sport!



Across Water Polo in Australia we unite under a common set of **VALUES** to advance our sport being:



Our strategic framework is designed around five **ELEMENTS**: EMPOWER, PROSPER, PERFORM, DEVELOP, AND PLAY – with participants, clubs, and sustainability at the centre of our strategy.



There is a suite of priorities for each of these goals determining what success looks like for our sport. Six of these priorities specifically identify the sport's responsibility to find new and innovative approaches to delivery and the development of a resilient and sustainable setting for growth and positive community experiences. These being;

- 1.2 Deliver optimal, fit-for-purpose governance practices at an NSO and SSO level in line with Sport Australia Governance Principles by 30 June 2023.
- 3.1 Deliver exponential growth in the number of people exposed to water polo activities.
- 3.3 WPA to support States and Clubs with a focus on delivering an outstanding participant experience through the entire journey.
- 3.2 Deliver a fit-for-purpose integrity and policy framework to deliver a culture in water polo that is consistent with community expectations by November 2023.
- 3.2.3 Adopt environmentally sustainable practices.
- 5.2 Increase the general population's awareness and exposure to water polo through increased marketing, broadcasts, and other opportunities.



# Our Sphere of Influence: Leading by example

Water Polo Australia is the national governing body for the Olympic sport of water polo in Australia. We are responsible for the development of water polo players, officials, coaches, and volunteers in Australia and for the conduct of competitions independently and in collaboration with our members. We recognise that through our leadership we can create a positive ripple effect. As we commence our journey and implement initiatives, we will encourage individuals and organisations to join with us.



### CORE OPERATIONS

22 national staff (15.6 FTE)

### EVENTS AND TEAMS

8 national events

6 national squads

2 national senior teams

### ENGAGED COMMUNITY

7 State Associations

154 Clubs

17 Regional Associations

681 Referees

1138 Coaches

### WIDER NETWORK

Australian Olympic Committee

National Institute Network

Friends and Family of members

### GLOBAL SOCIETY

World Aquatics

General Populations

Venues and facilities

20,000 members

Australian Sports Commission

Partners and Suppliers



# Social Impact: Engaging today and inspiring tomorrow

Globally, many industries are reviewing their business practices and making changes to be more socially responsible. This is driven by the evolving expectations of governments, investors, and business partners; and importantly internally by employees and communities. The sporting community is not exempt from this trend.

Integrating broader sustainable thinking into core business is no longer optional, it is a responsibility and integral to successful organisations. It is the right thing to do and makes good business sense.

Water Polo Australia is excited about the opportunity to ensure that we have a positive impact upon the people, land and waters of our sport to ensure a sustainable, resilient and respectful community and game for the future.

Our methodology to upholding this responsibility and creating a social impact through water polo includes the development of our Inclusion, Diversity and Equity Strategy, our Reconciliation Action Plan; our Culture Innovation Strategy; Climate Action Strategy. Together these initial projects shape our social impact framework and will drive change through our Leadership, Environment, and Community.

We view these initiatives, not as a distraction from our core business but as an important part of who we are and how we grow as a sustainable and resilient sport into the future.

## **CREATING AN IMPACT ON INCLUSION, DIVERSITY AND EQUITY**

Currently the participant base of water polo across Australia has limited diversity. In order to successfully grow membership and participation numbers and reach the strategic aims identified through WPA's Project 10X strategy, the sport needs to improve capability and capacity to attract, include, support and retain participants from diverse community groups.

WPA's 2023-2025 Inclusion, Diversity and Equity Strategy will be continually monitored and assessed in relation to changing societal trends, community needs and insights gained. The strategy will also be formally reviewed in early 2025 to ensure progress, renewal and ongoing alignment with the National Strategic Framework.

# Our Inclusion, Diversity and Equity Goals

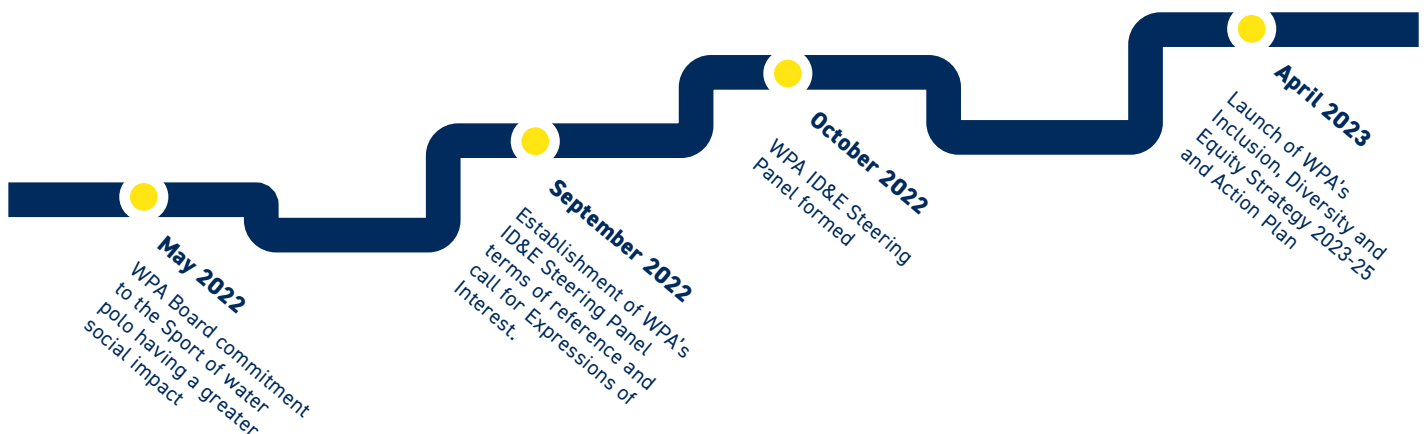
This strategy aims for Water Polo Australia to honour this commitment and deliver the following Inclusion, Diversity and Equity goals;

**1** Foster greater inclusivity - create a welcoming and safe environment for all to build a sense of belonging – “You belong here”

Represent a diverse community – grow the water polo community to reflect and celebrate the diversity and success that comes from an inclusive mindset in a diverse population – “You are seen here”

**3** Ensure fairness and equity - ensure all opportunities are equitable and experiences within the sport are safe and enjoyable – “You can play here.”

*And in doing so, Make Our Sport, Your Sport!*



# Our Story

Sport has the power to impact, heal and shape who we are as individuals and as a society. National sporting bodies also have a responsibility to ensure that our sport is accessible to and reflects the Australia we represent, including different backgrounds, beliefs, orientations, and abilities. This is done by ensuring that Inclusion, Diversity, and Equity underpin everything we do.

We recognise that to feel included; for some it's being with friends for feeling part of a team, for some it's having a common outlet or shared interest and for others it's somewhere to go to feel safe or seen. For most, it's all these things and more – it's a sense of belonging.

To be diverse; for some this means seeing people who look or sound like themselves being represented. For others this means an opportunity to be surrounded by something or someone different to themselves. A reflection of the Australian population and an opportunity to learn and grow from a variety of thinking and perspectives.

To demonstrate equity; starting with the recognition that we do not all start from the same place, but we do have a right to the same goals. Leading to the acknowledgement that fairness and integrity should be at the core of what we do and that flexibility for imbalances should be seen as an opportunity for growth.

The sport of water polo has the potential to deliver all of this, but we first need to acknowledge that we can always do more. We know the majority people within the sport have positive experiences, but we also know that accessing the sport, feeling initially welcome and finding the opportunity is limiting new participants from all walks of life from choosing our sport.

So how do we make our sport, your sport? We make a commitment, we make a plan, and we strive to break down barriers and connect with all Australians, providing them with all the great opportunities and enjoyment the sport of water polo has to offer.



# Our Project Scope

Australia has a vibrant and diverse population. The demographic of the communities in which sport operates in Australia has changed and is continuing to change dramatically and it is more important than ever to remain agile to future changes and growth. It is predicted that by 2030, over two thirds of Australia's population growth is forecasted to come from overseas migration, and by 2060, 44 percent of Australia's forecast 40 million population will be first generation migrants.

The scope of this strategy looks to make the sport of water polo in Australia inclusive to all and the population of water polo to be more reflective of the greater Australian population. This strategy aims to remove barriers, identify opportunities and embed supports into the water polo network.

Whilst we aim to ensure the sport is inclusive for the whole community, the identified communities listed provides a scope of reference to key communities where WPA acknowledges it can do more to make the sport more inclusive, diverse and equitable. This list is not exhaustive or exclusive to those not listed and notes our intersectionality approach.

- Aboriginal and Torres Strait Islander Peoples
- Cultural Diversity – New and Emerging communities
- Physical, Intellectual and Sensory Disability/limitations
- People with Diverse Sexualities and Genders
- Aging Adults
- Lower Socio Economic communities
- Regional Communities
- Women and Girls

The scope of this strategy will identify common or shared barriers across the groups and look to implement solutions to benefit all, focusing our efforts into the areas of leadership, footprint and community.

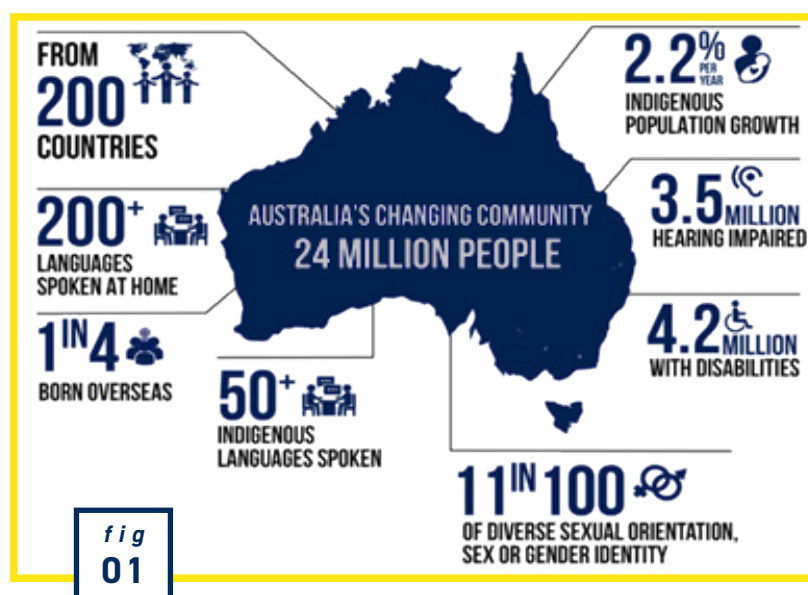
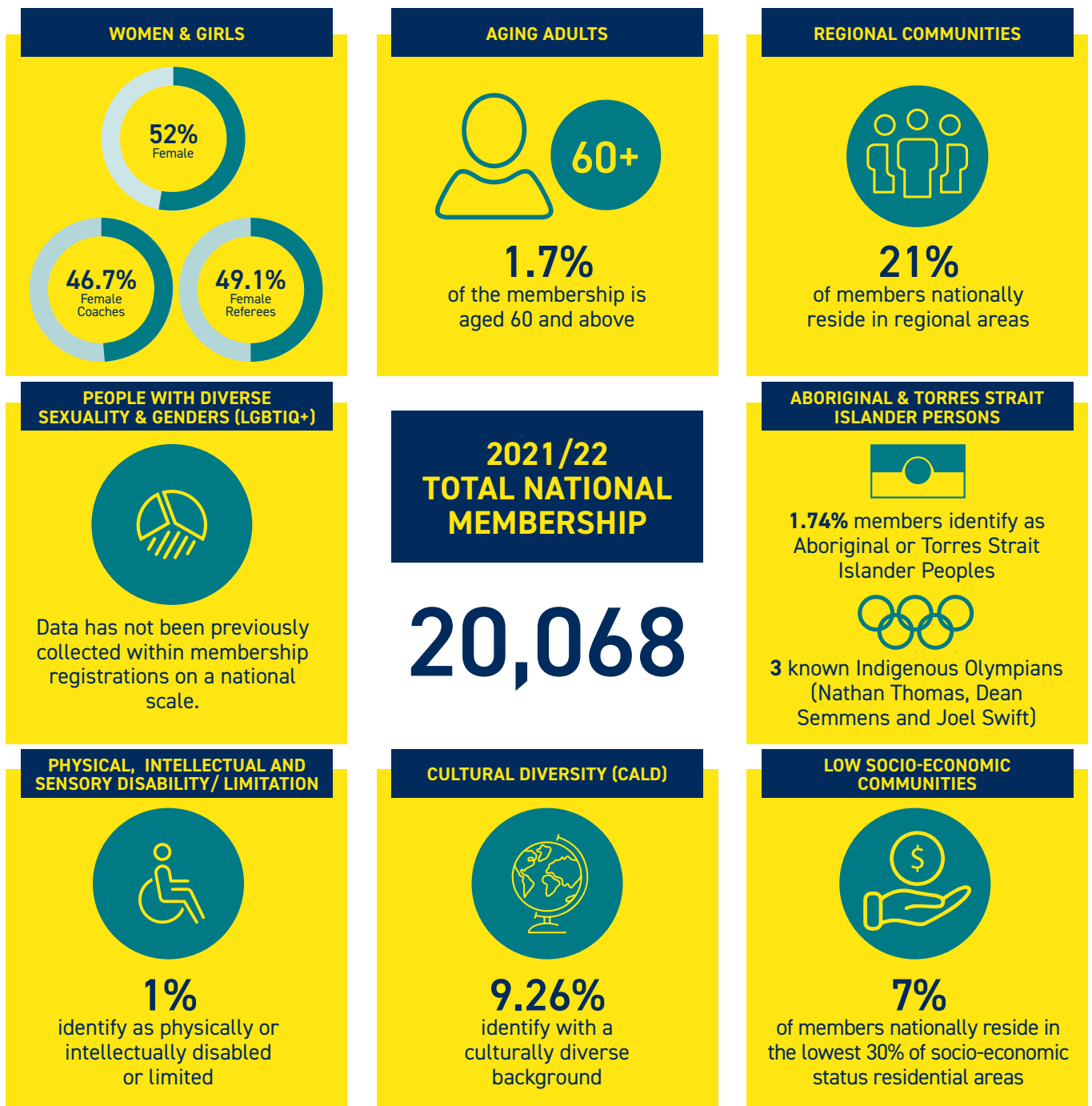


Figure 1: Source - Play by the Rules (Aug 2021 - [https://www.sportaus.gov.au/integrity\\_in\\_sport/inclusive\\_sport/toolkit/diversity-in-australia](https://www.sportaus.gov.au/integrity_in_sport/inclusive_sport/toolkit/diversity-in-australia))

# Our Baseline

Upon the completion of the 2021/22 water polo season, the membership of water polo across Australia had limited diversity, with limited data or targeted initiatives to grow diversity and support and celebrate a more inclusive and equitable sport.



# Understanding Our Challenges

This strategy aims to overcome the key challenges that have previously limited the sport of Water Polo in Australia from taking a coordinated and consistent approach to addressing and improving inclusivity and equity, resulting in greater diversity.

**Data** A lack of historic participation data being collected or stored in a coordinated manner, specifically in relation to targeted minority groups 2021/22 is the first year self-reported benchmark data was collected and this requires further development to ensure integrity and annual consistency. There is currently no data collected or understood regarding secondary impacts of participation in water polo on areas such as social wellbeing, physical health and/or economic impact.

**Perceptions** Traditional internal views may preclude or limit participants' without elite ambitions. Longstanding perceptions surrounding pool space requirements, inflexible formats and assumptions made about an individual's capability may also inhibit participation. Due to the current lack of diversity within the sport there is also a high risk of cultural literacy limitations, unconscious bias through actions/selections and limited visibility to inspire and motivate others. Externally, we are faced with the challenge of the sport's reputation, or its perceived complexity as well as the lack of public visibility of the sport for causal engagement.

**Resourcing and Capability** Financial and human resources are limited, impeding an approach to policies, rules, programs and equipment adaptations. Similarly, we are impacted by the resourcing of others such as facilities and physical spaces and their ability to support or respond to inclusivity and accessibility. As well as there being limited champions of ongoing sustainable engagement, there is limited expertise across all levels of the sport to assist with targeted/adapted delivery.

**Cultural Landscape** Despite the elite levels of the sport being culturally diverse, domestically, the nature of non-professional sport in a federated model is heavily reliant on passionate volunteers and has the potential to create negatively cultural disconnects through language barriers, unethical practices, egos, politics, power dynamics, nepotism and behavioural issues.

**Restrictive Rules** Inflexibility to cater for rule modifications and strict swimwear policies are all examples of traditional views and structures that limit diverse participation and inclusion within the sport of water polo at both a community and elite level. Swimwear requirements and expectations can be confronting and inappropriate for some, gendered competition can be isolating and traditional formats and contact rules of the can be intimidating.

**Program Design and Pathways** True inclusion ensures people have the opportunity to enjoy and succeed to the best of their ability in both social and traditional formats. This may be impacted by rigid, traditional membership structures creating a barrier to entry.

**Accessibility** Accessibility is always a challenge and includes access to foundation skills through learn to swim programs and geographic access to water space or programs. Facility accessibility, and lack of access to adaptable equipment and flexible programs, and access to educated and informed coaching and playing environments is vital.

# Our Policies



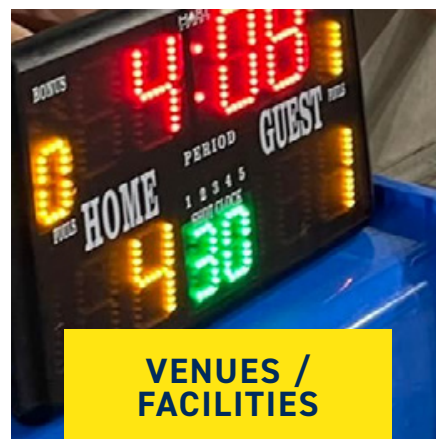
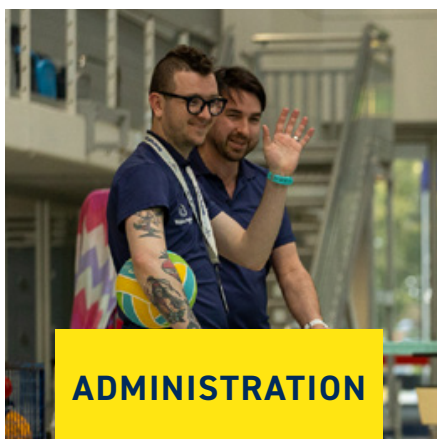
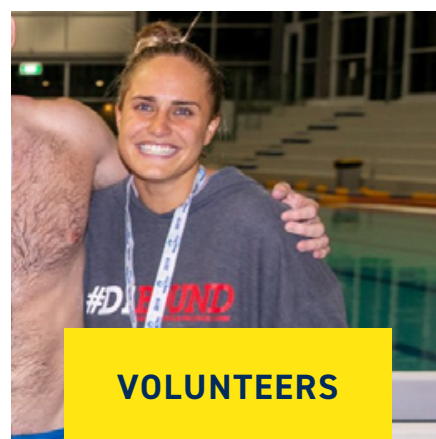
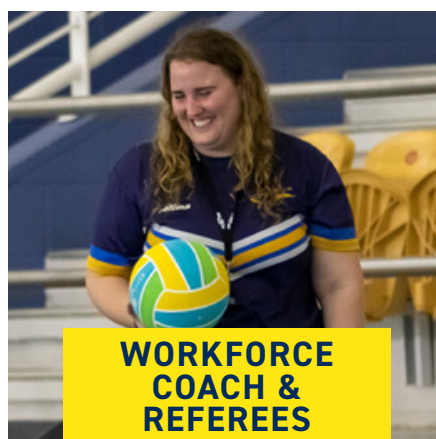
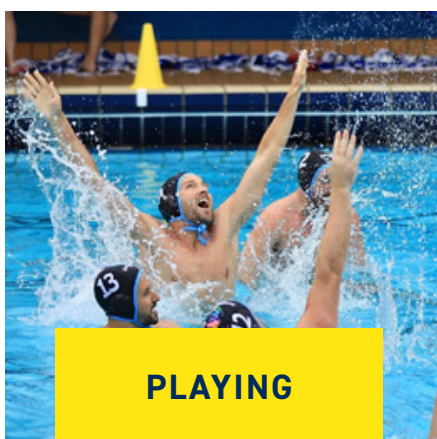
**WPA has existing policies and guidelines that underpin this strategy, that all members of the water polo community in Australia are bound to through their membership including:**

- WPA National Integrity Framework that includes Member Protection and Child Safeguarding Policies
- WPA Codes of Conduct
- WPA Grievance and Dispute Policy
- WPA Social Media Policy
- Water Polo Membership and Registration Policy
- National Selection Policies
- Trans and Gender Diverse Guidelines for Community Sport

# Our Opportunity

This strategy looks to support inclusion, diversity, and equity in water polo, both in and out of the pool across all our stakeholders.

Water Polo in Australia has a great opportunity to grow its membership and exposure base across all avenues of the sport demographically and geographically through a more visibly inclusive environment, improved processes and structures and targeted actions and initiatives.



# Our Approach

Our approach to achieve our Inclusion, Diversity and Equity goals is anchored through

a theme of  
intersectionality.

**EVERY INDIVIDUAL AND EVERY  
EXPERIENCE IS UNIQUE; WE ARE EACH  
MORE THAN ONE THING.**

The concept of intersectionality describes the ways in which systems of inequality based on gender identity, race, ethnicity, sexual orientation, ability, class, and other forms of discrimination “intersect” to create unique dynamics and effects.

Just like water polo is working to be defined as more than just a game through its social impact efforts, individuals can be more than one thing – and our approach to Inclusion, Diversity and Equity ensures that you can bring your whole self to the sport, be welcome and find a place to thrive.

We have identified common barriers that limit inclusivity, stifle diversity or reduce equity across the sport and are working to address these through a detailed action plan for the organisation. Our hope is that by addressing the most common barriers and challenges, everyone will feel welcome and see a place for themselves in the sport of water polo.



# WPA Approach



## LEADERSHIP

*How we advocate for and inspire shared success*

### Our identified initiatives

1. Making a sustainable, transparent and measurable commitment to the development of Inclusion, Diversity and Equity (ID&E)
2. Ensuring national policy and protocols are reviewed to maximise inclusion and use of inclusive language
3. Establishing and strengthening mutually beneficial relationships and partnerships to motivate behaviour change for social innovation

### What success looks like

- ✓ Implementation and national adoption of policy changes
- ✓ Participation of all key personnel in cultural awareness training and a year-on-year improvement in leadership literacy and confidence score



## ENVIRONMENT

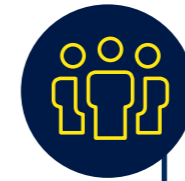
*How we operate respectfully and resiliently in our surroundings and the footprint we leave*

### Our identified initiatives

4. Advocating and promoting adaptive aquatic facilities that support participation in water polo at social, community and performance levels
5. Demonstrating respect through understanding the places we play
6. Increasing the value, recognition and understanding of our sports' legacy

### What success looks like

- ✓ Establish a benchmark and increase year-on-year community sentiment of inclusivity, diversity and equity
- ✓ Establish a benchmark and measure year-on-year increase of a club accessibility rating



## COMMUNITY

*How we empower and engage with our past, present and future communities*

### Our identified initiatives

7. Promoting inclusion and equity throughout our sphere of influence
8. Creating opportunities for participation and progression through targeted program development
9. Building literacy and confidence into the water polo community, creating local champions

### What success looks like

- ✓ Year-on-year increase in total membership and representation within community group segments
- ✓ Establishment of a benchmark and year-on-year increase in targeted program offerings and continued participation referrals

# Our Action Plan

The following initiatives and deliverables have been proposed in order to achieve WPA's Inclusion, Diversity and Equity goals within the Water Polo Australia Inclusion, Diversity and Equity Strategy 2023-2025. Throughout the period of the plan, goals and deliverables may shift in order to respond to changing circumstances and community need.

LEADERSHIP	How we advocate and inspire for shared success		
Initiatives	Deliverables	Timeline	Responsibility
<b>1.</b> <b>Making a sustainable, transparent, and measurable commitment to the development of Inclusion, Diversity and Equity (ID&amp;E)</b>	a. Establishment of a WPA ID&E Steering Panel, including terms of reference and meeting schedule	2023	WPA-SSP
	b. Development of WPA ID&E Strategy	2023	WPA - IDESP
	c. Digital launch of the WPA ID&E Strategy	2023	WPA - Media
	d. Modifications to national member registration form to capture greater diversity data	2023/24	WPA-SSP
	e. Establishment of a cultural confidence project with awareness training, induction packages and professional development seminars for National and State Directors and staff and national team representatives	2023/24	WPA-SSP
	f. Ongoing monitoring, surveying, evaluating and adapting to ensure an agile response to natural evolution of planned initiatives	2023/24	WPA-SSP
	g. Review and refresh of WPA goals, approach and action plan and update for 2025 onwards	2024/25	WPA-SSP

<b>2.</b>  <b>National policy and protocol review to maximise inclusion and use of inclusive language</b>	a.	Review and improvement of WPA HR and recruitment policies, including parental leave entitlements, transgender policies to cover all domestic competition	2023/24	WPA-Corporate
	b.	Review and update all WPA national membership policies to ensure they use inclusive language and are explicit in their application of all levels and formats delivered in Australia.	2023/24	WPA-SSP / WPA Board
	c.	Ensure the sanctions for discrimination and vilification in water polo reflect societies expectations	2023/24	WPA -Events
	d.	Advocacy for positive international ID&E policy and practices, including towards World Aquatics and the IOC.	2023/24	WPA – CEO
	e.	Development and Implementation of an inclusive swimwear and uniform policy	2023/24	WPA - SSP
	f.	Development of a Reconciliation Action Plan and Implementation of its respective deliverables	2023/24	WPA-SSP / WPA-RAPWG
	g.	Commitment to annual measures against the Pride in Sport Index	2023/24	WPA-SD
<b>3.</b>  <b>Establish and strength mutually beneficial relationships and partnerships to motivate behaviour change for social innovation</b>	a.	Create partnerships with aligned health organisations to promote benefits of water polo for specific health conditions	2024/25	WPA-SSP
	b.	Strengthen relationships with facilities to educate on the flexibility and commercial viability of water polo formats	2023/24	WPA-SSP
	c.	Creation of a calendar and digital activation assets to promote national inclusive awareness days	2023/24	WPA-SSP
	d.	Targeted student Internship projects and opportunities	2023/24	WPA-SSP
	e.	Partnerships with WPA commercial partners to support community equipment innovations and prototypes to enable participation	2024/25	WPA-SSP



Environment	How we operate respectfully and resiliently in our surroundings and the footprint we leave		
Initiatives	Deliverables	Timeline	Responsibility
<b>4.</b> <b>Advocate for adaptive aquatic facility development that supports participation in water polo at social, community and performance levels</b>	a. Delivery of the National Aquatic Facility Audit with industry collaboration understanding the accessibility features across all venues and natural ways we play	2023/24	WPA-SSP
	b. New build facility/venue development guidelines to maximise water polo format and usage adaptability and accessibility	2024/25	WPA-SSP
<b>5.</b> <b>Demonstrate respect through understanding the places we play</b>	a. Event communication protocols to include venue facilities, accessibility assessment pre-advised	2023/24	WPA – Events
	b. Incorporation of a club accessibility and inclusiveness scoring system into the annual club census	2023/24	WPA- SD
	c. Club Adaptability Guidelines in WPA Club Pool – resource on how to adapt traditional activities to maximise inclusion	2023/24	WPA-SSP
<b>6.</b> <b>Increase value, recognition and understanding of the sports legacy</b>	a. Investigate research opportunities to understand the therapeutic and social benefits of water polo participation and the impact had by water polo	2024/25	WPA-SSP
	b. Case studies of inclusive programs including imagery library and videos packages	2024/25	WPA-Media
	c. Consistent agreement on definitions of regional tournaments and selection purposes	2024/25	WPA-Events

<b>Community</b>	<b>How we empower and engage with our past, present and future community</b>		
<b>Initiatives</b>	<b>Deliverables</b>	<b>Timeline</b>	<b>Responsibility</b>
<b>7.</b> <b>Promote inclusion through our sphere of influence</b>	a. Investigate opportunities to include AUSLAN interpreters, close captioning and/or audio description on water polo broadcasts, a and live events.	2024/25	WPA-Events
	b. Collaborate with partner organisations to support community inclusion activation campaigns such as anti-racism, LGBTIQ-phobia, accessibility, respect, kindness etc.	2024/25	WPA-SD
	c. Social media new member recruitment campaign promoting the experiences of first joining the sport and how existing members contribute to the experience	2023/24	WPA-Media
	d. Support and training of dedicated National Ambassadors for Inclusion and Diversity representatives	2023/24	WPA-SSP
<b>8.</b> <b>Creating opportunities for participation and progression through targeted program development</b>	a. WPA branded signage for public pools with general use water polo equipment on display with basic instructions and how-to info	2024/25	WPA-SD
	b. Development of introduction to water polo video and written content for school and community groups	2023/24	WPA-SD
	c. Development of national delivery tools for the BumpaBall program as WPA's champion inclusive program format	2023/24	WPA-SSP
	d. Delivery of targeted pilot programs and case studies with identified community groups	2023/24	WPA-SD
	e. Concept development and investigate funding options for targeted non-traditional engagement programs (e.g. AquaPolo, Youth At-Risk etc)	2024/25	WPA-SSP
	f. Investigation of funding opportunities to provide financial support to water polo delivery providers to pilot inclusive come and try activities	2024/25	WPA-SD
	g. Investigate opportunities to create a pathway scholarship program for participation in performance opportunities (for players, coaches, and referees)	2024/25	WPA-HP
<b>9.</b> <b>Building literacy and confidence into the water polo community, creating local champions</b>	a. Development of a dedicated inclusive and all abilities coaching and referee module	2024/25	WPA-SD
	b. Review and update of WPA education courses and materials to ensure use of inclusive language and diverse imagery representations	2023/24	WPA-SD
	c. Communications and social media protocols to ensure imagery of diverse populations feature through our social media and website	2023/24	WPA-Media



# Water Polo

OUR SPORT, YOUR SPORT

WPA SOCIAL IMPACT FRAMEWORK

**INCLUSION, DIVERSITY  
& EQUITY**